



Academic Catalog

2025-2026

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Institutional Information

Legal Name: Enovus University

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Registration and Accreditation Statements

Enovus University is registered under the Utah postsecondary proprietary school act (title 13, chapter 34, Utah code) to operate as a postsecondary institution in the State of Utah.

Registration under the Utah Postsecondary Proprietary School Act does not mean that the State of Utah supervises, recommends, nor accredits the institution. It is students' responsibility to determine whether credits, degrees, or certificates from the institution will transfer to other institutions or meet employers' training requirements.

Enovus University is not accredited by an accrediting agency recognized by the United States Department of Education.

Mission and Institutional Goals

Enovus University uses a tech-first approach to deliver quality online degree programs throughout the United States and Latin America to provide accessible higher education pathways that prepare Spanish-speaking learners to thrive in a global market.

- **Enhance Accessibility to Education**
Expand access to high-quality, affordable online degree programs by leveraging advanced technology and flexible learning models, ensuring equitable opportunities for diverse, Spanish speaking, global learner populations.
- **Promote Technological Innovation in Learning**
Continuously develop and integrate cutting-edge educational technologies to deliver engaging, effective, and personalized learning experiences that meet the needs of 21st-century learners.
- **Foster Career-Readiness and Global Competence**
Design Spanish language programs and curricula that equip students with practical skills, global perspectives, and adaptability to excel in an interconnected and dynamic global marketplace.
- **Cultivate Academic Excellence and Quality Standards**
Maintain rigorous academic standards by adopting evidence-based practices, engaging expert faculty, and ensuring robust assessment and accreditation processes for all programs.

- **Support Lifelong Learning and Professional Development**
Provide opportunities for alumni and lifelong learners to upskill and reskill through micro-credentials, certificates, and advanced degree offerings, addressing evolving workforce demands.
- **Strengthen Community and Industry Partnerships**
Collaborate with global industry leaders, professional organizations, and community stakeholders to align programs with market needs and create pathways for internships, mentorships, and employment.

Learning Environment and Student Support

Enovus University offers 100 percent online undergraduate degree Spanish-language programs, designed to ensure a high-quality, accessible, and flexible learning experience. This approach eliminates geographical and time barriers, enabling Spanish speaking students to access postsecondary education from anywhere with an internet connection.

Digital Environment: At the core of Enovus University's educational experience is its virtual environment, specifically designed to meet the needs of students in a fully online education model.

- **Blackboard Ultra LMS:** The University uses Blackboard, a globally recognized learning platform that offers advanced tools to facilitate online teaching and learning. Key features of this platform include:
 - **Access to Course Materials:** Digital resources such as presentations, readings, assessments, and multimedia materials available 24/7 from any internet-connected device.
 - **Active Interaction:** Discussion forums, chat rooms, and collaborative tools that promote participatory learning and engagement between students and faculty.
 - **Library:** Access to comprehensive resources that allow students to explore topics in depth and support their research necessary to complete summative end of course and end of program projects.
- **Progress Tracking:** Clear, dynamic indicators that allow students to monitor their curricular progress and stay focused on their academic goals.

Virtual Support Desk: Enovus University provides personalized support and monitoring for students, ensuring they receive the necessary guidance throughout their academic journey to support their success. These services include:

- **Academic Assistance:** Continuous monitoring of students' academic progress, alerts on potential delays, and personalized recommendations to encourage their progress and ensure they stay on track to achieve their academic goals.

- **Inquiry Resolution:** Quick responses to academic, technical, or administrative inquiries through a specialized and dedicated support team.
- **Request Management:** Enables students to submit requests such as adjustments to academic load, access to additional materials, or certifications directly from the platform.

Technological Integration: Enovus University enhances its digital environment with advanced technological tools to deliver quality and rigorous online learning:

- **Proctoring Assessment Software:** Used to remotely monitor assessments, ensuring exam integrity in a controlled environment.
- **Synchronous and Asynchronous Communication Tools:** Recorded lectures, video conferencing, and personalized tutoring available through platforms like Zoom and/or Microsoft Teams, integrated in the Blackboard Ultra LMS.
- **Technical Support:** A highly skilled technical team to resolve any technological issues related to accessing platforms, materials, or digital tools. Access to academic and instructional materials are available 24/7. The University provides technical support and student services Monday through Friday from 9:00am to 5:00pm Mountain Time.

Commitment to Innovation and Continuous Improvement: The digital environment at Enovus University delivers a high-quality learning experience while removing physical and geographical barriers to students throughout the United States and Latin America. The University continually maintains and improves these platforms by integrating emerging technologies and innovative practices to ensure students receive a quality education that prepares them to face the challenges of the global market.

Admissions Policies

Enovus University implements admissions, recognition of prior credits, and academic conduct policies to ensure an ethical, inclusive, and quality learning online environment that promotes student success. These policies reflect the University's commitment to equity, accessibility, and academic excellence, providing students with clear guidance for personal development and professional advancement.

Admission Procedures and Criteria

Enovus University has defined admission criteria for its programs and admissions processes, based on an open admission policy to serve Spanish speaking learners in the United States and Latin America consistent with its mission. The admission process ensures that Enovus University only enrolls students who can complete and benefit from the programs offered.

Non-Discrimination Policy

Enovus University does not discriminate on the basis of race, color, national or ethnic origin, disability, sex, or age when admitting students to its programs or in administering its educational policies, scholarships, or other University programs. The University bases its

admissions policies in support of its mission and to ensure an equitable and inclusive learning environment.

Admission Criteria

Enovus University's admissions criteria align with and support its mission to deliver quality online programs that prepare Spanish-speaking learners to thrive in a global market. Enovus University implements an inclusive, transparent, and accessible learning environment, removing barriers that might limit the participation of a diverse student population. All applicants must meet basic admissions requirements, including the completion of secondary education or its equivalent, such as the GED in the United States. Additionally, applicants must provide photo identification to verify their identity, such as a passport, driver's license, or valid state identification.

An essential part of the admission process includes signing an enrollment agreement, which outlines the obligations of the University and the rights and responsibilities of students. This agreement sets expectations for academic performance and conduct, confirming students' commitment to institutional policies and financial obligations. Finally, all applicants must confirm their understanding and acceptance of the institutional rules, including the academic and conduct policies outlined in this Academic Catalog.

If applicants face exceptional circumstances, such as physical disabilities or complex work environments, the University can adapt its admission process—on an individual basis—ensuring all prospective students have equal opportunity to access the academic programs offered.

Admission Requirements

When students apply, they must submit the following documentation to demonstrate they meet the established admissions criteria and can be successful in completing the programs offered:

- Application for Admission
- Application Fee (\$75)
- A copy of a government-issued photo identification card (e.g., drivers' license, passport, or state-issued identification)
- Be at least 18 years of age
- Evidence of high school completion (e.g., high school official transcripts, a high school diploma, self-certification, or international equivalent)
- Evidence of Spanish language proficiency (programs offered only in Spanish)

NOTE: Providing false or altered documentation can result in a denial of admission or dismissal from the University.

Identity Verification

Enovus University verifies that admitted students are the same who complete the courses offered and earn academic credit. This Identity Verification policy applies to all students for admission and continuing through graduation, transfer, or withdrawal from the University.

Identity Verification Methods

Students enrolled in programs are subject to one or more of the following student identity verification methods.

- All students must submit a copy of a valid government-issued photo identification during the admissions process.
- Secure, individual logins and passcodes are provided to provisionally enrolled and fully matriculated students. These assigned identifiers allow students to access their individual student portals on Blackboard to view their coursework, grades, and progress. Students are required to keep these credentials secure and their passwords private.
- Proctored examinations are administered throughout the programs offered using a virtual, third-party proctoring service that verifies the integrity of the assessment process and students' identities.

Students sharing common traits with other current or former students will be reviewed for suspicious activity. Common traits that can be reviewed include:

- Physical address
- IP addresses
- Telephone numbers
- Personal references
- Email addresses

Students who the University determines are in violation of this policy will be immediately withdrawn.

Spanish Language Proficiency

Enovus University offers its programs only in Spanish. Applicants whose native language is not Spanish must demonstrate college-level proficiency in Spanish through one of the following prior to admission:

- A high school education (diploma) completed at an accredited or recognized high school (or its international equivalent).
- An associate degree in Spanish completed at an accredited higher education institution (or its international equivalent).
- Official documentation of an earned degree from an appropriately accredited institution where Spanish is the principal language of instruction.
- A transcript indicating completion of at least 30 semester credit hours with an average grade of "C" or higher at an appropriately accredited institution where Spanish is the principal language of instruction.
- A minimum B-2 Spanish proficiency level on the Diplomas de Español Como Lengua Extranjera (DELE: Diploma of Spanish as a Foreign Language) test. See Cervantes Institute for more information.
- A minimum Spanish proficiency score on the Servicio Internacional de Evaluación de la Lengua Española (SIELE: International Spanish Language Evaluation Service) test as follows. All four modules of the SIELE test must be taken and the student must earn at least the scores indicated below. See siele.org for more information.
 - Reading Comprehension – At least 178
 - Listening Comprehension – At least 164
 - Written Expression

and Interaction – At least 167 ○ Oral Expression and Interaction – At least 176

- 95 on the Duolingo Spanish Test
- A minimum B-2 Spanish proficiency level identified within the Common European Framework of Reference (CEFR) standards and assessed through any other Spanish proficiency examination (if using a test not named above, please confirm potential acceptance with institution staff).

International Transcripts

Students who attended or completed their education outside of the United States must have their official transcripts evaluated by a current member of the National Association of Credential Evaluation Services (NACES) to demonstrate it is equivalent and meets the University's admissions criteria. Students are responsible for the costs of this evaluation. The University must receive official transcripts and an official copy of the evaluation results.

Provisional Enrollment

Applicants may be provisionally enrolled in a program pending the University's receipt of official transcripts or documentation verifying completion of secondary education. To be provisionally enrolled, students must submit unofficial transcripts (or other relevant documentation) and ensure the University receives official transcripts by the end of the first 8-week term.

Notice of Acceptance or Denial

The Admissions Team notifies students of their acceptance or reasons for denial within 15 days following verification of the application and corresponding admissions documentation.

Admission Procedure

The Admissions Team reviews all Applications for Admission and corresponding documentation to ensure students meet the Enovus University admissions criteria. Following the review of all documentation, the Admissions Team notifies students by email and provides them with an enrollment agreement for review and signature. Students are fully matriculated upon the completion of all admissions documentation and a signed, fully executed enrollment agreement.

Readmission (following administrative or academic withdrawal)

Students administratively or academically withdrawn from the University may apply for readmission following a formal procedure. This includes submitting a letter of intent explaining the circumstances leading to the sanction, steps taken to correct their behavior, and their commitment to institutional policies.

- For students who fail to make two consecutive monthly payments, they will be administratively withdrawn from the program. ○ The University encourages these students to contact the Finance Office to make alternative payment arrangements to be reinstated in their program.
- For students administratively or academically withdrawn, they may reapply to their program and be enrolled during the next available academic term, depending on their academic progress at the time of re-entry.

- Students readmitted to their program will be subject to the Academic Catalog in effect at the time of readmission.

Technology Requirements

Students must have access to the following technology:

- Computer equipment (laptop or desktop computer) that runs a Windows Operating System with Internet access and minimum connection speed of 2 MBPS.
- Computer equipment has updated browsers that support access to websites using multimedia (such as YouTube or similar web pages).
- Computer equipment has a webcam (either integrated or external).
- Office software, including at least a word processor, a spreadsheet processor, a presentation application, and a PDF reader.

