

**Articulation Agreement  
between  
DeVry University  
and  
Interactive College of Technology**

This Articulation Agreement (the “Agreement”) dated as of May 19, 2020 (the “Effective Date”) is by and between Interactive College of Technology (“ICT”), a corporation organized under the laws of Georgia and DeVry University, Inc., an Illinois corporation (“DeVry”).

**WHEREAS**, ICT and DeVry wish to establish an arrangement to provide educational opportunities to Eligible Individuals (as defined in Appendix A) of ICT, leading to credit transfer opportunities to such Eligible Individuals who are matriculated students of DeVry;

**NOW THEREFORE**, for good and valuable consideration, the sufficiency of which is hereby acknowledged, the parties agree as follows:

**1. Terms and Conditions**

Appendix A the terms of which are incorporated herein by reference, sets forth additional terms and conditions of this Agreement and forms an integral part of this Agreement.

**2. Requirements**

A. This Agreement will enable Eligible Individuals who matriculate into DeVry programs to use certain ICT courses to meet degree requirements within DeVry programs by applying transfer credit as specifically outlined in Appendix B, subject to the specific requirements of the selected DeVry programs. The details of which ICT courses may be so transferred and how DeVry will accept such transferred course credits is set forth on Appendix B hereto, the terms of which are incorporated herein by reference.

B. DeVry reserves the right to deny admission to a student if such student cannot meet DeVry’s requirements for admission, as amended from time to time. Additionally, DeVry may terminate a student’s enrollment for violation of any rule, policy or procedure of DeVry, as amended from time to time, in the same manner as DeVry may terminate the enrollment of any student at large. Causes for termination of the student’s enrollment include, but are not limited to, the student’s failure to make timely payments of tuition and/or related fees.

C. This Agreement is made explicitly subject to the terms of DeVry’s admissions requirements, academic policies, program requirements, and course descriptions, including but not limited to the DeVry academic catalogs and academic policy regarding transfer of external credit (all of the foregoing collectively referred to herein as the “DeVry Policies”). In developing Appendix B, the parties have also taken into consideration the ICT’s catalogs, course descriptions, and other relevant information provided by ICT to DeVry. In the event of any conflict between or among the documents mentioned in this Section 2(C) or elsewhere in this Agreement, the terms of the DeVry Policies shall prevail.

D. Undergraduate students admitted to DeVry will be required to meet the same minimum admissions requirements as other of DeVry’s similarly situated undergraduate students, including but not limited to:

- i. High school diploma or equivalent or a post-secondary degree (as set forth by standard international transcript evaluation policies) from an appropriately accredited school as determined by DeVry;
- ii. All other standard DeVry admissions, placement and program requirements; and
- iii. English-proficiency requirements for nonnative speakers of English (if applicable) as defined in the academic catalog.

E. To graduate, all students must meet the residency requirement for their academic program as noted in the Academic Catalog. In addition, undergraduate students must meet upper-division course requirements for their chosen DeVry program.

F. Only Eligible Individuals who matriculate into DeVry programs may apply to DeVry for the course-to-course transfers outlined in Appendix B, subject to this Agreement, the specific requirements of the selected degree program and any other DeVry Policies. Students are required to submit an official transcript from every institution they previously attended regardless of whether credit was earned. It shall be the student's responsibility to request any permitted credit transfer in accordance with the DeVry Policies and this Agreement.

### **3. Disclaimer, Limitation and Indemnification**

A. DeVry hereby disclaims all warranties, including without limitation, any implied warranty of merchantability or fitness for a particular purpose. Notwithstanding anything to the contrary, DeVry's aggregate maximum liability arising from or in any way related to this Agreement (whether in contract, tort, strict liability or otherwise) shall not exceed One Thousand Dollars (\$1,000). In no event will DeVry be liable for any indirect, consequential, incidental, special or punitive damages of any kind.

B. ICT shall indemnify and hold harmless DeVry against all claims, loss, cost, damages and liability (including reasonable attorneys' fees) relating to or arising in any way in connection with: (i) the breach by ICT of any provision of this Agreement, including but not limited to breach of any limited license granted under Appendix A; (ii) any claim brought against DeVry by any current or former student of ICT relating in any way to the subject matter of this Agreement, except to the extent caused by the gross negligence or willful misconduct of DeVry; or (iii) the operation of this Agreement, except to the extent caused by the gross negligence or willful misconduct of DeVry.

C. The terms of this entire Section 3 shall survive termination of this Agreement for any reason.

### **4. Miscellaneous**

A. This Agreement contains the entire agreement between the parties and supersedes all prior or contemporaneous agreements, discussions, or representations with respect to the subject matter hereof.

B. The relationship established under this Agreement shall be that of independent contractors and neither party shall be, nor hold itself out to the public as being, an employee, agent, joint venturer or partner of the other. Neither party shall have authority to contract for or bind the other in any manner. There is no intended or actual third party beneficiary of this Agreement.

C. Neither party may assign or transfer its rights or obligations under this Agreement without the prior written consent of the other party. Failure of a party to enforce any provision of this Agreement will not be a waiver of such provision nor of the right to enforce such provision.

