

CERTIFICATIONS

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Although certain programs at Kaplan University are designed to prepare students to take various certification or licensing exams, the University cannot guarantee the student will be eligible to sit for or pass those exams. In some cases, work experience, additional coursework beyond the Kaplan University program, fieldwork, and/or background checks may be necessary to be eligible to take or to successfully pass the exams. Students should research the requirements in the state in which they intend to seek employment and refer to the certification or licensing body's website for full eligibility requirements.

**College of Social and Behavioral Sciences
and School of Education**

Program Name	Credits	Possible Certifications
Applied Behavior Analysis Postbaccalaureate Certificate	30	Board Certified Assistant Behavior Analyst (BCaBA) [Requires 1,000 hours of fieldwork, which can be completed as part of the Kaplan University program or can be earned post-graduation in order to be eligible to sit for this certification exam] Note: Some states are now requiring Behavior Analysts be licensed with the state—PA being one of them.
Autism Spectrum Disorders (ASD) Postbaccalaureate Certificate	24	None
Graduate Certificate in Addictions	40	NAADAC National Certified Addiction Counselor LCAC I and LCAC II [Requires current credential or license as a Substance Use Disorder/Addiction counselor issued by a state or credentialing authority; individuals must also meet experience requirements] Possible state addictions counselor licensure; requirements vary by state
Graduate Certificate in Industrial/Organizational Psychology	30	None
Human Services Certificate in Child and Family Services	43	None
Human Services Certificate in Elder Care Services	43	None
Postgraduate Certificate in Applied Behavior Analysis	35	Board Certified Behavior Analyst (BCBA) [Requires 1,500 hours of fieldwork, which can be completed as part of the Kaplan University program or can be earned post-graduation in order to be eligible to sit for this certification exam] Note: Some states are not requiring Behavior Analysts be licensed with the state—PA being one of them.
Bachelor of Science in Communication	180	None
Bachelor of Science in Early Childhood Administration	180	Program could potentially meet state director certification requirements (Birth–Ages 5/8) [Requirements vary by state] Child Development Associate (CDA) Credential [Additional training requirements are needed outside of coursework]
Bachelor of Science in Human Services in Youth/Family Services and Administration	180	Human Services—Board Certified Practitioner (HS-BCP) [Students must meet post-degree experience requirements in order to earn the credential]
Bachelor of Science in Liberal Studies	180	None
Bachelor of Science in Psychology in Addictions	180	NAADAC National Certified Addiction Counselor LCAC I and LCAC II [Requires current credential or license as a Substance Use Disorder/Addiction counselor issued by a state or credentialing authority; individuals must also meet experience requirements] Possible state addictions counselor license; requirements vary by state

**College of Social and Behavioral Sciences
and School of Education**

Program Name	Credits	Possible Certifications
Bachelor of Science in Psychology in Applied Behavior Analysis	180	Board Certified Assistant Behavior Analyst (BCaBA) [Requires 1,000 hours of fieldwork, which can be completed as part of the Kaplan University program or can be earned post-graduation in order to be eligible to sit for this certification exam] Note: Some states are now requiring Behavior Analysts be licensed with the state—PA being one of them.
Bachelor of Science in Psychology in Industrial/Organizational Psychology	180	None
Master of Science in Human Services <i>Concentrations:</i> Family and Community Services, Organizational and Social Services	45	Human Services—Board Certified Practitioner (HS-BCP) [Students must meet post-degree experience requirements in order to earn the credential]
Master of Science in Psychology <i>Concentrations:</i> Addictions, Applied Behavior Analysis, General Psychology, Industrial/Organizational Psychology <i>Tracks:</i> Practicum, Comprehensive Exam, Thesis	60–75	<i>Addictions Concentration:</i> Possible state addictions counselor licensure; requirements vary by state NAADAC National Certified Addiction Counselor—Master Addictions Counselor (MAC) [Requires current credential or license as a Substance Use Disorder/Addiction counselor issued by a state or credentialing authority; individuals must also meet experience requirements] <i>Applied Behavior Analysis Concentration:</i> Board Certified Behavior Analyst (BCBA) [Requires 1,500 hours of fieldwork, which can be completed as part of the Kaplan University program or can be earned post-graduation in order to be eligible to sit for this certification exam] Note: Some states are not requiring Behavior Analysts be licensed with the state—PA being one of them. <i>General Psychology Concentration:</i> None <i>Industrial/Organizational Psychology Concentration:</i> None