Students must maintain a current, updated, and appropriately licensed operating system, browser, and software applications. Enovus University publishes other additional technology requirements specific to programs on its website <https://enovus.university> and in the respective program materials. Additionally, students must meet the following technology requirements depending on the program they choose:

School of Business

- **Operating System**
Minimum: Windows 10 or later or latest macOS version
- **Processor**
Minimum: Intel® Core™ i5 10th generation or higher, quad-core or higher
Recommended: Intel® Core™ i7 10th generation or higher, quad-core or higher
- **RAM**
Minimum: 8 GB
Recommended: 16 GB
- **Hard Drive** Minimum:
1 TB
Recommended: SSD or M.2 for improved read/write speeds

School of Technology

- **Operating System**
Minimum: 64-bit Windows 10, 11, Windows Server 2016, or later or latest macOS version
Recommended: 64-bit Windows 11
- **Processor**
Minimum: Intel® Core™ i5 Quad-Core 2nd Generation 3.3 GHz or equivalent
Recommended: Intel® Core™ i5 Quad-Core 5th Generation 3.0 GHz or higher
- **RAM**
Minimum: 4 GB or more
Recommended: 8 GB

- **Graphics Card**
Minimum: 512 MB video memory or higher, with a screen resolution of at least 1024 x 768
- **Disk Space**
Minimum: 5 GB
Recommended: 10 GB

School of Computer Science

- **Operating System**
Minimum: Windows 10 or later or latest macOS version
- **Processor**
Minimum: Intel® Core™ i5 10th generation or higher, quad-core or higher
Recommended: Intel® Core™ i7 10th generation or higher, quad-core or higher
- **RAM**
Minimum: 8 GB
Recommended: 16 GB
- **Hard Drive** Minimum:
1 TB
Recommended: SSD or M.2 for improved read/write speeds

Transfer Credits, Prior Learning, and Credit by Exam

Enovus University values students' prior educational and professional experiences, recognizing the importance that prior knowledge can have on their graduation goals. This approach accelerates complete time and reduces costs for students.

Academic credit transfer involves a thorough evaluation by the Academic Committee. Students must submit official transcripts, and the Academic Committee reviews each completed course to ensure its equivalence to their chosen program curriculum. This process ensures that transferred credits are valid and relevant.

Additionally, the University recognizes the importance of learning acquired outside the classroom. Students with significant work experience or professional learning can submit evidence, such as portfolios and industry certifications for evaluation of potential credit. To ensure transparency, students have access to academic advising during this process to help them maximize the academic benefits of their prior relevant professional experiences.

Another key tool is the availability of diagnostic tests. These evaluations measure students' knowledge in specific areas, allowing for competency validation and potential exemption from courses. This ensures students focus on acquiring new skills and advancing in their academic journey. The University accepts credit by examination from sources that have ACE recommended credit provided the minimum score is achieved, which includes CLEP, DANTES, Excelsior College Examination, StraighterLine, and Sophia Learning.

Transfer Credit Disclosure

Acceptance of credits earned at Enovus University is determined by the institution to which the credits will be transferred. Students seeking to transfer credit or have their courses or degree recognized by a third party, should contact the institution or company to verify whether credit earned will be accepted in transfer or in recognition of career advancement.

Undergraduate Requirements

Students may not transfer in credit for Capstone courses, which must be completed at Enovus University. For prior academic credit to be eligible for transfer, grades must be earned at an institution accredited by an agency that is recognized by the US Department of Education or its international equivalent and must have earned a “C” or higher.

Students must complete at least 25% of the required credit hours in the enrolled undergraduate degree program at Enovus University to earn the degree.

Student Conduct, Violations, and Readmission

Enovus University's commitment to academic excellence extends to fostering a culture of integrity and respect. Student conduct standards are fundamental to maintaining an ethical and professional learning environment.

Student Conduct Standards

The University expects students to act with integrity in all academic and social interactions. This includes avoiding dishonest practices such as plagiarism, impersonation, or any form of deceit that could compromise the quality of the educational experience. Students must also engage respectfully and professionally with peers, faculty, and administrative staff.

Additionally, the University promotes the responsible use of digital resources, ensuring that all activities conducted in the virtual environment align with principles of mutual respect and professional ethics. The University prohibits the following conduct:

- **Academic Misconduct** includes, but is not limited to, the following:
 - **Cheating:** Using or attempting to use unauthorized materials, information, or study aids in any academic activity (without prior approval).
 - **Plagiarism:** Representing the words, ideas, or works of another as one's own in any academic activity (without prior approval or appropriate citations).
 - **Duplicity (Self-Plagiarism):** Offering for credit identical or substantially unchanged work in two or more courses, without specific advance approval in writing of the faculty member(s) teaching the courses.
 - **Fabrication:** Falsifying or inventing any information, data, or citations in an academic activity.
 - **Facilitation:** Helping or attempting to help another commit an act of academic dishonesty.
 - **Improper Use of AI-Generated Content:** Improperly citing generative AI tools whenever paraphrasing, quoting, or incorporating AI-generated content, and/or failure to acknowledge all functional uses, such as editing prose, translating text, or citing the AI tool's role and contributions in a footnote to ensure complete transparency.
 - **Collusion:** Obtaining from another party, without specific approval in advance by the faculty member, assistance in the production of work offered for credit to the extent that the work reflects the ideas or skills of the party consulted rather than those of the person in whose name the work is submitted.
 - **Unauthorized Access:** Accessing without permission University property, facilities, services, codes, accounts, or information systems, or obtain or provide to another person the means of such unauthorized access.
- **Disruptive Behavior** includes, but is not limited to, the following:
 - **Classroom Disruption:** Engaging in behavior that disrupts the online learning environment, including excessive interruptions, inappropriate comments, or failure to follow course guidelines.

- **Abuse of University Resources:** Misusing institutional resources, including technology, digital resources, and other facilities.
- **Illegal and Unethical Behavior** includes, but is not limited to, the following:
 - **Illegal Activities:** Engaging in illegal activities, including but not limited to, drug use, theft, and cybercrimes.
 - **Ethical Violations:** Engaging in behavior that violates professional ethical standards relevant to students' field of study.

Reporting and Addressing Student Conduct Violations

- **Report:** Students, faculty, and staff are encouraged to report violations of the Student Code of Conduct to the Director of Student Support. Reports are investigated confidentially to the extent possible.
- **Investigate:** The Director of Student Support investigates reported violations, gathers relevant information, and writes a report for evaluation by the Conduct Review Committee.
- **Adjudicate:** The Conduct Review Committee evaluates the findings of the investigation and determines whether a violation occurred and the appropriate disciplinary actions.

Disciplinary Actions

In cases of conduct violations, the University adopts a graduated approach to ensure disciplinary actions are proportional to the severity of the infraction. Disciplinary actions include:

- **Formal Warning:** For minor infractions, such as inappropriate language in virtual forums or initial instances of academic dishonesty, students receive a written warning. This includes a detailed explanation of the inappropriate behavior and consequences of further infractions.
- **Temporary Suspension:** For more serious violations, such as repeated plagiarism or disruptive behavior in the educational environment, students may be temporarily suspended from their program. During this period, students must participate in corrective activities, such as academic ethics workshops, to be eligible for reinstatement.
- **Permanent Expulsion:** In extreme cases, such as academic fraud or severe policy violations, students may be permanently expelled. This decision is made only after a thorough investigation and with the right to appeal before an independent disciplinary committee.

Readmission

Students administratively or academically withdrawn from the University may apply for readmission following a formal procedure. This includes submitting a letter of intent explaining the circumstances leading to the sanction, steps taken to correct their behavior, and their commitment to institutional policies. The Conduct Review and Admissions Committees evaluate the application to determine if the student is sufficiently prepared to reenroll, setting specific conditions for their re-admission and academic success.

Tuition Costs and Payment Plans

Enovus University maintains a transparent, inclusive, and affordable cost structure that removes financial obstacles for students to access quality, online education. Costs include tuition, educational materials, and support services, with flexible payment options and a fair refund policy that protects students' rights.

Tuition

Programs	Total Program Costs	Annual Payments	Per Semester Credit Hour
Associate of Applied Science	\$4,500 USD	\$2,250 USD (x2)	\$75 USD
Bachelor of Applied Science	\$9,000 USD	\$2,250 USD (x4)	\$75 USD

Tuition costs include:

- Access to the Blackboard LMS and its advanced tools.
- Digital educational materials for courses (i.e., library, multimedia resources, readings, and interactive content).
- Individual virtual tutoring to reinforce specific learning areas or clarify academic concepts and address questions.
- Administrative services, including technical and administrative support through the Virtual Support Desk.
- Graduation-related costs (i.e., diplomas and official transcripts).

Books, Supplies, and Equipment: Tuition costs include all essential digital materials for courses. If additional materials or specialized software are required, the University notifies students in advance and provides these resources at no additional cost, based on program requirements. Students must have access to the minimum technology requirements as published under the admissions criteria.

Late Payments: While the University encourages students to make prompt payments, the annual tuition includes flexibility to accommodate minor delays without additional charges, allowing students to focus on their education without unnecessary financial concerns.

Payment Options

Single Annual Payment: Students may choose to make a single annual payment of \$2,250 USD, simplifying administrative management and ensuring uninterrupted access to all services throughout the academic year.

Monthly Payment Plans: To enhance accessibility, students can participate in a payment plan, dividing the annual tuition into 12 monthly installments of \$187.50 USD. Students who choose to pay under this plan do not incur any additional fees or interest charges.

Cancellation and Refund Policies

Enovus University follows cancellation and refund policies that ensure transparency and fairness throughout the payment reimbursement processes, for students who leave their program. These policies protect students' rights by providing clear guidelines on procedures, timelines, and refund amounts, ensuring all refunds are issued proportionally and in compliance with applicable regulations.

The cancellation policy allows students five-business days to cancel their enrollment after they sign their enrollment agreement, referred to as the "cooling-off period." During this period, students may cancel their enrollment without penalties or associated costs and receive a refund of all monies paid.

Cancellation Policy and Process

Students have the right to cancel their enrollment at any time up to the fifth calendar day after signing this Enrollment Agreement and receive a refund of all monies paid (excluding the \$75 application fee). Notification of cancellation may be conveyed to the University in any manner; however, written is preferred. Students should provide the following information when submitting a written cancellation notice.

- Full Name
- Student ID Number
- Enrollment Date
- A clear intent to cancel.

This request must be submitted within five-business days after signing the enrollment agreement by email, telephone, or the student portal to receive a refund of all monies paid.

Full Refund: Any payments made, including tuition, administrative fees, and other related costs, will be fully refunded for students who cancel within five-business days after signing the enrollment agreement. The University processes all refunds within 30 business days of receiving students' cancellation request.

Withdrawal Policy and Process

Students may withdraw from their program of study for any reason and receive a refund based on the refund schedule provided below. Students dismissed by the University for failure to adhere to conduct standards or meet its academic or financial obligations shall receive a refund as outlined in the refund policy. Notification of withdrawal may be conveyed to the University in any manner; however, written is preferred. Students should provide the following information when submitting a written withdrawal notice.

- Full Name
- Student ID Number

- Enrollment Date
- An explanation of the reason for withdrawal.
- Supporting documents, such as medical certificates, if applicable.

Processing and Timelines

- The University processes refunds within 30 business days of receipt.
- Refunds are issued via the original payment method unless the student explicitly requests an alternative method in its formal refund request.

Refund Policy

For withdrawals after the five-business days cancellation period, Enovus University calculates refunds using the date of withdrawal or the date of dismissal for failure to abide by conduct standards or meet academic or financial obligations. The University processes any refunds due to students within 30 days of the date of withdrawal.

Students participate in five, eight-week terms per year. Annual Program Tuition is charged based on an assumed enrollment in two courses per term (e.g. the per-term cost basis for refunds is 20 percent of Annual Program Tuition). Students do not receive a refund for any terms already completed and refunded 100 percent of per-term costs for any future terms in the contract period. Refunds for the current term at the time of withdrawal or dismissal are calculated as follows:

Refund Schedule

Term Week	Program Cost % Retained by Enovus	Refund % to Student
Week 1	20%	80%
Week 2	40%	60%
Week 3	60%	40%
Week 4	80%	20%
Weeks 5-8	100%	0%

Exclusions

All instructional materials, such as books, software licenses, laboratory kits, and other goods are included in the costs of tuition.

Sample Refund Calculation (Paid in Full)

If a student paid their Annual Program Tuition of \$2,250 in full at the time of enrollment and formally requests to withdraw during week three of Term 2, Enovus University refunds the student \$1,530 (\$0 for Term 1, \$180 for Term 2, and \$1,350 for Terms 3-5).