D. If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the validity and enforceability of the remaining provisions will not be affected thereby.

E. In the event of any dispute between the parties regarding the terms of this Agreement or the obligations of any party hereunder, all such disputes shall be referred to binding arbitration by a single arbitrator in Illinois under the arbitration rules of the American Arbitration Association.

F. This Agreement shall be interpreted in accordance with the laws of the State of Illinois, without regard to its conflict of laws provisions. Any action brought pursuant to or in connection with this Agreement shall be brought only in the state or federal courts within the State of Illinois.

G. Each party signing this Agreement represents that it has been signed by an individual who is authorized by his or her entity to enter into this Agreement on behalf of such entity.

H. Any Appendix referenced in this Agreement is hereby incorporated herein by reference. In the event of any conflict between the terms of body of this Agreement and the terms of any Appendix, the terms of the body of this Agreement shall prevail.

I. Notices under this Agreement shall be deemed given (a) on the following business day when sent by overnight courier; or (b) three (3) days following registered mailing, in each case to the other party at the address specified below or such new address as a party shall communicate to the other in writing from time to time.

**To DeVry:**

DeVry University  
1200 E. Diehl Rd  
Naperville, IL 60563  
Attn: University Academics – Articulation Agreements

**With a copy to:**

DeVry University  
1200 E. Diehl Rd  
Naperville, IL 60563  
Attn: Bill Caruso, Interim President & CEO, General Counsel, Secretary and Vice President,  
Regulatory Affairs

**To Interactive College of Technology:**

Interactive College of Technology  
5303 New Peachtree Road  
Chamblee, GA 30341  
Attn. Thomas A. Blair, President

J. The entire terms of this Section 4 shall survive termination of this Agreement for any reason.

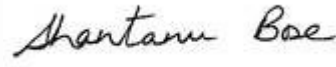
**IN WITNESS WHEREOF**, the parties have executed this Agreement effective as of the Effective Date.

Interactive College of Technology

DeVry University

  
\_\_\_\_\_  
Thomas A. Blair  
President

5/19/20  
Date

  
\_\_\_\_\_  
Shantanu Bose, Ph.D.  
Provost and Chief Academic Officer

6-11-20  
Date

**In New York State, DeVry University operates as DeVry College of New York.**

## **APPENDIX A (FOR U.S. ACCREDITED EDUCATIONAL INSTITUTIONAL ARTICULATION AGREEMENT)**

### **I. Purpose**

The purpose of this Agreement is to advance the educational opportunities of Eligible Individuals by creating synergy and leveraging capabilities leading to transfer of credit opportunities to Eligible Individuals who are matriculated students of DeVry. This Agreement between ICT and DeVry is intended to allow ICT's students to transfer approved credit hours into certain DeVry programs of study. DeVry will determine the number of credits to be accepted for transfer and award semester credit for approved ICT courses.

### **II. DeVry's Profile and Accreditation**

DeVry University is accredited by The Higher Learning Commission (HLC). [www.hlcommission.org](http://www.hlcommission.org). The mission of DeVry University is to foster student learning through high-quality, career-oriented education integrating technology, science, business and the arts. The university delivers practitioner-oriented undergraduate and graduate programs onsite and online to meet the needs of a diverse and geographically dispersed student population. All course credits are stated in terms of semester credit hours. [www.devry.edu](http://www.devry.edu)

### **III. ICT Profile and Basis for Acceptance of Academic Credit**

ICT is an institution of higher education with 7 campuses located in Georgia, Texas and Kentucky. The college offers Associate Degrees, Diploma Degrees and English as a Second Language Certification. Interactive College of Technology is accredited by the Commission of the Council on Occupational Education (COE). <https://council.org/>

The mission statement of ICT is: The institution provides training and certification opportunities for in-demand occupations that lead to well-paying positions. Our goal is to educate and train success-driven men and women so they are able to find, obtain and keep better jobs, attain a better life, and be productive citizens of the world. Our values include INGENUITY, PERFORMANCE, NURTURING, HONESTY, SUCCESS AND TENACITY.

At this time, ICT wishes to enter into this arrangement with DeVry to facilitate the transferring of ICT's course credits identified in Appendix B to DeVry, all subject to the terms and conditions contained in this Agreement.

### **IV. Eligible Individuals**

This program will be available only to "Eligible Individuals" who shall be defined as students of ICT who meet the following qualifications in addition to all other requirements set forth in the Agreement: none.

