



Student Handbook

2022-2023

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Disclosure

Information contained in this handbook is subject to change at the discretion of UBIS without prior notification. This handbook is effective January 1, 2022 to December 31, 2022.

Unless specifically stated otherwise in a particular handbook policy, in the event of any inconsistency or conflict between the information contained in this handbook and any other material, the information contained in the catalog shall take precedence. UBIS is not responsible for information or claims made by individuals not affiliated with UBIS that are contrary to UBIS published material.

Welcome Message from the Assistant Vice President of Academic Affairs

Dear Student:

I welcome you to UBIS! Whether you are an applicant, a prospective student researching your educational options, a returning student or a graduate, I hope that UBIS's publications will provide you with valuable information about our institution.

UBIS has some unique characteristics that help students achieve success.

- Programs that prepare you for advancement in Business, Technology and International Relations
- The option of studying at your own pace or accelerating your program to finish faster
- Credentialed and qualified faculty who are dedicated and caring and put their students' success above everything else
- A robust system of student support services that ensures academic success
- Many co- and extracurricular activities to enrich your college experience
- Information and mentoring to help you conduct unique research and publish your research
- Updated curricula to ensure that they prepare not only for the current requirements of the job market, but also anticipate future trends.

This handbook is designed to guide you through the rules, regulations and facilities in use at UBIS. Please read it carefully and pay particular attention to those sections that deal with attendance, participation, timeliness, standards of behavior, and what to do if for some reason you are unable to attend a class or wish to change a course.

If you need further explanation, or have any questions about anything in this handbook, please contact the office of the Assistant Vice President of Academic Affairs.

We invite you to compete and succeed in the uniquely exciting and international atmosphere that is UBIS.

Enjoy your stay with us.

Mindy Hamilton, J.D., M.A.
Assistant Vice President of Academic Affairs

About UBIS

UBIS is a private, for-profit institution operating online, hybrid and on ground classes. UBIS has a main campus in Washington, DC, two instructional sites in Geneva, Switzerland and Barcelona, Spain, and an administrative center in Boca Raton, FL.

Mission Statement

UBIS is committed to increasing the quality, affordability, and access to tertiary education around the globe. At UBIS we aspire to create, build, and enrich life-long prosperity for the common global citizen and sustainable business leader by inspiring and advancing self-determination through education.

Vision

Our vision is for every global citizen to have the access to the education that they desire. UBIS is a learning institution that cares for the individual student in an international and multicultural environment, providing the highest quality education by means of an experienced and committed practitioner-faculty, and by using up-to-date learning technologies. UBIS will satisfy lifelong knowledge and education needs, including general knowledge and information, micro-credentials, bachelor's, master's, doctoral, professional certificates, and continuing education.

In all our activities, we shall adhere to the highest academic and ethical standards. We see high-quality teaching and learning outcomes as a primary differentiating factor and as a necessity for success. UBIS places a high degree of focus on ensuring and maintaining the highest quality and most globally practical educational standards in the international education community. In pursuit of this vision, UBIS shall:

1. Provide students with a strong academic foundation and encourage student interest in learning through access to information using modern information technology;
2. Provide the appropriate educational resources necessary to satisfy the academic requirements within an open admission system;
3. Encourage student skills in leadership for activities in global business and in an international environment;
4. Become the education provider of choice for corporations, human resource, and training managers in our designated markets;
5. Maximize the learning opportunities that arise from a multicultural environment;
6. Pursue research, development, and innovative activities that shall contribute to solving problems in society, environment, and economy; and Place the highest importance on the development of faculty and staff.

UBIS Core Values	
<ul style="list-style-type: none"> ● Integrity ● Accountability ● Academic Excellence ● Student-Centered 	<ul style="list-style-type: none"> ● Professionalism ● Innovation ● Diversity ● Social Responsibility

Value Provided to our Constituency

UBIS is committed to the lifelong educational needs from undergraduate, to graduate, to executive development for young and mid-career adults who desire a career-centric education. UBIS is an institution that, unlike other institutions, provides an English speaking, international education delivered in a multi-cultural environment using western teaching methodologies and multiple modalities.

STUDENT RIGHTS AND RESPONSIBILITIES

Equal Opportunity Policy

UBIS is committed to creating and maintaining an environment that is free of discrimination. UBIS prohibits harassment, discrimination, and retaliation that is based upon race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information or veteran status. The UBIS community is committed to an environment that prohibits discrimination. UBIS has an established student grievance policy, available in the institution’s catalog and this Student Handbook.

Americans with Disabilities Act

UBIS does not discriminate on the basis of disability in its services, programs, or activities. UBIS will, upon request, provide reasonable accommodation for people with UBIS and will make reasonable modifications to policies and procedures to ensure that people with disabilities have an equal opportunity to enjoy the programs, services, and activities. To request reasonable accommodations, or a modification of policies or procedures contact Assistant Vice President of Academic Affairs, Mindy Hamilton as soon as possible, preferably 1 week before the activity or event. Please send complaints to Assistant Vice President of Academic Affairs Hamilton, ADA Coordinator at mhamilton@ubis-geneva.ch. A grievance procedure is available to resolve complaints.

Student Responsibilities

Students are responsible for understanding and following all UBIS policies and regulations and for keeping themselves informed of any changes in the policies and regulations. Notices will be posted or forwarded informing students of all changes.

Student Code of Conduct

Students are obliged to behave in a professional and orderly manner. It is each student’s responsibility to understand and adhere to the codes and policies that govern acceptable student

behavior. As a member of the UBIS community, students who engage in unacceptable conduct are subject to various sanctions up to and including dismissal from school and/or prosecution. Any student breaking any academic rule will be liable to disciplinary action. Unacceptable conduct includes, but is not limited to:

- violation of written UBIS policy and regulations contained in any official publication or administrative announcement of UBIS
- violation of any local or federal laws, whether on UBIS premises or off when such violation has or may have an adverse impact on the UBIS community
- disruption of UBIS operations. Disruption is an action or combination of actions by an individual or a group that unreasonably interferes with, hinders, obstructs, or prevents the right of others to freely participate in UBIS's activities, programs, or services
- any act or attempted act of academic dishonesty including but not limited to forgery, alteration, destruction, or misuse of the institution's documents, records, or papers
- knowingly provides false information to UBIS or similar forms of dishonesty in regulatory affairs, including knowingly making false or written statements to any UBIS official
- selling, using, possessing, distributing, or being under the influence of alcoholic beverages or illegal drugs
- unauthorized or attempted entry into, or use of, UBIS property/facilities whether they are owned, contracted, or managed by UBIS
- unauthorized use of UBIS-owned or contracted computer systems, including but not limited to failure to comply with license agreements, contracts or agreements governing acceptable use standards, network software and hardware, or harmful intrusion or invasion of privacy, destruction, alteration, or prevention of rightful access
- damage to UBIS property or that of any of its members or visitors
- violating the terms of any disciplinary sanction
- intentional infliction or threat of physical harm to any person(s) or their property
- verbal, written, electronic or other forms of harassment, including but not limited to sexual, racial, ethnic, sexual orientation or religious harassment that causes injury, distress, emotional or physical discomfort
- disorderly conduct on UBIS premises or at UBIS-sponsored or supervised activities, including but not limited to academic classes and activities

Anti-Hazing

All acts of hazing are prohibited. Students are entitled to be treated with consideration and respect. No UBIS student, individually or as part of the student organization, is permitted to engage in behavior that is likely to cause physical or psychological harm to any other person within the UBIS community. Such behavior is forbidden in admitting, initiating, pledging, joining or continuing

membership in any group-affiliation activity. Instances of hazing will be investigated, and disciplinary procedures will end in student(s) termination from the institution.

Disciplinary Suspension or Dismissal

UBIS reserves the right to suspend or dismiss a student for violation of its policies or regulations, or for any conduct against the best interests of UBIS or of other students in attendance.

Student Records

As required by local and federal laws, UBIS maintains records relating to students for various academic purposes. This includes information as defined by UBIS (which includes name, dates of attendance, enrollment status, awards, honors, and degrees conferred).

Student Records are maintained in a secure database at UBIS. All transcripts are maintained in perpetuity and available to any student or graduate upon request. Student official transcripts are not released to students who do not have good standing with UBIS. Financial records are maintained for a minimum number of 3 years as mandated by regulations. Copies of financial records are available upon request within this time frame.

Privacy of Student Records

As required by local and federal laws, UBIS maintains records relating to students for various academic purposes. Information as defined by UBIS (which includes name, dates of attendance, enrollment status, awards, honors, and degrees conferred) may not be released without the enrolled student's written permission. UBIS will not disclose any information from a student's educational record, except to personnel within the institution, without the written consent of the student. When appropriate, UBIS will honor all requests of student information from government agencies.

Students who need to discuss their academic status in regard to compliance with the UBIS's academic requirements, or who want to discuss a grievance or any other concerns relating to academic issues can make an appointment to see the Program Chair.

Change of Contact Details

Students must inform the administration office without delay of any change in their home or business address and other contact details such as phone number or e-mail address.

Academic Resources

The UBIS library supports the educational goals and instructional needs of students and faculty utilizing American textbooks and materials whenever possible. The UBIS library, course books, materials, soft skills training tools and the career center are all available online through the learning management system (LMS).

UBIS offers the Library and Information Resources Network (LIRN) which is a comprehensive online research featuring complete articles with full-text and graphics available 24 hours a day. LIRN provides a core library collection with access to over 60 million journal articles, books, encyclopedias, newspapers, magazines and audio and video clips that support all academic programs. The core collection includes databases from Gale, InfoTrack with Informe, ProQuest, eLibrary, Credo, RCL Web and Books in Print.

UBIS also offers a unique package of study tools including online textbooks and course materials, flashcards, live online academic support, test prep and other exclusive tools through a partnership with the leading publisher Cengage. All learning resources are relevant, current, robust, rigorous, and grounded in their discipline, and are accessible through the UBIS's subscription to EBSCO Information Services and the Gale College Collection. The Gale College Collection supports learners by pinpointing authoritative content directly related to what they are currently studying. There is access to articles from over 1,000 periodicals and peer reviewed journals, over 20,000 books, and over 100,000 primary works.

Other Libraries and Resources Available to UBIS Students:

UBIS students also have access to the UN Libraries in Geneva. These Libraries are open to students and other interested researchers upon demand. Regular access can be requested upon presentation of official documents. There are 7 municipal libraries in Geneva open to UBIS students at no charge.

1. Uni Arve is host to seven libraries: the Bibliothèque Ernst & Lucie Schmidheiny, the Bibliothèque d'Anthropologie, the Bibliothèque du Centre universitaire d'informatique, the Bibliothèque Georges de Rham (Mathematics), the Bibliothèque de l'Institut des Sciences de l'environnement (ISE), Bibliothèque de l'Observatoire (Astronomy) and the Bibliothèque des Sciences de la Terre et de l'environnement.
2. Uni Bastions hosts language libraries focused on history and musicology.
3. Uni CMU is home to an extensive collection of medical issues hosting the following: Le Centre de documentation en santé (CDS) and the Bibliothèque de l'Institut de la médecine et de la santé et de l'Institut d'éthique biomédicale (IHMS - IEB).
4. Uni Mail's collection is focused on the following themes: Economics and social sciences, Law, Psychology and Learning Sciences, Translation and Interpreting, European studies, French as a foreign language and Musicology. Besides, it also hosts UNIGE's multimedia library.

Advising

Academic advising ensures students have the information they need to make informed decisions regarding requirements, policies, and procedures of their academic program. All students have access to academic advising from the first class until after graduation to collaborate on the development of their individualized academic plans, assist with educational milestones, and maintain a commitment to earn a degree.