Sample Refund Calculation (Monthly Installments)

If a student elected to pay Annual Program Tuition in monthly installments ($\$2,250 / 12 = \187.50) formally requests to withdraw during week three of Term 2, the student owes Enovus University \$157.50:

Amount Retained by Enovus University for Term 1	\$450.00
Amount Retained by Enovus University for Term 2 (60% x \$450)	<u>\$270.00</u>
Total Amount Owed to Enovus University	\$720.00
(minus) Amount Student paid as of withdrawal date ($\$187.50 \times 3$)	<u>\$562.50</u>
Remaining Amount Owed to Enovus University	\$157.50

Institutional Oversight

The Finance Office oversees the implementation of this policy, ensuring compliance with state and federal regulations. An annual review ensures this policy remains updated and aligned with legal requirements and operational needs.

Enrollment Agreement

Enovus University publishes transparent and fair cancellation and refund policies should the enrollment contract signed between the student and the institutional representative be terminated. This contract establishes mutual responsibilities regarding the educational services provided and details the rights and obligations of both parties in the event of cancellation or withdrawal.

Outstanding Payments and Refunds

Students are responsible for paying any outstanding payments throughout their enrollment and upon withdrawal. Tuition will be refunded to the student following the established refund policy and schedule.

Alternative Payment Plans

For exceptional cases, alternative payment plans may be considered by the Finance Office to accommodate individual circumstances. Students seeking approval of an alternative payment plan must contact the Finance Office. This underscores the University's commitment to financial transparency and respect for its students, ensuring that payment and withdrawal processes are conducted professionally and in compliance with applicable state and federal regulations.

Academic Policies

Rules and Regulations

The following rules and regulations outline the expectations of students admitted and enrolled at Enovus University.

Academic Calendar and Holiday Schedule

Term	Start Dates	End Dates
Term 5 Admission	March 3, 2025	May 19, 2025
Term 5 Orientation	April 14, 2025	May 19, 2025
Term 5 Classes	June 2, 2025	July 28, 2025
Term 5 Final Exams	July 14, 2025	July 21, 2025
Term 5 Ends	July 21, 2025	July 28, 2025
Term 1 Admission	June 2, 2025	July 28, 2025
Term 1 Orientation	June 2, 2025	July 28, 2025
Term 1 Classes	August 4, 2025	September 29, 2025
Term 1 Final Exams	September 15, 2025	September 22, 2025
Term 1 Ends	September 22, 2025	September 29, 2025
Term 2 Admission	August 4, 2025	September 29, 2025
Term 2 Orientation	August 4, 2025	September 29, 2025
Term 2 Classes	October 6, 2025	December 1, 2025
Term 2 Final Exams	November 17, 2025	November 24, 2025
Term 2 Ends	November 24, 2025	December 1, 2025
Term 3 Admission	October 6, 2025	December 1, 2025
Term 3 Orientation	October 6, 2025	December 1, 2025
Term 3 Classes	December 8, 2025	February 2, 2026
Term 3 Final Exams	January 19, 2026	January 26, 2026
Term 3 Ends	January 26, 2026	February 2, 2026
Term 4 Admission	December 8, 2025	February 2, 2026
Term 4 Orientation	December 8, 2025	February 2, 2026
Term 4 Classes	February 9, 2026	April 6, 2026
Term 4 Final Exams	March 23, 2026	March 30, 2026
Term 4 Ends	March 30, 2026	April 6, 2026
Term 5 Admission	April 13, 2026	June 1, 2026
Term 5 Orientation	April 13, 2026	June 1, 2026

Term 5 Classes	June 8, 2026	August 3, 2026
Term 5 Final Exams	July 20, 2026	July 27, 2026
Term 5 Ends	July 27, 2026	August 3, 2026

Enovus University allows students to enroll at any time and begin studying during the next available 8-week term. The University offers five 8-week terms annually. The University is closed during the following holidays:

- New Years Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day (Thursday and Friday)
- Christmas Eve
- Christmas Day

Terms and Weeks

A term is 8 weeks (56 days) in which students must complete all courses they are enrolled in. Terms begin on Monday of each month. The academic week runs from Monday to Sunday, ending at 11:59pm Mountain Time.

Students at Enovus University have access to the Blackboard LMS. Students can access courses through the LMS 24/7 during every 8-week term.

Leaves of Absence

Enovus University allows students to request up to 3 formal leaves of absence not to exceed 16 weeks in total throughout their program enrollment. To request a Leave of Absence, students must submit a formal request in writing to the Chief Academic Officer including the reason for the request and any supporting documentation (e.g., doctor's note, employer notification). The Chief Academic Officer reviews and approves leave of absence requests within 7 days.

Degree Program Changes

Students seeking to change their degree program must be in good academic standing. Students should carefully review the academic requirements for any potential new program. Students are responsible for reviewing and being aware of the requirements of Enovus University catalog versions effective at the time of the start of their new program. The start of the new program must correspond with the start of students' next eligible term.

Previously transferred or completed Enovus University coursework may not apply to the new program due to difference in the new degree program requirements. Students must ensure

the University has documentation that they meet all admissions requirements for the new program. Students may change their degree program one time.

Course Grades

A numerical grade is awarded for each assessment and milestone in a course and course grades are computed using these numerical grades. Each course contains a notice of how the course grade is computed in the corresponding syllabus. Enovus University awards a letter grade for each course for which grade points are earned, based on the 4-point scale. Grades of I and W are not calculated in the grade point average.

Each course at Enovus University follows the grading methodology below, which is also published in the course syllabus. The weight of all assignments and assessments are identified, including the weight of any final exam or project that may be required in the course. For all courses that require a final exam or project, the syllabus clearly states the percentage of the final. No retakes of the final exam or project will be given.

Grades	Course Grades	Quality Points
A (90-100)	Excellent	A = 4.0
B (80-89)	Above Average	B = 3.0
C (70-79)	Average	C = 2.0
D (60-69)	Below Average	D = 1.0
F (below 60)	Failure	F = 0.0
I	Incomplete	Not Calculated
W	Withdraw	Not Calculated

Rounding of Final Grades

The final grade is displaced to two decimal places using standard rounding rules. The grade is rounded up if the decimal is 0.50 or above. The grade is rounded down if the grade is below 0.50. For example, a grade of 89.50% is recorded as 90%, or a grade of A. A grade of 79.49% is recorded as 79%, or a grade of C.

Incomplete Grades

If students are unable to complete a course within the 8-week term due to extraordinary circumstances, a request for an Incomplete (I) can be made and must originate from the student. Students with at least 50% of coursework completed may request an Incomplete from their faculty member before final course grade has been submitted. Students may be required to provide documentation of the reported extraordinary circumstances. If the faculty member grants the request for an Incomplete, students will have an additional 14 days to access their course. At the end of the additional 14 days, any remaining incomplete course requirements will be awarded a grade of zero and averaged into the final grade, which will remain on the transcript.

Grade Reports

Students can access their grade reports through their student portal after course completion.

Grade Appeal

Students must initially attempt to resolve any grade issues with their faculty. For those cases where students feel the matter has not been satisfactorily resolved, students may submit an appeal to the Chief Academic Officer.

- The grade appeal must be received within two weeks of the course end date.
- The request must be submitted to the Chief Academic Officer, who will review all written documentation and render a decision within 7 days.

Repeating a Course

When courses are repeated, all attempts remain on the transcript while only the highest grade earned is calculated in the Grade Point Average (GPA). Students may not repeat courses for which they have received credit for prior learning. There is no limit on the number of times students can attempt a course, however, this may impact their completion timeline.

Attendance and Academic Interaction

Enovus University expects students to take personal responsibility for achieving the learning outcomes outlined within each course. To assist students in achieving this goal, the University requires students to regularly interact with their peers and faculty through discussions and the timely submission of all coursework, including participation in instructional activities.

During Week 1, students must establish attendance by logging into each course within seven calendar days of the term start date and either submit a graded assignment or engage in substantive course content-specific dialogue with their faculty member.

Students who fail to meet attendance requirements within the first seven calendar days of the term start date will be administratively withdrawn from their course(s). The University measures attendance on a course-by-course basis. Therefore, attendance in one course does not impact the attendance in another course.

Beginning in Week 2 and throughout the remainder of the course, the University tracks attendance using tools within the Blackboard LMS. Throughout each term, students must participate and complete instructional activities to ensure on-time completion of the course by the end of the term. This includes regularly submitting assignments by the designated due date and continuing to interact with their peers and faculty members, following the requirements outlined in the syllabi.

Satisfactory Academic Progress

Enovus University reviews students' progress at the conclusion of students 16-week semester (two 8-week terms) to verify compliance with the published SAP policy. These requirements

apply to students' entire academic record at Enovus University, including all credit hours applied to their program that were accepted in transfer from another eligible institution.

Students must meet SAP standards to remain eligible for graduation. Students must meet and maintain compliance with the three components to the SAP policy.

- **Minimum Grade Point Average (GPA):** A student's Grade Point Average is based on all non-developmental courses taken as part of the declared program at Enovus University. The minimum GPA undergraduate students must meet varies according to the number of credit hours attempted (see Undergraduate SAP Standards chart below). Undergraduate students must achieve and maintain a 2.0 GPA to graduate.
- **Minimum Course Completion Rate:** The Course Completion Rate is a calculated percentage based on the number of credit hours earned divided by the number of credit hours attempted. The minimum Course Completion Rate students must meet varies according to the number of credit hours they have attempted (see Undergraduate SAP Standards chart below). Attempted courses include all undergraduate courses (first-time or repeat courses) a student is enrolled in on the eighth day of a term, courses credited as the result of passed proficiency exams and courses transferred to Enovus University as part of students' declared program.
- **Maximum Timeframe:** Students have a maximum timeframe of 150% of the published program length to complete their declared program. For example, if a student must earn 60 semester credit hours to complete a declared associate of applied science degree, the student must earn those credit hours while attempting no more than 90 semester credit hours overall.

All attempted courses with students' program, including courses transferred to Enovus University, count toward the maximum time frame for program completion.

If, at any point, it becomes evident that a student cannot mathematically complete the program within the 150% timeframe, the student will be withdrawn from the University. The student may appeal the academic standing.

Undergraduate Degree SAP Standards			
Measurement Level	Minimum GPA	Minimum Course Completion Rate	Maximum Time to Completion
0-24 Credit Hours Attempted	≥ 1.5	50%	150% of the program's published length
25-47 Credit Hours Attempted	≥ 1.8	60%	
48 or More Credit Hours Attempted	≥ 2.0	66.67%	

SAP Warning

The University places students on SAP Warning for one 16-week semester (two 8-week terms) if they do not meet the Minimum GPA and/or the Course Completion Rate requirements.

Students receive notification of their SAP Warning by email. Lack of receipt of the notification does not exempt students from the policy requirements. Students on SAP Warning who do not meet SAP standards at their next SAP evaluation will be withdrawn from the University.

SAP Withdrawal

Students placed on SAP Suspension for failing SAP requirements at the conclusion of their 16-week semester on SAP Warning will be withdrawn from the University. Students receive notification of their SAP Suspension and withdrawal by email. Lack of receipt of the notification does not exempt students from the policy requirements. Students on SAP Warning who do not meet SAP standards at their next SAP evaluation will be withdrawn from the University. To regain eligibility for enrollment, students must submit a successful academic appeal to the Chief Academic Officer.

Appealing a Withdrawal

Students may appeal an academic withdrawal to studentsupport@enovus.university. An appeal should include an explanation of the qualifying circumstances that led to the student's failure to meet SAP standards, documentation of the eligible qualifying circumstances mentioned in the appeal, and a description of the changes in the student's situation that will allow the student to meet SAP standards in the future.

Qualifying circumstances recognized as documentable reasons for SAP Withdrawal Appeal are:

- Injury or serious illness of the student or family member
- Loss of employment by student or family member
- Loss of housing
- Qualifying life event (divorce, birth, or death of a family member)
- Natural disaster
- Military duty
- Required relocation
- Other unexpected circumstance(s) beyond student's control

Students must include supporting documentation (e.g., letters from employers, doctor's notes, receipts, court summons, military orders, lease documents, birth certificates, or obituary notices) with their formal appeal to allow the University to verify that one or more qualifying circumstance led to the academic withdrawal. An appeal may be denied due to lack of documentation. Normal life and work circumstances are not grounds for an appeal.