### **V. Additional Terms**

a. Notwithstanding the terms of Section 2(D) of the Agreement, no graduate of an ICT academic program will be denied admission to DeVry on the basis of any admissions test score. Students admitted under this Agreement may be tested for placement purposes. Certain programs have separate requirements for assessment and placement. The score obtained on such placement tests may result in the need for the

student to successfully complete appropriate transitional studies coursework, which may affect program length and cost.

b. Graduates of ICT programs who matriculate into the applicable DeVry programs may apply the specific transfers outlined in Appendix B, subject to the specific requirements of the selected degree program.

c. In addition to subsection V(b) above, graduates of the diploma or associate degree programs of ICT may transfer other course credits not specified on Appendix B into DeVry's degree programs listed above, subject to all DeVry admissions, program and course transfer requirements and policies.

d. In the event that a student elects to enroll and attend both DeVry and ICT simultaneously, students will be responsible for those costs and expenses related to their studies at each academic institution. These costs are stated in the current catalog in effect at each academic institution. This Agreement does not entail economic responsibility on the part of the respective participating academic institutions. In addition, each academic institution will be responsible for the disbursement of the financial aid pertaining to the students who are eligible during the period of time that they are enrolled in the respective academic institution. Also, each academic institution will implement any procedures required to achieve satisfactory academic progress. Each will also maintain student records and, if applicable, will comply with the federal regulations governing the use of Title IV funds.

e. Both academic institutions agree that they will promptly inform the other of any substantive changes in academic requirements, course or programs of study or any other change that may affect this Agreement.

f. For purposes of clarity, the references to "academic institutions" is intended to refer to both DeVry and ICT.

g. DeVry will waive all application fees for Eligible individuals admitted in connection with this Agreement.

## **VI. Promotion and Limited License**

### **a. Promotion**

(i) ICT agrees to provide information and promote the educational opportunities and programs contemplated in this Agreement among its student population. ICT will also provide opportunities for representatives of DeVry, or DeVry's approved agents, to visit ICT's locations and disseminate information about DeVry educational opportunities and programs contemplated in this Agreement.

(ii) All promotion and advertising contemplated under this Agreement will be done in accordance with all applicable laws and regulations.

### **b. DeVry Grant of License**

(i) "DeVry Licensed Marks" shall mean DeVry's marks identified on Appendix C to this Agreement, as may be amended by written agreement of the parties from time to time.

(ii) "DeVry Territory" shall mean the United States of America.

(iii) ICT is hereby granted a limited, non-transferable, non-exclusive right and license to use DeVry Licensed Marks during the term of this Agreement solely for promotion of educational opportunities and programs as contemplated by this Agreement in the DeVry Territory. Subject to the foregoing license and for purposes of clarity, if ICT uses any DeVry Licensed Marks on any Internet site (or similar electronic means) which is accessible outside the DeVry Territory, ICT acknowledges and agrees that (1) ICT is precluded from offering, selling or providing any of the educational opportunities and programs contemplated by this Agreement outside the DeVry Territory via the Internet (or similar electronic means); and (2) ICT will place a conspicuous (all capital letter in bold print and underlined) notice on each page containing any DeVry Licensed Marks stating that the educational opportunities and programs described are not available outside the DeVry Territory.

(iv) This Section VI(b) does not: (1) grant any rights to use DeVry Licensed Marks for any purpose other than as specifically provided herein; (2) allow ICT to grant any security interest in or to the DeVry Licensed Marks; (3) allow the assignment or sublicense of any of ICT's rights under this Section (VI)(b); (4) permit ICT to adopt or use and/or attempt to register any other mark comprised of or derived from the DeVry Licensed Marks or otherwise similar thereto; or (5) permit ICT to attempt to register any DeVry Licensed Marks.

(v) ICT acknowledges and agrees that all rights in and to DeVry Licensed Marks belong exclusively to DeVry.

(vi) ICT agrees that it will not ever directly or indirectly attack or question DeVry's exclusive ownership of DeVry Licensed Marks.

(vii) Upon any termination or expiration of this Agreement or this Section VI(b), howsoever occasioned, ICT shall (1) discontinue all use of DeVry Licensed Marks; (2) discard, destroy or delete any printed and electronic materials containing DeVry Licensed Marks; and (3) refrain from any use of DeVry Licensed Marks or marks similar to DeVry Licensed Marks. Sections VI(b)(iv), (v), (vi) and (vii) shall survive termination of this Agreement for any reason.

(viii) DeVry is familiar with ICT's business, management, and abilities and believes ICT to be fully capable of properly and competently promoting the educational opportunities and programs contemplated in this Agreement in accordance with and subject to the strict quality standards and levels demanded by DeVry in connection with the use of DeVry Licensed Marks. All use under, in connection with, and/or associated with DeVry Licensed Marks by ICT shall be conducted in strict accordance with the standards, rules and procedures set by DeVry, which DeVry may unilaterally change from time to time.

#### c. ICT Grant of License

(i) "ICT Licensed Marks" shall mean ICT's marks identified on Appendix D to this Agreement, as may be amended by the written agreement of the parties from time to time.

(ii) "ICT Territory" shall mean the United States of America.

(iii) DeVry is hereby granted a limited, non-exclusive right and license to use ICT Licensed Marks during the term of this Agreement solely for promotion of educational opportunities and programs as

contemplated by this Agreement in the ICT Territory. ICT hereby represents and warrants that it has all requisite authority to grant the foregoing license.

