EVALUATING CREDENTIALS WITH A GLOBAL MINDSET THE DISCUSSION CONTINUES

TAICEP

Annual Conference Chicago September 28, 2016



Kate Freeman

Senior Credential Analyst Consultant
SpanTran: The Evaluation Company
Philadelphia, Pennsylvania USA





Wendy Loat

Senior Assessment Officer
International Credential Assessment Service of Canada
Guelph, Ontario CANADA





Rolf Lofstad

Senior Advisor

Norwegian Agency for Quality Assurance in Education/NOKUT Oslo, NORWAY





Jessica Stannard

Policy Officer

EP-NUFFIC

The Hague, NETHERLANDS





Emily Tse

Director of Evaluations
International Education Research Foundation/IERF
Los Angeles, California USA



SESSION OUTLINE

 Drivers behind evaluation methodology by region/country

Discussion of sample credentials

Q and A

EVALUATION DRIVERS

Credentials evaluation in Canada

- Not regulated, per se
- 6 credential assessment member agencies in Alliance of Credential Evaluation Services of Canada/ACESC
- Ontario
 - ICAS Canada, World Education Services, University of Toronto
- Québec
 - Ministère de l'Immigration, de la Diversité et de l'Inclusion (for immigrants to Québec only)
- British Columbia
 - ICES
- Alberta
 - IQAS

Common purposes for evaluation

- Primarily for immigration and employment
 - Federal Skilled Workers immigration program
- Accepted by some post-secondary institutions for admission
- Most post-secondary institutions do own assessments
- Many regulated professions do own assessments
 - Engineers Canada
 - Ontario College of Teachers

Most common tools for assessment

- Comparative assessment of education for a given country
- Learning outcomes
- Qualifications frameworks (if available)
- Various types of credits used within Canada
 - Term, semester, year
 - Different programs/institutions have different credit values and requirements for degree
- We are not so much "bean counters"
 - Tend to assess academic content for admission, transfer credit, professional licensure

Guiding principle of credentials assessment

- Holistic approach
- Educational systems vary within Canada and around the world
 - Quebec: 11+2+3
 - Rest of Canada recognizes Quebec 3-year bachelor's as equivalent to 4-year degree
 - Same principle applies to other systems

Where did we come from?

Up until the 1980s:

- Arbitrary methodology, time-consuming process
- Evaluations based on admission requirements, level, duration, content, possibilities for further study or employment
- Emphasis on matching subject matter, starting level, counting years
- Heavy reliance on German and American publications
- Little or no collaboration with colleagues in other countries
- Within Europe, convention regulating admission to universities (1953)

Major forces driving changes in the mid-80s

Political reforms promoting:

- Internal European market with free movement of people and goods
 - European directives facilitating the recognition of professional qualifications
- 2. Student mobility and recognition:
 - Establishment of NARIC, then ENIC networks
 - Erasmus program to stimulate student mobility
 - Tools to facilitate academic recognition: ECTS, Diploma Supplement

1990s: things really took off

1997: Lisbon Recognition Convention

- Aim: application of a clear and uniform evaluation procedure using a clear and uniform set of evaluation criteria
- Two main principles:
 - Qualification should be recognized unless substantial differences can be identified
 - Reversed burden of proof

1998: Sorbonne Declaration

1999: Bologna Declaration and beginning of Bologna Process

21st millennium: an unstoppable train

- Throughout Bologna Process, improving recognition consistently one of main priorities of higher education policies
- Countless measures adopted directly affecting work of credential evaluators in Europe
 - Restructuring of higher education into 3-year system
 - Development of European Qualifications Framework with emphasis on learning outcomes
 - Tuning projects with emphasis on learning outcomes and competences of individual subject areas

21st millennium: an unstoppable train

- European Area of Recognition manuals to improve recognition by improving application of Lisbon Recognition Convention
- Automatic recognition
- 2010: European Higher Education Area (EHEA) officially established
- Recognition of refugee qualifications
- UNESCO Global Convention on the Recognition of Higher Education Qualifications

What effect has all this had on the daily practice of a credential evaluator working in an ENIC/NARIC office?