All students have access to academic counseling and advice throughout their career at UBIS. The institution has a team of professionals who support each student's progress through the degree. Students who require help in planning their course schedules, who have specific, course-related questions, who need help in understanding UBIS's academic regulations, or who have any other academic-related questions have direct access to faculty and is assisted by a member in the following areas: Admissions, Student Services, the Registrar, and Academic Affairs. Faculty have assigned virtual office hours where students can either meet via teleconferencing software or using the Moodle LMS communications platform to discuss academic issues or request additional clarifications.

Student Orientation

All students are required to attend an orientation to the institution and the program at the beginning of their program. Current students are invited to join a term-start orientation program to refresh their knowledge of UBIS, the resources, and the policies. The New Student Orientation is available in the Moodle LMS system during the student's entire tenure at UBIS for review.

Career Services

UBIS offers a fulsome career center through the ULMS. Explore careers, assess your skills, build resumes, and access career- readiness support, such as in-demand soft skills training in our dedicated career center. Tools that help students manage their lives as students, including the UBIS Success Center, 5- minute quick lessons, study tools and more are also available. Further, UBIS is working in cooperation with Job Teaser to give students career tips and advice, in Europe and the United States, apprenticeships and job offers in Europe. UBIS also offers Career Workshops for CV and motivation letter writing, as well as advice for job search and interview. All these services are available on demand as one-to-one meetings scheduled ahead of time. In 2020 we have been running a campaign for short Career Coaching sessions where students send in their CV's or other documents and specific questions ahead of the session. These have received good feedback from the participants.

Instructional Modalities

UBIS offers multiple education options and instructional modalities to achieve the stated mission of maximizing access to educational resources around the world. Instruction is delivered online and in a hybrid format. Students are encouraged to select the mode of instruction that best suits their personal circumstances, learning style, and lifestyle.

Hybrid

Hybrid class sessions meet in person on the specified day(s) and times, throughout the term in a traditional classroom and/or laboratory setting.

Classrooms are equipped with Zoom hardware and software. These classrooms allow some students to be physically present while others access the class online at the same time through Zoom. These classes meet in a Zoom-enabled room. It offers two sections for students to choose from: a regular face-to-face section where in-person attendance is required and a Zoom-only section.

Online

Online synchronous classes meet at scheduled times via a video conferencing tool, such as Zoom. The scheduled meetings cover the entirety of the required contact hours for the course. Competency based Learning courses may be offered with mostly asynchronous learning with faculty oversight and optional face-to-face meetings either in person or by Zoom.

UBIS offers all instruction through a state-of-the art customized Learning Management System (ULMS) that is rich in content and feature/functionality. All courses, irrespective of the mode of delivery, are managed through this system to provide students with access to resources on their schedule regardless of the geography of their “home-country”. Course materials, supplemental materials, career materials, and lectures may be offered in both synchronous and asynchronous manner. Students have access to their online courses 24 hours a day; 7 days a week.

POLICIES

Admissions Requirements

UBIS does not discriminate based on gender, sexual orientation, ethnicity, religion, age, disability, or national origin in admission, access, treatment, or employment in any of its activities or programs. UBIS reserves the right to deny admission or re-entry to any applicant or student to UBIS, at its discretion, determines is either:

- a) unlikely to benefit from its programs;
- b) discloses or is found to possess an adverse background that disqualifies them; or
- c) whose presence in the program is considered by the administration to be disruptive and/or potentially harmful to UBIS students, faculty, and/or staff.

All students admitted to UBIS must adhere to the [Student Code of Conduct](#), which prohibits conduct that significantly impairs the welfare or the educational opportunities of others within the UBIS community.

Under special circumstances and with all requisite approvals, a student may be enrolled in two programs concurrently at UBIS. However, if a student does not meet the Satisfactory Academic Progress requirements in any given semester, then s/he will be unenrolled from one of the programs in the subsequent semester.

Admissions Procedures

UBIS undergraduate programs admit students who are high school graduates or who have an accepted, equivalent form of high school completion. Masters-level graduate programs admit students who hold an undergraduate degree or who have an accepted, equivalent form of

undergraduate studies or experiences. Doctoral programs admit students who hold a master's degree or who have an accepted, equivalent form of master's level studies or experiences.

All applicants must submit the online application and fee, along with a scanned copy of a passport or other government-issued identification. Specific requirements for admission to degree programs at each degree level are delineated as follows:

Admissions Requirements

Bachelor's Degree Admission Requirements:

- Must submit the Application Form with the following documents:
 - Online Application and Fee
 - Identification: scanned version of the 1st page of the applicant's passport or Government ID.
- High School or university transcripts depending on program
- English Proficiency, if previous schooling has not been in English or if the student is a non-native English speaker (IELTS: 6.0, TOEFL: 75, or equivalent).
- Letter of Intent and Motivation for Program Acceptance: 250-word letter indicating intentions and interest
- A resume or CV.
 - Candidate's applying to attend the Geneva-based hybrid program will be required to provide a resume or CV that demonstrates at least one year of professional work experience.

Master's Degree Admission Requirements:

- Must submit the Application Form with the following documents:
 - Online Application and Fee
 - Identification: scanned version of the 1st page of the applicant's passport or Government ID.
- Bachelor's degree or equivalent
- English proficiency (IELTS 6.0, TOEFL 75, or equivalent), if previous schooling has not been in English or if the applicant is a non-native English speaker
- Curriculum Vita or resume describing professional and academic experiences
- Letter of intent and motivation for program acceptance (250-word letter indicating intentions and interest)

Additional requirements for admission to a Master's executive track:

- Letter of recommendation
- For EMBA: Demonstrated seven years of professional experience in business with an undergraduate degree in business, or demonstrated 15 years professional experience, including profit and loss statements

- For EMSIT: Demonstrated seven years of professional experience in information technology with an undergraduate degree in information technology, computer science, or related field, or demonstrated 15 years professional experience in information technology

Doctorate Degree Admission Requirements:

- Must submit the Application Form with the following documents:
 - Online Application and Fee
 - Identification: scanned version of the 1st page of the applicant's passport or Government ID.
- Transcripts: Must hold a master's degree, or equivalent.
- English Proficiency, if previous schooling has not been in English or if the student is a non-native English speaker (IELTS: 6.0, TOEFL: 75, or equivalent).
- Letter of Intent and Motivation for Program Acceptance: 250-word letter indicating intentions and interest.
- Resume: Description of professional and academic experiences.
- Recommendation Letter: Letter from candidate's previous educational institution or employer.
- If applying for Professional experience validation for credits program, there will be an additional fee. *
- *Please review the tuition and fees section for more details.

Executive Doctorate Admissions Requirements:

- Must submit the Application Form with the following documents:
 - Online Application and Fee
 - Identification: scanned version of the 1st page of the applicant's passport or Government ID.
- Transcripts: Must hold a master's degree, or equivalent.
- English Proficiency, if previous schooling has not been in English or if the student is a non-native English speaker (IELTS: 6.0, TOEFL: 75, or equivalent).
- Letter of Intent and Motivation for Program Acceptance: 250-word letter indicating intentions and interest.
- Resume: Description of professional and academic experiences.
- Recommendation Letter: Letter from candidate's previous educational institution or employer.
- At least 15 years* of professional business experience in senior-level management and leadership roles
- *Candidates with at least 7 years of professional experience and a business-related undergraduate or graduate degree will also be considered.

Micro-credentials and Non-degree Admission Requirements

- Must submit the Application Form with the following documents:

- Online Application and Fee
- Identification: scanned version of the 1st page of the applicant's passport or Government ID.
- University transcripts indicating earned high school degree, bachelor's degree or equivalent, or University diploma depending on the Micro-credential or Non-degree Program
- English Proficiency, if the applicant's previous schooling has not been in English or if they are Non-Native English speakers

Proof of Graduation consistent with the entry requirements for the program for which admission is being sought. Applicants who graduated from a foreign high school or secondary school must provide proof. A certified copy of credentials or official transcripts translated (if applicable) and evaluated by either the program chair, a designee, a member of the National Association of Credential Evaluation Services (NACES), or the Association of International Credentials Evaluators, Inc.

Any foreign qualifications are assessed based on the official US guidelines. Candidates requesting transfer of credits from a postsecondary school must have an official transcript evaluated and translated (if applicable) to be reviewed and confirmed by the appropriate Academic designee.

Present proof of English language skills. International students can either:

- a. Provide, in the form of official transcripts, successful completion of coursework from an accredited high school or English language school certified with SEVP,
- b. Take either of the approved proficiency exams and meet the minimum score requirements:
 - i. IELTS (International English Language Testing System): 6.0.
 - ii. PTE (Pearson Test of English): 67 (at least 56 in each of the "Communicative Skills" sections).
 - iii. CPE (Cambridge Certificate of Proficiency in English): Grade B.
 - iv. CAE (Cambridge Certificate in Advanced English): Grade A.
 - v. TOEFL (Test of English as a Foreign Language) (internet-based): 75
- c. If the native language of the international student is English, and UBIS can confirm the native language, then the student is not required to take the TOEFL test. There is no limit to the number of times a student can take the test. TOEFL test scores are valid for two (2) years after the test date. The official scores become part of the permanent student record once the student has enrolled with UBIS.
- d. Have an interview with the program chair or a UBIS designee to determine English language capability

Acceptance or Denial

Applicants are notified of their acceptance promptly with an official acceptance letter. Official acceptance letters will be provided to those prospective students meeting all admissions requirements.

UBIS reserves the right to deny admission previously accepted if any of the items listed above are not successfully completed or found to be falsely represented. Denial letters will be provided to those prospective students explaining which admissions requirements were not met and any next steps.

Enrollment Agreement

All students must complete the Enrollment Agreement with an Admissions Representative to include collecting any additional documentation. The Enrollment Agreement will indicate the program of study in which the student is enrolled. The student's Enrollment Agreement defines the student's curriculum and degree requirements. The executed Enrollment Agreement will be effective for one year from the date signed. A signed Enrollment Agreement must be on file before students can start class.

Transfer of Credit Policies

UBIS accepts college-level credits earned at global colleges and universities in good academic standing and which are recognized in their respective countries. UBIS follows the general principles recommended by ACE and outlined in the Joint Statement on the Transfer and Award of Credit. UBIS does not guarantee the acceptance of other credit nor guarantee that other colleges and universities will accept UBIS-earned credit.

Students who apply for admission and submit official transcripts may have coursework evaluated for transfer of credit after having attended other post-secondary institutions. Transfer credit shall be awarded based on the applicability of the credit toward satisfying UBIS degree requirements for the student's declared major. All credit accepted will be recorded as part of a student's permanent academic history and will not be removed. The age of transfer credit may affect course content equivalencies and fulfillment of specific degree requirements (i.e., computer classes).

- No time limit applies to General Education courses
- Subjects in Humanities, Social Sciences, Math and General Sciences may be substituted for UBIS courses within the same disciplines with faculty approval
- Limit of 10 years applies to master's and bachelor's core courses. Exceptions granted at the discretion of the Assistant Vice President of Academic Affairs or his/her designee

Undergraduate Degree seeking student at UBIS

Transferring undergraduate level credits will only be accepted from courses in which the student has achieved a 'C' or better. All transfer credits must be relevant to the coursework at UBIS. The age of transfer credit may affect course content equivalencies and fulfillment of specific degree requirements (i.e., computer classes).

Undergraduate students will be allowed a maximum of 90 US transfer credits or 75% of the program from similarly recognized schools. UBIS will accept general education transfer of an associate or

baccalaureate degree program that the student has successfully completed from a recognized accredited higher education institution.

Undergraduate – Non-degree seeking student pursuing a Professional Certificate

No credits may be transferred to undergraduate non degree programs. These Professional Certificates mirror our minors plus one additional one for Interdisciplinary Business Certificate

Master’s Degree seeking student at UBIS

UBIS candidates for the master’s degree (45 credit program) can transfer up to 9 credits or 3 courses from other recognized schools. For the Master’s degree (36 credit program) candidates can transfer 6 credits or 2 courses. The courses accepted for transfer credit must be relevant to the program of study and equivalent in both content and degree level. Transfer credits are accepted from courses in which the student achieved a ‘B’ or better from similarly recognized schools.