(iv) Upon any termination or expiration of this Agreement or this Section VI(c), howsoever occasioned, DeVry shall: (1) discontinue all use of ICT Licensed Marks; (2) discard, destroy or delete any printed and electronic materials containing ICT Licensed Marks; and (3) refrain from any use of ICT Licensed Marks or marks similar to the ICT Licensed Marks. This Section VI(c)(iv) shall survive termination of this Agreement for any reason.

## **VII. Term, Renewal, Changes and Termination**

a. Subject to the other terms of this Agreement, this Agreement shall be in effect for one (1) year from the Effective Date. Thereafter this Agreement will automatically renew for periods of one (1) year each until May 19, 2025 or until terminated by either party upon providing thirty (30) days prior written notice to the other party, whichever is sooner. Notwithstanding the foregoing, either party may terminate this Agreement upon ten (10) days notice to the other party in the event of a material breach of this Agreement by the other party, which breach is not cured during such notice period.

This Agreement must be reviewed annually for continued validity, applicability, and the addition of new courses and programs at DeVry and new courses and programs at ICT, and the appropriate ICT Officer and the DeVry Chief Academic Officer, or their designees, may make modifications to this Agreement by written amendment only. Any modifications to this Agreement must be made only by mutually written agreement between the parties.



## Appendix B: Course Mapping

The transfer guides below do not represent all courses required for DeVry programs; rather, they provide a list of courses that, when completed at ICT have been determined to be equivalent to DeVry courses. For a complete list of course requirements in each DeVry program, please see the [Academic Catalog](#).

The following are the ICT programs that were evaluated and the corresponding DeVry University programs in which some credit may transfer.

ICT Program	DeVry Program
Certificate in Business Information Systems	<ul style="list-style-type: none"> <li>• Bachelor's in Technical Management</li> </ul>
Associate in Office Technology	<ul style="list-style-type: none"> <li>• Bachelor's in Accounting</li> <li>• Bachelor's in Technical Management</li> </ul>
Associate in Human Resource Management	<ul style="list-style-type: none"> <li>• Bachelor's in Business Administration (Block Credit)</li> <li>• Bachelor's in Management</li> <li>• Bachelor's in Technical Management</li> </ul>
Associate in Medical Office Assistant	<ul style="list-style-type: none"> <li>• Bachelor in Healthcare Administration</li> <li>• Bachelor's in Technical Management</li> </ul>
Associate in Business Management	<ul style="list-style-type: none"> <li>• Bachelor's in Business Administration (Block Credit)</li> <li>• Bachelor's in Management</li> <li>• Bachelor's in Technical Management</li> </ul>
Associate in Information Technology	<ul style="list-style-type: none"> <li>• Bachelor's in Computer Information Systems</li> </ul>

<b>Accounting Bachelor's Degree Program</b>			
<b>DeVry University Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Communication Skills</b>		Up to 6 semester-credit hours of coursework in an applicable communication skills discipline can be applied as communication skills credit toward this program.	
• ENGL113	Composition	• LAS 190	College Composition
• SPCH275	Public Speaking	• LAS 200	Oral Presentation and Communication
<b>Social Sciences</b>		Up to 9 semester credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.	
• ECON312	Principles of Economics	• SOC 120 And • SOC 130	Principles of Macroeconomics And Principles of Microeconomics
• SOCS185	Culture and Society	• SOC 110	Principles of Sociology
<b>Mathematics and Natural Sciences</b>		Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.	
• MATH116	Algebra for College Students	• MAT 120	Essentials of Algebra +
• MATH226	Statistics for Decision-Making	• MAT 180	Introduction to Applied Statistics
<b>Business Core</b>			
• ACCT212	Financial Accounting	• BUS 122	Principles of Accounting I
• BUSN319	Marketing	• BUS 150	Principles of Marketing
• COMP100	Computer Applications for Business with Lab	• AOT 130 And • AOT 250 Or • CIS 150	Microsoft Word w/Certification and Microsoft Excel w/Certification Or Survey of Computer Applications
• MGMT303	Principles of Management	• BUS 130	Introduction to Management
<b>Accounting Core</b>			
• ACCT303	Intermediate Accounting I	• BUS 200	Intermediate Accounting I
• ACCT306	Intermediate Accounting II	• BUS 205	Intermediate Accounting II
• ACCT360	Managerial Accounting	• BUS 123	Principles of Accounting II
• ACCT431	Federal Income Taxation	• BUS 220	Federal Tax Procedures
• ACCT454	Accounting Information Systems with Lab	• BUS 131 And • BUS 132	Accounting W/ QuickBooks And Accounting W/Sage

