UNA adheres to all federal and state civil rights laws prohibiting discrimination in public institutions of higher education. UNA will not discriminate against any employee, applicant for employment, student or applicant for admission on the basis of race, color, sex, pregnancy, religion, creed, ethnicity, national origin, disability, age, sexual orientation, gender identity, veteran or military status, predisposing genetic characteristics, domestic violence victim status or any other protected category under applicable local, state or federal law, including protections for those opposing discrimination or participating in any resolution process on campus or within the Equal Employment Opportunity Commission or other human rights agencies. This policy covers nondiscrimination in employment and in access to educational opportunities. Reports of discrimination may be reported to the following areas: Human Resources, Student Conduct, University Ombudsman, Title IX Administrator.
NORTH ALABAMA ONLINE exemplifies every aspect of the mission of the University of North Alabama, which is to be:

INNOVATIVE
Over half of UNA’s award-winning faculty teach an Online Education course using the latest technological advancements in their respective disciplines to offer the same high-quality learning experiences offered on-campus.

INCLUSIVE
On average, UNA distance learners are in their mid-30s, working full-time, and managing a variety of personal and family obligations. These are students who might not otherwise have access to higher education.

ENGAGED
Many UNA online programs include practical learning opportunities, including simulations, internships and co-ops in students’ home communities, which is where they aspire to live and work.

EVOLVING
UNA has continued to evolve to answer the ever-increasing demand for Online Education courses and programs. Over the last five years, Online Education at UNA has more than doubled, representing over 1/3 of all student enrollments and credit hour production at the institution.

GLOBAL
UNA distance learners include students from 46 states and 53 countries around the world – expanding UNA’s footprint nationally and globally.
“There were obviously plenty of online business programs in the U.S. for me to choose from, but to me, what sets UNA apart is their enthusiastic and caring faculty and staff. My professors always want to know their students personally. They care about our future career and goals; they cheer us on for every accomplishment. Many of them even remembered my CPA score release dates and checked with me. I know I would not be able to build these precious relationships anywhere else, especially at such an affordable price, as what I am experiencing at UNA!”

Huong Heidi Pham
Masters of Business Administration '20
Ho Chi Minh City, Vietnam

UNA’s MBA Enrollment Largest in the State Yearly Since 2017
- The MBA program at the University of North Alabama leads the state in the number of students enrolled according to a listing compiled by Birmingham Business Journal.

Recognition of UNA’s MBA Programs
- The MBA program named in the Top 50 in the world by London-based CEO Magazine based on the quality of faculty, international diversity, class size, accreditation, faculty-to-student ratio, price, international exposure, work experience, professional development, gender parity, and delivery methods.

The MBA program ranks 2nd in Alabama and in the Top 20 in the south by Online MBA Report. The criteria used in making this list consists of academic reputation of a given school’s online MBA program, value as it relates to tuition, relative MBA program enrollment numbers, admissions selectivity, and program quality and rigor.

The Executive MBA program named 1st in the nation by the online publication College Consensus, aggregating publisher rankings and student reviews. By evaluating reputation, convenience, and affordability equally, they determined their list of Top 25 institutions.

The Executive MBA program named 5th in the nation by Online Course Report. The online publication ranked the program as tops in its field by maintaining an independent and thorough voice identifying the best online courses.
Bachelor of Business Administration

The Online BBA degree program provides degree completion opportunities for working adults in the areas of Professional Management and Human Resources. The program has grown rapidly since being launched in 2018. Courses are taught by the same faculty members who teach in our nationally ranked online MBA program. The College of Business uses the most up-to-date technology to provide an innovative learning experience for our students.

“As a result of completing my UNA degree online, I was able to continue my education while working full time. I was able to set an example for two little girls in my life that, no matter where life takes you, if you have a goal to have higher education do not let your circumstances dictate your ability to achieve those goals.”

Ashley Lawrence
Bachelor of Business Administration (BBA) ’20
Denton, Texas

“I received a holistic business education through UNA’s online MBA program, which improved my communication and leadership skills.

I chose a UNA online degree because of the flexibility. It allowed me to get a master’s degree at my own pace while also working full-time. As a result of completing my UNA degree online, I will be better qualified for future jobs and have a competitive advantage as my career progresses.”