- Generic evaluations
 - Bachelor's degree is evaluated as comparable to a bachelor's degree unless substantial differences detected
- Shift in approach from input-based to output-based methodology
 - If 2 programs are similar in learning outcomes and competences, evaluated as comparable qualifications
- Need to justify evaluations through official appeals procedure
- Spread the word of good practice to stakeholders in recognition

Food for thought (and, hopefully, discussion)

Differences in methodology and approach

- Who or what is driving the process in our respective countries?
- What would happen if we adopt a methodology different from the one we're already using in our respective countries?

EVALUATION DRIVERS: NORWAY

Recognition for professional purposes/authorization/licensure

- Number of competent bodies
- European Union directives automatic recognition
- Different procedures for non-nationals (outside European Union)

EVALUATION DRIVERS: NORWAY

Academic recognition

Higher education institutions (formal/legal decisions)

Mainly for further studies/credit transfer, right to use title

NOKUT (formal/legal decisions and advice)

- General recognition, generic scope and level
 - Mainly for access to non-regulated labor market
 - Based on documents
 - Without verifiable documentation for those lacking or without documentary evidence
- Advise on possible recognition decisions

Credentials evaluation in the US

- not regulated
- non-binding
- estimated 100 300 agencies

Why do Americans appear to be bean-counters?

- 1. Most common purposes for evaluation
 - further education
 - professional licensure
- 2. Most common tools for assessment
 - number of credits
 - grade point average (GPA)

History of the credit

- also known as credit hour, unit
- late 1800s early 1900s
- Introduced to articulate high school coursework for college admission
- also adapted to introduce elective courses in college
- Cemented when used to gauge efficiency of management and to create a pension system

Adaptability of the credit

Across disciplines

- Lecture
- Art studio
- Chemistry lab
- Field work
- Community service / service learning
- On-line instruction

The Pervasive, Inescapable Use of the Credit

- Tracking progress toward degree completion
- Facilitating transfer credit
- Charging tuition and fees
- Determining instructors' workloads
- Distributing financial aid
- Budgeting and planning resources
- Monitoring accreditation

Also for Professional Licensure

Example: minimum CPA licensure requirements in California http://www.dca.ca.gov/cba/about-cba/regulations.shtml

- 24 semester units in accounting
- 24 semester units in business
- 20 semester units in related studies (e.g. communications)
- 10 semester units in ethics

Also for Professional Licensure

Example: minimum physical therapy licensure requirements in Washington

http://apps.leg.wa.gov/WAC/default.aspx?cite=246-915-120

- 9 credits in the humanities
- 10 credits in social sciences
- 8 credits in biological, natural and physical sciences
- 69 credits in professional education, including:
 - 4 credits in human anatomy, human physiology, neurological science, kinesiology, development psychology, pathology
 - 3 credits each in professional ethics, administration, community health

BUT

- Holistic admission process: personal essay, extra -curriculars, standardized tests....
- 3-year degrees accepted at many U.S. institutions
- Tuning Project USA and Lumina Foundation

CREDENTIALS REVIEW

FRANCE AND MOROCCO: JOINT MBA







Vu les résultats obtenus au cours de sa scolarité par le postulant ; vu l'avis du Conseil d'Enseignement et de Recherche de l'École Nationale des Ponts et Chaussées et de la Direction Pédagogique du programme ENPC-EHTP MBA

Mome

s'est vu(e) conférer le

Master of Business Administration

De l'École Nationale des Ponts et Chaussées.

À Paris ce

2 février 200

Le Directeur de l'École Nationale des Ponts et Chaussées Le Président du Comité de Parrainage du programme ENPC-EHTP MBA

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Le Doyen de l'ENPC School of International Management Le Directeur de l'École Hassania des Travaux Publics

U

Joint program between Ecole National des Ponts et Chausses in France and the Ecole Hassania des Travaux Publics in Morocco

Both institutions recognized in home countries

Diploma not recognized in France

POSSIBLE EVALUATION ISSUE:

• institutions recognized in home countries, but diploma not recognized in France

FRANCE AND MOROCCO: JOINT MBA

CANADA

• Because French institution is a recognized public institution, comparable to a university diploma (but not a degree)

NETHERLANDS

- EP-Nuffic would not evaluate this degree because it is not recognized in the country where the institution awarded the degree is located
- Lack of recognition/accreditation considered to be a substantial difference

NORWAY

- No recognition because document was issued in France, but not recognized in France.
- If student had presented a similar document issued in Morocco and institution was recognized in Morocco, we would recognize degree.