Students who choose to appeal their SAP withdrawal are encouraged to work with their Student Advisor to determine appropriate academic strategies in developing an academic plan and submitted the completed appeal. For students' optimal future academic success, appeal decisions may require students to use learning resources before they would be eligible for future enrollments.

Students with an approved appeal will be returned to SAP Warning for one 16-week semester (two 8-week terms) to improve their academic standing and meet the required Academic Plan (SAP Standards).

Academic Plan

The Academic Plan developed with the Student Advisor during the appeals process provides an advising tool to return students to good standing. The maximum length of an Academic Plan cannot exceed two 16-week semesters to meet the Minimum GPA or the Course Completion Rate requirements.

After the 16-week semester (two 8-week terms) has been completed, if the overall SAP requirements have been met, then the student is returned to Good Academic Standing. If the overall SAP requirements have not been met, the student will be placed on SAP Withdrawal and dismissed from the University. Students placed back on SAP Withdrawal may submit an appeal for reinstatement consideration. Students must participate in academic intervention activities as part of any approved appeal decision.

Graduation Requirements

To graduate from Enovus University, students must comply with all program and academic policy requirements for degree conferral. Students must successfully complete all degree requirements and meet the minimum passing grades and maintain all SAP requirements. Students must also fulfill all financial obligations.

Undergraduate Students

To fulfill undergraduate degree requirements, students must:

- Pass all courses
- Complete the number of credit hours as listed in the enrolled degree program (which may include awarded transfer credit and prior learning assessments)
- Maintain a GPA of >2.0
- Maintain a program GPA of >2.0
- Fulfill all financial obligations

Degree Audit and Application for Graduation

To graduate, students must complete the Application for Graduation and submit a \$75 fee, upon the final term for their program. The University emails students instructions, however, if these instructions are not received, students are responsible for contacting the University's Registrar to complete the application.

Following the University receiving an Application for Graduation, an official audit of the student record will be completed, which will review several facets of the student record including, degree credits earned, and grade reports. Once the Registrar's Office has

confirmed that all academic requirements are satisfied and all financial obligations fulfilled, the degree will be awarded.

Diplomas

An Application for Graduation is needed to issue a diploma; instructions for completing the Application for Graduation are sent to students once they have started their final term of their program. The diploma will be mailed directly to the address provided by the student on the Application for Graduation. This normally takes approximately four to six weeks after the degree has been conferred.

Support Services

Student Advisors

Student Advisors support students throughout their enrollment at Enovus University. Upon enrollment, the University assigns Students Advisors to students, who maintain regular communication with them and assist in creating realistic academic goals for the timely completion of their chosen degree program. Student Advisors support students in their educational growth and celebrate milestones and achievements throughout their academic journey.

Student Advisors provide success coaching through a discovery process of students' own abilities to help them perform their best. Student Advisors can help with:

- Limited academic advising (or connect students with qualified faculty)
- Academic plans
- Motivation and goal setting
- Administrative support (non-academic assistance)
- Referral to appropriate institutional resources
- Interventions for at-risk students
- Addressing student concerns
- Setting course sequence

Students remain responsible for their academic decisions and education. Students should immediately communicate any needs or concerns they have to their Student Advisor or faculty member.

Library Resource Center

All students have access to the Enovus University digital library, which includes subscriptions to various relevant databases and supplemental instructional resources. All databases offer students the ability to print, email, or export these resources to their computers or flash drives for use online or offline, as needed. Authenticated links to these databases are accessible through Blackboard with tutorials on how to use these features. Additionally,

students can contact the Director of Library Services to receive research and citation assistance.

Student Rights and Responsibilities

Enovus University prohibits all forms of discrimination, including harassment. Harassment consists of unwelcomed contact, whether verbal, physical, or visual that is related to sex, sexual orientation, color, race, ancestry, religion, national origin, age, physical handicap, medical condition, disability, marital status, veteran status, citizenship status, or other protected group status by students, faculty, staff, or agents of the University.

University Role

Enovus University keeps all students informed of changes that may impact their educational pursuits, supporting their intellectual development and responding to their individual needs. To support these efforts, the University offers advising and support services to assist students in meeting their personal and academic goals. Students receive dependable, accurate, respectful, honest, friendly, and professional support throughout their enrollment.

Student Role

Students' success depends on their own response to the opportunities and responsibilities within the Enovus University learning environment. When students enroll in the University, it is understood that their purpose is the focused pursuit of their chosen degree program. Final responsibility for completing the requirements published in the course syllabi, meeting all program and degree requirements, and complying with all University policies and procedures rests with students as outlined in the Academic Catalog and website.

Enovus University expects students to be responsible for the following:

- Ensuring the receipt of official transcripts by the University (as outlined in the admissions criteria)
- Regularly checking their Enovus University email account for important communications
- Reading and adhering to all published policies and procedures governing students' accounts
- Maintaining communication with University representatives (e.g., Student Advisors, faculty, staff)
- Ensuring name, mailing address, and physical learner location are correct throughout their enrollment. The learner location is where the student is physically situated while enrolled in and completing the chosen degree program. The University considers the mailing address as students' physical learner location. If students' physical learner location changes at any time throughout their enrollment, students must inform their Student Advisor so academic records can be updated.
- Meeting all grading standards and completing any academic prerequisites
- Completing coursework with each 8-week term and requesting exceptions to policies in advance
- Submitting all coursework on time. Having "technology," human error or internet problems are not valid excuses for turning in late assignments.

- Submitting and following up on disputes of grades in writing following University policies
- Following up on all appeals or service requests submitted
- Paying financial obligations on time

Pursuing higher education is important and represents a significant investment of time, money, and energy. Students should become familiar with all the information published in University materials, including this Academic Catalog. If students have any questions, they are encouraged to contact their Student Advisor.

Student Complaints and Grievances

Enovus University creates a safe environment for students, faculty, and staff to address and resolve concerns in a respectful and open manner. Students with concerns or service requests should first contact the appropriate individual or department for assistance. The University seeks to resolve all academic and administrative concerns to the satisfaction of the aggrieved party. If a member of the University's community has a concern, they should first address the issue with the individual(s) involved. Should the issue not be resolved, or should the member not feel comfortable directing the completing to the individual(s) involved, the University encourages them to register a formal complaint with Enovus University.

Enovus University addresses student concerns and complaints in a fair, timely, and respectful manner. This Complaint and Grievance Policy outlines the procedures for students to raise complaints related to academic and non-academic concerns.

The University defines complaints and grievances as follows:

- **Complaint:** An informal concern or dissatisfaction raised by a student regarding a specific incident, process, or interaction.
- **Grievance:** A formal allegation of a violation of University policy or procedure that has caused harm or injustice to the student.

Informal Complaint Resolution

Step 1: Students should first attempt to resolve the issue informally by discussing the concern with the faculty or staff member involved, or with their Student Advisor.

Step 2: If the concern remains unresolved, students may escalate the issue to the Chief Academic Officer. The University encourages students to keep records of all communications and actions taken during the information resolution process.

Filing a Formal Complaint

Step 1: Students must submit a written grievance to the Chief Academic Officer. The grievance should include:

- A detailed description of the incident or concern

- Supporting documentation, if available
- Desired outcome or resolution sought

Step 2: Upon receipt of the grievance, the University initiates an investigation. The Chief Academic Officer (or designated lead) may interview witnesses and review relevant documentation.

Grievance Review and Decision

The Chief Academic Officer convenes a grievance committee or designated panel to review the findings of the investigation and determine whether a violation occurred. The grievance committee communicates its decision to the student in writing within 10 business days of the decision.

Grievance Appeal Process

Students have the right to appeal the decision if they believe there were procedural errors or if new evidence is available. Appeals must be submitted in writing to the Chief Academic Officer within 10 business days of receiving the decision. An appeals committee reviews the appeal and makes a final decision, which the appeals committee communicates to the student in writing within 10 business days of the decision.

Grievance Filing with State Agency

Enovus University is registered through the Utah Department of Commerce, Division of Consumer Protection. If a student is not satisfied with the University's complaint resolution, he or she may file a complaint with the Utah Department of Commerce through their online [Complaints Process](#).

Confidentiality and Documentation

Information related to complaints and grievances will be handled confidentially to the extent possible, consistent with the need to conduct a thorough investigation. The University maintains records of all formal grievances and their resolutions for internal review and compliance purposes.

Student Privacy and Confidentiality

Enovus University's student privacy and confidentiality policy outlines specific standards and practices regarding the collection, use, and protection of students' personal information. This policy applies to all current and prospective students, faculty, staff, and third parties who interact with Enovus University in the context of the programs offered. By enrolling in these programs, students acknowledge that they have read, understood, and agree to the terms of this Privacy and Confidentiality Policy.

Enovus University defines personal information, confidential information, and educational records as follows:

- **Personal Information:** Any information that can identify an individual, such as name, address, date of birth, academic records, and contact information.
- **Confidential Information:** Any information that is not publicly available and is protected from unauthorized disclosure.
- **Educational Records:** Records directly relating to a student and maintained by the University or a party acting on its behalf, as defined by FERPA.

Enovus University is committed to maintaining the privacy and confidentiality of all personal information collected in compliance with the Family Educational Rights and Privacy Act (FERPA).

Collection of Personal Information

Enovus University collects personal information through various means, including:

- Application forms
- Enrollment processes
- Course registrations
- Communications (emails, phone calls, synchronous meetings, complaints)
- Online student portals and surveys

Use of Personal Information

Enovus University uses personal information for the following purposes:

- Processing applications and admissions decisions
- Enrolling students in programs and courses
- Maintaining academic records
- Communicating with students about program-related matters
- Providing support services
- Complying with legal and regulatory requirements
- Conducting research and analysis for continuous improvement

Protection of Personal Information

Enovus University employs a range of security measures to protect personal information, including:

- Secure electronic data storage systems
- Physical security measures for hard copy files and records
- Access controls and authentication protocols
- Regular security audits and assessments
- Staff training in data privacy and confidentiality

Disclosures of Personal Information

Personal information may be disclosed to third parties only under the following circumstances:

- With the explicit consent of students
- To comply with legal obligations
- To authorized service providers who support institutional operations (e.g., IT services, mailing services)
- To partners in collaborative programs or academic exchanges, with prior notifications to students
- As permitted or required under FERPA, including disclosures to:
 - University officials with legitimate educational interests
 - Other institutions where students seek to enroll
 - Appropriate parties in connection with financial payments
 - Accrediting organizations
 - Compliance with a judicial order or lawfully issued subpoena
 - Appropriate officials in cases of health and safety emergencies

Student Rights Under FERPA

Students have the following rights under FERPA:

- The right to inspect and review their educational records within 45 days of submitting a written request to the Registrar's Office.
- The right to request the amendment of educational records they believe are inaccurate or misleading by submitting a written request to the Registrar's Office, specifying the inaccuracy or misleading information.
- The right to consent to disclosures of personally identifiable information contained in their educational records, except to the extent that FERPA authorizes disclosure without consent.
- The right to file a complaint with the US Department of Education concerning alleged failures by Enovus University and to comply with FERPA requirements.

Retention of Personal Information

Personal information is retained only for as long as necessary to fulfill the purposes outlined in this policy, or as required by law. When personal information is no longer needed, it will be securely destroyed.

Data Breach Notification

In the event of a data breach that compromises personal information, Enovus University will promptly notify affected individuals and take appropriate steps to mitigate the impact and prevent future breaches.

Academic Programs (offered beginning June 2, 2025)

Enovus University offers workforce relevant degree programs that prepare students for a variety of entry-level and career advancement employment opportunities in business, information technology, and social science. None of the Spanish-language degree programs offered lead to or make students eligible to sit for state- or country-specific licensing exams. It is students' responsibility to determine whether credits, degrees, or certificates earned from the University will transfer to other institutions or meet employers' training requirements. This may be done by calling the prospective institution or employer. The University is not accredited by any agency recognized by the United States Department of Education.

Bachelor of Applied Science in Business Administration (Spanish-Language Only)

Program Description: The Bachelor of Applied Science in Business Administration degree program at Enovus University prepares professionals with the skills to manage and oversee resources and processes across various functional areas of an organization, contributing to the achievement of its vision, mission, and strategic objectives.