Stephen Mbote
Master of Business Administration ’20
Birmingham, Alabama

UNA’s Online MBA and MAcc Programs

UNA has the largest MBA enrollment in the state of Alabama and one of the fastest-growing Master of Accountancy programs in the state. The College of Business at UNA delivers an experience that is unmatched. The professors bring real world experience to coursework that serves as the foundation for all of our programs. Students benefit from their research and experience through case studies, solving real world business problems, and a dynamic delivery of practical business skills, knowledge, and strategies.
Online Education AT THE UNIVERSITY OF NORTH ALABAMA

During the last five years, Online Education at UNA has more than doubled, representing more than one-third of all student enrollments and credit hour production at the institution. During the 2019 – 2020 academic year, more than 80 percent of the total student population at UNA took at least one online course, and 94 percent of the graduating class of 2019 – 2020 took at least one online course during their academic careers.

UNA continues to add to its robust portfolio of online bachelor’s and master’s degrees with more innovative curriculum options, such as certificates and micro-credentials, which are designed to equip skills that employers want, in order to stay at the leading edge of their disciplines.

50+
ONLINE OPTIONS
UNA offers more than 50 online bachelor’s, master’s, certificate, and micro-credential programs.

2,000+
STUDENTS ENROLLED in one of UNA’s online bachelor’s, master’s, certificate, or micro-credential programs.
Anderson College of NURSING and HEALTH PROFESSIONS
2019 - 2020 ACHIEVEMENTS

• A leader in online nursing education since 2001.
• Approved by the Alabama State Board of Nursing.
• Fully approved to by the Tennessee Board of Nursing to offer online nursing education to Tennessee residents.
• The baccalaureate degree program in nursing and the master’s degree program in nursing at the University of North Alabama are accredited by the Commission on Collegiate Nursing Education (ccneaccreditation.org).
• Department of Labor (DOL) Workforce Opportunity for Rural Communities (WORC) grant of $1.098 million provides scholarships for online RN-BSN/RN-MSN students.
• The Nurse Faculty Loan Program FY 2020 was first funded in 2019 and supported 22 graduate nursing students. UNA’s total funded amount was $269,479.98. A request for additional funding through June 2021 has been submitted.
• Interest in the new online Bachelor of Science in Applied Health Science - Health Administration program is strong. The program began in January 2019 and, in only one year, 32 students are enrolled.

Elizabeth Boone and her husband, U.S. Army Nurse Corps. Capt. Daniel Boone, are both graduates of the UNA Anderson College of Nursing and Health Professions. They live in Fort Irwin, Calif., with their son, Alexander.

“What I love most about UNA is that I am not just a number. The teachers truly care and get to know their students. UNA and the faculty feel like home. I have received the education one would get from a large college but with a hometown price and atmosphere.”

Elizabeth Anne Pierce Boone
Master of Science in Nursing
Fort Irwin, California

Master of Science in Nursing (MSN)
The ACONHP offers a Master of Science in Nursing (MSN) degree with three tracks for registered nurses:
• Family Nurse Practitioner (FNP) Track
• Leadership in Organizational Environments Track
• Teaching-Learning Environments Track
All tracks are offered online, asynchronous in nature, and in an eight-week term. Admission to the FNP track occurs each fall and spring, the other tracks offer admission five times per year.
The Bachelor of Science in Applied Health Science program prepares students to work in a multitude of nonclinical health careers. It is designed for those who seek to work in areas that improve the health of individuals and communities, including healthcare settings, physician offices, public health organizations, and government agencies. It can also serve as a stepping stone for students to pursue graduate and pre-professional programs in health administration. The program is available fully online in an eight-week format.

“I chose a UNG online degree program because it provided me the opportunity to pursue a major that I am passionate about while working at a part-time job that I love. Online classes have given me more time to start job shadowing and pursuing my career, all based around my own schedule.”

Madison Stout
Bachelor of Science in Applied Health (BS) ’20
Florence, Alabama
### 2019-2020 Academic Year

- **Credit Hour Production Generated by Online Classes**
  - **Undergraduate:** 30%
  - **Graduate:** 77%
  - **Total Credit Hour:** 37%

- **Faculty**
  - 54% of faculty taught at least one online course during the 2019-2020 academic year.

- **Graduating Class**
  - 94% of the 2019-2020 graduating class took at least one online course during their academic career.

- **Student Population**
  - More than 80% of the student population took at least one online course.
“I knew I needed an online program. I was a single mother of two special needs teenagers, and I worked full-time. I needed a program that would fit into my schedule. I chose a UNA online degree program because it was an accredited school with a stellar reputation.