FRANCE AND MOROCCO: JOINT MBA

USA

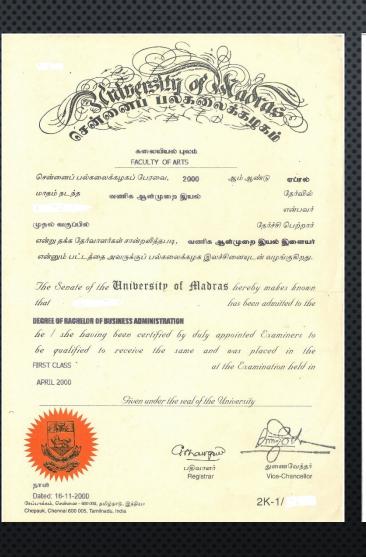
IERF

• No recognition; not a recognized credential in France

SpanTran

- Look for recognition in country where awarding institution is located
- Not recognized in France, so no recognition

INDIA: 3-YEAR BACHELOR'S + MASTER'S IN SAME MAJOR





- 3-year Bachelor of Business Administration
- 2- year Master of Business Administration

POSSIBLE EVALUATION ISSUES:

- 3-year bachelor's degree
- 3-year bachelor's degree followed by a 2-year master's degree in the same field

INDIA: 3-YEAR BACHELOR'S + MASTER'S IN SAME MAJOR

CANADA

Bachelor's degree + master's degree

NETHERLANDS

 Two degrees combined comparable to an MBA from a university of applied sciences or a research university, depending on curriculum and learning outcomes

NORWAY

 Comparable to a Norwegian bachelor's degree + 60 studiepoeng (Norwegian credits) at master's level for a total of 240 studiepoeng (4 years)

USA

IERF

Bachelor of Science in Business Administration and Master of Business Administration

SpanTran

Bachelor's degree in business administration and Master of Business Administration

INDIA: 3-YEAR BACHELOR'S + MASTER'S IN DIFFERENT MAJOR



We, the Chancellor,
the Vice Chancellor and
the Members of the Management Council
and the Academic Council of the
University of Pune certify that

(Formerly University of Poona)



Mother's Name:

of P. E. Society's Modern College of Arts,

Science and Commerce, Pune

having been examined in Banking & Finance as the

special subject and found duly qualified for the degree of

Bachelor of Commerce

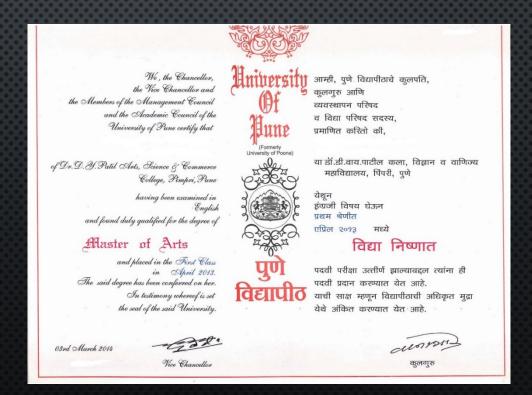
and placed in the First Class
in April 2011.
The said degree has been conferred on her.
In testimony whereof is set
the seal of the said University.

14th January 2012

Vice Chancellox

3-year Bachelor of Commerce (banking and finance) 2-year Master of Arts (English)

- 3-year bachelor's degree
- 3-year bachelor's degree followed by a 2-year master's degree in a different field



INDIA: 3-YEAR BACHELOR'S + MASTER'S IN DIFFERENT MAJOR

CANADA

• 3-year bachelor's degree + 2 additional years of university study

NETHERLANDS

- BComm probably comparable to a bachelor's degree awarded by a university of applied sciences, depending on curriculum and learning outcomes
- MA most likely comparable to a master's in psychology from a research university

NORWAY

- In case of different majors, we verify authenticity.
- If verified, comparable to a Norwegian bachelor's degree + 60 studiepoeng (Norwegian credits) at master's level for a total of 240 studiepoeng (4 years)