Master’s – Non-degree seeking student pursuing an Advanced Professional Graduate Certificates

No credits may be transferred to graduate non degree programs.

Doctoral - Degree seeking student at UBIS

UBIS candidates for the traditional Doctoral Degree can transfer a maximum of 6 credits or 2 courses from other recognized schools at the 700 level or from professional experience. Those for the Executive Doctoral Degree may transfer up to 15 credits at the 700 level through professional experience credits. All Executive candidates must take all seminars. Credits for courses must be relevant to the program of study and equivalent in both content and degree level to waive (including credit for work experience) of doctoral coursework taken at other universities. Transfer credits are allowed for courses with a minimum grade of ‘B’ from institutions with good academic standing. Doctoral candidates in the ABD to DBA program pathway are eligible to transfer additional credits for courses completed at accredited institutions in their doctoral programs.

Credit for Work Experience

The number of credits necessary to graduate from a program can be reduced by transfer credits or waivers, granted based on work experience or through examination. If the total number of credits for a program goes below the minimum residency per term (3 courses for undergraduate students and 2 courses for graduate students), additional courses will be added to the student’s program to fulfill the requirement.

Undergraduate students are expected and strongly encouraged to gain work experience prior to entering the Bachelor’s program, to optimize their applied learning capacity throughout their academic journey.

Credit for prior learning experience must be documented and verifiable on a resume with five (5) years of experience in a business field at a decision making level for graduate students, or one (1) year of experience for undergraduate students. Students are able to obtain up to 75% of their

program credits (determined by the academic committee) through a combination of credit for work experience, transfer credits, waivers, and credit by examinations. Students wishing to obtain credit for prior work and life experience must submit a Prior Learning Assessment (PLA) to the Chairperson of their program for review.

Credit by Examination

New students can request transfer credits for prior learning upon matriculating into a UBIS program. Students can also earn credit in courses without any formal classroom enrollment by passing a Proficiency Examination if they have completed at least two semesters at UBIS and have also maintained a GPA of at least 2.5. Waiver requests can be addressed to the Registrar's office. Students must obtain permission for the waiver examination from the Academic Chairperson. Students may not take the examination more than once for the same course.

Students may contact their program Chairperson regarding course(s) in their program for which they feel their life experiences validate a completion of the course objectives and for which they would like to "test out" of the course. Students may contact the Registrar to enroll in the proficiency exam and upon payment of an administrative fee, they will be given an assessment (equivalent to a final/comprehensive exam or lab in the course).

Depending upon the course the student is wishing to receive transfer credit, the proficiency exam may be an oral exam, a demonstration, computer graded exam, written narrative, or other assessment type that is appropriate to verify attainment of course objectives. If students do not complete the assessment at a passing rate, they will forfeit their fee and will be required to complete the course for which they were attempting to "test out". If students complete the assessment at a passing rate, they will be given credit for the course and receive transfer credit (TC). This grade will not be included in their grade point average (GPA).

Students may request transfer credits through proficiency exams for (up to) 10 courses for the general education classes of their program. The list of approved courses is available from the program chair and/or the registrar's office. Students may not take the examination more than once for the same course. There may be situations where the materials, delivery, or experience that student would gain by taking the course would preclude the availability for a proficiency exam.

DEGREE MAPS AND REGISTRATION

Applicants to UBIS will be registered for the courses available in their program of study. Registration starts two weeks before the beginning of each term. Students must be officially registered to attend classes and receive grades and transcripts.

During the admissions process, students receive as part of their Enrollment Agreement, a degree map indicating all the courses they will be required to complete to earn their degree. A master copy is retained in the student information system.

Students are registered for courses each term by the Registrar's Office according to the requirements of their degree program. Students enrolled in programs with electives will be sent the electives

available each term prior to term enrollment. Elective courses can be selected by students based on the availability of course offerings if prerequisites have been met.

Definition of full time

- Two 3 US credit courses per 8-week term is considered full time for undergraduate programs.
- One 3 US credit course per 8-week term is considered full time in graduate programs.
- One 5 US credit course OR one 3 US credit dissertation course is considered full time in doctoral programs.

Course Overload Requests

Undergraduate

Undergraduate students desiring to register for more than 2 courses in an eight-week term must have successfully completed a minimum of 6 US credits at UBIS and possess a cumulative grade point average of 3.5 or better. A Course Overload Request must be presented to the Registrar for approval. If a student does not possess the required grade point average and feel unusual circumstances warrant an exception, a request in writing may be presented to the Program Chair. No undergraduate student may exceed 9 US credits per eight-week term.

Graduate

Graduate students desiring to register for more than 2 courses in an eight-week term must have successfully completed a minimum of 6 US credits at UBIS and possess a cumulative grade point average of 3.5 or better. A Course Overload Request must be presented to the Registrar for approval. If a student does not possess the required grade point average and feel unusual circumstances warrant an exception, a request in writing may be presented to the Program Chair. No graduate student may exceed 9 US credits per eight-week term.

Doctoral

Doctoral students desiring to register for more than 1 courses in an eight-week term must have successfully completed a minimum of 6 US credits at UBIS and possess a cumulative grade point average of 3.5 or better. A Course Overload Request must be presented to the Program Chair for approval. No graduate student may exceed 10 US credits per eight-week term.

Cancellation Policy

If an application for enrollment is denied by UBIS, all monies paid to UBIS other than the application fee will be refunded.

An applicant who provides written notice of cancellation within three days of signing an Enrollment Agreement or making their initial payment, whichever is the latest act to occur, is entitled to a refund of all monies paid except the application fee. No later than 30 days after receiving the notice of cancellation, the school shall provide a refund due.

Withdrawal Policy

Students shall have the option to withdraw from UBIS at any time by giving notice of their intent to terminate enrollment in writing by completing Student Status Change Request Form, which can be

obtained from Student Services or the Registrar's Office. In the absence of the student giving written notification, UBIS reserves the right to dismiss or terminate any student at any time for unsatisfactory academic performance, violation of the [Student Code of Conduct](#), unpaid fees, or other reasons at the discretion of the administration, Program Chair. In such cases, UBIS will notify the student in writing, a degree will not be awarded to the student, and, as appropriate, the participant's sponsor, partner, or education specialist will be notified. For students on a student visa, dismissal from UBIS will invalidate the student's visa and immigration authorities will be informed.

Withdrawal from a Course

If a student wishes to withdraw from a course in a term, the student must complete a Student Status Change Request Form which can be obtained from Student Services or the Registrar's Office. Further details regarding financial obligations are provided in the UBIS Refund Policy.

Administrative Course Withdrawals

If a student fails to participate in a course in excess of 7 days, UBIS reserves the right to administratively drop a student for non-participation at the discretion of the Program Chair. Further details are provided in the Course Participation Policy.

Grade Assigned for Withdrawal from a Course

A student is permitted to obtain a letter grade of "W" if they withdraw from a course prior to no greater than 50% of the scheduled classroom hours having elapsed. Failure to attend or complete any class from which the student has not been officially withdrawn through a written request process will result in the grade earned in the course being that which includes all work completed up to that point and any missed work. Students that officially withdraw after 50% of the classroom hours have elapsed will take a "WF" grade. The "WF" grade is calculated as credits attempted and carries a grade point value of 0.0 for the purposes of determining Satisfactory Academic Progress. Both "R" and "W" grades will be calculated as courses attempted for the purposes of determining Satisfactory Academic Progress and will not have any point value.

Continuous Enrollment

A student must maintain continuous enrollment or matriculation status. After three consecutive terms of no earned coursework (not including grades of W), the student will be officially and administratively withdrawn from UBIS. A student may return to UBIS following the Re-admissions / Re-entry Policy.

Date of Determination

For a student with an approved leave of absence, the date of determination is the day after the student's scheduled return date.

The withdrawal date for students who are administratively withdrawn is the last day of the term in which the student last participated. Last date of participation is defined as the last day a student had academically related activity, which may include assignments, discussion questions, quizzes, projects, or examinations. Last date of participation applies to both hybrid and online students.

The withdrawal date for students who are officially withdrawn per the student's request is the date of the official request as indicated on the Student Status Change Form.

Re-admissions / Re-entry

Academically dismissed students can be readmitted to UBIS. They must not have registered, however, for a minimum period of one complete academic semester (2 terms). Students seeking re-admissions or re-entry to UBIS should contact the Admissions Department. The appropriate academic office or UBIS designee will make the final decision and notify the student about their decision.

If a student has enrolled in another institution after withdrawing from UBIS, transcripts should be provided from that institution prior to readmission. Please contact Admissions for further details on re-entry.

Re-entry must be no later than one year for undergraduate and graduate programs from the withdrawal date; otherwise, the student must start at the beginning of application and acceptance process. Any students re-entering must sign a new Enrollment Agreement (EA). Such students will be held to the terms, policies, and fees of the new EA, which may differ from the EA previously signed by the student.

Students requesting reentry must meet Satisfactory Academic Progress Standards. A student who returns to UBIS after being a withdrawn student, will have their Satisfactory Academic Progress evaluated prior to their return. From that point forward, the student will be evaluated at the intervals outlined in the Satisfactory Academic Progress policy.

Students are required to comply with any new program requirements, policies and procedures, textbook changes or changes in tuition and fees that are delineated in the Academic Catalog in effect at the time of their re-entry. Students seeking to re-entry must wait until the next available term to start.

Refund Policy

If a student withdraws from UBIS and/or a course during a term, tuition for any current course is refunded based on the following schedule minus application fee and any nonrefundable fees.

Term Length 8 weeks

- Week 1 - 80%
- Week 2 - 60%
- Week 3 - 40 %
- Week 4 - 20%
- Week 5 - 0%
- Week 6 - 0%
- Week 7 - 0%
- Week 8 - 0%

Computer Requirements for all UBIS Courses

Students taking courses at UBIS, online or hybrid (online with some classroom hours), must have a working computer available with high-speed internet access to complete courses through UBIS'S Online Learning Management System (ULMS). Their computer and software must meet the technical

requirements for the ULMS. In addition, all new students are required to complete the online orientation before being granted access to their courses.

Online Computer Requirements

Students must have regular daily access to a computer that meets the following minimum requirements:

- A functioning email account
- Access to Microsoft 2010 or Microsoft Office 365
- CPU: 1.8+ GHz / multi-core
- A monitor capable of displaying 1024x768 at 16-bit color
- Minimum 4 GB of RAM
- High-speed internet access on LAN connection (DSL or faster)
 - While dial-up or Bluetooth (hotspot) may work, it may not be suitable for many applications
- A supported web browser
 - Google Chrome, version 86 or greater
 - Mozilla Firefox, version 80 or greater
 - Safari, version 6 or greater
 - Many of the applications for learning require students to only use a desktop or laptop computer for maximum performance.
 - MindTap – Cengage Unlimited (in applicable classes)
 - Many Learning exercises will not work on a tablet or cell phone
- Sound card and computer speakers to listen to audio presentations
- Adobe Reader, version DC
- Graphics: DirectX, 64+ MB
- Java, version 8 or greater

Note: Best practice is to allow application software (QuickTime, Adobe Reader, etc..) to update as new versions are released. Students will need to allow Popups from the ULMS, Cengage Unlimited MindTap to maximize learning capabilities. (in applicable classes)

Operating Systems for PC Users:

- Windows 7 – 32 or 64 bit
- Windows 8 – 32 or 64 bit
- Windows 10 – 32 or 64 bit

Operating Systems for Mac Users:

- OSX 10- version 10.8 or newer

Apple QuickTime ** Safari may not work with some of the MindTap activities, students should download Mozilla Firefox **.