Department of Public Safety

Program Name	Credits	Possible Certifications
Corrections Certificate	36	None
Crime Scene Technician Certificate	41	None
Management and Supervision Certificate in Criminal Justice	36	None
Private Security Certificate	53	Certified Protection Professional (CPP) [Requires 9 years of experience or 7 years of experience + bachelor's degree; program provides knowledge that may assist in the exam when the individual is qualified]
Associate of Applied Science in Criminal Justice <i>(Only available to military students)</i>	90	None
Associate of Applied Science in Criminal Justice and Criminology	90	None
Associate of Applied Science in Fire Science	90	None
Associate of Applied Science in Public Safety and Security	90	None
Bachelor of Science in Corrections	180	None
Bachelor of Science in Criminal Justice <i>Concentrations: Crime Scene Investigation, Forensic Psychology, Homeland Security, Juvenile Justice, Law Enforcement</i>	180	None
Bachelor of Science in Fire and Emergency Management	180	Federal Emergency Management Agency (FEMA) credit for specific courses
Bachelor of Science in Fire Science	180	Federal Emergency Management Agency (FEMA) credit for specific courses
Master of Public Administration <i>Concentrations: Criminal Justice, General MPA, Emergency and Disaster Management, Governmental Management, Health Care Management</i> <i>Tracks: Applied Research, Comprehensive Exam</i>	55	None
Master of Science in Criminal Justice <i>Concentrations: Corrections, Global Issues in Criminal Justice, Law, Leadership and Executive Management</i> <i>Tracks: Applied Research, Comprehensive Exam</i>	55	None
Master of Science in Homeland Security and Emergency Management	55	None

Department of Legal Studies

Program Name	Credits	Possible Certifications
Legal Secretary Certificate	31	None
Pathway to Paralegal Postbaccalaureate Certificate	36	None
Associate of Applied Science in Legal Support and Services	90	National Association for Legal Assistants-Paralegals (NALA) Certified Paralegal
Bachelor of Science in Environmental Policy and Management	180	Academy of Board Certified Environmental Professionals (ABCEP) Certified Environmental Professional (CEP) [No educational requirements] Institute of Professional Environmental Practice (IPEP) Qualified Educational Professional (QEP) Certification [Requires 8 years professional experience in the field]
Bachelor of Science in Legal Support and Services <i>Concentration: Paralegal</i>	180	National Association for Legal Assistants-Paralegals (NALA) Certified Paralegal
Master of Science in Legal Studies <i>Tracks: Applied Research, Comprehensive Exam</i>	55	None

School of Education

Program Name	Credits	Possible Certifications
Master of Arts in Teaching—Iowa Certification Track	54	Iowa initial teacher license
Master of Arts in Teaching—Noncertification Track	45	The Classroom Pathways Bundle program is an indirect pathway to teacher certification in 10 American Board-approved states: Arkansas, Florida, Idaho, Mississippi, Missouri, New Hampshire, Oklahoma, Pennsylvania, South Carolina, Utah Enrollment in the MAT is not required for pursuing a state alternative certification program
Master of Science in Education <i>Concentrations:</i> Educational Leadership, Teaching and Literacy Language, Teaching Students with Special Needs	46 or 54	Program does not lead to licensure, certification, or endorsement
Master of Science in Educational Psychology	52	None
Master of Science in Higher Education <i>Concentrations:</i> College Administration and Leadership, College Teaching, Student Affairs	50	None
Master of Science in Instructional Design and Technology <i>Concentration:</i> Adults	51	None