**Business Administration Bachelor's Degree Program – BLOCK CREDIT**

DeVry University Courses		Interactive College of Technology Courses
<b>Communication Skills</b>		Up to 6 semester-credit hours of coursework in an applicable communication skills discipline can be applied as communication skills credit toward this program.
• ENGL112	Composition	Fulfilled by Block Credit
• ENGL135	Advanced Composition	Fulfilled by Block Credit
• ENGL216	Technical Writing	<b>Not fulfilled by Block Credit</b>
• SPCH275	Public Speaking	<b>Not fulfilled by Block Credit</b>
<b>Humanities</b>		Up to 6 semester credit hours of coursework in any applicable humanities discipline can be applied as humanities credit toward this program.
• HUMN303	Introduction to the Humanities	Fulfilled by Block
• ETHC445	Principles of Ethics	Fulfilled by Block
• LAS432	Technology, Society, and Culture	<b>Must be taken at DeVry</b>
<b>Social Sciences</b>		Up to 9 semester credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.
• LAWS310	The Legal Environment	Fulfilled by Block Credit
• SOCS185	Culture and Society	Fulfilled by Block Credit
• SOCS325	Environmental Sociology	<b>Not fulfilled by Block Credit</b>
<b>Mathematics and Natural Sciences</b>		Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.
• MATH114	Algebra for College Students	Fulfilled by Block Credit
• MATH221	Statistics for Decision-Making	<b>Not fulfilled by Block Credit</b>
• SCI228	Nutrition, Health and Wellness with Lab	<b>Not fulfilled by Block Credit</b>
<b>Personal and Professional Development</b>		
• CARD405	Career Development	<b>Must be taken at DeVry</b>
• COLL148	Critical Thinking and Problem Solving	<b>Must be taken at DeVry</b>
<b>Business Core</b>		
• ACCT212	Financial Accounting	Fulfilled by Block Credit
• BIS155	Data Analysis with Spreadsheets with Lab	Fulfilled by Block Credit
• BUSN115	Introduction to Business and Technology	Fulfilled by Block Credit
• BUSN319	Marketing	<b>Not fulfilled by Block Credit</b>
• COMP100	Computer Applications for Business with Lab	Fulfilled by Block Credit
• MGMT303	Principles of Management	Fulfilled by Block Credit
<b>Finance and Management</b>		
• ACCT346	Managerial Accounting	Fulfilled by Block Credit
• BIS245	Database Essentials for Business with Lab	Fulfilled by Block Credit
• BUSN379	Finance	<b>Not fulfilled by Block Credit</b>
• ECON312	Principles of Economics	<b>Not fulfilled by Block Credit</b>
• ACCT434 OR • MGMT404	Advanced Cost Management ( <i>Accounting students</i> ) Project Management ( <i>All other students</i> )	Fulfilled by Block Credit (MGMT404)
<b>Senior Project</b>		
• BUSN460	Senior Project	<b>Must be taken at DeVry</b>
<b>Electives</b>		Up to 9 credit hours of qualifying prior college coursework not meeting other program requirements may be applied toward elective hours.
The following are suggested electives.		
• CIS115	Logic and Design	Fulfilled by Block Credit
• MGMT408	Management of Technology Resources	Fulfilled by Block Credit
• SEC310	Principles and Theory of Security Management	Fulfilled by Block Credit
<b>Major/Concentration</b>		Students select a major/concentration. Majors/concentrations require 27-28 credit hours. See the academic catalog for details.

<b>Business Administration Bachelor's Degree Program</b>			
<b>DeVry University Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Communication Skills</b>		Up to 6 semester-credit hours of coursework in an applicable communication skills discipline can be applied as communication skills credit toward this program.	
• ENGL112	Composition	• LAS 190	College Composition
• SPCH275	Public Speaking	• LAS 200	Oral Presentation and Communication
<b>Social Sciences</b>		Up to 9 semester credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.	
• SOCS185	Culture and Society	• SOC 110	Introduction to Sociology
<b>Mathematics and Natural Sciences</b>		Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.	
• MATH114	Algebra for College Students	• MAT 120	Essentials of Algebra +
• MATH221	Statistics for Decision-Making	• MAT 180	Introduction to Applied Statistics
<b>Business Core</b>			
• ACCT212	Financial Accounting	• BUS 122	Principles of Accounting I
• BUSN319	Marketing	• BUS 150	Principles of Marketing
• COMP100	Computer Applications for Business with Lab	• AOT 130 And • AOT 250 Or • CIS 150	Microsoft Word w/Certification And Microsoft Excel w/Certification Or Survey of Computer Applications
• MGMT303	Principles of Management	• BUS 130	Introduction to Management
<b>Finance and Management</b>			
• ACCT346	Managerial Accounting	• BUS 123	Principles of Accounting II
• BIS245	Database Essentials for Business with Lab	• AOT 260	Microsoft Access w/Certification
• ECON312	Principles of Economics	• SOC 120 And • SOC 130	Principles of Macroeconomics And Principles of Microeconomics
• ACCT434 OR • MGMT404	Advanced Cost Management ( <i>Accounting students</i> ) Project Management ( <i>All other students</i> )	• AOT 280	Project Management Techniques
<b>Major/Concentration</b>			
<b>Accounting</b>			
• ACCT304	Intermediate Accounting I	• BUS 200	Intermediate Accounting I
• ACCT305	Intermediate Accounting II	• BUS 205	Intermediate Accounting II
• ACCT429	Federal Income Taxation	• BUS 220	Federal Tax Procedures
• ACCT451	Accounting Information Systems with Lab	• BUS 131 And • BUS 132	Accounting W/ QuickBooks And Accounting W/Sage
<b>Finance</b>			
• ACCT304	Intermediate Accounting I	• BUS 200	Intermediate Accounting I
• ACCT429	Federal Income Taxation	• BUS 220	Federal Tax Procedures
<b>Human Resource Management</b>			
• HRM320	Employment Law	• BUS 175	Advanced Employment Law
• HRM410	Strategic Staffing	• BUS 190	Recruiting and Selection
• HRM420	Training and Development	• BUS 245	Training and Professional Development
• HRM430	Compensation and Benefits	• BUS 255 And • BUS 270	Employee Benefits Administration And Principles of Compensation
• MGMT410	Human Resource Management	• BUS 230	Human Resource Management
<b>Small Business Management and Entrepreneurship</b>			
• BUSN258	Customer Relations	• AOT 210	Customer Relationship Management
• MGMT410	Human Resource Management	• BUS 230	Human Resource Management