USA

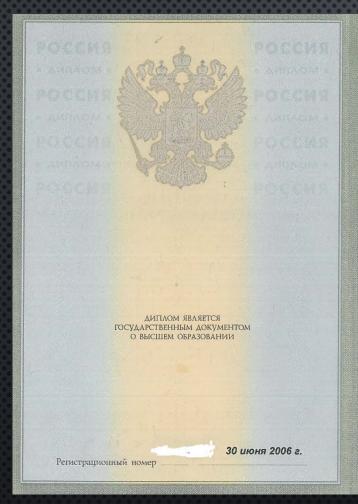
IFRF

Bachelor's degree plus Master of Arts in English

SpanTran

Bachelor's degree

RUSSIA: 5-YEAR SPECIALIST DIPLOMA





5-year Specialist diploma from Russia

POSSIBLE EVALUATION ISSUE:

undergraduate or graduate degree?

RUSSIA: 5-YEAR SPECIALIST DIPLOMA

CANADA

4-year bachelor's degree and some graduate study

NETHERLANDS

Master's degree in psychology from a research university

NORWAY

Comparable to a Norwegian bachelor's degree + 60 master's level studiepoeng (240 studiepoeng/4 years)

USA

IERF

Bachelor of Science in Psychology and teaching thereof

SpanTran

Master's degree

SPAIN: TÍTULO PROPIO



UNIVERSITAT D'ALACANT El Rector de la Universitat d'Alacant El Rector de la Universidad de Alicante

atorga aquest

otorga este

TÍTOL DE MASTER

AUDIOLOGIA GENERAL

TÍTULO DE MASTER AUDIOLOGÍA GENERAL

nascuda el dia 27 de maig de 1956 a Guatemala (Guatemala), de nacionalitat guatemalenca,

per haver superat les proves del corresponent programa de postgrau, dirigit pel Departament de Óptica, Farmacologia i Anatomia, d'acord amb el Pia d'Estudis aprovat pel Consell de Govern de la Universitat d'Alacant, el contingut del qual es detalla al dors.

Alacant, 1 de desembre de 2009

nacida el dia 27 de mayo de 1956 en Guatemala (Guatemala). de nacionalidad guatemalteca,

por haber superado las pruebas del correspondiente programa de postgrado, dirigido por el Departamento de Óptica, Farmacología y Anatomía, según el Plan de Estudios aprobado por el Consejo de Gobierno de la Universidad de Alicante, cuyo contenido se detalla al dorso.

Alicante, 1 de diciembre de 2009

La persona interessa La interesada,





Título propio in audiology from Spain

Not recognized by Ministry of Education

Generally used for professional advancement

- program of study completed at recognized institution
- non-recognition by Ministry of Education

SPAIN: TÍTULO PROPIO

CANADA

- If awarding institution is public comparable to a university diploma
- If awarding institution is private no recognition

NETHERLANDS

- EP-Nuffic would not evaluate this degree because it is not recognized in Spain
- Lack of recognition/accreditation is considered to be a substantial difference

NORWAY

- No recognition
- Higher education institutions may evaluate subject content for possible transfer credit, but usually no recognition

SPAIN: TÍTULO PROPIO

USA

IERF

No recognition; not recognized by Ministry of Education of Spain

- No recognition because these programs are not recognized by Ministry of Education of Spain and because do not grant admission to doctoral programs
- However, we recommend that U.S. institutions review content for possible transfer credit at their discretion if this program of study is acceptable

SPAIN: UNDERGRADUATE TÍTULO PROPIO



Título Propio Bachelor of Arts from Universidad de Navarra in Spain

3-year program

- Length of program compared to other first-cycle programs in Spain
- Not recognized by Ministry of Education

SPAIN: UNDERGRADUATE TÍTULO PROPIO

CANADA

- If awarding institution is public comparable to a university diploma
- If awarding institution is private no recognition

NETHERLANDS

- EP-Nuffic would not evaluate this degree because it is not recognized in Spain
- Lack of recognition/accreditation is considered to be a substantial difference