Technical Expertise

Students who enroll in an online or hybrid course are responsible for having the requisite computer skills (and access to technology) to be successful in the distance learning or hybrid format. Faculty

members in UBIS online or hybrid classes are not responsible for teaching these skills within the course. Students are recommended to take a computer class to increase his/her computer knowledge before attempting an online or a hybrid class.

Below is a list of competencies that will enhance students' online/hybrid learning experience.

- Knowledge of computer terminology, such as browser, operating system, application, software, files, documents, icon, etc.
- Understanding of basic computer hardware and software with the ability to perform computer operations, such as:
 - Using keyboard and mouse
 - Managing files and folders: save, name, copy, move, backup, rename, delete, check properties
 - Software installation, security, and virus protection
 - Using software applications, such as Word, PowerPoint, Excel, email
 - Knowledge of copying and pasting, spell-checking, saving files in different formats
 - Uploading and downloading attachments
 - Internet skills (connecting, accessing sites, using browsers, and VPNs when necessary)
- Ability to use online communication tools, such as email (create, send, receive, reply, print, send/receive attachments)
- Create online accounts

Financial Policies

Tuition and Fees

Tuition is charged on a term credit hour basis. Books and supplies are not included in tuition charges.

Students are charged 100% for any term in which they continue after the add/ drop period before withdrawing.

Tuition and fee rates are listed in US Dollars (USD).

All non-tuition charges are non-refundable.

UBIS RESERVES THE RIGHT TO CHANGE THE BELOW COSTS, INCLUDING TUITION, AT ANY TIME.

Program	Per credit hour Tuition (USD)	Total Tuition (USD)
Bachelor's Degree Programs		
Geneva Hybrid	\$450.00	\$54,000.00
Barcelona Hybrid	\$450.00	\$54,000.00

Online	\$325.00	\$39,500.00
Professional Studies Certificates Non-Degree		
Online (Credits Vary)	\$325.00	N/A
Master's Degree Programs		
Geneva Hybrid (45 Credits)	\$555.00	\$25,000.00
Barcelona Hybrid (45 Credits)	\$555.00	\$25,000.00
Online (45 Credits)	\$467.00	\$21,000.00
Online Accelerated or Executive (36 Credits)	\$467.00	\$16,800.00
Graduate Micro-Credential and Advanced Professional Certificate - Non-Degree		
Online (9 Credits)	\$467.00	\$4,203.00
Online (12 Credits)	\$467.00	\$5604.00
Online (15 Credits)	\$467.00	\$7005.00
Doctorate Programs		
Doctorate of Business Administration Online (60 Credits)	\$637.00	\$38,250.00
Executive Doctorate of Business Administration Online	N/A	\$34,050.00
Doctorate of Business Administration - All But Dissertation Track Online	N/A	\$27,500.00
Study Abroad Excursion Options (All Programs)		
Per Study Abroad Excursion* <i>(*Study Abroad Pricing is an Estimate)</i>	N/A	\$2000.00 - \$3,000.00

Fee	Cost/Description (Shown in US Dollars)
Application Fee	\$100.00
Course Retake Fee	Rate equivalent to the cost of the course tuition.
Doctoral - Oral Defense Retake Fee	\$500.00

Doctorate - Research Advising Fee – Additional or Extended Advising (per term)	\$350.00
Graduation Fee	\$250.00
Graduation – Regalia/Cap and Gown Purchase or Rental	Contingent on the graduate’s preference on style and make of regalia.
Late Payment Fees – Students	\$100.00 (per course per term)
Prior Learning Assessment Fee	\$300.00
Professional Portfolio Assessment for Academic Credit Fee	\$2500.00
Reprint Fee - Diploma or Certificate Per Copy	\$100.00
Reprint Fee - Official Transcript Per Copy	\$20.00
Reprint Shipping Fee - Transcripts, Diplomas and Certificates	Contingent on shipping location, freight, and carrier fees.
Technology Fee Per Course	\$20.00
Visa Application Refund Processing Fee	\$500.00

**Students requiring a visa must demonstrate that they have adequate funds to cover one year’s expenses before coming to Geneva or Barcelona to study. Expenses include not only tuition but living expenses.*

Types of Aid

UBIS does not participate in any federal student aid programs. The following student assistance programs are available to eligible students.

- **Private Lenders:** Private educational loans are available to those who qualify. These programs require students to complete a loan application. Approval and/or interest rate are dependent upon an applicant’s and/or co-applicant’s credit worthiness.
- **Installment Plans:** For those students who demonstrate a financial need and have been unable to obtain alternative funding, an installment plan may be available through UBIS or a third-party lender to assist with part or all any remaining unfunded balance.

Payment Policies

Tuition and fee payments are expected based upon terms listed in the acceptance letter sent to students after registration. Students are responsible for any financial obligation incurred while attending UBIS.

Payments can be made via Flywire which allows for credit card, and bank transfers; payments are also accepted via PayPal, cash, or PostFinance™.

UBIS is not responsible for exchange rate fees or penalties incurred because of payment with a credit card or other restrictive payment cards. The student should contact his or her financial institution for account balances, daily transaction limits and other restrictions. Returned checks or wire transfers will result in an additional processing fee.

ACADEMIC POLICIES

All academic work at UBIS is evaluated in semester credit hours, a commonly used standard unit of credit in both US and abroad. Transfer courses expressed in quarter credits are converted to semester credit hours prior to acceptance. An academic year is defined as a minimum of 24 US. Students advance in grade level as each 30 US credits are earned.

Credit Hour Definition

As an institution delivering courses in an American style, UBIS defines a semester credit hour as:

- 15 hours of academic engagement and 30 hours of out of class preparation, reflection, and study.

This formula is typically referred to as a Carnegie unit and is used by the American Council on Education in its Credit Recommendation Evaluative Criteria.

Carnegie Unit

Activity	Calculation of Credit Hours awarded in each course
Academic Engagement (Contact Hours) 45 hours for a 3-credit class	For a 3-credit hour class this is equivalent to 15 hours per each credit or 45 hours per course per term <ul style="list-style-type: none"> • Calculation of these hours may be derived from: Participation in Discussions, Reading, Reviewing PowerPoints, Completing Moodle or MindTap Assignments, Taking Quizzes or Exams, Uploading Assignments, Participating in Group Activities, Responding to other students or instructor(s).
Preparation (Outside Hours) 90 hours for a 3-credit class	For a 3-credit hour class this is equivalent to 30 hours per credit or 90 hours per course per term <ul style="list-style-type: none"> • Calculation of these hours may be derived from: Reviewing Textbook, PowerPoints, Pdf's, or other readings in the course, Reviewing MindTap Assignments, Constructing Moodle Activities or Assignments, and Preparing for Upload, Reflecting on Coursework or Discussions, Researching, Writing, and Constructing Written Assignments
Overall Total	Should comprise a minimum of 135 hours for a 3-credit course per term

**For a 5-credit hour course the total is 75 Contact Hours + 150 Outside Hours = 225 Total Hours*

Student Identification Verification

UBIS has processes in place whereby the institution establishes that the student who registers in an online course or program is the same student who participates in and completes the course or program and receives the academic credit.

Verifying the identity of students in UBIS courses and programs is a significant, multifaceted, and ongoing process. Identity verification begins when a student applies for admission to UBIS and continues through graduation, transfer, or withdrawal from study. Procedures related to student identity verification include but are not limited to:

- registration, advising and transcript procedures,
- course management system login and security functions wherein we create a unique username and password for each individual student. This unique set of login credentials consists of data which the student is likely to know, and which others are unlikely to know. The student is forced to use these credentials to access our course management system and reset their password to one which is entirely confidential.
- Data transmission of login information is secured using appropriate encryption technology.

UBIS meets this requirement by doing the following:

1. Verify the identity of a student who participates in class or coursework by using at least one of the following options in all online courses or programs
 - a. Every enrolled student will be given a secure login and password.
 - b. Copies of passport and Personal Photo are kept on file at the institution, the personal photo and the passport are compared by the registrar to verify the identity of the student, before issuing the student a photo student ID.
 - c. In the distance learning format, courses have synchronous tele-conferencing sessions where being on camera is a requirement. In these settings, faculty are able to identify the attendees as registered students.
2. Make every possible attempt to protect student privacy in accordance with local, national, and federal laws as applicable.

The student is responsible for maintaining current contact information such as email address(es) and phone number(s) in the student account because the email address or phone number along with the student ID are used as primary means of identification for communication purposes.

The student is responsible for safeguarding email account login information and student password. UBIS shall not be responsible for the misuse of password by any person.

Grading Procedures

UBIS' grading system is based on the standard American 4.0 grading system. Course grades are issued for each course. Evaluation of student work is identified as grading criteria and weighted appropriately in the determination of a final course grade as in the American grading system. Students may view their grades through the student portal. Faculty members are required to post

final grades within seven days of completion of the course. UBIS has established the following grading guidelines to be complied with by all faculty.

Grades of plus (+) and minus (-), except for A+, are used in assigning grades and determining a grade point average (GPA). Quality points, used in determining a grade average, are assigned as follows:

Grade Table

Undergraduate

Grade	Quality Points	Grade Percent	Definition
A	4.00	93-100	Outstanding Achievement – Student demonstrates intellectual initiative in accomplishing course goals and objectives through high levels of originality and creativity.
A-	3.75	90-92	Excellent – Exceeds most requirements and expectations; demonstrates excellent analytic, synthetic, integrative, and/or creative skill.
B+	3.50	87-89	Superior – Exceeds most requirements and expectations in one or more ways; demonstrates creativity and originality in a variety of ways.
B	3.00	83-86	Very Good Work – Student performance meets designated course goals and objectives by demonstrating understanding of the course materials at an acceptable level.
B-	2.75	80-82	Good – Meets all requirements and expectations and exceeds some in one or more ways; demonstrates analytic, synthetic, integrative, and/or creative skill.
C+	2.50	77-79	Above Average – Meets all requirements and expectations and exceeds one or more; demonstrates analytic, synthetic, integrative, or creative skill.
C	2.00	73-76	Average Work – Student performance demonstrates average comprehension and satisfactory achievement of the course goals and objectives
C-	1.75	70-72	Below Average – Meets nearly all requirements and expectations but fails to meet the standard in some area; work retains some academic value; a warning grade.
D+	1.50	67-69	Far Below Average – Fails to meet some aspects of requirements or expectations.
D	1.00	60-66	Unacceptable Work – Student performance demonstrates minimum acceptable performance in accomplishing course goals and objectives.
F	0.00	<60	Failing – Student performance demonstrates unsatisfactory or below minimally acceptable achievement in accomplishing course goals and objectives.

Graduate

Grade	Quality Points	Grade Percent	Definition
A	4	93-100	Outstanding Achievement – Student demonstrates intellectual initiative in accomplishing course goals and objectives through high levels of originality and creativity
A-	3.75	90-92	Excellent – Exceeds most requirements and expectations; demonstrates excellent analytic, synthetic, integrative, and/or creative skill.
B+	3.5	87-89	Superior – Exceeds most requirements and expectations in one or more ways; demonstrates creativity and originality in a variety of ways.
B	3	83-86	Very Good Work – Student performance meets designated course goals and objectives by demonstrating understanding of the course materials at an acceptable level.
B-	2.75	80-82	Good – Meets all requirements and expectations and exceeds some in one or more ways; demonstrates analytic, synthetic, integrative, and/or creative skill.
C+	2.5	77-79	Above Average – Meets all requirements and expectations and exceeds one or more; demonstrates analytic, synthetic, integrative, or creative skill.
C	2	73-76	Average Work – Student performance demonstrates average comprehension and satisfactory achievement of the course goals and objectives
C-	1.75	70-72	Below Average – Meets nearly all requirements and expectations but fails to meet the standard in some area; work retains some academic value; a warning grade.
F	0	0-69	Failing – Student performance demonstrates unsatisfactory or below minimally acceptable achievement in accomplishing course goals and objectives.