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
Graduate Certificate in Accounting	16	Hours toward CPA
Graduate Certificate in Human Resources	16	<p>Professional in Human Resources (PHR) [Requires 2 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Senior Professional in Human Resources (SPHR) [Requires 5 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Global Professional in Human Resources (GPHR) [Requires 3 years of experience in a professional-level HR position (2 years in global HR) with a bachelor's degree]</p> <p>Professional in Human Resources—International (PHRi) [Requires 2 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Senior Professional in Human Resources—International (SPHRi) [Requires 5 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Professional in Human Resources - California (PHR-CA) [Must hold current PHR designation to sit for California exams]</p> <p>Senior Professional in Human Resources - California (SPHR-CA) [Must hold current SPHR designation to sit for California exams]</p> <p>Society of Human Resource Management - Certified Professional (SHRM-CP) [Requires 1 year in a HR role at HR-related bachelor's degree level]</p> <p>Society of Human Resource Management - Senior Certified Professional (SHRM-SCP) [Requires 4 years in a HR role at HR-related bachelor's degree level]</p> <p>For students with less than 1 year of HR experience, the Society of HR Management offers the Assurance of Learning Assessment</p>
Graduate Certificate in Project Management	16	<p>Project Management Professional (PMP) [Requires 4,500 hours leading and directing projects]</p> <p>Certified Associate in Project Management (CAPM)</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
Human Resources Postbaccalaureate Certificate	30	<p>Professional in Human Resources (PHR) [Requires 2 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Senior Professional in Human Resources (SPHR) [Requires 5 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Global Professional in Human Resources (GPHR) [Requires 3 years of experience in a professional-level HR position (2 years in global HR) with a bachelor's degree]</p> <p>Professional in Human Resources — International (PHRi) [Requires 2 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Senior Professional in Human Resources — International (SPHRi) [Requires 5 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Professional in Human Resources - California (PHR-CA) [Must hold current PHR designation to sit for California exams]</p> <p>Senior Professional in Human Resources - California (SPHR-CA) [Must hold current SPHR designation to sit for California exams]</p> <p>Society of Human Resource Management - Certified Professional (SHRM-CP) [Requires 1 year in a HR role at HR-related bachelor's degree level]</p> <p>Society of Human Resource Management - Senior Certified Professional (SHRM-SCP) [Requires 4 years in a HR role at HR-related bachelor's degree level]</p> <p>For students with less than 1 year of HR experience, the Society of HR Management offers the Assurance of Learning Assessment</p>
Associate of Applied Science in Accounting	90	ACAT Accredited Business Accountant (ABA) [Requires 3 years of relevant experience, 2 of which may be satisfied through college credit]
Associate of Applied Science in Business Administration <i>Concentrations:</i> Business, Customer Service, Entrepreneurship, Health Club Operations, Hospitality Management, Information Processing,	90	<p>Certified Associate Business Manager (CABM)</p> <p>Professional in Human Resources (PHR) [Requires 4 years of experience in a professional-level HR position with a high school diploma/associate's]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
Meeting and Event Planning, Office Management, Retail Management, Sales, Small Business Management		<p>Senior Professional in Human Resources (SPHR) [Requires 7 years of experience in a professional-level HR position with a high school diploma/associate's]</p> <p>Society of Human Resource Management—Certified Professional (SHRM-CP) [Requires 3 years in a HR role with an HR-related associate's degree]</p> <p>Society of Human Resource Management—Senior Certified Professional (SHRM-SCP) [Requires 6 years in a HR role with an HR-related associate's degree]</p> <p>Cvent Event Management Certification [Requires mastery of Cvent software; no educational requirements]</p>
<p>Bachelor of Science in Accounting</p> <p><i>Concentrations:</i> Auditing/Forensic Accountancy, Managerial Accountancy, Public Accountancy, Tax Accountancy</p>	180	<p>Certified Management Accountant (CMA) [Requires 2 continuous years of professional experience in management accounting or financial management]</p> <p>Hours toward:</p> <ul style="list-style-type: none"> • Certified Public Accountant (CPA) • Enrolled Agent (EA) [No educational requirements] • Accounting/bookkeeping certifications • Certified Internal Auditor (CIA) • Certified Fraud Examiner (CFE) • Certified Financial Planner (CFP) <p>[Some of the above certifications require time in the position or additional professional development/education hours.]</p>
<p>Bachelor of Science in Business Administration</p> <p><i>Concentrations:</i> Accelerated MBA Option, Financial Analysis, Human Resources, Information Systems Management, Investments, Management, Marketing, New Media/Internet Marketing, Procurement, Project Management, Real Estate, Sales Management, Supply Chain Management and Logistics, Wealth Management</p>	180	<p>Certified Business Manager (CBM) [Requires 4 years of full-time work experience + CABM or 8 years of full-time work experience]</p> <p>Project Management Professional (PMP) [Requires 4,500 hours leading and directing projects]</p> <p>Certified Associate in Project Management (CAPM)</p> <p>Association of Strategic Alliance Professionals certifications</p> <p>AMA Professional Certified Marketer (PCM) [Requires 2 years of professional marketing experience]</p> <p>Balanced Scorecard Professional (BSP) [Requires additional coursework; no educational requirements]</p> <p>Marketing Skills Certification (MSC) [Requires additional coursework; no educational requirements]</p> <p>Certified Marketing Specialist [Requires additional coursework; no educational requirements]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>DMA Certified Marketing Professional Certification (DCMP) [Requires additional coursework; no educational