Program Credits Hours: 122 semester credit hours

Program Outcomes

- Utilize business administration tools to optimize organizational resources and ensure compliance with regulations.
- Identify technological tools of administration according to the organization's requirements.
- Apply financial and accounting analysis tools to drive data-based decision making to implement cost controls and budget development to achieve strategic goals and meet current global regulations.
- Manage human resources to ensure that strategic initiatives are met.
- Develop sales and marketing plans, utilizing digital tools, leveraging different market opportunities and the organization's competitive advantages.
- Develop logistics and quality management processes for the continuous improvement of organizations, according to business needs and current regulations.
- Manage marketing models and tools from a strategic perspective, considering the organization's commercial decisions, market challenges, and connections with clients or users.
- Design operational strategies and programs, considering management control processes to improve an organization's outcomes.
- Select business management tools, considering decision-making processes, criteria related to negotiation, leadership, circular economy, and other factors that promote business growth.
- Implement financial and investment strategies that improve an organization's performance and achieve maximum profitability based on economic indicators and market conditions.
- Perform audits on accounting and financial statements of an organization in accordance with its policies and current regulations.
- Apply mathematical analysis techniques, such as differentiation and integration, to solve exercises related to professional activities.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
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ADM1006	ADMINISTRATION	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
ECO2007	ADVANCED ECONOMICS	General Education	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
FIN4006	FINANCE	General Education	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
DLT2002	LABOR AND TAX LAW	Core/Required	4
CON1006	ACCOUNTING	General Education	3
ANF2002	FINANCIAL ANALYSIS	Core/Required	3
CYP2006	COSTS AND BUDGETING	Core/Required	3
GDP3002	HUMAN RESOURCE MANAGEMENT	Core/Required	3
MAT1021	COLLEGE ALGEBRA	General Education	3
VYM3002	SALES AND MARKETING	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education	1
MKD4002	DIGITAL MARKETING	Core/Required	3
EMP002	ENTREPRENEURSHIP	General Education	2
CDC8002	QUALITY CONTROL	Core/Required	3
GLG4002	LOGISTICS MANAGEMENT	Core/Required	3
SDA4002	BUSINESS MANAGEMENT TECHNOLOGY	Core/Required	3
MOP1007	OPERATIONAL MARKETING	Core/Required	3
GDO7007	OPERATIONS MANAGEMENT	Core/Required	3
EST0111	STATISTICS	General Education	3
CDI4007	INVENTORY CONTROL	Core/Required	3
IDM5007	MARKET RESEARCH	Core/Required	3
CGE6007	MANAGEMENT CONTROL	Core/Required	3
MES5007	STRATEGIC MARKETING	Core/Required	3
MAC5007	MACROECONOMICS	General Education	3
MAT0141	CALCULUS	Core/Required	3
ECO6007	COMMERCIAL STRATEGIES	Core/Required	3
EFI7007	FINANCIAL STRATEGIES	Core/Required	3
GDA6006	AUDIT MANAGEMENT	General Education	3
MDC7007	CAPITAL MARKETS I	Core/Required	3
AEF6007	FINANCIAL STATEMENT AUDIT	Core/Required	3
PSF7002	FINANCIAL PRODUCTS AND SERVICES	Core/Required	3
PDE7007	STRATEGIC PLANNING AND MANAGEMENT	Core/Required	3
NYL8002	NEGOTIATION AND LEADERSHIP	Core/Required	3
FEP8002	FORMULATION AND EVALUATION OF PROJECTS	General Education	3

ECC8002	INTRODUCTION TO ECONOMICS	General Education	3
INE0021	INNOVATION AND ENTREPRENEURSHIP	General Education	2
SDT7002	CAPSTONE SEMINAR	Core/Required	3
PPA8007	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			122

Bachelor of Applied Science in International Trade (Spanish-Language Only)

Program Description: The Bachelor of Applied Science in International Trade at Enovus University prepares professionals with the skills to manage and execute import and export processes in compliance with relevant international trade regulations. Graduates will be able to use specialized tools common in international trade and logistics management.

Program Credit Hours: 121 semester credit hours

Program Outcomes

- Execute import and export operations in accordance with current legal regulations.
- Implement technological tools for foreign trade and logistics management in accordance with current international trade standards.
- Utilize international buying and selling negotiation processes in accordance with the international economic context.
- Apply financial and accounting analysis tools in an organization, considering cost control, budget preparation, and current regulations.
- Select economic and financial tools to evaluate the national and international economic market in accordance with international trade standards.
- Design business models with projections for the international market in accordance with current legislation.
- Identify improvement tools for Quality Management based on business needs and current legal regulations related to foreign trade.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
CEX6002	FOREIGN TRADE	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
IDC1002	FOREIGN TRADE INTERMEDIARIES	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
CDI2002	INTERNATIONAL DISTRIBUTION COSTS	Core/Required	3

TDI002	INFORMATION TECHNOLOGY	General Education	2
IGB2002	INTRODUCTION TO ENGLISH	General Education*	3
TAS2002	OUTBOUND CUSTOMS PROCESSING	Core/Required	3
TAE2002	CUSTOMS ENTRY PROCESSING	Core/Required	3
DDA2002	CUSTOMS BROKERS	Core/Required	3
HTG2002	TECHNOLOGICAL TOOLS FOR FOREIGN TRADE MANAGEMENT	Core/Required	3
SCE3002	FOREIGN TRADE SOFTWARE	Core/Required	3
MAT1021	COLLEGE ALGEBRA	General Education	3
SGC3002	FOREIGN TRADE MANAGEMENT SOFTWARE	Core/Required	3
HTG3002	TECHNOLOGICAL TOOLS FOR LOGISTICS MANAGEMENT	Core/Required	3
CON1006	ACCOUNTING	General Education *	3
CYP2006	COSTS AND BUDGETING	General Education *	3
ANF2002	FINANCIAL ANALYSIS	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education	1
EMP002	ENTREPRENEURSHIP	General Education	2
IGB4002	INTERMEDIATE ENGLISH	General Education*	3
INE0021	INNOVATION AND ENTREPRENEURSHIP	General Education	2
IPE5002	INTEGRATION AND ECONOMIC POLICY	Core/Required	3
NYL8002	NEGOTIATION AND LEADERSHIP	Core/Required	3
TCI5002	INTERNATIONAL TRADE TERMS (INCOTERMS)	Core/Required	3
NIN5002	INTERNATIONAL NEGOTIATION	Core/Required	3
CMI6002	INTERNATIONAL TRADE	Core/Required	3
MKI6002	INTERNATIONAL MARKETING	Core/Required	3
EIN6002	INTERNATIONAL ECONOMICS	Core/Required	3
FIN6002	INTERNATIONAL FINANCES	Core/Required	3
MAC5007	MACROECONOMICS	General Education *	3
TFI6002	INTERNATIONAL FINANCE WORKSHOP	Core/Required	3
CEM7007	BUSINESS CREATION	Core/Required	3
FEP8002	PROJECT MANAGEMENT	General Education *	3
VCL7002	CULTURABLES VARIABLES	Core/Required	3
PDE7007	STRATEGIC PLANNING AND MANAGEMENT	General Education *	3
CYT8002	QUALITY AND TRACEABILITY	Core/Required	3
DCI8002	INTERNATIONAL TRADE LAW	Core/Required	3
ECC8002	GENERAL ECONOMICS	General Education *	3
ICI8002	INTERNATIONAL TRADE INTEGRATION	Core/Required	3
SDT7002	CAPSTONE SEMINAR	Core/Required	3

PPA8007	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			121

Bachelor of Applied Science in Industrial Engineering (Spanish-Language Only)

Program Description: The Bachelor of Applied Science in Industrial Engineering program at Enovus University prepares professionals to develop, manage, and optimize services, production processes, and logistics by leveraging automation resources and Industry 4.0. Graduates will contribute to achieving business results, improving worker well-being, caring for the environment, and ensuring customer satisfaction.

Program Credit Hours: 120 semester credit hours

Program Outcomes

- Develop mechanical solutions by integrating mechanical, hydraulic, and pneumatic components to achieve specific movements with the appropriate speed, precision, and force.
- Solve problems related to electrical circuits using the principles, laws, and fundamental theorems of direct and alternating current circuits to ensure the expected response.
- Create control solutions using modern technologies and available resources to ensure that process variables remain within the expected ranges.
- Generate innovative proposals for distribution and commercialization processes using modern methodologies, platforms, and technologies to meet demand and satisfy consumers.
- Manage a production process while maintaining product quality and meeting deadlines to achieve efficient results.
- Develop and evaluate a project's economic and social feasibility and potential return on investment, considering its impact on the business, community, and environment.
- Organize the transportation, reception, and storage of necessary supplies while maintaining traceability, minimizing stock, and ensuring process continuity to maximize business results.
- Make data-driven decisions based on information from production, logistics, marketing, and consumer processes using modern techniques and technologies to increase efficiency and meet consumer demands.
- Develop strategies to reduce raw material use and waste, adapt production based on consumer demand, and incorporate clean manufacturing and circular economy principles to enhance consumer value.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
MMP1001	MANUAL METROLOGY AND BLUEPRINTS	Core/Required	3
CCC1001	DIRECT CURRENT CIRCUITS	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
MCM1001	MECHANISMS	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
CCA1001	ALTERNATING CURRENT CIRCUITS	Core/Required	3
EAD3008	ANALOG AND DIGITAL ELECTRONICS	Core/Required	3
HYN1001	HYDRAULICS AND PNEUMATICS	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
IAP1001	INTRODUCTION TO PROGRAMMING	General Education	2
SYA6008	SENSORS AND ACTUATORS	Core/Required	3
RIN7008	INDUSTRIAL NETWORKS	Core/Required	3
PPL9008	PLC PROGRAMMING	Core/Required	3
IGB2002	INTRODUCTION TO ENGLISH	General Education	3
PIN6008	INDUSTRIAL PROCESSES	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education	1
GDC1008	QUALITY MANAGEMENT	Core/Required	2
EMP002	ENTREPRENEURSHIP	General Education	2
IGB4002	INTERMEDIATE ENGLISH	General Education	3
EDC3001	DISTRIBUTION AND MARKETING STRATEGIES	Core/Required	3
CDP3001	PRODUCTION CONTROL	Core/Required	3
SDC4001	CUSTOMER SATISFACTION	Core/Required	3
IDO4001	OPERATIONS RESEARCH	Core/Required	3
PTI8001	CAPSTONE SEMINAR	Core/Required	3
FDP3002	PROJECT FORMULATION	General Education *	3
TCS5001	SUPPLY CHAIN TECHNOLOGY	Core/Required	3
INE0021	INNOVATION AND ENTREPRENEURSHIP	General Education	2
GIA5001	INVENTORY AND WAREHOUSE MANAGEMENT	Core/Required	3
RDF5001	FINANCING RESOURCES	General Education *	3
EES4002	ECONOMIC AND SOCIAL EVALUATION	Core/Required	3
TRZ5001	TRACEABILITY	Core/Required	3
IAM6001	ENVIRONMENTAL IMPACT	Core/Required	2
MJT6001	JUST IN TIME METHODOLOGY	Core/Required	3
EST6001	STATISTICS	Core/Required	3
ESI6001	IOT STRATEGY (Internet of Things)	Core/Required	3
SCL7001	CLOUD SERVICES	Core/Required	3

GDD7001	DATA MANAGEMENT	Core/Required	3
IAI7001	ARTIFICIAL INTELLIGENCE IN INDUSTRY	Core/Required	3
IGB4003	ADVANCED ENGLISH	General Education*	3
ESL7001	LEAN STRATEGIES	Core/Required	3
SPF8001	FLEXIBLE PRODUCTION SYSTEMS	Core/Required	3
ECR8001	GENERAL ECONOMICS	General Education *	3
PPA8007	PROFESSIONAL PRACTICE/INTERNSHIP	Core/Required	6
*Optional General Education Courses.			120

Bachelor of Applied Science in Logistics Engineering (Spanish-Language Only)

Program Description: The Bachelor of Applied Science in Logistics Engineering program at Enovus University prepares professionals with the skills to develop strategic plans and make data-driven decisions, ensuring proper planning in compliance with applicable regulations in the operations and logistics. Graduates will be able to lead, implement, and oversee processes in transportation, distribution, warehousing, and logistics operations, meeting the needs of public and private institutions using specialized tools.