It is important to note that undergraduate students must maintain a 2.0 GPA to retain their matriculated status. Graduate students must maintain a 2.0 GPA to retain their matriculated status, but a “C” grade is passing. However, some programs and courses require higher minimum grades. Minimum grade requirements are documented within policy for those specific programs. Students who receive a grade below the minimum passing grade established for a course will not earn quality points, as the grade is considered a failing grade. Each course syllabus indicates the relationship between course components and assignments in determining a final grade.

Special Grades

The following grades are not issued quality points and do not calculate into the GPA		
AU D	Audit	Students will receive a designation of "AUD" on their permanent record which will not carry any academic credit because there is no measurement of the student's performance.
I	Incomplete	An “Incomplete” will be given at the discretion of the instructor and if approved by the Chair. An Incomplete (I) shall revert to a Failure (F) if the student does not complete all the required course work by the end of the granted extension period.

P/F	Pass/Fail	Pass/Fail is used in those courses where a grade is not given, but the student receives either a Pass or Fail score.
R	Repeat	Indicates a course has been repeated, only the last of the two grades is computed in GPA.
TC	Transfer Credit	Denotes transfer credit, not included in determining GPA.
W	Official Withdrawal	Withdrawal from a course without academic penalty.
WF	Withdrawal/ Failure	A grade of WF will be counted towards the student's grade point average as a failure.
IP	In Progress	Student is currently enrolled or awaiting a final grade

Academic Standing

DL	Dean's List	Denotes superior performance by a fulltime student and is awarded every semester to those who maintain a grade point average of 3.5 for undergraduate and 3.75 for graduate students.
P	Probation	Denotes probationary status of a student. A student who is on probation is on warning for not maintaining the necessary GPA. Students on academic probation will be given 1 final complete term (terminal probation) to reach the required GPA.
TP	Terminal Probation	Terminal probation is the final chance for a student to raise his/her GPA prior to expulsion. The student will be given one subsequent term to raise his/her GPA to the required level.

Incompletes

A grade of "I" is granted only when, due to extreme extenuating circumstances, a student is unable to complete the work outlined in the course by the class end date. It is the responsibility of the student to request an incomplete from the course instructor in writing by submitting to the professor an Academic Incomplete Request Form. A student is only eligible for an "I" if they have completed 75% of required assignments up to the point at which an incomplete is requested. Course work must be completed within four (4) weeks following the end of a session in which an 'I' grade was assigned. On the fifth (5th) week following the end of a course, the Registrar will change all remaining 'I' grades to 'F'. Under extenuating circumstances, the Program Chair may make an exception to this policy. Students may appeal the grade with necessary documentation.

Grade Appeal

UBIS promotes a principle of fairness in all academic decisions. Students requesting to dispute a grade for a valid reason must meet with their instructor to settle the grade dispute. Students must make all grade grievances within 30 days of the issuance of the disputed grade. In cases where a satisfactory settlement cannot be reached between the student and instructor, a formal appeal must

be submitted to the Program Chair's Office. If no appropriate solution can be reached, the Program Chair will make the final decision based on discussions with all parties involved.

Course Repeats

Students may repeat a course in which they received a 'C', 'D' or 'F'. The grade earned in the last attempt is used in the calculation of the grade point average. Both course attempts are considered in the calculation of quantitative progress (maximum time frame). Course repeats are priced at current tuition rates. See [Tuition and Fees](#) for details.

General Education Courses

The purpose of UBIS's general education requirements is to provide students with the tools to support their understanding of concepts, think critically, and reflect on the interaction of subject areas. Writing, reading, and research work together to provide students with an understanding of the world around them and the ability to express that understanding throughout their academic endeavors.

General education includes the knowledge, skills, and perspectives that are part of an educational experience for all undergraduates regardless of major. They help students become well-rounded individuals and responsible citizens. Upon completion of an undergraduate program at UBIS, a student will demonstrate the ability to:

- Use written and oral communication skills for academically and professionally appropriate discourse
- Construct reasonable arguments using various forms of evidence from multiple sources
- Use basic mathematical and scientific concepts and methods to show how various natural phenomena influence individuals and society
- Use appropriate information literacy tools and practices, including technology, to gather, organize, evaluate, and present information
- Analyze the ethical choices inherent in decision-making

Dean's List

A matriculated undergraduate student having a cumulative GPA of 3.5 or higher and having completed at least twelve credits for the semester will be placed on the Dean's List. A matriculated graduate student having a cumulative GPA of 3.75 or higher and having completed at least nine credits for the semester will also be placed on the Dean's List. A student's name may be removed from the Dean's List for violations of the Student Conduct Code. Dean's List is not retroactive for those students receiving changes of grades or changes of Incompletes.

Graduation Requirements

UBIS diplomas and certificates are issued to students who have completed all program requirements, are in good academic and financial standing, and whose credential has been officially conferred. At the end of every term, the Registrar will coordinate a multi departmental review to approval and issue diplomas and certificates. All deadlines for degree candidacy must be strictly observed. Following credential conferral, UBIS will issue one diploma or certificate. The date documented on

the diploma or certificate will reflect the last day of the term in which all program requirements were completed and applied.

Undergraduate

Degrees are awarded to undergraduates who have reached the following criteria:

- the satisfactory completion of a designated study program for the degree as specified by the administration of UBIS and in compliance with all admission requirements.
- the successful maintenance of a minimum cumulative GPA of 2.0 equivalent to the grade of *C*.
- a passing grade for the capstone project.
- assurance that all financial obligations to UBIS have been met.
- the successful completion of a minimum of 120 US credits for the bachelor's degree (minus waivers, transfer credits, and/or work experience credits granted to executive students). For UBIS to confer an undergraduate degree, a minimum of 30 US credits must be completed at UBIS in the program of study, with at least 15 US of those credits completed in the core.
- payment of a graduation fee; and
- assurance that all other obligations to UBIS have been met; (i.e. returning books and other materials, if applicable).

Graduate

Degrees are awarded to graduates who have reached the following criteria:

- the satisfactory completion of a designated program of study for the degree as specified by the administration of UBIS and in compliance with all admission requirements.
- the successful maintenance of a minimum cumulative GPA of 2.0 equivalent to the grade of *C*.
- the successful completion of a research thesis project.
- For 45 US credit programs the successful completion of 45 US credits (minus waivers or transfer credits of no more than 9 credits). A minimum of 39 credits must be completed in the UBIS degree program.
- For 36 US credit programs the successful completion of 36 US credits (minus waivers or transfer credits of no more than 6 credits). A minimum of 30 credits must be completed in the UBIS degree program.
- assurance that all financial obligations to UBIS have been met; and
- payment of a graduation fee.
- assurance that all other obligations to UBIS have been met; (i.e. returning books and other materials, if applicable).

Doctorate

Degrees are awarded to graduates who have reached the following criteria:

- the satisfactory completion of a designated program of study for the degree as specified by the administration of UBIS and in compliance with all admission requirements.
- the successful completion of a dissertation and defense.
- the successful completion of 60 US credits (minus waivers or transfer credits). A total of 30 US credits must be completed within a program of study at UBIS.
- assurance that all financial obligations to UBIS have been met; and
- payment of a graduation fee.
- assurance that all other obligations to UBIS have been met; (i.e. returning books and other materials, if applicable).

Micro credentials

Credentials are awarded to students who have reached the following criteria:

- the satisfactory completion of a designated program of study for the credential as specified by the administration of UBIS and in compliance with all admission requirements.
- the successful completion of 12 - 15 US credits (minus waivers or transfer credits).
- assurance that all financial obligations to UBIS have been met; and
- payment of a graduation fee.
- assurance that all other obligations to UBIS have been met; (i.e. returning books and other materials).

Academic Distinction at Graduation

UBIS recognizes superior academic achievement by conferring a Distinction upon bachelor and master students with an outstanding academic record. One of the following Latin distinctions will be recorded on transcripts and diplomas:

- students with a minimum GPA of 3.75 will receive the distinction of Summa cum Laude.
- students with a 3.5 GPA or higher will receive the distinction of Magna cum Laude.
- students with a 3.25 GPA will receive the distinction of Cum Laude.

Latin distinctions are not retroactive for those students who receive changes of grades or changes of Incompletes.

Reprint of Final Documents

Students may request to have final documents reprinted. Students will need to pay the reprint fee prior to issuance of new documents.

The replacements/duplicate will list the date the degree was originally conferred. The signatures of UBIS officials and the formatting of the documents may not be the same as the original documents.

Documents will be reissued in the current format and will bear the signatures of current UBIS officials.

Subsequent Degrees

A student wishing to pursue subsequent degrees must submit new admissions paperwork to UBIS. A second degree may only be awarded in a major that is significantly different than previously awarded or for a different credential level (Bachelors to Masters). All graduation requirements must be met for the subsequent degree.

Change of Program

Students wishing to change their program must enter the most current program offered. Students must do this by submitting a SSCR form and through a consultation with appropriate campus personnel as some other institutional requirements or restrictions may apply. Students changing into a new program must have documentation on file that meets all admission requirements for the new program being entered. However, some credits earned while enrolled in the former program may not apply to the new program requirements due to differences in degree and content requirements for the new program being entered.

If a student changes programs, only those courses that apply toward the new program will be counted in calculating GPA and the number of credits attempted. If a graduate of UBIS enrolls in a new program at UBIS, only those courses that apply toward the new program will be counted in calculating the GPA and number of credits attempted.

To meet market demands and to stay competitive and relevant in the fast-paced global industries, UBIS programs are regularly updated. When program updates do not change the total number of credits in a program, students will complete the newest version of the program. The most recent program outline can be found in the most current UBIS catalog. Students will be notified if the version of their program is changed.

Add/Drop

For all programs, the add/drop period is defined as the first two weeks of the term (ending Sunday midnight). All schedule changes for the full term must occur during the add/drop period, which is defined as the first two weeks of the term. During this period, students may add or drop classes, but may not withdraw from school without penalty. New students may be admitted during this period provided they attend at least one scheduled class during the add/drop period. Students will not be enrolled after the add/drop period. A student may be permitted to start after the add/drop period if documented mitigating circumstances exist; however, this occurs only at the discretion of and requires permission from the Campus Director. If a student in their first term of enrollment posts attendance during the add/drop period but does not attend their classes in the second week of the term, their enrollment will be canceled. Students dropping courses must also take note of the Refund Policy stated above.

Administrative Course Drops – No Participation

If a student fails to participate in a course during the add/drop period of his/her session, the Registrar will drop the student from the course, and he/she may not attend the course during that session. Students will not receive a grade for the course; they will be unregistered, and it will not show on the transcript. Please see the Institutional Refund Policy for financial obligations.

Satisfactory Academic Progress

Satisfactory academic progress applies to all students and is necessary to maintain eligibility for enrollment at the institution. All enrolled students must meet the UBIS's minimum standards of achievement about cumulative grade point average and pace of completion. A student's academic progress is evaluated at the end of each semester (2 academic terms). The UBIS's Satisfactory Academic Progress (SAP) consists of a qualitative measurement which determines if students have a satisfactory cumulative grade point average in their program of study.

A student's failure to meet these standards will result in the student being placed on academic warning, academic probation, and/or dismissal from the institution. A student is informed of his/her academic status by his/her advisor who also discusses a success plan with the student. The following applies to all students enrolled at UBIS:

- Satisfactory academic progress will be evaluated at the end of each semester. A semester consists of 2 academic terms (also referred to as a "payment period"). The length of an academic term is 8 weeks.
- All students must successfully earn at least a cumulative grade point average (CGPA) of 2.0 at each evaluation point to be considered in good academic standing. See the grading scale sections of this catalog for the impact of each grade SAP calculations.
- UBIS does offer foundational courses. These are not calculated in the student's GPA or pace of completion as they do not count towards a program of study.
- All periods of enrollment are counted towards Satisfactory Academic Progress (SAP).