<b>Business Administration Bachelor's Degree Program</b>			
<b>DeVry University Courses</b>		<b>Interactive College of Technology Courses</b>	
• SBE310	Small Business Management and Entrepreneurship	• SOC 220	Principles of Entrepreneurship
• SBE430	E-Commerce for Small Business	• BUS 260	E-Commerce for Small Business
• SBE440	Business Plan Writing for Small Businesses and Entrepreneurs	• BUS 290	Entrepreneurship Strategy & Business Plans

<b>Management Bachelor's Degree Program</b>			
<b>DeVry Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Communication Skills</b>			
• ENGL112	Composition	• LAS 190	College Composition
<b>Social Sciences</b>			
		Up to 6 semester-credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.	
• ECON312	Principles of Economics	• SOC 120 And • SOC 130	Principles of Macroeconomics And Principles of Microeconomics
• SOCS185	Culture and Society	• SOC 110	Principles of Sociology
<b>Mathematics and Natural Sciences</b>			
		Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.	
• MATH114	Algebra for College Students	• MAT 120	Essentials of Algebra +
• MATH221	Statistics for Decision-Making	• MAT 180	Introduction to Applied Statistics
<b>Additional General Education Selection</b>			
		Three semester-credit hours of coursework in any applicable general education discipline can be applied toward this program requirement.	
• SPCH275	Public Speaking	• LAS 200	Oral Presentation and Communication
<b>Business Core</b>			
• ACCT212	Financial Accounting	• BUS 122	Principles of Accounting I
• BUSN319	Marketing	• BUS 150	Principles of Marketing
• COMP100	Computer Applications for Business with Lab	• AOT 130 And • AOT 250 Or • CIS 150	Microsoft Word w/Certification And Microsoft Excel w/Certification Or Survey of Computer Applications
• MGMT303	Principles of Management	• BUS 130	Introduction to Management
<b>Management and Technology</b>			
• BIS245	Database Essentials for Business with Lab	• AOT 260	Microsoft Access w/Certification
• BUSN369	International Business	• BUS 280	Understanding Global Commerce
• MGMT404	Project Management	• AOT 280	Project Management Techniques
• MGMT410	Human Resource Management	• BUS 230	Human Resources Management
<b>Concentration</b>			
<b>Accounting</b>			
• ACCT304	Intermediate Accounting I	• BUS 200	Intermediate Accounting I
• ACCT305	Intermediate Accounting II	• BUS 205	Intermediate Accounting II
• ACCT429	Federal Income Taxation	• BUS 220	Federal Tax Procedures
• ACCT451	Accounting Information Systems with Lab	• BUS 131 And • BUS 132	Accounting W/ QuickBooks And Accounting W/Sage
<b>Finance</b>			
• ACCT304	Intermediate Accounting I	• BUS 200	Intermediate Accounting I
• ACCT429	Federal Income Taxation	• BUS 220	Federal Tax Procedures
<b>Human Resource Management</b>			
• HRM320	Employment Law	• BUS 175	Advanced Employment Law
• HRM410	Strategic Staffing	• BUS 190	Recruiting and Selection
• HRM420	Training and Development	• BUS 245	Training and Professional Development
• HRM430	Compensation and Benefits	• BUS 255 And • BUS 270	Employee Benefits Administration And Principles of Compensation
<b>Project Management</b>			
• ACCT360	Managerial Accounting	• BUS 123	Principles of Accounting II
<b>Small Business Management and Entrepreneurship</b>			
• BUSN258	Customer Relations	• AOT 210	Customer Relationship Management
• SBE310	Small Business Management and Entrepreneurship	• SOC 220	Principles of Entrepreneurship

**Management Bachelor's Degree Program**

<b>DeVry Courses</b>		<b>Interactive College of Technology Courses</b>	
• SBE430	E-Commerce for Small Business	• BUS 260	E-Commerce for Small Business
• SBE440	Business Plan Writing for Small Businesses and Entrepreneurs	• BUS 290	Entrepreneurship Strategy & Business Plans