NORWAY

No recognition

SPAIN: UNDERGRADUATE TÍTULO PROPIO

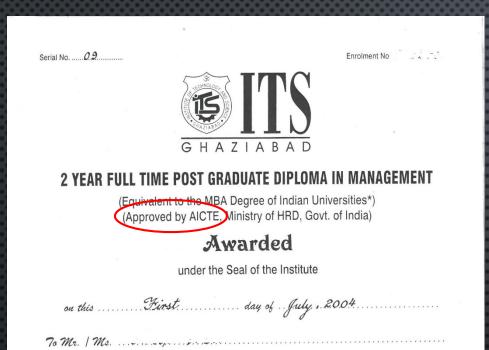
USA

IERF

No credit

- No recognition because these programs are not recognized by Ministry of Education of Spain and because do not grant admission to recognized second cycle programs
- However, we recommend that U.S. institutions review content for possible transfer credit at their discretion if this program of study is acceptable

INDIA: DIPLOMA FROM AICTE-RECOGNIZED INSTITUTION



Institution recognized by All India Council on Technical Education/AICTE

On Association of Indian Universities list of AICTE programs deemed equivalent to an MBA

AICTE:

- Promotes quality in technical education
- Regulates and maintains norms and standards
- Plans and coordinates development of technical education system

POSSIBLE EVALUATION ISSUE:

- Acceptance of AICTE recognition
- Acceptance of AIU list for MBA equivalency

* As per Association of Indian Universities (AIU) Letter No : EV/II(909)/2004/70 Dated 19 April, 2004

who has successfully completed The Two Wear Full-time Post Graduate Programme at the

Son | Daughter of Shri...

Institute during the academic Session (2002-2004)

Chairperson - PGDM

INDIA: DIPLOMA FROM AICTE-ACCREDITED INSTITUTION

CANADA

Comparable to a post-bachelor's program, but not a degree

NETHERLANDS

Post-HBO diploma in management

NORWAY

- Usually only recognize institutions on University Grants Commission/UGC consolidated list.
- Looking into if we should recognized AICTE-accredited institutions as well

USA

IERF (new policy in development)

- Bachelor of Science in Business Administration and MBA from an institution with program accreditation (similar to AACSB)
- ITS Ghaziabad not UGC-recognized; therefore, no degree granting power and we view as not comparable to regional accreditation

- We accept AICTE recognition
- Equivalency is based on previous education

UK AND MALAYSIA: CROSS-BORDER PROGRAM



University of Hertfordshire

has been awarded the degree of

Bachelor of Arts

with Second Class Honours (First Division)

having followed an approved programme in

Accounting

21 May 2009



Professor R J T Wilson Vice-Chancellor

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B.A. (HONS) IN ACCOU	NTING PROGRAMME,		Page No.	: 1 of 2
UNIVERSITY OF HERTF FINAL ACADEMIC TRAN	ORDSHIRE SCRIPT		Date Issued	: JULY 10, 2009
NAME			STUDENT NO.	
ADDRESS	:		GENDER NATIONALITY DATE ENROLLED DATE LEFT	: MALE : CHINESE : APRIL 26, 2006 : APRIL 18, 2009
FIELD OF STUDY	: ACCOUNTING			
CODE	COURSE DESCRIPTION			GRADE
MAY 2006 Session				
ACC222 C5C248	FOUNDATIONS OF FINANCIAL ACCOUNTING ADVANCED MICROSOFT OFFICE SKILLS			F1B
ECO240 ENL207	INTRODUCTION TO MICROEC ENGLISH FOR BUSINESS STU	ONOMICS		C3
SEPTEMBER 2006		DY 1		CS
ACC222	FOUNDATIONS OF FINANCIAL	ACCOUNTING		E3
MGT203 JANUARY 2007 Se:	PROFESSIONAL DEVELOPMEN	т		D1
ACC223		ENT ACCOUNTING		
ENL208	FOUNDATIONS OF MANAGEMENT ACCOUNTING ENGLISH FOR BUSINESS STUDY 2			C2 C3
MGT215 STA221	SKILLS FOR ACCOUNTANT INTRODUCTION TO QUANTIT	ATTIVE METHODS		C2 B2
MAY 2007 Session	annagarior to quartir	ALL PETRODO		BZ
ACC316	FINANCIAL ACCOUNTING AND	REPORTING		I
ACC317 ECO242	MANAGEMENT ACCOUNTING			I
LAW321	ECONOMIC ENVIRONMENT OF BUSINESS BUSINESS LAW		D3 E2	
STA222	QUANTITATIVE METHODS FO	R BUSINESS		D2
SEPTEMBER 2007 : ACC316				
ACC316 ACC317	FINANCIAL ACCOUNTING AND MANAGEMENT ACCOUNTING	REPORTING		E1 D2
JANUARY 2008 Se	ssion			
ECO307	BUSINESS ECONOMICS			D3
FIN321 MGT346	FINANCIAL MANAGEMENT MANAGEMENT AND MARKETI	NG		B1 D3
MAY 2008 Session				
ACC420	ADVANCED FINANCIAL ACCOU	UNTING		C1
ACC423 FIN469	ACCOUNTING AND BUSINESS FINANCIAL STRATEGY - DOU	PERFORMANCE SLE MODULE		C1 I
SEPTEMBER 2008				
ACC424 FIN469	MALAYSIAN TAXATION			E1
JANUARY 2009 Se	FINANCIAL STRATEGY - DOUB	SLE MODULE		B3
ACC421	INTERNATIONAL ACCOUNTIN	61		
ACC422 ACC478	INTERNATIONAL ACCOUNTIN	G 2		C1 C1
	NUUTING			B2