Academic Counseling For At-Risk Students

Academic counseling shall occur when a grade point average (GPA) falls below acceptable levels for the program. Counseling lasts until the end of the next term of enrollment. If GPA does not rise above the respective levels at the end of the next academic year, students are put on terminal probation. At the end of the terminal probation period (one semester), a probationary student's file will be reviewed by the Registrar to determine whether the student will be allowed to continue studying at UBIS.

Students on Academic Counseling must achieve an acceptable GPA, show satisfactory class attendance and completion of attempted courses. Students on counseling who do not meet these three criteria by the end of their counseling period are in danger of suspension or dismissal according to the Assistant Vice President of Academic Affairs's decision.

Any period of counseling, academic suspension or dismissal will be recorded on the students' academic records.

Academic Disqualification

Academic disqualification (AD) will result if a student fails to clear an academic counseling status. To reapply, a formal application for admission must be submitted in accordance with UBIS admission procedures. In addition, applicants should explain the reasons for the scholastic deficiencies; the way the intervening time has been spent; and why they should be given favorable consideration for readmission. The readmission file will be reviewed by the Chairperson and a decision reached regarding readmission. If approved, the student would be required to complete all program requirements in effect at the time of readmission. No dismissed students may claim any reimbursement of their fees.

Grade Point Average

One aspect of academic progress is the student's cumulative grade point average (CGPA). Students must be advancing toward or maintaining a minimum of a 2.0 CGPA for all UBIS coursework to maintain good academic standing and to meet the requirements for graduation.

A student's cumulative program GPA is calculated using only those grades earned at UBIS for the current program of study. The program GPA is computed by adding the program applicable cumulative grade quality points earned (calculated by multiplying the credit hours and the weight of the grade earned in the course) and dividing it by the program applicable cumulative total number of credit hours completed. Courses from which the student withdraws are not included in the program GPA calculation for the qualitative measurement.

Qualitative Exclusions

The following are excluded from the qualitative computation:

- Waivers-Credit exam
- National Testing Programs
- Courses with the following grades:
 - Audit (AUD)
 - Incomplete (I)
 - Repeat of a course (R)
 - Passing (P)
 - Withdrawal (W)
 - Transfer Credit (TC)

Each academic program has a published standard credit load for completion. Pace of completion is automatically evaluated for all periods of attendance at UBIS.

Maximum Timeframe

The maximum duration of studies for undergraduate students is 6 years (120 credits) for a Bachelor's degree for full time students. It is 28 months for graduate students and 6 years for the DBA.

The maximum timeframe to complete the program cannot exceed 150% of the published length of the program measured in credit hours attempted for undergraduate and graduate students. Progress is evaluated cumulatively at the completion of each payment period for a student's primary program of study to ensure completion of the program within the 150% maximum timeframe. If a student cannot complete the program of study within the maximum time frame (as determined at the end of the payment period), the student will be placed on disqualification status without the ability to appeal.

Pace of Completion

The quantitative measure for the pace of completion is calculated using the following formula:

Cumulative number of credit hours the student successfully completes / Cumulative number of credit hours the student attempted.

At the end of each payment period, the student's pace of completion is evaluated. Students must earn at least 67% of the credit hours attempted toward completion of the primary program of study.

Credit hours taken at other institutions and accepted toward a student's primary program of study at UBIS are included in both attempted and completed credit hours when measuring pace of completion. Courses from which the student withdraws are counted as attempted credit hours when calculating the quantitative measurement or program pace.

Included in Pace of Completion

The following are included as attempted in the pace of completion calculation:

- Withdrawal (W)
- Withdrawal Failure (WF)
- Courses completed with the following grades: A, B, C, D and F (+/-)
- Repeated courses (R)
- Incompletes (I)
- Transfer Credits (TC)
- Pass/fail (P/F)
- In Progress (IP)

Evaluation

UBIS evaluates SAP for the student's primary program of study, based on a completed payment period. As a result of the evaluation, a student is assigned a corresponding SAP status.

Student Notification

UBIS will notify students at any point during their enrollment if their status changes.

Transfer Credits

A student's program GPA is calculated using only grades earned at UBIS in courses that are applicable to the program. Therefore, transfer credits do not apply when calculating the student's GPA at UBIS.

Transfer credits include credits for all courses not completed at UBIS that are applied toward the completion of the student's degree program.

Credits taken at other institutions and applied towards the student's program at UBIS are included in both attempted and completed hours when measuring the student's pace towards completion. Please refer to the Transfer of Credit Policy.

Program Changes

Students who change programs at UBIS are reevaluated to determine which credits apply to the new program. The student's SAP status will be evaluated at the end of each completed payment period in the new academic year. If the student changes back to a program he or she was previously in, the student's SAP status will reflect the status of the original program. UBIS will calculate the qualitative and quantitative SAP measures based on all courses applicable to the new program. This includes those courses taken in a previous program that the student successfully completed and that apply to the new program.

Repeat Courses

Undergraduate students can repeat any previously completed course or courses for which the grade received was C, D or F. Undergraduate students must also ask approval from the Program Chair. The

course can be retaken no more than twice. Only the last attempt for each course will be counted in the student's GPA. Each grade received for a repeat course will be part of the student's permanent record. Note: Repeat courses taken in a program are counted in the SAP status for that program.

Graduate students can retake up to two courses previously completed. Only the grade earned for the retake will be used to calculate a graduate student's final GPA. If a course is being retaken, the graduate student must specify the course as a retake during registration.

Process and Mitigating Circumstances

Resolution of Student Concerns

A grievance is a claim by a student that there has been a violation, a misinterpretation or an inequitable application of an existing policy, rule, or regulation of UBIS. An appeal and/or a formal grievance are two ways that students can request a formal change to an official decision of the institution. Whenever possible the submission of an appeal or grievance will be dealt with confidentiality. In addition, all investigations will be undertaken impartially with no reprisals of any kind being undertaken by any member of the school for the submission of an appeal or grievance. Appeal and/or grievance proceedings will be treated in accord with the UBIS's student privacy policy.

The steps involved with resolving a student concern are an informal appeal, a formal appeal, and formal grievance. It is a requirement of UBIS that a student exhaust the appeal process in its entirety prior to submitting a grievance to allow for an appropriate resolution to be reached. Further, if an appeal or grievance is not submitted within ten (10) business days the initial decision of the school will stand.

Mitigating circumstances for which an appeal may be made are illness, death of a family member, military duty, jury duty, or employment responsibilities beyond the student's control. Appropriate written documentation must accompany an appeal. Students whose appeals are approved, may continue their studies at UBIS under an academic plan as described earlier.

Appeal Process for All Students

Step 1: Informal Appeal

The Informal Appeal process allows students to identify a concern and have it addressed expeditiously without the need for the issue to go to the Appeal Committee.

1. Students will meet with the faculty, if appropriate.
2. If there is no resolution, the student may file an Informal Appeal.
3. For an Informal Appeal, the student must complete and submit a student issues/concern form.
4. The student will meet with the Director, Chairperson, or other designee to discuss the Informal Appeal.
5. If there is still no resolution, the student may file a Formal Appeal.

Step 2: Formal Appeal

The Appeals Committee acts upon requests for exceptions to existing academic policies and requirements. The committee works to find equitable and reasonable solutions supported by evidence.

1. Students must complete and submit an appeal form.
2. The Appeals Committee, composed of faculty and Director, Chairperson, or another designee, will convene to review the student's appeal.
3. The Committee will evaluate the appeal based on the following.
 - a. The Committee will review the appeal and supportive documentation.
 - b. Review student academic performance.
 - c. Evaluate the impact of significant non-academic issues.
 - d. Interview the student if she/he desires to present her/his case to the committee.
 - e. Review documentation provided by the student.
4. If the student feels that due process was not followed by the Appeals Committee, she/he may request a review by following the formal grievance procedure.

Step 3: Formal Grievance Procedure

Students may wish to formally file a complaint with UBIS. In instances where all other attempts at resolution have failed, a student's concerns can be resolved using the Grievance Procedure:

1. Within five (5) business days of the alleged action(s), the student must present in writing all facts of the grievance as below: E-mail address: confidential@ubis-geneva.ch
2. A response to the grievance will be made within ten (10) business days of the receipt of the written complaint. A grievance committee, if composed, will be composed of the appropriate number of individuals from the appropriate areas to ensure a fair and unbiased evaluation.
3. After the initial decision has been rendered, the student may request that the Chairperson review the process and outcomes of the grievance.
4. After a decision has been rendered by the Assistant Vice President of Academic Affairs, the student may request that the President/CEO review the process and outcomes of the grievance.
5. If the student continues to feel that due process has failed after exhausting the above procedures, the student may contact their local state board of education or program specific accreditor.

Academic Reinstatement Policy

Students who have been academically dismissed and have not attended UBIS for a minimum of one semester (two terms) who wish to return to UBIS may apply through the Admissions Office. The Admissions Office will request that the student's record be reviewed by the Academic Chairperson or designee. Approval by the Academic Chairperson or designee is required for the student to re-enter UBIS. Approval will be based on the potential for the student to succeed academically. If the student is approved academically for re-entry, the Admissions Office will then request a financial review by the Bursar to ensure that all financial obligations to the institution have been met. The student will re-enter UBIS on academic counseling and the policies on Satisfactory Academic Progress will apply.

Participation Policy

Course Participation

Class participation is vital to students' educational experience at UBIS. Students are expected to attend all the classes of their courses, even if asynchronously. After 7 days of no participation, students will be given a warning. Beyond 7 days, student continuing status and enrollment in a course will be at the discretion of the Chairperson or Chair. Late submission of student work could result in a lower grade. Policies regarding late submission are detailed in the syllabi for each course.

Full time students, in particular on-ground students attending the Geneva Campus and holding a student residency permit through UBIS, must enroll full time in each 8-week term to maintain the government requirements of their permit and visa.

Term Off

In recognition of our global campus and the unique variety of holidays and vacations around the world, students are allowed to take one 8-week term off without penalty by notifying the Registrar's Office prior to the term start.

Leave of Absence

Students wishing to take a Leave of Absence MUST inform the Registrar's Office by submitting a Leave of Absence Request form that can be obtained from the Registrar's Office or from Student Services. A student may opt for two types of leave of absence.

Voluntary Leave of Absence

Students in good standing who require additional time beyond one 8-week term are able to request a Voluntary Leave of Absence (VLOA) at the discretion of the Chairperson. The guidelines for VLOAs are as follows:

- A student must be in attendance for at least 30 calendar days to be eligible to request a VLOA.
- The request must be made in writing with appropriate supporting documentation provided to UBIS and must be submitted before the student exceeds any attendance policy. The written request must include the reason for the request, as well as the dates being requested.
- A student on VLOA will be scheduled to return at the beginning of the next requested term and must return and post attendance by the end of the add/drop period for that term.
- If a student takes a VLOA during a course, the student must repeat the entire course, unless a final grade can be given.
- If a student fails to return from an approved VLOA, the student is considered to have withdrawn from UBIS and their last date of attendance (LDA) will be their actual last date of recorded attendance.
- Under no circumstances will a VLOA be permitted to exceed 180 days during any 12-month period. The 12-month period begins on the first day of the student's VLOA and is counted using calendar days.
- The student will be expected to return within the specified time frame.

Medical Leave of Absence

Medical Leave of Absence (MLOA) may be granted when a student cannot continue attending class after the start of the term due to life-changing situations beyond the student's control, including but not limited to:

- Military deployment.
- Serious illness or hospitalization of student or family member (mother, father, spouse, and child).
- Pregnancy and Childbirth (medically necessary as prescribed by a doctor).
- Death of immediate family members (father, mother, spouse, domestic partner, child, grandparent, brother, sister, aunt, uncle, father-in-law, mother-in-law, brother-in-law, and sister-in-law).
- Other extenuating circumstances approved by UBIS.
- Natural disaster, inclement weather, or emergency situations which requires the institution to cancel classes.