<b>Technical Management Bachelor's Degree Program</b>			
<b>DeVry Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Communication Skills</b>			
• ENGL112	Composition	• LAS 190	College Composition
<b>Social Sciences</b>		Up to 6 semester-credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.	
• ECON312	Principles of Economics	• SOC 120 And	Principles of Macroeconomics And
• SOCS185	Culture and Society	• SOC 130	Principles of Microeconomics
<b>Mathematics and Natural Sciences</b>		• SOC 110	Principles of Sociology
Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.			
• MATH114	Algebra for College Students	• MAT 120	Essentials of Algebra
• MATH221	Statistics for Decision-Making	• MAT 180	Introduction to Applied Statistics
<b>Additional General Education Selection</b>		Three semester-credit hours of coursework in any applicable general education discipline can be applied toward this program requirement.	
• SPCH275	Public Speaking	• LAS 200	Oral Presentation and Communication
<b>Business Core</b>			
• ACCT212	Financial Accounting	• BUS 122	Principles of Accounting I
• BUSN319	Marketing	• BUS 150	Principles of Marketing
• COMP100	Computer Applications for Business with Lab	• AOT 130 And	Microsoft Word w/Certification And
		• AOT 250 Or	Microsoft Excel w/Certification Or
• MGMT303	Principles of Management	• CIS 150	Survey of Computer Applications
		• BUS 130	Introduction to Management
<b>Management and Technology</b>			
• BIS245	Database Essentials for Business with Lab	• AOT 260	Microsoft Access w/Certification
• MGMT404	Project Management	• AOT 280	Project Management Techniques
<b>Electives</b>		Up to 25 credit hours of qualifying prior college coursework not meeting other program requirements may be applied toward elective hours.	
The following are suggested electives.			
• BUSN369	International Business	• BUS 280	Understanding Global Commerce
<b>Technical Specialty</b>			
<b>General Technical Option</b>		Up to 27 credit hours of qualifying prior college coursework not meeting other program requirements may be applied toward the technical specialty hours.	
<p><i>The general technical option is designed for students who wish to apply prior coursework to a particular career area. DeVry coursework, qualifying coursework from a prior college experience, or a combination of DeVry and qualifying prior coursework may apply.</i></p> <p><i>The following disciplines can apply to the General Technical Option with a minimum of 23 credit hours in a particular career area. The remaining four credit hours are taken at DeVry. The following are examples of course distribution into the GTO. Other courses not listed may apply to the GTO.</i></p>			
<b>Human Resource Management</b>			
• BUS 170	Business Law & Ethics	• BUS 255	Employee Benefits Administration
• BUS 190	Recruiting and Selection	• BUS 265	Principles of Payroll
• BUS 230	Human Resource Mgmt.	• BUS 275	Strategic HR Management
• BUS 245	Training and Professional Development	• HRM410	Strategic Staffing



<b>Technical Management Bachelor's Degree Program</b>			
<b>DeVry Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Office Technology– Accounting</b>			
• BUS 123	Principles of Accounting II	• BUS 205	Intermediate Accounting II
• BUS 131	Accounting w/ QuickBooks	• BUS 210	Introduction to Cost Accounting
• BUS 132	Accounting w/ Sage	• BUS 220	Federal Tax Procedures
• BUS 200	Intermediate Accounting I		
<b>Office Technology– Business Information Systems: Graphic Presentation</b>			
• AOT 220	Professional Publications w/ Publisher	• AOT 300	Graphic Design with Adobe Photoshop
• AOT 240	Business Schematics using Visio	• OFT 100	Business Keyboarding I
• AOT 270	Microsoft PowerPoint w/ Certification	• OFT 120	Business Keyboarding II
• AOT 290	Microsoft Outlook w/ Certification	• OFT 121	Business Keyboarding III
<b>Office Technology– Medical Office Administration</b>			
• AOT 210	Customer Relationships Management	• MED 211	Electronic Health Records
• MED 101	Medical Office Applications	• MED 220	CMAA and CEHRS Certification
• MED 102	Intro to Healthcare Insurance & Billing	• OFT 100	Business Keyboarding I
• MED 104	Medical Terminology	• OFT 108	Numeric Entry
• MED 133	Medical Law and Ethics		
<b>Accounting</b>			
• ACCT304	Intermediate Accounting I	• BUS 122	Principles of Accounting I
• ACCT305	Intermediate Accounting II	• BUS 123	Principles of Accounting II
• ACCT429	Federal Income Taxation	• BUS 220	Federal Tax Procedures
• ACCT451	Accounting Information Systems with Lab	• BUS 131 And • BUS 132	Accounting W/ QuickBooks And Accounting W/Sage
<b>Finance</b>			
• ACCT304	Intermediate Accounting I	• BUS 122	Principles of Accounting I
• ACCT429	Federal Income Taxation	• BUS 220	Federal Tax Procedures
<b>Human Resource Management</b>			
• HRM320	Employment Law	• BUS 175	Advanced Employment Law
• HRM410	Strategic Staffing	• BUS 190	Recruiting and Selection
• HRM420	Training and Development	• BUS 245	Training and Professional Development
• HRM430	Compensation and Benefits	• BUS 255 And • BUS 270	Employee Benefits Administration And Principles of Compensation
• MGMT410	Human Resource Management	• MGMT410	Human Resource Management
<b>Project Management</b>			
• ACCT360	Managerial Accounting	• BUS 123	Principles of Accounting II
<b>Small Business Management and Entrepreneurship</b>			
• BUSN258	Customer Relations	• AOT 210	Customer Relationship Management
• MGMT410	Human Resource Management	• MGMT410	Human Resource Management
• SBE310	Small Business Management and Entrepreneurship	• SOC 220	Principles of Entrepreneurship
• SBE430	E-Commerce for Small Business	• BUS 260	E-Commerce for Small Business

