



ARTICULATION MEMORANDUM OF UNDERSTANDING

BETWEEN

COLUMBIA SOUTHERN UNIVERSITY
21982 University Lane, Orange Beach, AL 36561, USA

AND

UC EDUCATION INC., doing business as UNIVERISTY OF FREDERICTON
371 Queen Street, Suite 400, Fredericton, NB E3B 1B1, Canada

1. PURPOSE

The purpose of this Memorandum of Understanding (MOU) between **Columbia Southern University (CSU)** and **University of Fredericton (UFred)** is to establish criteria for a transfer credit and program acceptance agreement. This agreement allows the transferability of credit between both institutions, where applicable. A transfer credit equivalency grid of **UFRED** courses that will be accepted for credit by **CSU** is provided in APPENDIX A, and the same has been provided for transfer equivalency of **CSU** courses to **UFred** in APPENDIX B.

2. FACILITATING COOPERATION

A. **CSU** and **UFred** mutually agree to:

1. Identify a point of contact, respectively, to coordinate the review of coursework and determine transfer of credit to **CSU** or **UFred** programs.
2. Provide respective official logos and approved text and authorize the other Party to use such logo and text to promote the program, provided the respective materials are approved in writing by the Parties. Use of materials approved or otherwise, outside of the agreement is expressly prohibited without prior authorization and written consent.
3. Inform students that tuition, fees, and other costs shall be paid by the student directly to the institution delivering the applicable course. Neither **CSU** or **UFred** is responsible to pay any student tuition, fees, or other costs to the partner institution.
4. Grant letters of permission to students seeking to complete coursework with the partner institution as outlined in attached appendices.

B. **CSU** shall:

COLUMBIA SOUTHERN UNIVERSITY

1. Provide **UFred** students and graduates with **CSU** degree program requirements. Program information is located publicly on the **CSU** website and in the **CSU** university catalog. All **CSU** associate and bachelor's degree courses and programs are eligible for **UFred** credit consideration and review by the appropriate **CSU** authority.
2. Provide **UFred** and graduates with **CSU's** admission requirements, and institutional policies and procedures. **UFred** students and graduates are required to follow all **CSU** requirements, policies, and procedures for all degree programs.
3. Provide **UFred** students, faculty, staff, and their families with a **Learning Partner** discount of 10% for all courses taken at **CSU**.
4. Deploy a **UFred**-specific landing page with instructions and transfer credit requirements for prospective students.
5. Notify **UFred** of any curriculum, course, or admission changes that affect this MOU, including courses that are added, dropped, or modified. **CSU** reserves the right to modify degree program requirements at any time to preserve the University's best practices and program integrity. **CSU** policies, regulations, procedures, and curricula are subject to change without prior notice, if necessary, to keep the University in compliance with accrediting and regulatory guidelines.
6. Provide, upon **UFred's** request and for the purposes of determining applicability to **UFred** programs, **CSU** course materials, including course syllabi, course learning outcomes and course study hours.
7. Inform **CSU** students and graduates of the terms of this **MOU** and provide the **UFred**-pathways URL.

C. **UFred** shall:

1. Provide **CSU** students and graduates with **UFred** degree program requirements. Program information is located publicly on the **UFred**. All **UFred** associate and bachelor's degree courses and programs are eligible for **CSU** credit consideration and review by the appropriate **UFred** authority.
2. Provide **CSU** and graduates with **UFred's** admission requirements, and institutional policies and procedures. **CSU** students and graduates are required to follow all **UFred** requirements, policies, and procedures for all degree programs.
3. Deploy a **CSU**-specific landing page with instructions and transfer credit requirements for prospective students.
4. Notify **CSU** of any curriculum, course, or admission changes that affect this MOU, including courses that are added, dropped, or modified. **UFred** reserves the right to modify degree program requirements at any time to preserve the University's best practices and program integrity. **UFred** policies, regulations, procedures and curricula are subject to change without prior notice, if necessary, to keep the University in compliance with accrediting and regulatory guidelines.

5. Provide, upon **CSU's** request and for the purposes of determining applicability to **CSU** degree programs, **UFred** course materials, including course syllabi, course learning outcomes and course study hours.
6. Notify **CSU** of any course changes that affect this **MOU**, including courses that are added, dropped, or modified.
7. Inform **UFred** students and graduates of the terms of this **MOU** and provide the **CSU**-specific URL.