Students may be asked to provide documentation to support their emergency leave. Upon approval of a medical leave of absence course enrollment will be temporarily frozen for the MLOA time period.

- The request must be made in writing with appropriate supporting documentation provided to UBIS and must be submitted before the student exceeds any attendance policy. The written request must include the reason for the request, as well as the dates being requested.
- If a student fails to return from an approved MLOA, the student is considered to have withdrawn from UBIS and their last date of attendance (LDA) will be their actual last date of recorded attendance. All courses in which the student was enrolled will receive a grade of 'W'.
- A MLOA may not be permitted to exceed 365 days during any 12-month period except for in a case of extreme circumstance. The 12- month period begins on the first day of the student's MLOA and is counted using calendar days.

Completion of Coursework upon Return

If a student takes an approved leave of absence in the middle of a course, UBIS must ensure no additional charges are incurred when the student returns. To ensure no additional charges are incurred, UBIS will issue the student a leave of absence credit. This credit will be applied to the course scheduled after the leave of absence end date.

Failure to Return

UBIS will advise the student, prior to granting the leave of absence, the effect that failure to return from a leave of absence may have on payment terms. If a student does not return from an approved leave of absence, the withdrawal date will be the student's last date of attendance.

Student Grievance Procedures

UBIS carefully considers student grievances and adjusts when appropriate. Students submitting a grievance are not subject to unfair action or treatment because of their initiation of such a grievance.

It is the institution's objective to maintain good communications and to assure that concerns of all members of the UBIS community (students, staff, and faculty) are addressed fairly. To accomplish this, the following process should be used in seeking resolution of a student's concerns:

Step 1: Discuss with the course faculty (if appropriate).

Step 2: Discuss with Student Services Representative, who will neutrally and impartially assist students in solving problems and resolving complaints.

Step 3: If necessary, submit a written appeal to the Academic Chairperson or designee.

After the second step, a grievance must be submitted in writing to the Academic Chairperson or designee by the end of the academic session following the session in which the action being appealed occurred. If the grievance is not satisfactorily resolved, it will be then taken to the Director.

When a final decision has been reached, the Academic Chairperson or designee notifies all relevant parties in writing. If a grade change or other record revision is required, the Academic Chairperson or designee notifies the Registrar. The Registrar makes appropriate change(s) to the student's records. The decision of the Academic Chairperson or designee is final.

If all available channels fail to resolve the complaint, UBIS will seek an independent, outside party (an Ombudsperson) to mediate the grievance.

Step 4: Students who are not satisfied with the outcomes of the UBIS internal complaint process, can submit a complaint to the Higher Education Licensure Commission 1050 First St. NE, Washington, DC 20002. (202) 7276436. Students will be asked to provide contact information for themselves and the institution, dates of attendance, a full description of the problem, relevant documents to support the complaint and the desired outcome. Complaints filed with HELC are made available to UBIS, so that UBIS may file a response to the allegations. Investigation and resolution of complaints take varying amounts of time.

Academic Integrity and Ethics

UBIS requires all students to be honest in their academic work and assignments. Academic dishonesty is viewed as an ethical issue and a serious violation of the principles expressed in the UBIS's mission statement. Academic dishonesty defrauds everyone who depends upon the integrity of UBIS, its courses, and its degrees.

UBIS is committed to observing strict rules regarding student integrity. As such, UBIS will not tolerate plagiarism or any other form of cheating. Students who are caught cheating or plagiarizing will be reported to the Chairperson's office. The report will go into the student's academic records. The first instance will result in an official warning from the Chairperson's office. The second instance will be cause for dismissal from the course. Three instances of cheating or plagiarism (in different courses) will result in dismissal from UBIS.

Academic dishonesty may take many forms, and each is considered an equally serious offense. The more common forms of academic dishonesty are:

- Cheating – Cheating includes the intentional giving or receiving (or attempts thereof) of any assistance not authorized in advance by a faculty, including the use of notes, copying or prior knowledge of examination materials.
- Fabrication – Fabrication includes the intentional falsification or invention of any information for inclusion in a written paper or project.
- Plagiarism – Plagiarism includes the intentional use or representation of the thoughts, ideas, or words of another as one's own work in any assignment including the paraphrasing of information, the duplication of an author's words or ideas without identifying the source, and the failure to cite quoted material properly.
- Duplication of Materials – Academic integrity extends to the appropriate duplication of the materials of others that are under copyright protection. Faculty and students are

required to comply with all copyright restrictions in the use of materials within the classroom and in reports and presentations.

Students, faculty, and staff must also be cognizant of and avoid copyright infringement. Copyright infringement is using someone else's ideas or material, which may include a song, a video, a movie clip, a piece of visual art, a photograph, and other creative works, without authorization or compensation, if compensation is appropriate. The use of copyrighted material without permission is against federal law, and penalties may include fines and/or imprisonment.

Because of expanded availability of digitized files and computing, peer-to-peer file sharing has become commonplace. UBIS requires students to respect local laws regarding copyrighted material and file sharing networks. In addition, UBIS reserves the right to revoke the Information Technology privileges of those using or contributing to illegal activity as defined by local laws.

The concept of "Fair Use" applies, and the limited reproduction of copyrighted works for teaching and research purposes *may* be permitted. Multiple copies for classroom use may be produced provided the copies are not sold or distributed beyond classroom use and provided such duplication is specifically for a direct educational purpose. This statement does not restrict the limited duplication of copyrighted materials through the institution's purchased online databases. Should questions exist regarding the duplication of materials, academic advice should be sought before materials are copied.

Faculty and students may face civil or criminal charges if they are found to be contributing to illegal activity as defined by local laws.

While intent is a component of academic dishonesty, a lack of knowledge of the specifics as to what constitutes a violation of UBIS's standards is not accepted as an excuse. Any questions regarding the specific application of the Academic Integrity Policy should be directed to a faculty.

In cases involving charges of academic dishonesty made either by a faculty or another student, the faculty shall present the evidence in the case to the Academic Chairperson, or designee, as appropriate. If there is any sound reason for believing that there has been an act of academic dishonesty, the Academic Chairperson or designee consults with the student involved. The Academic Chairperson or designee imposes the appropriate penalty and notifies the student in writing. The student, in writing, will acknowledge the penalty. At a minimum, a grade of "F" is assigned to any assignment, paper, or test on which a violation of the Academic Integrity Policy has occurred. Repeated violations may result in the student being dismissed from the institution.

Academic Freedom

UBIS encourages an environment that supports independent thinking and open dissemination of knowledge conducted with civil and respectful discourse. Thus, UBIS takes responsibility to protect faculty and students from inappropriate influences or pressures.

UBIS, as an institution of higher learning, upholds a policy of academic freedom. Faculty members are free to explore whatever research topics are of interest to them, including controversial and unpopular ideas, as directed by their scholarship, research, and objectivity, without regard to the opinions of the staff, administrators, institutional benefactors, community leaders, politicians, or religious leaders. The academic leadership at UBIS likewise asserts the view that academic freedom

fosters creativity and excitement in the learning process, attracting excellent faculty who ardently want to teach, and serious students who want to learn.

In addition, academic freedom is essential to protect the rights of the faculty member in teaching and the student in learning. Academic freedom carries with it responsibilities as well as rights. Those with teaching responsibilities are expected to present scholarship objectively and fairly. They are to reveal sources of intellectual property and identify personal opinions when they voice them.

In line with the UBIS code of ethics, membership in the academic community imposes on administrators, faculty members, other institutional employees, and students an obligation to respect the dignity of others, to acknowledge the right of others to express differing opinions, and to foster and defend intellectual honesty, freedom of inquiry and instruction, and free expression. Each UBIS faculty member is a citizen, a member of a learned profession, and a representative of UBIS. When speaking or writing as a citizen, the faculty member should be free from institutional censorship or discipline. However, as a member of the academic community and a representative of UBIS, the faculty member should at all times be accurate, exercise appropriate restraint, show respect for the opinions of others, and make every effort to indicate that he or she is not an official spokesperson for UBIS. Furthermore, each faculty member must refrain from using institutional resources to further his or her interests or activities which are not a part of his/her assigned responsibilities to the institution.

As per UBIS' Governance Policy academic freedom supports the development of an open, democratic and collegial institution and includes access to proper whistleblowing procedures.

The academic leadership at UBIS reserves the right to set minimum standards for curricular content, the use of learning outcomes measurements, and course work performance requirements.

STUDENT LIFE

Cost of Living In Geneva and Barcelona

Geneva is one of the most expensive cities in the world. An annual budget of approximately US\$ 23,500, allows for reasonably comfortable living. Barcelona is an affordable international city surrounded by startups, innovation and culture. A minimum annual budget of approximately US\$ 11,700, allows for a reasonably comfortable student lifestyle.

Accommodation

Geneva has a long university tradition and therefore rooms for students are available all over town. The typical monthly rent ranges from about US\$ 830 for a small room with minimum amenities to US\$ 1,240.00 and more for a studio.

Barcelona is a dynamic and cosmopolitan city with lots of accommodation options for students. Having shot up to 34th place in this year's QS Best Student Cities 2022, it's not hard to see why it's one of the best destinations for studying abroad. The typical monthly rent ranges from about US\$ 430 for a small room with minimum amenities, to US\$ 850 and more for a studio apartment.

Off-Campus Housing

The administration office keeps a list of apartments, student residencies, real-estate agencies, condominiums, and other housing facilities in Geneva and Barcelona.

Personal Insurance

Students are required by law to obtain personal insurance during their stay either in Switzerland or Spain. UBIS will assist students in obtaining such insurance policies.

Student jobs

UBIS requires a minimum cumulative GPA of 2.0 for undergraduates and 2.5 for graduates in order to authorize student work. A copy of the signed work contract must be added to the student file. Students holding a student visa may not work according to Swiss and Spanish law. Therefore, students are required to apply for a working visa or applicable permits before starting to work.

In Switzerland, if the student is an EU / EFTA national, the student can do internships for a maximum of 15 hours per week during the school or academic year. During the vacation period, the student can work full time. If the student is a non-European national, the student can start the internship 6 months after the start of the corresponding academic program, and only if the student is enrolled in UBIS; the nature of the internships is related to the academic program; the internship is incorporated into the curriculum. The maximum working time is 15 hours per week during the school or academic year and 40 hours during vacation. In either case, the student must announce his/her lucrative business using the form E. If the student is a non-European national, he/she must wait for a decision from OCPM before starting the internship.

Career Seminars

During the academic year, UBIS organizes career seminars which students are required to attend at no cost. UBIS also provides ultra relevant topics through its UBIS Seminar Series, which has a unique cost associated with each event. These are not required for students to attend, but encouraged to expand their knowledge on specific influential topics.

Company Visits and Excursions

UBIS will arrange cultural and recreational excursions, as well as visits to companies and organizations in Geneva and Barcelona, to give students exposure to local customs and rich culture; and an understanding of the character and profile of local companies and organizations. UBIS arranges periodic cultural and recreational excursions throughout the year for students.

Company Visits

Companies and organizations will be invited to visit UBIS to present the company profile and discuss recruitment procedures and opportunities for their company or organization.

STUDENT GOVERNANCE

The Global Student Council (GSC) is an organization composed of, and run by, students of UBIS. Its purpose is to represent UBIS's student body, give students an opportunity to have a voice; provide feedback to improve every aspect of the institution; and develop and bring to fruition ideas, projects, activities, and events for the benefit of the students and of the institution. The aim of the GSC is to

solidify the student body, create a community and increase the number of social interactions and activities conducted over the course of the school year.

As part of the Student Governance, students for each scholastic year will elect a student representative for each level of study for the year. Students representatives will interact with the Academic Board, Administration and Faculty. They report back to their respective classes. As part of the student body, students will elect a class representative for the year. The representative is responsible for chairing class meetings and acts as the class's spokesperson to the Administration, Faculty, Student Representatives and the Global Student Council.