requirements]</p> <p>Certified eMarketer (CeM) [Requires 2 years of eMarketing experience; requires additional coursework; no educational requirements]</p> <p>Certified eMarketing Associate (CeMA) [Requires additional coursework; no educational requirements]</p> <p>Public Relations Specialist (PRS) [Requires additional coursework; no educational requirements]</p> <p>Certified e-Marketing Analyst (CEA) [Requires 2 years of research, study, industry experience]</p> <p>Associate Certified Manager [Requires additional coursework; no educational requirements]</p> <p>Certified Manager (CM) [Experience requirements apply]</p> <p>Certified Management Consultant (CMC) [Requires 3–9 years of management consulting experience as independent or internal consultant with five satisfactory clients evaluations]</p> <p>Certified International Trade Marketing Specialist</p> <p>Certified International Trade Professional</p> <p>Certified Management Professional (CMP) [Requires 2 years professional work experience of which at least 1 year involves managing people; Canadian certification; no educational requirements]</p> <p>Certified Sales Professional (CSP) [Requires additional coursework; Canadian certification; no educational requirements]</p> <p>Certified Professional Manufacturers Representative (CPMR) [Requires additional coursework; no educational requirements]</p> <p>Certified Collegiate Retailer (CCR) [Requires 3 years college store management experience]</p> <p>Certified New Home Sales Professional (CSP) [Requires additional coursework; no educational requirements]</p> <p>Certified Lease & Finance Professional (CLFP) [Requires 3 years of verifiable equipment leasing and financing experience; no educational requirements]</p> <p>SMEI Certified Professional Salesperson (SCPS) [Requires additional coursework; no educational requirements]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>SMEI Certified Marketing Executive (CME) [Requires additional coursework; no educational requirements]</p> <p>SMEI Certified Professional Marketer (CPSM) [Requires additional coursework; no educational requirements]</p> <p><i>Human Resources Concentration:</i></p> <p>Professional in Human Resources (PHR) [Requires 2 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Senior Professional in Human Resources (SPHR) [Requires 5 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Global Professional in Human Resources (GPHR) [Requires 3 years of experience in a professional-level HR position (2 years in global HR) with a bachelor's degree]</p> <p>Professional in Human Resources—International (PHRi) [Requires 2 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Senior Professional in Human Resources—International (SPHRi) [Requires 5 years of experience in a professional-level HR position with a bachelor's degree]</p> <p>Professional in Human Resources—California (PHR-CA) [Must hold current PHR designation to sit for California exams]</p> <p>Senior Professional in Human Resources—California (SPHR-CA) [Must hold current SPHR designation to sit for California exams]</p> <p>Society of Human Resource Management—Certified Professional (SHRM-CP) [Requires 1 year in a HR role with an HR-related bachelor's degree]</p> <p>Society of Human Resource Management—Senior Certified Professional (SHRM-SCP) [Requires 4 years in a HR role with an HR-related bachelor's degree]</p> <p>For students with less than 1 year of HR experience, the Society of HR Management offers the Assurance of Learning Assessment</p> <p><i>Supply Chain Management and Logistics Concentration:</i></p> <p>Certified Supply Chain Professional (CSCP) [Requires 2 years of experience in the field]</p> <p>Chartered Supply Chain Management Professional (CSCMP) [Requires 2 years of experience in the field]</p> <p>Certified Supply Chain Associate (CSCA)</p> <p>Certified Supply Chain Specialist (CSCS) [Requires completed CSCA exam and 2 years of experience in the field]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>Certified Procurement Professional (CPP) [Requires completed CSCS exam and 2 years of experience in the field]</p> <p>Certified Professional in Supply Management (CPSM) [Requires 3 years of experience in the field]</p> <p>Certified Supply Chain Manager (CSCM)</p> <p>Certified Machine Tool Sales Engineer (CMTSE) [Requires 1-year outside machine tool sales experience for a machine tool distributor or builder and 2 years of related employment]</p>
<p>Bachelor of Science in Finance</p> <p><i>Concentrations:</i> Accelerated MS in Finance Option, General Finance, Investments, Real Estate, Wealth Management</p>	180	<p>Certified Financial Planner (CFP) [Requires 3 years of professional experience in the financial planning process]</p> <p>Certified Government Financial Manager (CGFM) [Requires 2 years of experience in government financial management]</p> <p>Chartered Financial Analyst (CFA) [Requires 4 years of qualified work experience in investment decision making]</p> <p>Real Estate Exam (national portion of exam with a Real Estate concentration)</p> <p>Insurance licensure (with an Insurance concentration)</p>
<p>Master of Business Administration</p> <p><i>Concentrations:</i> Finance, Health Care Management, Human Resources, Information Technology, Marketing, Project Management</p>	60 or 76	<p>Certified Business Manager (CBM)</p> <p>Project Management Professional (PMP) [Requires 4,500 hours leading and directing projects]</p> <p>Certified Associate in Project Management (CAPM)</p> <p>Certified Machine Tool Sales Engineer (CMTSE) [Requires 1-year outside machine tool sales experience for a machine tool distributor or builder and 2 years of related employment]</p> <p>Association of Strategic Alliance Professionals certifications</p> <p>AMA Professional Certified Marketer (PCM) [Requires 1 year of professional marketing experience with master's degree]</p> <p>Balanced Scorecard Professional (BSP) [Requires additional coursework; no educational requirements]</p> <p>Balanced Scorecard Master Professional (BSMP) [Requires BSP Certification and additional coursework]</p> <p>Marketing Skills Certification [Requires additional coursework; no educational requirements]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>Certified Marketing Specialist [Requires additional coursework; no educational requirements]</p> <p>DMA Certified Marketing Professional Certification (DCMP) [Requires additional