3. APPLICABILITY, REVIEW, AND EFFECTIVE DATE

- A. **Applicability:** This **MOU** applies to both parties and to any and all of their respective employees, agents, and consultants involved in course design, maintenance, documentation, and delivery, as well as evaluation of course materials and students. Nothing in this **MOU** shall take precedence or negate in any way the policy, directives, and procedures of the respective signatory. Conflicts between this document and any other guidance shall be referred to the respective point of contact (Appendix B) for resolution. If a satisfactory resolution cannot be achieved at this level, the responsible points of contact shall refer the matter to the signatories of this **MOU** through their respective channels.
- B. When requested by either party, the parties will convene to consider whether this **MOU** remains beneficial to both parties and will consider all potential modifications or updates to optimize the **MOU**.
- C. This **MOU** is effective upon acceptance of both parties as indicated by the authorized signatures below. It shall continue in force for three (3) years. A sixty-day period of effectiveness begins prior to the end of the **MOU**, which provides opportunity for both parties to discuss and consider an additional two (2) year term.

4. VOLUNTARY CHARACTER OF RELATIONSHIP

Each Party:

- A. acknowledges their voluntary participation in this cooperative arrangement and in doing so imposes no obligation to expend money or other resources beyond the simple administrative actions outlined in this **MOU**.
- B. agrees to bear its own cost of participation in this **MOU**. All costs incurred under this **MOU** are gratuitously rendered and will not result in a charge or obligation to the other Party.
- C. agrees the relationship of the Parties under this **MOU** and any resulting written agreements shall be that of independent contractors, and neither Party shall be deemed, nor shall hold itself out as being, a broker, employee, servant, or agent of the other Party.
- D. agrees neither Party shall be liable for the acts, statements, or representations of the other which in any way relate to this **MOU**.

5. TERMINATION

Either Party, without cause, may terminate this **MOU** with a ninety-day written notice to the other Party.

- A. Upon notice of termination, both Parties will update their respective websites within 30 calendar days of the termination date.
- B. **CSU** agrees to accept validated transfer credits presented to **CSU** by a student through the close of business on the termination date.
- C. Notwithstanding the foregoing, either Party may immediately terminate this agreement in the event that participation under the agreement gives rise to a violation of any requirement of federal or state/provincial law, regulation, or the requirements of any accrediting agency having jurisdiction.

Signatures on Next Page

Columbia Southern University

University of Fredericton



Academic Program Director - Safety



Vice-President Academic

Rachel S.
Farris

Digitally signed by Rachel
S. Farris
Date: 2022.08.11
14:00:05 -05'00'

Registrar

Joe Manjone

Digitally signed by Joe
Manjone
Date: 2022.08.11
15:02:21 -05'00'

**Assistant Provost International
Partnerships**

Misti Kill

Digitally signed by Misti
Kill
Date: 2022.08.12
09:36:45 -05'00'

Vice Provost

Janell Gibson

Digitally signed by Janell
Gibson
Date: 2022.08.12
10:47:15 -05'00'

Provost

APPENDIX A

CSU Bachelor of Science Degree in Occupational Safety and Health
Applicable to students completing the following University of Fredericton (UFred) program:

Associate Degree in Occupational Health and Safety, AOHS
(Program currently under development)

CSU Degree Requirements	Required Semester Credits	UFred Transfer Courses	UFred Transfer Credits*	Credits to take at CSU
<i>Major Requirements + Program Electives</i>	57		33	24
Major Requirements	39	To receive the transfer credit shown in the Major Requirements category, courses must be completed as outlined below.	15	24
ENV 4303 Environmental Technology	3			
FIR 4311 Fire Prevention and Code Enforcement	3			
OSH 2301 Introduction to Workplace Safety	3	OHS 2523 Hazard Identification, Risk Assessment, and Control II	3	
OSH 3301 Fundamentals of OSH	3	The following UFred courses would be combined for possible transfer credit to CSU's OSH 3301: <ul style="list-style-type: none"> • OHS 1002 Introduction to Occupational Health and Safety • OHS 1532 Incident Investigation and Response 	3	
OSH 3302 Legal Aspects of Safety and Health	3	BUSI 1813 Law and Ethics	3	
OSH 3304 Construction Safety	3			
OSH 3305 Industrial Ergonomics	3			
OSH 3308 Interactions of Hazardous Materials	3			
OSH 3310 Total Environmental Health and Safety Management	3	OHS 1613 Safety Management Systems	3	
OSH 4301 OSHA Standards	3			
OSH 4302 Toxicology	3			