Completing my degree online at UNA gave me a chance to believe that I could do more for my family in a job I loved. It has given me a sense of confidence in myself that I can truly make a difference in the lives of others.

My experience and time at UNA felt like another home, even as an online student. I felt truly supported. Anything is possible, and my experience at UNA helped me realize it.”

Emma Hazlewood
Family and Community Services (MS) ’16
Gadsden, Alabama

More than one-third of all UNA students are pursuing their degrees online. The average age of students enrolled in a UNA online program is 34 years. Some distance students began pursuing their degrees decades ago, while others are just beginning their college journey. The majority of distance students at UNA are enrolled in a graduate degree program and seeking advancement in their current jobs or pursuing a new career path.

Whether they are pursuing a bachelor’s or master’s degree, certificate or micro-credential, almost all UNA distance students are working, mostly full-time, while juggling a variety of personal and family obligations. Overwhelmingly, online students report they chose a UNA online degree program because it is reputable, affordable, and flexible. There are no two distance learners who have the same story about their path to higher education. However, there are a few common threads that tie them all together: hard work, dedication, and perseverance.

During the last five years, UNA’s online student population has more than doubled. It has increased 95 percent at the undergraduate level and 116 percent at the graduate level.

<table>
<thead>
<tr>
<th>STUDENT LEVEL</th>
<th>2014-2015</th>
<th>2019-2020</th>
<th>CHANGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>830</td>
<td>1,616</td>
<td>95%</td>
</tr>
<tr>
<td>Graduate</td>
<td>823</td>
<td>1,778</td>
<td>116%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1,653</strong></td>
<td><strong>3,394</strong></td>
<td><strong>105%</strong></td>
</tr>
</tbody>
</table>

5-YEAR CHANGE • ONLINE STUDENTS
ONLINE EDUCATION STUDENTS in the Country and Around the Globe

Number of states represented by our online students: **46 STATES**


Number of countries represented by our online students: **53 COUNTRIES**

Argentina, Australia, Azerbaijan, Bahamas, The, Bahrain, Brazil, Canada, China, Colombia, Ecuador, Egypt, Eritrea, Ethiopia, France, Germany, Ghana, Guyana, India, Ireland, Italy, Jamaica, Japan, Jordan, Kazakhstan, Korea, South, Kuwait, Latvia, Lebanon, Malaysia, Mauritius, Mexico, Morocco, Netherlands, Nigeria, Pakistan, Philippines, Poland, Qatar, Russia, Saint Lucia, Saudi Arabia, Serbia, South Africa, Spain, Sudan, Switzerland, Taiwan, Thailand, Turkey, Ukraine, United Arab Emirates, United Kingdom, Vietnam
The University of North Alabama’s Online Master of Science in Mathematics degree program is a fully online, innovative approach to graduate-level mathematics. All students take a core of five 3-credit courses (including courses in algebra and analysis). Additionally, students can choose from concentration/elective courses in pure mathematics, mathematics teaching, or various STEM concentrations. Mathematics faculty at UNA have expertise in the fields of Algebra, Group Theory, Graph Theory, Functional Analysis, Topology, Applied Mathematics, and Mathematics Education.

“I was only looking into online options. The program I’m interested in — there’s only the University of Minnesota option in my area without having to move somewhere and that wasn’t an option — since going there during the day wouldn’t allow me to stay home. I found UNA. The price was great, and they offered exactly what I was looking for. It has been really fun and challenging but doable. The whole idea has fit perfectly with where I am in life and where I want to go.”

Andy Dass
Master of Science in Mathematics (MS) ’20
Rochester, Minnesota
The mission of the Master of Science in Criminal Justice is to provide an understanding of the fields of criminal justice and security and emergency management and crime scene investigation. While recognizing the interdisciplinary nature of criminal justice, our faculty members have a broad knowledge base and extensive experience in the field, which includes forensics, criminal justice, psychology and sociology, intelligence and security, political science and emergency response and disaster management.

We strive to challenge students with critical thinking, reasoning ability, writing and research, and practical learning experience. Upon graduation, students may pursue graduate study leading to teaching and research at the university level, law school, or assume employment within law enforcement, corrections, court administration, security and emergency management or other law-related and social service areas within the federal, state and local government agencies, or the private sector.