Program Credit Hours: 121 semester credit hours

Program Outcomes

- Execute administrative and financial processes in compliance with regulations and the needs of employees and the organization.
- Develop a plan to manage all tasks related to the transportation of hazardous goods to meet the company needs in accordance with safety regulations, and environmental standards.
- Create a plan for procurement, purchasing, and storage activities of products and materials according to the company's needs.
- Organize a plan to administer e-commerce logistics operations in accordance with the use of technologies and information logistics systems.
- Manage operational logistics processes within the organization, aligned with the business's needs.
- Utilize international commercialization processes in accordance with the company's needs and current regulations.
- Develop logistics service processes based on management control and continuous improvement processes, according to the company's characteristics.
- Implement strategies in the area of logistics operations, considering the decisionmaking process to promote business growth.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
ADM1006	ADMINISTRATION	General Education *	3
MAT1002	COLLEGE MATH	General Education	3
ECO2007	INTRODUCTION TO ECONOMICS	General Education	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
FIN4006	FINANCES	General Education *	3
RLA1007	LABOR RELATIONS	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
CYP2006	COSTS AND BUDGETING	General Education	3
CDD2002	DISTRIBUTION CHANNELS	Core/Required	3
PEP2002	PROCESSES IN PLANT	Core/Required	3
GCS2002	SUPPLY CHAIN MANAGEMENT	Core/Required	3
GCP3002	PURCHASING AND SUPPLIER MANAGEMENT	Core/Required	3
CDI4007	INVENTORY CONTROL	Core/Required	3
TCM3002	SEA AND AIR CARGO TRANSPORTATION	Core/Required	3
MAT1021	COLLEGE ALGEBRA	General Education	3
TCT4002	LAND AND MULTIMODAL FREIGHT TRANSPORTATION	Core/Required	3
GMP6007	MANAGEMENT OF HAZARDOUS GOODS	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
TOL4007	LOGISTICS OPERATIONS TECHNOLOGIES	Core/Required	3
CDR4002	ROUTE CONTROLLER	Core/Required	3
EMP002	ENTREPRENEURSHIP	General Education*	2
OLE4002	E-COMMERCE LOGISTICS OPERATIONS	Core/Required	3
ODT4007	DISTRIBUTION AND TRANSPORT OPERATIONS	Core/Required	3
GDO7007	OPERATIONS MANAGEMENT	Core/Required	3
ODO5002	OPERATIONS OPTIMIZATION	Core/Required	3
COL5007	LOGISTICS OPERATIONS COSTS	Core/Required	3
CEX6002	FOREIGN TRADE	Core/Required	3
APC4007	PROCESS AND CONTRACT MANAGEMENT	Core/Required	3
NPA4007	CUSTOMS REGULATIONS AND PROCEDURES	Core/Required	3
LDS6002	SERVICE LOGISTICS	Core/Required	3
NIC5007	INTERNATIONAL CARGO REGULATIONS	Core/Required	3
CGL6002	LOGISTICS MANAGEMENT CONTROL	Core/Required	3
MLO8007	LOGISTICS MODELS	Core/Required	3

GCL7002	LOGISTICS QUALITY MANAGEMENT	Core/Required	3
GLI7002	INTEGRATED LOGISTICS MANAGEMENT	Core/Required	3
ALG7002	LOGISTICS MANAGEMENT	Core/Required	3
FEP8002	FORMULATION AND EVALUATION OF PROJECTS	General Education *	3
LST8002	SUSTAINABLE LOGISTICS	Core/Required	3
PDE7007	STRATEGIC PLANNING AND MANAGEMENT	Core/Required	3
NYL8002	NEGOTIATION AND LEADERSHIP	Core/Required	3
INE0021	INNOVATION AND ENTREPRENEURSHIP	General Education	2
SDT7002	CAPSTONE SEMINAR	Core/Required	3
PPA8007	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			121

Bachelor of Applied Science in Computer Science (Spanish-Language Only)

Program Description: The Bachelor of Applied Science in Computer Science program at Enovus University prepares professionals to design software and oversee software-related architecture and integrations, developing business intelligence solutions, modeling business processes, and leading software projects using both traditional and agile methodologies. Graduates ensure compliance with quality standards in products and processes, meeting organizational requirements and adapting to emerging industry trends.

Program Credit Hours: 121 semester credit hours

Program Outcomes

- Configure virtual machines and containers with server-oriented operating systems, tailored for production environments according to the organization's needs.
- Build database models using SQL or No-SQL data queries, based on the organization's requirements.
- Develop functional applications by applying various paradigms and considering different production environments in line with the organization's needs and industry standards.
- Build cross-platform applications by implementing communication methods between applications through web services, according to the organization's needs and industry standards.
- Design responsive user interfaces that adhere to user experience principles.
- Analyze organizational needs and offer potential solutions to support organizational strategy.

- Create logical and physical infrastructure for IT solutions in accordance with industry standards.
- Construct agile multidisciplinary IT projects to meet organizational requirements.
- Create management plans for business process improvement using historical data metrics to implement predictive models for decision-making.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
SOP0123	OPERATING SYSTEMS	Core/Required	3
FPR0123	FUNDAMENTALS OF PROGRAMMING	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
MBD1001	DATABASE MODELING	Core/Required	3
POB0223	OBJECT-ORIENTED PARADIGM	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
CDD0323	DATA QUERY	General Education *	2
PROG0323	PROGRAMMING I	Core/Required	3
IGB2002	INTRODUCTION TO ENGLISH	General Education	1
PRWE0423	WEB PROGRAMMING	Core/Required	2
MPNS0423	NON-SQL MODELING AND PROGRAMMING	General Education *	2
PBD2001	DATABASE PROGRAMMING	Core/Required	3
PRH0523	HYBRID PROGRAMMING	Core/Required	3
PROG0523	PROGRAMMING II	Core/Required	3
IGB4002	INTERMEDIATE ENGLISH	General Education*	1
DUX2001	UX DESIGN	Core/Required	3
DSWE0623	WEB DESIGN	Core/Required	2
PROF0723	FRONTEND PROGRAMMING	Core/Required	3
ATCO0723	CONTAINER AUTOMATION (DOCKER AND K8)	Core/Required	2
IGB4003	ADVANCED ENGLISH	General Education*	1
PRWS0823	WEB SERVICE PROGRAMMING	General Education *	3
PMP1008	MULTIPLATFORM PROGRAMMING	Core/Required	3
MAT2001	COLLEGE ALGEBRA	General Education	3
PROC0923	COMPONENT PROGRAMMING	Core/Required	2
ETP002	PROFESSIONAL ETHICS	General Education*	1
EMP002	ENTREPRENEURSHIP	General Education*	2
IDS5001	SOFTWARE ENGINEERING	Core/Required	3
PDD5001	DESIGN PATTERNS	Core/Required	3
CLS1223	SOFTWARE QUALITY	Core/Required	3

PAQ5001	ARCHITECTURAL PATTERNS	Core/Required	3
ADP6001	TEST AUTOMATION	Core/Required	3
INRS1323	SOFTWARE REQUIREMENTS ENGINEERING	Core/Required	3
EVPP1423	PROJECT EVALUATION AND PLANNING	Core/Required	3
MAG1408	AGILE METHODOLOGIES	Core/Required	3
INSI1523	INTEGRATION OF COMPUTER SYSTEMS	Core/Required	3
GAP1523	AGILE PROJECT MANAGEMENT	Core/Required	3
ADD1808	DATA ANALYSIS	Core/Required	3
MPN1508	BUSINESS PROCESS MODELING	Core/Required	3
LDEI1723	IT TEAM LEADERSHIP	Core/Required	3
IPN7001	BUSINESS PROCESS IMPLEMENTATION	Core/Required	3
CES8001	STRATEGIC COMMUNICATION	General Education *	3
BIN7001	BUSINESS INTELLIGENCE	Core/Required	3
ADP1923	PROCESS AUTOMATION (ROBOTICS)	Core/Required	2
BDA1808	BIG DATA	Core/Required	3
INE0021	INNOVATION AND ENTREPRENEURSHIP	General Education	2
PTT2023	CAPSTONE SEMINAR	Core/Required	3
PRP0823	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
*Optional General Education Courses.			121

Bachelor of Applied Science in Social Work (Spanish-Language Only)

Program Description: The Bachelor of Applied Science in Social Work program at Enovus University prepares professionals to use technical and methodological competencies to join multidisciplinary teams in organizations focused on promoting and safeguarding the exercise of rights for individuals and social groups.

Program Credit Hours: 121 semester credit hours

Program Outcomes

- Select and evaluate social research instruments for the development of diagnostics and social evaluations, considering different contexts and levels of intervention.
- Apply methodological approaches for social intervention according to the needs outlined in the intervention plan at individual, family, group, and/or community levels.
- Develop socio-educational activities for prevention, promotion, and/or the restoration of violated rights, based on needs and the specific context.
- Facilitate mediation processes in family, school, and/or community settings according to the needs and characteristics of the individuals involved.
- Implement social intervention plans for emerging groups in accordance with social needs and current regulations.

- Manage diverse social networks and support services across different areas of action, ensuring they meet intervention requirements and plans.
- Create organizational social well-being plans in accordance with the institutional context and current regulations.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
FTS1007	INTRODUCTION TO SOCIAL WORK	General Education	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
DPR4002	PERSONAL DEVELOPMENT	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
FPS2007	INTRODUCTION TO SOCIAL POLICIES	General Education	3
MDI2002	METHODOLOGY OF SOCIAL INTERVENTATION	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
MJT2002	LEGAL FRAMEWORK FOR SOCIAL WORK	Core/Required	3
TRI3002	DATA COLLECTION TECHNIQUES AND INSTRUMENTS	Core/Required	3
PDD2002	DEVELOPMENTAL PSYCHOLOGY	Core/Required	3
SSS4002	SOCIAL SECURITY SYSTEMS	Core/Required	3
RHU3006	HUMAN RESOURCES	General Education *	3
MEI3002	MODELS AND STRATEGIES OF SOCIAL INTERVENTION	Core/Required	3
MFA6007	FAMILY MEDIATION	Core/Required	3
ASC1007	SOCIO-CULTURAL ANTHROPOLOGY	Core/Required	3
EIS4002	SOCIAL INSTRUMENTS DEVELOPMENT	Core/Required	3
GRS7002	SOCIAL MEDIA MANAGEMENT	Core/Required	3
MIS2002	SOCIAL RESEARCH METHODOLOGY	Core/Required	3
MCO6002	COMMUNITY MEDIATION	Core/Required	3
PSM4007	PSYCHOPATHOLOGY AND MENTAL HEALTH	Core/Required	3
LAT2002	LEGISLATION APPLIED TO SOCIAL WORK	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
EMP002	ENTREPRENEURSHIP	General Education*	2
PSO6007	SOCIAL SECURITY	Core/Required	3
EST0111	STATISTICS	General Education	3
MGC3002	MANAGEMENT OF SOCIAL GROUPS AND COLLECTIVES	Core/Required	3
TSI5002	SOCIAL WORK WITH INDIVIDUALS AND FAMILIES	Core/Required	3

DPS5002	DIAGNOSTICS AND SOCIAL EXPERTISE	Core/Required	3
TSG6002	SOCIAL WORK WITH GROUPS	Core/Required	3
STS7007	SYSTEMATIZATION OF SOCIAL WORK	Core/Required	3
TSC6002	SOCIAL WORK WITH COMMUNITIES	Core/Required	3
DCC4007	COMMUNITY DEVELOPMENT AND CITIZENSHIP	General Education	3
FPS6007	SOCIAL PROJECTS FORMULATION AND EVALUATION	Core/Required	3
PES7007	POVERTY AND SOCIAL EXCLUSION	Core/Required	3
TSG7002	SOCIAL WORK WITH EMERGING GROUPS	Core/Required	3
MFE6007	SCHOOL MEDIATION	Core/Required	3
GDB8002	WELFARE MANAGEMENT	Core/Required	3
DLA2007	LABOR LAW	General Education *	3
INE0021	INNOVATION AND ENTREPRENEURSHIP	General Education	2
SDT8007	CAPSTONE SEMINAR	Core/Required	6
PPC5008	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			121

Associate of Applied Science in Business Administration (Spanish-Language Only)

Program Description: The Associate of Applied Science in Business Administration at Enovus University prepares entry-level professionals with the skills to perform basic administrative processes and analysis in the areas of marketing, logistics management, and quality control within an organization or company. Graduates will be able to operate effectively, collaboratively, and in alignment with strategic guidelines, objectives, goals, quality standards, and current regulations.