OSH 4303 Industrial Hygiene	3	OHS 2443 Industrial/Occupational Hygiene II	3	
OSH 4308 Advanced Concepts in Environmental Safety Management	3			
Program Electives	18	18 hours from the following UFred courses would be reviewed to meet the Program Electives requirement:	18	0
ENV 3301 Assessing Environmental Science	3			
ENV 4302 Environmental Strategies	3	OHS 1313 Environmental Management	3	
FIR 2302 Principles of Fire and Emergency Services Safety and Survival	3			
OSH 2302 Introduction to Regulatory Compliance	3			
OSH 2303 Hazardous Materials Safety	3			
OSH 2304 Introduction to Contractor Safety	3			
OSH 2305 Fleet and Driver Safety	3			
OSH 3306 Workers' Compensation	3	DISM 1103 Introduction to Disability Management	3	
OSH 3309 Training and Development	3	OHS 1213 Safety Training: An Introduction to the Fundamental Principles	3	
OSH 4304 Process Safety Management	3			
OSH 4305 Accident Investigation	3			
OSH 4306 Risk Management	3	OHS 1513 Hazard Identification, Risk Assessment, and Controls	3	
		DISM 1113 Disability Management Essential Program Elements	3	
		The following UFred courses would be combined for 3 hours of possible transfer credit: <ul style="list-style-type: none"> • MGMT 1212 Organizational Behavior I for Occupational Health and Safety • MGMT 1222 Organizational Behavior II for Occupational Health and Safety 	3	
		OHS 1433 Industrial/Occupational Hygiene	3	
		OHS 1503 Fundamentals of Auditing	3	
		OHS 1703 Fire Management	3	
		OHS 1993 Guided Practicum	3	
		OHS 2223 Training II	3	
		OHS 2323 Environmental Management II	3	
		OHS 2623 Safety Management and Measurement Systems II	3	
		OHS 2996 Applied Practicum	6	
CSU Degree Requirements	Required Semester Credits	UFred Transfer Courses	UFred Transfer Credits*	Credits to take at CSU

Open Electives + General Education	63		27	36
Open Electives	33	The UFred course listed below, UFred listed in CSU's Program Electives category, and UFred General Education Courses not applied to CSU's general education requirements may be reviewed for CSU's Open Elective requirement:		
		MATH 1103 Introduction to Math and Statistics	3	
		SCI 1003 Introduction to Chemistry and Biology	3	
General Education	30			
Total Credits Required Bachelor of Science in Occupational Safety and Health	120		60	60

**CSU General Education Requirements –
University of Fredericton (UFred) General Education Options in the
Associate Degree in Occupational Health and Safety, AOHS**

CSU General Education Requirements and Course Options	Required Semester Credits	UFred General Education Courses	UFred Credits
CSU Humanities and Fine Arts - Group A Course Options:	3		
ART 1301 Art Appreciation I	3		
ART 1302 Art Appreciation II	3		
HUM 2301 Historic Tour of Italy	3		
LIT 2301 War in Literature	3		
PHI 2302 Contemporary Ethics	3		
PHL 2350 (PHI 2301) Philosophies of World Religions	3		
CSU Humanities and Fine Arts – Group B Course Options:	3		
ART 1301 Art Appreciation I	3		
ART 1302 Art Appreciation II	3		
COM 1301 Introduction to Communication	3		
COM 1302 Fundamentals of Speech Communication	3		
COM 2301 Professional Communication	3	COMM 1303 Introduction to Communications for Occupational Health and Safety	3
ENG 3301) Technical Writing	3		
HUM 2301 Historic Tour of Italy	3		
LIT 2301 War in Literature	3		

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PHI 1301 Critical Thinking	3		
PHI 2302 Contemporary Ethics	3		
PHL 2350 (PHI 2301) Philosophies of World Religions	3		
CSU Social/Behavioral Sciences - Group Course Options:	3		
ECO 2301 Principles of Microeconomics	3		
ECO 2302 Principles of Macroeconomics	3		
POL 1301 Introduction to Political Science	3		
POL 2301 United States Government	3		
POL 2302 American State and Local Politics	3		
POL 2303 Politics and Terrorism	3		
PSY 1301 General Psychology	3		
PSY 2301 Abnormal Psychology	3		
SOC 1301 Introduction to Sociology	3		
SOC 2302 Cultural Geography	3		
CSU Natural Sciences - Group Course Options:	9	(Non-Majors Biology, General Chemistry I, and Physics I are required)	
BIO 1301 Non-Majors Biology (required)	3		
CHM 1301 General Chemistry I (required)	3		
PHY 1301 Physics I (required)	3		
CSU Mathematics – Group Course Options:	3	(College Algebra, or higher, and grade of C or better required)	
MAT 1302 College Algebra	3		
MAT 1303 Algebra and Trigonometry	3		
MAT 1304 Finite Math	3		
MAT 2301 Elementary Statistics	3		
MAT 2302 Pre-Calculus	3		
MAT 2303 Calculus	3		
CSU History - Group Course Options:	3		
HIS 1301 American History I	3		
HIS 1302 American History II	3		
HIS 1303 United States Military History I	3		
HIS 1304 United States Military History II	3		
HIS 1305 Western Civilization I	3		