APPENDIX A: VISA TO PERMIT PROCESS

Swiss Student Visas

Application via the Nearest Swiss Embassy or Consulate

Step 1 Student contacts nearest Swiss Embassy/Consulate to confirm what papers are needed

Embassies are free to require anything they wish. *The below list is a bare minimum.*

(Embassies frequently require MUCH more, which is why we suggest students to *contact the embassy first, before submitting anything or arranging the interview, since UBIS does not control any of the Embassy requests, which are going directly to the student.*

Standard Requirements by Consulates/Embassies to Apply for a Visa:

- a) Three official visa and permit application forms from the Geneva Canton (Form "D"), which are fully completed and signed by the applicant. Applications which are not duly completed, dated, and signed will not be accepted.
- b) Students must indicate their e-mail address and a contact phone number in case additional information is required.**
- c) Four recent passport photos per applicant (very strict requirements please consult the details on the embassy webpage).
- d) Three copies of the applicant's valid passport.
- e) If applicable, proof of residency in the country of demand.
- f) Three copies of the admission letter, provisional acceptance letter, confirmation of enrollment, and course catalog issued by UBIS.
- g) A motivation letter clearly explaining why you choose UBIS, Geneva and Switzerland for your studies.
- h) Return statement that you will leave Switzerland to return to your country of origin after completion of intended studies.
- i) Three copies of confirmation of payment of school tuition fees.
- j) Proof of financial resources, i.e. recent bank statements (3 copies each).
- k) Three copies of previous diplomas and school certificates.
- l) Three copies of a resume (biographical data, schools attended, etc.).
- m) The price of postage if the student is permitted to submit his/her passport by mail.

Step 2 Student completes the application form and presents it with all supporting documentation at the Embassy.

Manner of submission varies from Embassy to Embassy.

- In the USA, it can be mailed to the Embassy.
- In China, there are only 2 Embassies, a meeting must be set up (the waiting list can be up to a month or more) and the student must travel from home to Beijing for the interview (there are only 2 Embassies, and Shanghai only handles Shanghai and the 2 closest provinces) and again to get the visa if it is granted.
- In Vietnam, the Consulate in Ho Chi Minh, as well as the Embassy in Hanoi handle visa applications, for which an appointment is given.
- The Swiss Embassy in Abuja, Nigeria, handles visa applications for several Central African countries. An appointment is needed to be considered.

The following nationalities will be considered in a two-step procedure for any Schengen (European visa). In Switzerland, this procedure is handled by the SEM (State Secretariat for Migration).

Afghanistan	Guinea	Soudan
Alegria	Hati	South Sudan
Bangladesh	Iraq	Sri Lanka
Burundi	Iran	Syria
Cameron	Libya	Tunisia
Congo RDC	Morocco	Vietnam
Congo (Rep.)	Pakistan	
North Korea	Rwanda	

Step 3 Embassy accepts or refuses to accept the student's papers.

Step 4.a There are two reasons the Embassy refuses to accept student's papers:

- a) Student application is missing something and needs to present it. The visa process will continue later.
- b) Student has failed the interview (usually for language reasons) and the visa process stops here.

Step 4.b If the Embassy accepts the student's papers, they will mark their opinion (favorable or unfavorable) depending on the impression of the person who made the interview with the student on the paper.

Procedure Inside Switzerland

National

Step 5 Papers transferred to Bern by diplomatic courier.

Step 6 Dossier checked in Bern on Interpol to make sure the applicant is not on the wanted list, before being passed to the canton. A national reference number is given to each application.

Cantonal

Step 7 Dossier reviewed by the Cantonal authorities. In Geneva, this office is called *Office Cantonal de la Population et des Migrations* (OCPM). A cantonal reference number is given to each applicant.

Step 8.a If the student's country of origin is on the restricted list (ex. Libya, China, Afghanistan, etc.) it is returned to Bern for a national decision on the visa.

Step 8.b If a student's country of origin is unrestricted, the application will be treated by the canton in order of arrival.

Step 9.a Upon evaluation the visa will be:

- a) Granted.
- b) Complementary information will be requested from either the school or the student.
- c) Refused.

Step 9.b If complementary information is requested, the dossier will remain pending until the necessary information has been received.

Step 9.c Upon receipt, the dossier will be reevaluated. Visa will be:

- a) Accorded.
- a) Refused.

Informing of Student by Nearest Swiss Embassy or Consulate

Step 10 The Embassy will be notified of the decision on the file by both electronic and diplomatic mail, via the national number allocated to the application

Step 11 The Embassy will notify the student:

- a) *If a visa is refused or canceled, the Federal Office for Migration issues a decision, which is motivated. If the candidate wishes to see the full dossier, this is possible upon payment of a fee. Requests will be processed only after payment has been made in advance.*
Most common reasons for refusal:

- Age
 - Country of origin
 - Finances
 - Suspicion of intent to work rather than study
 - Suspicion of intent to remain in Switzerland
- b) If a visa is granted, this will be recorded on the internal computer program and can be checked by the Embassies to confirm authorization to grant a visa.
- Some countries' embassies (USA) will allow the student to mail in the passport and return it to the student by mail.
 - Some countries' embassies (India, China) will not stamp the visa until the original receipt proving payment of fees has been received and the student must reappear in person to receive the passport with the visa stamped in it.

Student Entry into Switzerland & Permit Procedure

Step 12 Student entry visas are generally valid for 30 days, and give the earliest entry date possible, according to the date studies are scheduled to commence. Students need to plan to arrive within that time frame.

Step 13 Students are allowed 14 days from the date of actual entry into Switzerland to submit their paperwork to the Office of cantonal de la population et des migration (OCPM) or be announced by the school as arrived. Once the 14 days have passed, they are considered illegally in the country if still unannounced.

Step 14 Once a student's papers have been submitted to the OCPM, the student may remain in the country legally until a decision has been made as to whether a living permit will be granted. It almost always is.

The student should NOT leave the country until the permit has been received, since the student can only enter one time on that visa and will not be able to reenter with it if he/she leaves. In case of a real emergency, a special visa can be requested and granted *in advance of departure* to allow a student, for example, to return home for a death in the family.

Step 15 Once a living permit has been granted, the student is permitted to remain in the country legally until the permit expires.

All living permits are limited in length of time, generally according to the end of the time that the school indicates the student has paid for. Students will be granted a Swiss B permit.

Students who are studying at UBIS and who are from the European Union may work part-time with a student permit. However, the main purpose of the permit is to study, not to work. Therefore, Switzerland limits the amount of time a student may work during his/her studies. Students from the European Union, who are working more than 15 hours per week, can switch to a work permit (permis B avec activité lucrative). Students who are from a country which is not part of the European Union are not permitted to work, unless they are enrolled in a program, which requires them to complete an internship as part of their studies. Further information can be provided by the school's administration and in the Student's Handbook.

Step 16 All students will need to get Swiss health insurance. This insurance needs to be contracted within 3 months of their arrival. The authorities will send a letter (in French)

informing the students of their obligations. Lack of response on the side of the student will lead to automatic affiliation to health insurance. If the student already has health insurance, this will result in doubled insurance, at the cost of the student. It is therefore important for students to be advised that they must respond to any letter from the health insurance authorities. The process will need to be reconfirmed whenever a permit is to be renewed.

Step 17 Permits will need to be renewed each time they run out, until the end of the student's studies. The Swiss Authorities can and do require presentation of proof of continued enrollment and payment to the school where studies are being undertaken. They can also request copies of the student's transcripts and school attendance sheets, showing their progression in their studies. If a student does not seem to be completing their studies according to the predetermined schedule, the school and the student may need to provide the reasons why (ex. Language difficulties) and what is being done to correct it (ex. EFL courses alongside UBIS courses).

Step 18 At the end of a student's studies, the school is required to inform OCPM about the student's departure and indicate where we think he/she has gone (home, another school, etc.)

Acceptance or Denial

Applicants are notified of their acceptance promptly with an official acceptance letter. Official acceptance letters will be provided to those prospective students meeting all admissions requirements.

UBIS reserves the right to deny admission previously accepted if any of the items listed above are not successfully completed or found to be falsely represented. Denial letters will be provided to those prospective students explaining which admissions requirements were not met and any next steps.

Spanish Student Visas

If you are from a non-EU member state and plan to study in Spain for more than 90 days (3 months), you will need to apply for a visa. Though students from certain countries, such as Brazil or the United States, are not required to have a visa to enter and stay in Spain for a period of three months, many others are. If your period of study is due to last more than three months, you will also need to apply for a residence permit in person.

How and where do you apply for the student visa?

Visa rules vary by country. It is therefore extremely important to check with the Spanish Consulate in the country in which you currently reside.

The process of applying for a visa starts long before your arrival in Spain. You can request your student visa at the Spanish Consulate in your home country after receiving an acceptance letter from UBIS (you will need to present this letter at the Spanish Consulate).

We recommend you submit the visa application three to four months before traveling.

If you are applying from a country in which Spanish is not the main language, you will need to translate all required documents into Spanish through an official channel. This means that you will

need to contact a Sworn Spanish Translator. Please contact your local Spanish Consulate for a list of official translators.

[Here](#) you may find the list of Spanish consulates and embassies.

What documents are required?

- Your official visa application form.
- Proof of application fee
- A valid passport, and a copy of passport.
- Passport-size photographs with a white plain background.
- Transcript or Diploma awarded by the University/school in your home country where you studied most recently.
- Acceptance letter from UBIS.
- Your CV and details of the training or research you will be doing.
- Proof of accommodation.
- An official document that shows you have enough funds to support yourself and for accommodation for the entire duration of your studies (see Tuition and Fees). This should be issued by your bank. In some cases, you will need to provide proof that you have sufficient funds to return to your home country.
- Flight reservation documents.
- Criminal record certificate from your current country of residence and all previous countries in which you have resided for more than 3 months in the past five years.

If you plan to stay longer than 6 months

- Medical insurance from an insurance company authorized in Spain. This should cover your entire stay in Spain and must include, at least: Medical expenses and repatriation in the event of an accident or sudden illness.
- Medical certificate stating you do not suffer from any diseases with serious repercussions for public health, in accordance with International Health Regulation 2005.
- You will need to apply for the Tarjeta de Identidad del Extranjero (TIE), or Foreign ID Card, within a period of 1 month (30 days) from the date of entry into Spain.

If you are a minor (under the age of 18)

- Minors traveling without their parents or other legal guardian(s) must submit a signed authorization from their parents (or legal guardians). This authorization must include the name of the institution where they are studying, the period and length of stay.
- Minors traveling without their parents or another legal guardian(s) must have a guardian in Spain, a person who will be responsible for their stay and who will live with them in the same house. A power of attorney will be submitted to the Consulate where this procedure can be processed.

- If you are studying in Spain for more than 6 months, you will need to apply for a Tarjeta de Identidad del Extranjero (TIE), of Foreign ID Card, within a period of 1 month (30 days) from the date of entry into Spain.

Please note that the required documents may vary depending on your home country or country of residence. For further information, as well as the whereabouts of the Spanish Consulate in your home country, please visit the [Spanish Ministry of Foreign Affairs](#).

Useful Tips

- Plan ahead and get all required documents as soon as possible, as this process may take quite a long time.
- Always double check this information with the Spanish Consulate or Embassy in your home country, as requirements may vary.
- If you are studying in Spain for less than six months, the Spanish Consulate may issue you a student visa with the specification “STUDENT, TOTAL 180 DAYS”. This type of visa makes it impossible to obtain a student card in Spain.
- As a European student, you are allowed to work during your period of residence, as long as it does not interfere with your studies. Furthermore, you may not use your salary to support yourself while you are in Spain. The company that hires you will also need to register you in the Social Security system.

Your family is allowed to visit you. However, you may need to apply for the relevant visas so that they can enter and stay legally in Spain.

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