Required Hours to Complete the Program: 60 semester credit hours

Program Outcomes

- Apply business administration tools to optimize an organization's various resources in compliance with current regulations.
- Utilize technological administration tools based on organizational requirements.
- Apply financial and accounting analysis tools within an organization, considering cost control, budget planning, and current regulations.
- Execute operational processes in human resource management in alignment with the organization's strategic goals.

- Develop sales and marketing plans, incorporating digital tools, market opportunities, and the organization's competitive advantages.
- Implement logistics and quality management processes to ensure continuous improvement in organizations, in accordance with business needs and current regulations.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
ADM1006	MANAGEMENT	General Education	3
MAT1002	COLLEGE MATH	General Education	3
ECO2007	ECONOMICS	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
FIN4006	FINANCE	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
DLT2002	LABOR AND TAX LAW	Core/Required	4
CON1006	ACCOUNTING	Core/Required	3
ANF2002	FINANCIAL ANALYSIS	Core/Required	3
CYP2006	COSTS AND BUDGETING	Core/Required	3
GDP3002	HUMAN RESOURCE MANAGEMENT	Core/Required	3
MAT1021	COLLEGE ALGEBRA	General Education*	3
VYM3002	SALES AND MARKETING	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
MKD4002	DIGITAL MARKETING	Core/Required	3
EMP002	ENTREPRENEURSHIP	General Education*	2
CDC8002	QUALITY CONTROL	Core/Required	3
GLG4002	LOGISTICS MANAGEMENT	Core/Required	3
SDA4002	ENTERPRISE RESOURCE PLANNING (ERP) SOFTWARE	Core/Required	3
SDT4002	CAPSTONE SEMINAR	Core/Required	3
PPA8007	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			60

Associate of Applied Science in Digital Marketing (Spanish-Language Only)

Program Description: The Associate of Applied Science in Digital Marketing at Enovus University prepares entry-level professionals with the basic skills to execute marketing processes, to include developing plans and strategies specific to the organization. Graduates will also be equipped to manage and apply digital tools based on results analysis, enhancing brand visibility and positioning in search engines (SEO, SEM) and contributing to the effectiveness of marketing campaigns.

Program Credit Hours: 61 semester credit hours

Program Outcomes

- Implement marketing plan to promote the organization.
- Employ strategies and/or develop marketing plans across various processes to promote the organization.
- Analyze data using different available tools, optimizing and enhancing brand positioning in digital media.
- Develop and manage the online store to create commercial sales plans, while analyzing e-commerce data to customize marketing strategies for targeted segments.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
IAM1002	INTRODUCTION TO MARKETING	General Education	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
RSS3002	SOCIAL MEDIA	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
MBM2002	SEARCH ENGINE MARKETING (SEM)	Core/Required	3
OMB2002	SEARCH ENGINE OPTIMIZATION (SEO)	Core/Required	3
DTO3002	ONLINE STORE DESIGN	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
ATO4002	ONLINE STORE MANAGEMENT	Core/Required	3
MAT1021	COLLEGE ALGEBRA	General Education*	3
PEM1002	STRATEGIC MARKETING PLANNING	Core/Required	3
TPM2002	MARKETING PLAN WORKSHOP	Core/Required	3
PMB2002	SEARCH ENGINE POSITIONING	Core/Required	3
SDM1002	MARKET SEGMENTATION	Core/Required	3
ARM1002	MARKETING REQUIREMENTS ANALYSIS	Core/Required	3

IAC3002	INTRODUCTION TO E-COMMERCE	Core/Required	3
MDE4002	E-COMMERCE METRICS	Core/Required	3
RDG4002	DIGITAL RETAIL (MARKETPLACES)	Core/Required	3
MCD3002	DIGITAL CAMPAIGN METRICS	Core/Required	3
EMP002	ENTREPRENEURSHIP	General Education*	2
ETP002	PROFESSIONAL ETHICS	General Education*	1
SDT2002	CAPSTONE SEMINAR	Core/Required	2
PPA5009	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA5007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			61

Associate of Applied Science in International Trade (Spanish-Language Only)

Program Description: The Associate of Applied Science in International Trade at Enovus University prepares entry-level professionals with the basic skills to support import and export processes in compliance with relevant international trade regulations. Graduates will be able to use specialized technological tools for supporting international trade and logistics operations.

Program Credit Hours: 62 semester credit hours

Program Outcomes

- Implement import and export operations in compliance with current legal regulations.
- Utilize technology tools for international trade and logistics management in accordance with relevant international trade standards.
- Apply financial and accounting analysis tools within an organization, considering cost control, budget planning, and current regulations.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
CEX6002	FOREIGN TRADE	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
IDC1002	FOREIGN TRADE INTERMEDIARIES	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
CDI2002	INTERNATIONAL DISTRIBUTION COSTS	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
IGB2002	INTRODUCTION TO ENGLISH	General Education	3
TAS2002	CUSTOMS EXIT PROCEDURES	Core/Required	3
TAE2002	CUSTOMS ENTRY PROCEDURES	Core/Required	3
DDA2002	CUSTOMS BROKERS	Core/Required	3
HTG2002	TECHNOLOGICAL TOOLS FOR FOREIGN TRADE MANAGEMENT	Core/Required	3
SCE3002	FOREIGN TRADE SOFTWARE	Core/Required	3
MAT1021	COLLEGE ALGEBRA	General Education*	3
SGC3002	FOREIGN TRADE MANAGEMENT SOFTWARE	Core/Required	3
HTG3002	TECHNOLOGICAL TOOLS FOR LOGISTICS MANAGEMENT	Core/Required	3
CON1006	ACCOUNTING	Core/Required	3

CYP2006	COSTS AND BUDGETS	Core/Required	3
ANF2002	FINANCIAL ANALYSIS	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
IGB4002	INTERMEDIATE ENGLISH	General Education*	3
EMP002	ENTREPRENEURSHIP	General Education*	2
SDT4002	CAPSTONE SEMINAR	Core/Required	3
PPA8007	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			62

Associate of Applied Science in Industrial Engineering (Spanish-Language Only)

Program Description: The Associate of Applied Science in Industrial Engineering program at Enovus University trains entry-level professionals in the industrial sector, equipping them to manage services and production processes while leveraging automation resources. The program focuses on continually enhancing the customer experience.

Program Credit Hours: 62 semester credit hours

Program Outcomes

- Develop mechanical solutions by integrating mechanical, hydraulic, and pneumatic components to enable the required movements for a specific purpose, ensuring the appropriate speed, precision, and force.
- Solve problems related to electrical circuits by applying fundamental principles, laws, and theorems of direct and alternating current circuits to verify that the expected response is achieved.
- Develop control solutions using modern technologies and available resources to ensure that process variables remain within expected ranges.
- Demonstrate a greater command of English by going beyond repetitive topics and phrases. Strive to create new expressions and enhance your reading and writing comprehension of more complex texts, even if you still find some aspects challenging.
- Create innovative distribution and commercialization strategies using modern technologies to meet demand and enhance consumer satisfaction.
- Implement a production process to ensure product quality while meeting deadlines to achieve efficient results.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
MMP1001	MANUAL AND BLUEPRINT METROLOGY	Core/Required	3
CCC1001	DIRECT CURRENT CIRCUITS	Core/Required	3
MAT1002	COLLEGE MATHEMATICS	General Education	3
MCM1001	MECHANISMS	Core/Required	3
CCA1001	ALTERNATING CURRENT CIRCUITS	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
HYN1001	HYDRAULICS AND PNEUMATICS	Core/Required	3
EAD3008	ANALOG AND DIGITAL ELECTRONICS	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
IAP1001	INTRODUCTION TO PROGRAMMING	General Education *	2

SYA6008	SENSORS AND ACTUATORS	Core/Required	3
RIN7008	INDUSTRIAL NETWORKS	Core/Required	3
PPL9008	PLC PROGRAMMING	Core/Required	3
IGB2002	INTRODUCTION TO ENGLISH	General Education*	3
PIN6008	INDUSTRIAL PROCESSES	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
IGB4002	INTERMEDIATE ENGLISH	General Education*	3
GDC1008	QUALITY MANAGEMENT	Core/Required	2
EMP002	ENTREPRENEURSHIP	General Education*	2
EDC3001	DISTRIBUTION AND MARKETING STRATEGIES	Core/Required	3
CDP3001	PRODUCTION CONTROL	Core/Required	3
SDC4001	CUSTOMER SATISFACTION	Core/Required	3
IDO4001	OPERATIONS RESEARCH	Core/Required	3
PTI4001	CAPSTONE PROJECT	Core/Required	3
PPT4002	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
			62

Associate of Applied Science in Logistics (Spanish-Language Only)

Program Description: The Associate of Applied Science in Logistics at Enovus University prepares entry-level professionals with the basic skills to execute and oversee processes in operations and logistics, aligned with business needs and applicable regulations. Graduates will be equipped to manage warehouse, procurement, supply, and distribution processes using specialized technology tools in both public and private organizations.

Program Credit Hours: 62 semester credit hours

Program Outcomes

- Implement administrative and financial processes in compliance with regulations, employee needs, and organizational requirements.
- Create a plan to coordinate, distribute, and manage tasks for cargo and hazardous goods transportation, considering company needs, safety regulations, and environmental standards.
- Develop a process to manage the procurement, purchasing, and storage activities for products and materials based on company needs.
- Build an e-commerce logistics operation, utilizing technologies and logistics information systems.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
ADM1006	ADMINISTRATION	General Education*	3
MAT1002	COLLEGE MATH	General Education	3
ECO2007	INTRODUCTION TO ECONOMICS	General Education*	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
FIN4006	FINANCES	General Education*	3
RLA1007	LABOR RELATIONS	Core/Required	3
TDI002	INFORMATION TECHNOLOGY	General Education	2
CYP2006	COSTS AND BUDGETING	General Education	3
CDD2002	DISTRIBUTION CHANNELS	Core/Required	3
PEP2002	PROCESSES IN PLANT	Core/Required	3
GCS2002	SUPPLY CHAIN MANAGEMENT	Core/Required	3
GCP3002	PURCHASING AND SUPPLIER MANAGEMENT	Core/Required	3
CDI4007	INVENTORY CONTROL	Core/Required	3
TCM3002	SEA AND AIR CARGO TRANSPORTATION	Core/Required	3

MAT1021	COLLEGE ALGEBRA	General Education*	3
TCT4002	LAND AND MULTIMODAL FREIGHT TRANSPORTATION	Core/Required	3
GMP6007	MANAGEMENT OF HAZARDOUS GOODS	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
TOL4007	LOGISTICS OPERATIONS TECHNOLOGIES	Core/Required	3
CDR4002	ROUTE CONTROLLER	Core/Required	3
EMP002	ENTREPRENEURSHIP	General Education*	2
OLE4002	E-COMMERCE LOGISTICS OPERATIONS	Core/Required	3
SDT7002	CAPSTONE SEMINAR	Core/Required	3
PPA8007	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA8007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			62

Associate of Applied Science in Computer Science (Spanish-Language Only)

Program Description: The Associate of Applied Science in Computer Science program at Enovus University prepares entry-level professionals for setting up environments for the development of computational and hybrid multi-platform applications using various systems and technological tools. Graduates will be able to develop applications that meet security and quality standards, aligned with the current and future needs of organizations, while considering new trends in the IT industry.