Diploma awarded by University of Hertfordshire

All coursework completed at INTI University College in Malaysia

Program and institution listed on Malaysian Qualifications Register

POSSIBLE EVALUATION ISSUE:

 Recognition of diploma awarded based on coursework completed at another institution

UK AND MALAYSIA: CROSS-BORDER PROGRAM

CANADA

Recognize University of Hertfordshire degree

NETHERLANDS

Bachelor's degree in accounting awarded by a university of applied sciences

NORWAY

• Because this qualification is listed on the Malaysian Qualifications Register, we recognize it as comparable to a Norwegian bachelor's degree

USA

IERF

Bachelor of Arts in Accounting

SpanTran

• Because both the institution and program are on the Malaysian Qualifications Register, we recommend bachelor's degree in accounting

WALES AND SERBIA: CROSS-BORDER PROGRAM

TRANSCRIPT

1



It is hereby certified that Ar dystir drwy hyn y derbyniwyd

has been admitted by Cardiff Metropolitan University to the degree of gan Brifysgol Metropolitan Caerdydd i radd

MASTERS OF BUSINESS ADMINISTRATION

Pass

On/Ar 17 July 2013 / 17 Gorffennaf 2013

Having been examined in accordance with the regulations of the University Ar ôl sefyll arholiad yn unol â rheolau'r Brifysgol

Details of location of study and language instruction / assessment used are set out in the

Ceir manylion am leoliad yr astudiaethau a'r iaith dysgu/asesu a ddefnyddiwyd yn yr trawsgrifiad academaidd









London School of Commerce Belgrade

Španskih boraca 3 11000 Beigrade, Serbia Tel: +381 (0) 11 7150 258 Email: office@lsc.edu.rs www.lsc.edu.rs



Issued: 28 September 2015

Student Name: Student ID:

Programme: Master of Business Administration (MBA) Programme Commenced: December 2011

Programme Completed: July 2013

Subject	Grades
Marketing Management	PS
Managing Human Capital	PS
Financial Analysis and Management	PS
Managerial Skills and Entrepreneurship	CR
Strategic Management	PS
International Business	CR
International Marketing Management	CR
Research Methodology	PS





PIB: 106654479 | Matiční broj: 20653230 | Žiro račun: 285-2041000000119-Landon School of Commerce Belgrade (LSC Belgrade) is a division of the Landon School of Commerce Diploma awarded by Cardiff Metropolitan University in Wales

All coursework completed at London School of Commerce in Belgrade

London School of Commerce is not recognized/accredited in Serbia

- Recognition of diploma awarded based on coursework completed at another institution
- London School of Commerce lack of recognition/accreditation

WALES AND SERBIA: CROSS-BORDER PROGRAM

CANADA

 ICAS would not recognize this credential because it is a validated degree completed at an institution not authorized to award degrees

NETHERLANDS

 Evaluation would depend on the outcome of research on London School of Commerce recognition and if transnational arrangement complies with recommendations in the Code of Good Practice on the Provision of Transnational Education

NORWAY

No recognition

WALES AND SERBIA: CROSS-BORDER PROGRAM

USA

IERF

- Master of Business Administration (begrudgingly)
- Might not list all credits

- Master of Business Administration only because the awarding university is recognized
- However, any credit conversion would be noted as completed at an unrecognized/nonaccredited institution