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HIS 1306 Western Civilization II	3		
HIS 2301 Medieval History	3		
CSU English Composition - Group Course:	6	(Grade of C or better required)	
ENG 1301 English Composition I	3		
ENG 1302 English Composition II	3		

* Transfer Credit/General Notes:

- Direct transfer credit for a Major Requirement, Program Electives, or General Education course requires the transfer course to be a minimum of 3 semester hours.
- Credit awarded is subject to degree requirements at the time of enrollment.
- Program Elective application dependent upon program director approval.
- CSU is in the process of converting to new course numbers and anticipates completion by July 1, 2022.
- Actual number of transfer credit hours awarded (and therefore the number of hours to be completed at CSU) will be based on actual courses completed successfully at UFred for which there exists a CSU equivalent and could be more or less than the number of transfer credits in the example above. Please note, CSU accepts a maximum of 90 semester hours of transfer credit in the bachelor's degree program.

UFred AOHS Associate Degree in Occupational Health and Safety curriculum and course descriptions:
[AOHS: Associate Degree in Occupational Health and Safety - University of Fredericton \(ufred.ca\)](#)

Associate Degree in Occupational Health and Safety

Applicable to graduates, students, and visiting students of the following Columbia Southern University (CSU) program:

Bachelor of Science Degree in Occupational Safety and Health

UFred Degree Requirements	Required Semester Credits	CSU Transfer Courses	CSU Transfer Credits*	Credits to take at UFred
Program Requirements	54	To receive the transfer credit, courses must be completed as outlined below.	15	42
OHS 1002 Introduction to OHS	1.5	OSH 3301 Fundamentals of OSH	1.5	
COMM 1303 Introduction to Communications for OHS	3			
MATH 1103 Introduction to Math and Statistics	3			
SCI 1003 Introduction to Chemistry and Biology	3			
MGMT 1212 Organizational Behaviour I for OHS	1.5			
OHS 1532 Incident Investigation and Response	1.5	OSH 4305 Accident Investigation	1.5	
OHS 1213 Safety Training: An Intro to the Fundamental Principles	3			
OHS 1613 Safety Management Systems	3	OSH 3310 Total Environmental Health and Safety Management		
OHS 1513 Hazard Identification, Risk Assessment, and Controls	3	OSH 4306 Risk Management	3	
OHS 1433 Industrial/Occupational Hygiene	3	OSH 4303 Industrial Hygiene	3	
OHS 1313 Environmental Management	3	ENV 4302 Environmental Strategies	3	
OHS 1993 Guided Practicum	3			
MGMT 1222 Organizational Behaviour II for OHS	1.5			
BUSI 1813 Law and Ethics	3			
OHS 2623 Safety Management Systems and Measurement Systems II	3			
OHS 2523 Hazard Identification, Risk Assessment, and Controls II	3			
OHS 2443 Industrial/Occupational Hygiene II	3			
OHS 2323 Environmental Management II	3		3	
OHS 2996 Applied Practicum	6			

Program Electives	6	The following CSU courses meet the Program Electives requirement:		
DISM 1103 Introduction to Disability Management	3			
DISM 1113 Disability Management Essential Program Elements	3			
OHS 1703 Fire Management	3			
OHS 1403 Fundamentals of Auditing	3			
OHS 2223 Training II	3			
		OSH 3304 Construction Safety	3	
		OSH 4308 Advanced Concepts in Occupational Safety and Health	3	
		ENV 4303 Environmental Technology	3	
		OSH 3308 Interactions of Hazardous Materials	3	
		OSH 4301 OSHA Standards	3	
		OSH 4302 Toxicology	3	
		ENV 3301 Assessing Environmental Science	3	
		FIR 2302 Principles of Fire and Emergency Services Safety and Survival	3	
		OSH 2302 Introduction to Regulatory Compliance	3	
		OSH 2303 Hazardous Materials Safety	3	
		OSH 2304 Introduction to Contractor Safety	3	
		OSH 2305 Fleet and Driver Safety	3	
		OSH 4304 Process Safety Management	3	
Total Credits Required AOHS	60			