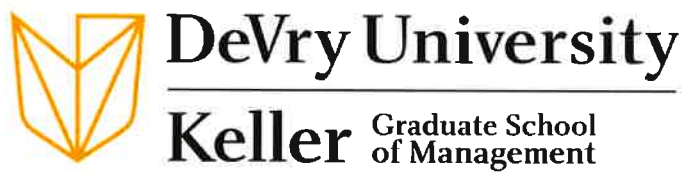
<b>Technical Management Bachelor's Degree Program</b>			
<b>DeVry Courses</b>		<b>Interactive College of Technology Courses</b>	
• SBE440	Business Plan Writing for Small Businesses and Entrepreneurs	• BUS 290	Entrepreneurship Strategy & Business Plans

<b>Computer Information Systems Bachelor's Degree Program</b>			
<b>DeVry University Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Communication Skills</b>		Up to 6 semester-credit hours of coursework in an applicable communication skills discipline can be applied as communication skills credit toward this program.	
• ENGL112	Composition	• LAS 190	College Composition
• SPCH275	Public Speaking	• LAS 200	Oral Presentation and Communication
<b>Social Sciences</b>		Up to 9 semester-credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.	
• ECON312	Principles of Economics	• SOC 120 And	Principles of Macroeconomics And
		• SOC 130	Principles of Microeconomics
• SOCS185	Culture and Society	• SOC 110	Principles of Sociology
<b>Mathematics and Natural Sciences</b>		Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.	
• PHYS204	Applied Physics with Lab	• PHY 190	Physics
<b>Tech Core</b>			
• CEIS106	Introduction to Operating Systems	• CIS 210 Or	MTA Operating System Fundamentals Or
		• CIS 161	Applied OS and Security
• CEIS110	Introduction to Programming	• ICT 136	Programming Fund. With VB.Net
• NETW190	Fundamentals of Information Technology & Networking I	• CIS 211 Or	Advanced Networking and Protocols Or
		• CIS 250	MTA Networking Fundamentals
• SEC285	Fundamentals of Information Security	• CIS 260 Or	Microsoft Security Fundamentals Or
		• CIS 230	Security + Certification
<b>Application Development</b>			
• CIS363B	Web Interface Design with Lab	• ICT 288	Web Development Using Dreamweaver

<b>Healthcare Administration Bachelor's Degree Program</b>			
<b>DeVry University Courses</b>		<b>Interactive College of Technology Courses</b>	
<b>Communication Skills</b>		Up to 6 semester-credit hours of coursework in an applicable communication skills discipline can be applied as communication skills credit toward this program.	
• ENGL112	Composition	• LAS 190	College Composition
• SPCH275	Public Speaking	• LAS 200	Oral Presentation and Communication
<b>Social Sciences</b>		Up to 9 semester-credit hours of coursework in any applicable social science discipline can be applied as social science credit toward this program.	
• ECON312	Principles of Economics	• SOC 120 And • SOC 130	Principles of Macroeconomics And Principles of Microeconomics
• SOCS185	Culture and Society	• SOC 110	Principles of Sociology
<b>Mathematics and Natural Sciences</b>		Three semester-credit hours of coursework in any applicable natural sciences discipline can be applied as natural science credit toward this program.	
• MATH114	Algebra for College Students	• MAT 120	Essentials of Algebra
• MATH221	Statistics for Decision-Making	• MAT 180	Introduction to Applied Statistics
<b>Business and Technology</b>			
• ACCT212	Financial Accounting	• BUS 122	Principles of Accounting I
• ACCT346	Managerial Accounting	• BUS 123	Principles of Accounting II
• BIS245	Database Essentials for Business with Lab	• AOT 260	Microsoft Access w/Certificate
• COMP100	Computer Applications for Business with Lab	• AOT 130 And • AOT 250 Or • CIS 150	Microsoft Word w/Certification And Microsoft Excel w/Certification Or Survey of Computer Applications
• MGMT303	Principles of Management	• BUS 130	Introduction to Management
• MGMT404	Project Management	• AOT 280	Project Management Techniques
<b>Healthcare Management Track</b>			
• BUSN319	Marketing	• BUS 150	Principles of Marketing
• MGMT410	Human Resource Management	• BUS 230	Human Resources Management

**APPENDIX C**

DeVry Licensed Marks



**APPENDIX D**

ICT Licensed Marks



**INTERACTIVE**  
**COLLEGE**  
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