“I have spent my professional career as a law enforcement officer and wanted to advance my education. I chose a UNA online degree because it gave me the flexibility to work a full-time job while pursing my goal of a master’s degree.

UNA’s program has given me the ability to reach new levels within my professional career and the personal satisfaction of reaching new goals. A person’s professional career should be focused on accomplishing goals, and UNA’s online graduate program has enabled me to meet the goals I have set for myself.”

Brent Swan
Master of Science in Criminal Justice (MSCJ) ’20
Netleton, Mississippi
SUPPORT FOR Online Education STUDENTS AT UNA
FINISH IN FOUR INITIATIVE

The average student takes five to six years to complete a four-year degree. At the University of North Alabama, we want you to be anything but average. With the Finish in 4 Initiative, we are leading the pride to help students graduate on time in order to keep their loan debt to a minimum and transition to their careers.

Below are several other initiatives that have been developed to support students finishing in four.

BANDED TUITION
Banded or flat-rate tuition is defined as charging a single tuition rate for credits within a defined range (e.g., 12-18 semester hours).

Banded tuition is a way to help students graduate on time and reduce the cost of their education. Students who take advantage of the band and enroll in 15+ credits per semester will graduate in four years.

WINTER SESSION
Winter Session is a compressed academic term offered between fall and spring terms that provides students with more flexibility and learning opportunities to help them complete their academic requirements on time.

Winter Session is considered part of spring term; students may use spring financial aid funds to pay for a winter session course.

8-WEEK COURSES
Many programs on-campus offer 8-week courses during the regular academic year (i.e., fall and spring). This model allows students to move more quickly through course requirements for their programs.

"We have 27 courses officially certified by Quality Matters. Since we started the new course development program in 2018, UNA's five instructional designers, four in ETS and one in the College of Business, have worked with more than 400 faculty to create more than 200 new courses. Our next goal is to begin pursuing program-level certification from Quality Matters."

John McGee
Director
Educational Technology Services
University of North Alabama

Quality Matters

Quality Matters (qualitymatters.org) is a global leader in quality assurance in online courses, providing a course design rubric, a course design peer review process, and professional development, all focused on improving online course quality. UNA has been a member of QM since 2012. In 2018, UNA began an online course development process where faculty partner with an instructional designer in creating online courses designed and evaluated to ensure they meet the standards of Quality Matters. This process ensures courses are designed with the learner in mind, that the course objectives are clear, course resources and activities clearly labeled, and that course assessments accurately measure student learning.
All of the support services that we offer our on-campus students are available to our online students.

**Educational Technology Services**
Provides assistance with educational technology tools, including UNA’s learning management system, Canvas.

**Information Technology Services**
Provides assistance with technology solutions, including issues with email and student login.

**Office of Student Financial Aid**
Provides assistance with identifying sources of funding to support costs of attendance.

**Office of the Registrar**
Provides assistance in determination of credits that will apply toward degree completion, including transfer credits.

**Center for Writing Excellence**
Provides assistance with writing assignments.

**University Advising Services**
Provides assistance with advising for majors and other academic counseling and tutoring services.

**University Career Center**
Provides assistance with career advising and professional development, including résumé development and mock interviews.

**Disability Support Services**
Provides assistance with the provision of accommodations for students diagnosed with learning, physical, and/or psychological disabilities.

**Student Counseling Services**
Provides assistance with assessment of student needs/problems, short-term counseling, group presentations, crisis intervention, and facilitation of referrals for students.

**University Case Management**
Provides assistance to students experiencing difficult situations (e.g., illness or injury) through advocacy, resources and referrals, and follow-up services.
“I chose my major because I had an opportunity to work with special needs students as a paraprofessional. I fell in love with helping those students and wanted to make a difference. Completing my UNA degree online prepared me for success in a new field and provided me with opportunities to excel in a field that is close to my heart.”

Desiree’ Couch
Master of Arts in Education (MAEd) ’20
Trinity, Alabama

UNA’S Online MAED

The Master’s of Arts in Education is designed for educators who already possess an initial teaching certificate and wish to expand their content and pedagogy knowledge. Through the application of research, analysis of best practices, and examination of innovative strategies and technology, coursework in the Master’s of Arts in Education provides opportunities for practicing educators to enhance their practice and have a greater impact on student learning. The University of North Alabama’s College of Education and Human Sciences offers the following online program options in the Master’s of Arts in Education:

- Early Childhood Education
- Elementary Education
- Special Education
- Instructional Leadership
“I have a massive passion for sports and competition. I have always wanted to work in that industry. I chose a UNA online degree because it made it easier to complete classes around my work schedule. I did not have to plan the rest of my day around attending class. I could complete a day’s work and then come home and work on my online class. It made earning the degree a lot easier and a lot less stressful. UNA online degree programs are the perfect option for anyone who is unable to attend traditional face-to-face classes. The professors were always helpful and only wanted to see you succeed.”