Program Credit Hours: 61 semester credit hours

Program Outcomes

- Configure virtual machines and containers with server-oriented operating systems, tailored for production environments to the organization's needs.
- Develop database models for information management using SQL or No-SQL data queries based on the organization's requirements.
- Develop functional applications using various programming paradigms and production environments to meet organizational needs and industry standards.
- Create cross-platform applications by implementing web services for interapplication communication, following organizational requirements and industry norms.
- Design responsive user interfaces by applying user experience principles in accordance with organizational requirements.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
SOP0123	OPERATING SYSTEMS	Core/Required	3
FPR0123	INTRODUCTION TO PROGRAMMING	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
MBD1001	DATABASE MODELING	Core/Required	3
POB0223	OBJECT-ORIENTED PARADIGM	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
CDD0323	DATA QUERY	General Education	2
PROG0323	PROGRAMMING I	Core/Required	3
IGB2002	INTRODUCTION TO ENGLISH	General Education*	3
PRWE0423	WEB PROGRAMMING	Core/Required	2
MPNS0423	NON-SQL MODELING AND PROGRAMMING	General Education	2
PBD2001	DATABASE PROGRAMMING	Core/Required	3
PRH0523	HYBRID PROGRAMMING	Core/Required	3

PROG0523	PROGRAMMING II	Core/Required	3
IGB4002	INTERMEDIATE ENGLISH	General Education*	3
ABD0723	DATABASE ADMINISTRATION	Core/Required	3
BDA0823	BIG DATA	Core/Required	3
CBS0423	CYBERSECURITY	Core/Required	3
ATCO0723	CONTAINER AUTOMATION (DOCKER AND K8)	Core/Required	2
IGB4003	ADVANCED ENGLISH	General Education*	1
INP0823	PLATFORM INTEGRATION	Core/Required	3
TDH0623	HARDWARE WORKSHOP	Core/Required	2
TDR0723	NETWORKING WORKSHOP	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
INB0923	ADVANCED ENGLISH II	General Education*	1
EMP002	ENTREPRENEURSHIP	General Education*	2
PDT1023	CAPSTONE PROJECT	Core/Required	3
PRP0823	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
*Optional General Education Courses.			61

Associate of Applied Science in Software Development and Programming Analysis (Spanish-Language Only)

Program Description: The Associate of Applied Science in Programming Analysis program at Enovus University trains entry-level professionals with the basic skills to develop and implement IT solutions in automated production environments. Graduates will utilize technological tools for software development and cross-platform communication through web services, meeting organizational requirements while aligning with industry standards and emerging IT trends.

Program Credit Hours: 63 semester credit hours

Program Outcomes

- Configure virtual machines and containers with server-oriented operating systems set up for production environments according to organizational needs.
- Develop database models for information management using SQL or non-SQL data queries in alignment with the organization's requirements.
- Build functional applications by applying various programming paradigms and considering different production environments based on organizational needs and industry standards.
- Create cross-platform applications by implementing web services for interapplication communication, following organizational requirements and industry norms.
- Design responsive user interfaces by applying user experience principles according to organizational requirements.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
SOP0123	OPERATING SYSTEMS	Core/Required	3
FPR0123	INTRODUCTION TO PROGRAMMING	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
MBD1001	DATABASE MODELING	Core/Required	3
POB0223	OBJECT-ORIENTED PARADIGM	Core/Required	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
CDD0323	DATA QUERY	Core/Required	2
PROG0323	PROGRAMMING I	Core/Required	3
IGB2002	INTRODUCTION TO ENGLISH	General Education*	3
PRWE0423	WEB PROGRAMMING	Core/Required	2

MPNS0423	NOSQL MODELING AND PROGRAMMING	Core/Required	2
PBD2001	DATABASE PROGRAMMING	Core/Required	3
PRH0523	HYBRID PROGRAMMING	Core/Required	3
PROG0523	PROGRAMMING II	Core/Required	3
IGB4002	INTERMEDIATE ENGLISH	General Education*	3
DUX2001	UX DESIGN	Core/Required	3
DSWE0623	WEB DESIGN	Core/Required	2
PROF0723	FRONTEND PROGRAMMING	Core/Required	3
ATCO0723	CONTAINERIZATION (DOCKER AND K8)	Core/Required	2
INB0723	ADVANCED ENGLISH	General Education*	1
PRWS0823	WEB SERVICE PROGRAMMING	Core/Required	3
PMP1008	CROSS-PLATFORM PROGRAMMING	Core/Required	3
MAT2001	COLLEGE ALGEBRA	General Education*	3
PROC0923	COMPONENT PROGRAMMING	Core/Required	2
ETP002	PROFESSIONAL ETHICS	General Education*	1
INB0923	BASIC ENGLISH IV	General Education*	1
EMP002	ENTREPRENEURSHIP	General Education*	2
PDT1023	CAPSTONE PROJECT	Core/Required	3
PRP0823	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
*Optional General Education Courses.			63

Associate of Applied Science in Social Work (Spanish-Language Only)

Program Description: The Associate of Applied Science in Social Work at Enovus University trains entry-level professionals with practical skills to work in organizations dedicated to prevent, promote, restore violated rights, contributing to the well-being of diverse population segments.

Program Credit Hours: 61 semester credit hours

Program Outcomes

- Select social research instruments for the development of diagnostics and social evaluations, considering different contexts and levels of intervention.
- Apply methodological tools for social intervention according to the needs and the intervention plan at individual, family, group, and/or community levels.
- Develop socio-educational activities for prevention, promotion, and/or the restoration of violated rights, based on needs and the specific context.
- Utilize mathematical, technological, communicative, and critical thinking skills to ethically analyze and solve problems in professional and social settings.

COURSE NUMBER	COURSE TITLE	COURSE TYPE	TOTAL COURSE CREDIT/CLOCK HOURS
FTS1007	INTRODUCTION TO SOCIAL WORK	General Education	3
CYR1006	COMMUNICATION AND WRITING	General Education	2
DPR4002	PERSONAL DEVELOPMENT	Core/Required	3
MAT1002	COLLEGE MATH	General Education	3
FPS2007	INTRODUCTION TO SOCIAL POLICIES	General Education	3
TDI002	INFORMATION TECHNOLOGY	General Education*	2
TRI3002	INFORMATION COLLECTION TECHNIQUES AND INSTRUMENTS	Core/Required	3
MJT2002	LEGAL FRAMEWORK OF SOCIAL WORK	Core/Required	3
EIS4002	CREATION OF SOCIAL INSTRUMENTS	Core/Required	3
MEI3002	MODELS AND STRATEGIES OF SOCIAL INTERVENTION	Core/Required	3
MIS2002	SOCIAL RESEARCH METHODOLOGY	Core/Required	3
MDI2002	SOCIAL INTERVENTION METHODOLOGY	Core/Required	3
ETP002	PROFESSIONAL ETHICS	General Education*	1
DCC4007	COMMUNITY DEVELOPMENT AND CITIZENSHIP	General Education	3
LAT2002	LEGISLATION APPLIED TO SOCIAL WORK	Core/Required	3
MGC3002	MANAGEMENT OF SOCIAL GROUPS AND COLLECTIVES	Core/Required	3
PSM4007	PSYCHOPATHOLOGY AND MENTAL HEALTH	Core/Required	3

SSS4002	SOCIAL SECURITY SYSTEMS	Core/Required	3
PDD2002	DEVELOPMENTAL PSYCHOLOGY	Core/Required	3
EMP002	ENTREPRENEURSHIP	General Education*	2
SDT5007	CAPSTONE SEMINAR	Core/Required	2
PPC5008	PROFESSIONAL PRACTICE/INTERSHIP	Core/Required	6
ETA5007	CAPSTONE EXAM	Capstone	1
*Optional General Education Courses.			61

Faculty

DISCIPLINE	FACULTY NAME	HIGHEST DEGREE EARNED
Business Administration	Pablo Orlando Cruzat Pacheco	Master of Applied Finance
Business Administration	Gloria Angélica Gonzalez Vergara	Master of Marketing and Communication Management
Business Administration	Marco Antonio Olivares Hurtado	Master of Quality Management and Leadership
Business Administration	Juan Antonio Gonzalez	Master of Financial Economics
Technology	Karen Lorena Ziller Carvajal	Master of Business Management
Technology	Hector Hugo Caceres Vargas	Master of Industrial Engineering
Technology	Ana Karina Torrealba Maturana	Master of Business Administration
Information and Telecommunications	Juan Arturo Sagardia Prado	Master of Information Technology
Information and Telecommunications	Santiago David Neira	Master of Computer Engineering
Social Development and Community Service	Jose Luis Romero Sanhueza	Master of Psychology and Mental Health Intervention
Social Development and Community Service	Lisette Del Carmen Tobar Molina	Master of Social Work

Institutional Governance

Owner

Horacio Rodrigo Pavez Aro, President: Co-founder of The ImPact, Mr. Pavez is a distinguished Chilean entrepreneur with a strong background in business administration. He earned a Master of Business Administration from the ESE Business School at Universidad de los Andes. He has led initiatives such as Fundación Emprender and Chile Converge, focused on entrepreneurship and impact investing. Additionally, he has held executive positions in companies like Mosaico S.A., Talented Fine Brands S.A., Netprovider S.A., and ENOVUS S.A. His career reflects a deep commitment to social innovation and sustainable economic development.

Enovus Board Members

- **Horacio Rodrigo Pavez Aro, President:** Co-founder of The ImPact, Mr. Pavez is a distinguished Chilean entrepreneur with a strong background in business administration. He earned a Master of Business Administration from the ESE Business School at Universidad de los Andes. He has led initiatives such as Fundación Emprender and Chile Converge, focused on entrepreneurship and impact investing.

Additionally, he has held executive positions in companies like Mosaico S.A., Talented Fine Brands S.A., Netprovider S.A., and ENOVUS S.A. His career reflects a deep commitment to social innovation and sustainable economic development.

- **María José Gutierrez Correa, Vice President:** She earned a Bachelor of Business Administration from Pontificia Universidad Católica de Chile and, since 2017, has served as the Executive Director of Grupo Enovus. Her leadership has been recognized as one of Chile's 100 Leading Women by Mujeres Empresarias. Dedicated to flexible and innovative education, she advocates continuous learning for students to adapt to an ever-changing global job market. Additionally, she actively participates on various boards, contributing a professional and updated perspective on national matters.
- **Yazmin Solange Carvajal Riquelme, Secretary:** She is a Commercial Engineer from the Pontifical Catholic University of Chile and currently holds the position of Executive Director at Uandes Online and UABlended. She has extensive experience in commercial areas, marketing, and new business development. Carvajal has led strategic projects for the international expansion of the Enovus Group, where she also serves as a member of the Enovus+ Board of Directors. Her commitment to innovation and growth has played a pivotal role in advancing the digital transformation and global impact of the group's educational initiatives.
- **Nicolás Vivaldi, Treasurer:** Nicolás Vivaldi has over 12 years of experience in financial and administrative management within the higher education sector. He currently serves as the Economic Vice President at Instituto Profesional Esucomex, where he leads economic planning and resource management. Previously, he held key positions at Esucomex, Universidad del Pacífico, and Pressto Chile, specializing in cash flow control, accounting analysis, and supervision of payments and collections. His career is marked by strategic leadership, process optimization, and improved financial efficiency.

Leadership

- **Rodrigo Gonzalez, Chief Executive Officer:** He earned Bachelor of Computer Science from Universidad de Chile, with a Master of Business Administration from The Chinese University of Hong Kong. With a career in leading projects and service operations in sectors such as telecommunications, industrial services, and education, he has focused on enhancing technology and implementing continuous improvement processes across various organizations.
- **Cathy E. Plunkett, Chief Academic Officer:** A strategic leader with over 20 years of experience in higher education. She earned a Doctor of Education in Educational Leadership from Edgewood College, a Master of Education from National Louis University, and a Bachelor of Education in Elementary and Special Education from Indiana University Bloomington. She has expertise in US-based and international higher education institutions establishing and optimizing programs and processes to

achieve organizational goals, motivating teams, managing operations and budgets, and driving positive outcomes for students.

- **Juan Cristóbal Wagner, Chief Marketing Officer:** He has earned a Bachelor of Business Administration from the Pontifical Catholic University of Chile and a Master of Business Administration from New England College. He currently serves as the Director of Business Development at Enovus Group and has a strong background in commercial areas, marketing, and new business development. In his previous roles, he worked for an OPM that offered online graduate and undergraduate programs from U.S. universities to Latin American countries. He has led strategic projects for the international expansion of the Enovus Group. His focus on innovation and growth has been instrumental in driving the digital transformation and global reach of the group's educational initiatives.