coursework; no educational requirements]</p> <p>Certified eMarketer (CeM) [Requires 2 years of eMarketing experience and additional coursework; no educational requirements]</p> <p>Certified eMarketing Associate (CeMA) [Requires additional coursework; no educational requirements]</p> <p>Public Relations Specialist (PRS) [Requires additional coursework; no educational requirements]</p> <p>Certified eMarketing Analyst (CEA) [Requires 2 years of research, study, industry experience]</p> <p>Associate Certified Manager [Requires additional coursework; no educational requirements]</p> <p>Certified Manager [Experience requirements apply]</p> <p>Certified Management Consultant [Requires 3–9 years of management consulting experience as independent or internal consultant with five satisfactory clients evaluations]</p> <p>Certified International Trade Marketing Specialist</p> <p>Certified International Trade Professional</p> <p>Certified Management Professional (CMP) [Requires 2 years professional work experience of which at least 1 year involves managing people; Canadian certification]</p> <p>Certified Sales Professional (CSP) [Requires additional coursework; Canadian certification]</p> <p>Certified Professional Manufacturers Representative (CPMR) [Requires additional coursework; no educational requirements]</p> <p>Certified Collegiate Retailer (CCR) [Requires 3 years college store management experience]</p> <p>Certified New Home Sales Professional [Requires additional coursework; no educational requirements]</p> <p>Certified Lease & Finance Professional (CLFP) [Requires 3 years of verifiable equipment leasing and financing experience; no educational requirements]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>SMEI Certified Professional Salesperson (SCPS) [Requires additional coursework; no educational requirements]</p> <p>SMEI Certified Marketing Executive (CME) [Requires additional coursework; no educational requirements]</p> <p>SMEI Certified Professional Marketer (CPSM) [Requires additional coursework; no educational requirements]</p> <p><i>Human Resources Concentration:</i></p> <p>Professional in Human Resources (PHR) [Requires 1 year of experience in a professional-level HR position with a master's degree]</p> <p>Senior Professional in Human Resources (SPHR) [Requires 4 years of experience in a professional-level HR position with a master's degree]</p> <p>Global Professional in Human Resources (GPHR) [Requires 2 years of global experience in a professional-level HR position with a master's degree]</p> <p>Professional in Human Resources—International (PHRi) [Requires 1 year of experience in a professional-level HR position with a master's degree]</p> <p>Senior Professional in Human Resources—International (SPHRi) [Requires 4 years of experience in a professional-level HR position with a master's degree]</p> <p>Professional in Human Resources—California (PHR-CA) [Must hold current PHR designation to sit for California exams]</p> <p>Senior Professional in Human Resources—California (SPHR-CA) [Must hold current SPHR designation to sit for California exams]</p> <p>Society of Human Resource Management—Certified Professional (SHRM-CP) [Must be in a HR role with HR-related master's degree]</p> <p>Society of Human Resource Management—Senior Certified Professional (SHRM-SCP) [Requires 3 years in a HR role with HR-related master's degree]</p> <p>For students with less than 1 year of HR experience, the Society of HR Management offers the Assurance of Learning Assessment</p>
<p>Master of Science in Accounting</p> <p><i>Concentrations:</i> Audit, Finance, Government, Tax</p>	52	<p>Certified Management Accountant (CMA) [Requires 2 continuous years of professional experience in management accounting or financial management]</p> <p>Certified Public Accountant (CPA) [After completing state requirements; additional courses at the undergraduate or graduate level may be needed to meet individual state requirements]</p> <p>Accredited Tax Preparer (ATP) [No educational requirements]</p> <p>Accredited Tax Advisor (ATA) [No educational requirements]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>Enrolled Agent (EA) [No educational requirements]</p> <p>Certified Internal Auditor (CIA) [Requires 2 years of internal auditing experience]</p> <p>Certified Financial Planner (CFP) [Requires 3 years of professional experience in the financial planning process]</p> <p>Certified Fraud Examiner (CFE) [Requires 2 years fraud-related professional experience]</p>
<p>Master of Science in Finance</p> <p><i>Concentrations:</i> Financial Analysis, Financial Planning</p>	56	<p>Certified Financial Planner (CFP) [Requires 3 years of professional experience in the financial planning process]</p> <p>Certified Government Financial Manager (CGFM) [Requires 2 years of experience in government financial management]</p> <p>Chartered Financial Analyst (CFA) [Requires 4 years of qualified work experience in investment decision making]</p>
<p>Master of Science in Management and Leadership</p> <p><i>Concentrations:</i> Health Care Management, Human Resources, Information Technology, Leadership, Organizational Design and Development, Project Management</p>	56	<p>Certified Business Manager (CBM)</p> <p>Project Management Professional (PMP) [Requires 4,500 hours leading and directing projects]</p> <p>Certified Associate in Project Management (CAPM)</p> <p><i>Human Resources Concentration:</i></p> <p>Professional in Human Resources (PHR) [Requires 1 year of experience in a professional-level HR position with a master's degree]</p> <p>Senior Professional in Human Resources (SPHR) [Requires 4 years of experience in a professional-level HR position with a master's degree]</p> <p>Global Professional in Human Resources (GPHR) [Requires 2 years of global experience in a professional-level HR position with a master's degree]</p> <p>Professional in Human Resources—International (PHRi) [Requires 1 year of experience in a professional-level HR position with a master's degree]</p> <p>Senior Professional in Human Resources—International (SPHRi) [Requires 4 years of experience in a professional-level HR position with a master's degree]</p> <p>Professional in Human Resources—California (PHR-CA) [Must hold current PHR designation to sit for California exams]</p> <p>Senior Professional in Human Resources—California (SPHR-CA) [Must hold current SPHR designation to sit for California exams]</p>