Ryan Benner
Master of Science in Sport and Recreation Management (MS) ’20
Colorado Springs, Colorado

UNA hosts the first 100 percent online Sport and Recreation Management Master’s Degree in the state of Alabama. Students can choose their concentration, in either Sport Management or Recreation Management, as well as their elective courses to progress their candidacy towards their future career goals. UNA’s Sport and Recreation Management faculty have expertise in sport marketing, quantitative data analysis, strategic sport brand management, aquatics, golf, recreation for special populations, outdoor recreation, internship placements with interns placed across all professional sports franchises in North America, natural resources interpretation, camp management, expedition leadership, risk management in sport/physical education environments, motorsport culture, and sport communications (social media), holistic athlete development, and career development and organizational behavior in sport.
WORKFORCE DEVELOPMENT AT UNA

UNA: Alabama’s Workforce Development University

“Preparation of career-ready graduates to meet the economic needs of Alabama and the surrounding region is central to the mission of the University of North Alabama. As Alabama transitions from a traditional industrial to a knowledge-based economy, UNA is focused on delivering a well-trained workforce of the highest possible quality to business and industry. Our programs produce employable and in-demand graduates that increase the level of postsecondary educational attainment in the state. We are tremendously excited about this new era of business and industry partnership in workforce development and wholeheartedly support state initiatives to ensure a competitive edge in the global economy.”

Dr. Kenneth Kitts
President, University of North Alabama

MICROCREDENTIALS

A micro-credential is a small program that allows you to gain relevant skills that are needed in today’s workforce. All micro-credentials offered at UNA are aligned with 21st-century workforce demands, including critical thinking, intercultural fluency, digital technology, and more. These small programs are specifically designed to equip professionals with the skills that employers want, in order to stay at the leading edge of their disciplines. UNA offers four micro-credentials that are all attainable 100 percent online.

**Micro-credential in Professional Accounting**
Professional Accounting is a four-course, fully online micro-credential that, upon completion, will enable accounting career professionals to demonstrate proficiency in the subject areas of financial accounting, auditing, taxation, management accounting, and business law. Graduates will also be prepared to sit for the national Certified Public Accountant Exam.

**Micro-credential in Instructional Technology and Design**
Instructional Technology and Design is a four-course, fully online micro-credential that, upon completion, will enable professionals to demonstrate an ability to lead the design of effective instruction through proficient planning, development, evaluation, and management.

**Micro-credential in Healthcare Simulation**
Healthcare Simulation is a two-course, fully online micro-credential that, upon completion, will enable healthcare professionals to deliver exceptional instruction through simulation. Graduates will also be prepared to sit for the national Certified Healthcare Simulation Educator Exam.

**Micro-credential in Spanish for the Clinical Encounter**
Spanish for the Clinical Encounter is a two-course, fully online micro-credential that, upon completion, will enable healthcare professionals to demonstrate basic proficiency in listening comprehension and speaking in Spanish during a Clinical Encounter at the Novice Mid proficiency level according to American Council on the Teaching of Foreign Languages (ACTFL) standards.
OUR INDUSTRY PARTNERS

- 3M
- Alabama Community College System
- Alabama Power Company
- Alfa Insurance Co.
- AMERICAN Cast Iron Pipe Company
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- City of Florence, Alabama
- City of Muscle Shoals, Alabama
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- City of Tuscumbia, Alabama
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- Georgia-Pacific, LLC
- Helen Keller Hospital
- Heritage Christian University
- Huntsville Hospital
- International Paper
- Lauderdale County
- Manufacture Alabama and its members
- NACOLG
- North American Lighting
- North Mississippi Health Services, Inc. and it’s subsidiaries
- Northeast Mississippi Community College
- Northwest-Shoals Community College
- North Alabama Medical Center
- Nucor Steel
- Russellville Hospital
- Shoals Chamber of Commerce
- Space & Rocket Center