NAGORNO-KARABAKH REGION: DIPLOMA



Disputed territory in Azerbaijan

Oblast in former Azerbaijan SSR

Not recognized by UN or any other nation

POSSIBLE EVALUATION ISSUE:

acceptance of documents from disputed territories

NAGORNO-KARABAKH REGION: DIPLOMA INSTITUTION

CANADA

 Because the qualification was issued on Armenian state paper, comparable to a bachelor's degree

NETHERLANDS

- EP-Nuffic would only evaluate if student can produce evidence of admission to a higher education institution in Russia or Armenia, OR if the institution officially cooperates with a recognized higher education institution.
- Otherwise, no evaluation

NAGORNO-KARABAKH REGION: DIPLOMA INSTITUTION

NORWAY

- Generally do not accept documents from disputed territories
- Qualification must be issued from institution in United Nations-recognized state AND issued in framework of an acceptable (to us) system of quality assurance
- If need be, we can overlook UN recognition, but not quality assurance
- Because NOKUT is a Ministry of Education agency, we will also take into consideration possible political constraints when it comes to recognition

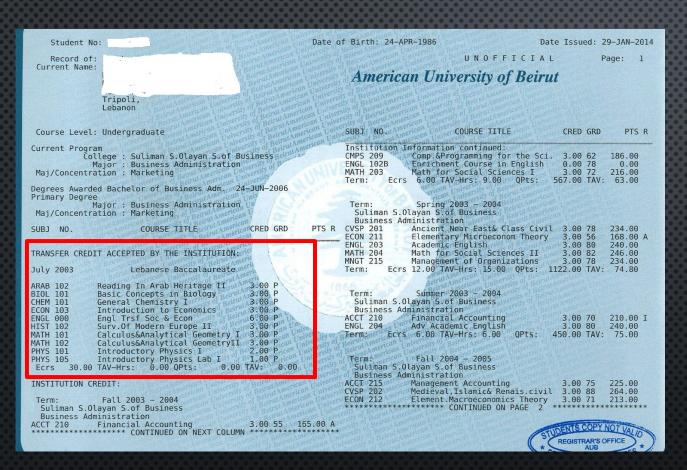
USA

IERF

- Bachelor of Science in Applied Mathematics
- We state that the university is under the Ministry of Education of Nagorno -Karabakh which is a
 disputed area that has claimed independence that is not internationally recognized

- Bachelor of Science
- Add a note explaining that institution is in a region that is not recognized by the United Nations

LEBANON: BACHELOR'S DEGREE FROM AMERICAN UNIVERSITY OF BEIRUT AND LEBANESE AMERICAN UNIVERSITY



Transfer credit awarded for Lebanese Baccalaureate at both institutions

Reduces program of study to 6 semesters

Other students must complete 8 semesters

Both institutions hold U.S. accreditation

- Lebanese Baccalaureate usually considered completion of secondary school with no transfer credit awarded
- Bachelor's degree or completion of 6 semesters of undergraduate study?

LEBANON: BACHELOR'S DEGREE FROM AMERICAN UNIVERSITY OF BEIRUT AND LEBANESE AMERICAN UNIVERSITY

CANADA

Bachelor's degree

NETHERLANDS

Bachelor's degree in marketing awarded by a university of applied sciences

NORWAY

- Consider this a US institution with US-styled degree
- Therefore, 4-year bachelor's degree would normally be recognized as comparable to Norwegian bachelor's degree
- In this particular case, probably not comparable because of Lebanese Baccalaureate transfer credits and possible first-year courses

LEBANON: BACHELOR'S DEGREE FROM AMERICAN UNIVERSITY OF BEIRUT AND LEBANESE AMERICAN UNIVERSITY

USA

IERF

- Bachelor of Science in Business Administration from a university accredited by the Middle States Commission on Higher Education
- Credits from Lebanese Baccalaureate would not be listed

- Bachelor's degree only because of US accreditation
- We do not recommend transfer credit for any secondary baccalaureate
- Therefore, only recommend 90 semester credit hours



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teşekkür ederim
obrigado děkuji
terima kasihi
                 grazie
 asommos asosanti
nullification
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