School of Business and Information Technology

Business Disciplines

Program Name	Credits	Possible Certifications
		<p>Society of Human Resource Management—Certified Professional (SHRM-CP) [Must be in a HR role with HR-related master's degree]</p> <p>Society of Human Resource Management—Senior Certified Professional (SHRM-SCP) [Requires 3 years in a HR role with HR-related master's degree]</p> <p>For students with less than 1 year of HR experience, the Society of HR Management offers the Assurance of Learning Assessment</p>

School of Business and Information Technology

Information Technology Disciplines

Program Name	Credits	Possible Certifications
Cisco Networks Postbaccalaureate Certificate	27	Cisco Certified Network Associate (CCNA) Routing and Switching
Computer Forensics Postbaccalaureate Certificate	28	Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended] Network+ [CompTIA A+ Certification and 9 months of networking experience recommended] EnCase Certified Examiner (EnCE)
Graduate Certificate in Information Security	16	Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended] Certified Ethical Hacker (CEH) [Requires 2 years of work experience in security-related field]
Information Security Postbaccalaureate Certificate	21	Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended] Network+ [CompTIA A+ Certification and 9 months of networking experience recommended]
Microsoft Operating Systems Postbaccalaureate Certificate	26	Various Microsoft certification exams
Programming and Software Development Postbaccalaureate Certificate	34	CIW Web Foundation Series of Certifications Various Oracle certification exams Microsoft Certified Solutions Developer (MCSD): Web Applications Microsoft Certified Solutions Developer (MCSD): Application LifeCycle Management W3Schools Certification: HTML W3Schools Certification: CSS W3Schools Certification: PHP W3Schools Certification: JavaScript
Associate of Applied Science in Information Technology <i>Concentrations:</i> IT Generalist, Networking, Programming and Software Development	90	A+ Network + [CompTIA A+ Certification and 9 months of networking experience recommended]

School of Business and Information Technology

Information Technology Disciplines

Program Name	Credits	Possible Certifications
Bachelor of Science in Cybersecurity	180	<p>A+</p> <p>Network+ [CompTIA A+ Certification and 9 months of networking experience recommended]</p> <p>Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended]</p> <p>Certified Information Systems Security Professional (CISSP) [Requires 4 years of experience in 2 of 8 domain areas for those with a bachelor's degree]</p> <p>Certified Ethical Hacker (CEH) [Requires 2 years of work experience in security-related field]</p> <p>CCNA Routing and Switching [May be prepared after completed Kaplan's IT 388 and IT 471 (Note: IT 471 can be taken as an elective in the BS Cybersecurity program, but is not built into the BSC degree plan)]</p>
<p>Bachelor of Science in Information Technology</p> <p><i>Concentrations:</i> Information Security and Assurance, IT Management, Network Administration, Programming and Software Development</p>	180	<p>A+</p> <p>Network+ [CompTIA A+ Certification and 9 months of networking experience recommended]</p> <p>Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended]</p>
Master of Science in Cybersecurity Management	60	<p>A+</p> <p>Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended]</p> <p>Network+ [CompTIA A+ Certification and 9 months of networking experience recommended]</p> <p>Certified Information Systems Security Professional (CISSP) [Requires 4 years of experience in 2 of 8 domain areas for those with a bachelor's degree]</p> <p>Certified Ethical Hacker (CEH) [Requires 2 years of work experience in security-related field]</p> <p>Certified Secure Software Lifecycle Professional (CSSLP) [Requires 3 years of experience in 1 of 8 domain areas for those with a bachelor's degree]</p> <p>Certified Information Security Manager (CISM)</p>
<p>Master of Science in Information Technology</p> <p><i>Concentrations:</i> Business Intelligence and Analytics, Information Security and Assurance,</p>	60	<p>A+</p> <p>Security+ [CompTIA Network+ and 2 years of experience in IT administration with a security focus recommended]</p>

School of Business and Information Technology

Information Technology Disciplines

Program Name	Credits	Possible Certifications
Project Management		Network+ [CompTIA A+ Certification and 9 months of networking experience recommended]

School of Health Sciences

Name	Credits	Possible Certifications
Dental Assistant Diploma	56	Certified Dental Assistant (CDA)
Medical Assistant Certificate	57	Certified Medical Assistant (CMA, Campus Only) Registered Medical Assistant (RMA) National Certified Medical Assistant (NCMA) Certified Clinical Medical Assistant (CCMA) Certified ECG Technician (CET, Campus Only) [Requires completion of 10 live ECGs] Clinical Medical Assistant Certification (CMAC)
Medical Billing/Coding Certificate	44	Insurance and Coding Specialist (NCICS) Certified Coding Associate (CCA) Certified Billing and Coding Specialist (CBCS) Certified Coding Specialist—Physician-based (CCS-P) Certified Coding Specialist (CCS)
Medical Office Administration Certificate	57	Certified Medical Administrative Specialist (CMAS) [Requires an additional 70 hours of externship experience, unless student has completed a 160-hour externship. Will need verification of an additional 70 hours of experience when employed.] Certified Coding Associate (CCA) National Certified Medical Office Assistant (NCMOA)
Associate of Science in Health Science (Only available to military students) Concentrations: Medical Assisting, Surgical Technology, Telemetry, Preprofessional	90	Certified Rhythm Analysis Technician (CRAT), after completing HS250: Cardiac Rhythm Analysis and Telemetry Certified Surgical Technologist (CST), after completing HS255: Sterile Processing and Surgical Technologists Certified Cardiographic Technician (CCT), after completing HS250: Cardiac Rhythm Analysis and Telemetry
Bachelor of Science in Health and Wellness	180	ACE Certified Personal Trainers [No educational requirements] ACE Certified Health Coaches [No educational requirements] Certified Worksite Wellness Specialist (CWWS) [Requires additional training session; no educational requirements]

School of Health Sciences

Name	Credits	Possible Certifications
		<p>Certified Worksite Wellness Program Manager (CWWPM) [Requires additional training session; no educational requirements]</p> <p>Certified Corporate Wellness Specialist (CCWS) [Required additional training with exam; no educational requirements]</p>
Bachelor of Science in Health Care Administration	180	<p>Nursing Home Administrator Licensure [Requirements vary by state and usually have experiential requirements]</p> <p>Certified Healthcare Administrative Professional (cHAP) [Requires professional experience and elective activities; amount varies by individual]</p> <p>Certified Professional in Healthcare Quality (CPHQ)</p> <p>Care Manager, Certified (CMC) [Has experiential requirements]</p> <p>Note: All require additional qualifications not provided by program.</p>
Bachelor of Science in Health Information Management	180	<p>Practice Workflow & Information Management Redesign Specialist (CHTS-PW)</p> <p>Certified Associate in Healthcare Information and Management Systems (CAHIMS)</p> <p>Certified Coding Associate (CCA)</p> <p>Certified Professional Compliance Officer (CPCO)</p> <p>Certified Billing and Coding Specialist (CBCS)</p> <p>Insurance and Coding Specialist (NCICS)</p>
Bachelor of Science in Health Science	180	None
Bachelor of Science in Nutrition	180	<p>Board Certified in Holistic Nutrition sponsored by the National Association of Nutrition Professionals (NANP) [Requires 500 hours of professional experience in holistic nutrition]</p> <p>Certified Clinical Nutritionist (CCN) [Requires additional coursework; New York State requires undergraduate degrees lacking 3 years clinical experience to complete a 900 hour internship]</p> <p>ServSafe Manager Training (students can take once they complete NS305: Food Safety and Microbiology)</p> <p>Certified Dietary Manager (Students will qualify if they've taken NS305: Food Safety and Microbiology, AB213: Food and Beverage Management, NS415: Food Science with Lab, and NS313: Food Service Management: Principles and Practice)</p>
Master of Health Care Administration	52	<p>Nursing Home Administrator Licensure [Requirements vary by state and usually have experiential requirements]</p> <p>Certified Healthcare Administrative Professional (cHAP) [Requires professional experience and elective activities; amount varies by individual]</p>

School of Health Sciences

Name	Credits	Possible Certifications
		<p>Certified Professional in Healthcare Quality (CPHQ)</p> <p>Care Manager, Certified (CMC) [Has experiential requirements]</p> <p>Note: All require additional qualifications not provided by program.</p>
Master of Health Informatics	48	<p>Certified Associate in Healthcare Information and Management Systems (CAHIMS)</p> <p>Certified Professional in Health Information Technology (CPHIT) [No educational requirements]</p> <p>Certified Professional in Health Information Exchange (CPHIE) [No educational requirements]</p> <p>Certified Health Data Analyst (CHDA)</p> <p>Implementation Manager Examination (CHTS-IM) [recommended work experience health, IT environments, administrative or managerial positions]</p> <p>Certified Professional in Electronic Health Records (CPEHR)</p> <p>Practice Workflow & Information Management Redesign Specialist (CHTS-PW)</p> <p>Technical/Software Support Staff Examination (CHTS-TS)</p> <p>CompTIA Healthcare IT Technician [CompTIA A+ or 500 hours of IT healthcare experience recommended]</p> <p>Certified Professional in Operating Rules Administration (CPORA)</p>
Master of Health Information Management	48	<p>Certified Health Data Analyst (CHDA)</p> <p>Certified Professional in Electronic Health Records (CPEHR) [No educational requirements]</p> <p>Certified Professional in Operating Rules Administration (CPORA) [No educational requirements]</p> <p>Implementation Manager Examination (CHTS-IM) (recommended work experience: health, IT environments, administrative or managerial positions)</p> <p>Practice Workflow & Information Management Redesign Specialist (CHTS-PW)</p> <p>Certified Professional in Healthcare Information and Management Systems (CPHIMS) [Requires 3 years of information and management systems experience, with 2 of those years in a healthcare setting for those with a master's]</p>
Master of Public Health	56	<p>Certified Health Education Specialist (CHES) [Additional coursework may be required]</p> <p>Certified Public Health Administrator (CPHA) [Requires 3 years of administrative and 3 years supervisory experience in the public or private health sector (these</p>

School of Health Sciences

Name	Credits	Possible Certifications
		can occur during the same time period]] American College Sports Medicine Physical Activity in Public Health Specialist (PAPHS)
Master of Science in Health Education	56	Certified Health Education Specialist (CHES) ACSM Physical Activity in Public Health Specialist (PAPHS)

School of Nursing

Name	Credits	Possible Certifications
Adult-Gerontology Primary Care Nurse Practitioner Certificate	60	American Nurses Credentialing Center (ANCC) Adult-Gerontology Primary Care Nurse Practitioner American Academy of Nurse Practitioners Certification Program (AANPCP) Adult-Gerontology Primary Care Nurse Practitioner
Executive Leader Graduate Certificate	30	American Organization of Nurse Executives (AONE) Certified in Executive Nursing Practice (CENP) Certification [Requires 2 years in executive nursing role] Nurse Executive or the Nurse Executive, Advanced [Depends on individual meeting the eligibility requirements of the American Nurses Credentialing Center]
Family Nurse Practitioner, Primary Care Certificate	60	American Nurses Credentialing Center (ANCC) Family Nurse Practitioner Certification American Academy of Nurse Practitioners Certification Programs (AANPCP) Family Nurse Practitioner
Nurse Educator Graduate Certificate	30	Certified Nurse Educator (CNE) Nursing Professional Development board certification examination (RN-BC) [Requires a minimum of 4,000 hours of clinical practice in nursing professional development within the last 5 years]
Associate of Science in Nursing <i>(Only Available in Iowa and Nebraska)</i>	110	National Council Licensure Examination for Registered Nurses (NCLEX-RN)
Bachelor of Science—RN-to-BSN	180 (including credits for prior nursing degree)	The Bachelor of Science in Nursing may lead to one of six different certifications related to nursing elective courses. Each elective contributes toward knowledge needed for a specific certification. Please refer to the website for the American Nurses Credentialing Center (ANCC).
Prelicensure Bachelor of Science in Nursing <i>(Only Available in Maine and Omaha)</i> Accelerated LPN-to-BSN option available in Omaha	182	National Council Licensure Examination for Registered Nurses (NCLEX-RN)
Master of Science in Nursing <i>Concentrations:</i> Adult-Gerontology Primary Care Nurse Practitioner; Executive Leader; Nurse Educator; Family Nurse Practitioner, Primary Care DNP Path option available	60 or 90	<i>Adult-Gerontology Primary Care Nurse Practitioner Concentration:</i> American Nurses Credentialing Center (ANCC) Adult-Gerontology Primary Care Nurse Practitioner American Academy of Nurse Practitioners Certification Program (AANPCP) Adult-Gerontology Primary Care Nurse Practitioner

School of Nursing

Name	Credits	Possible Certifications
		<p><i>Executive Leader Concentration:</i> American Organization of Nurse Executives (AONE) Certified in Executive Nursing Practice (CENP)</p> <p>Nurse Executive or the Nurse Executive, Advanced [Depends on individual meeting the eligibility requirements of the American Nurses Credentialing Center]</p> <p><i>Family Nurse Practitioner, Primary Care Concentration:</i> American Nurses Credentialing Center (ANCC) Family Nurse Practitioner Certification</p> <p>American Academy of Nurse Practitioners Certification Programs (AANPCP) Family Nurse Practitioner</p> <p><i>Nurse Educator Concentration:</i> Certified Nurse Educator (CNE)</p> <p>Nursing Professional Development board certification examination (RN-BC) [Requires a minimum of 4,000 hours of clinical practice in nursing professional development within the last 5 years]</p>
Doctor of Nursing Practice	60	None

Concord Law School

Name	Credits	Possible Certifications
Executive Juris Doctor	72	None
<i>Tracks:</i> Business Law, Education Law, Health Law, Law and Technology		
Juris Doctor	92	California Bar Exam