GENEVA COLLEGE | OFFICE of GRADUATE & ONLINE ADMISSIONS

ARTICULATION AGREEMENT BETWEEN PENNSYLVANIA HIGHLANDS COMMUNITY COLLEGE'S ASSOCIATE DEGREES AND GENEVA COLLEGE'S BACHELOR OF PROFESSIONAL STUDIES PROGRAMS

THIS AGREEMENT, dated 11/03/2026 is an articulation agreement between Pennsylvania Highlands Community College located at 101 Community College Way, Johnstown, PA, 15904, and Geneva College, located at 3200 College Avenue, Beaver Falls, PA, 15010.

Students selected for matriculation into this program and who meet the requirements for admission to Geneva College's Online Degree Programs will, upon completion of the prescribed sequence of courses leading to an associate degree from sending institution, continue their studies at GC with assurance that they may complete all requirements for the Bachelor of Professional Studies in their elected major as prescribed in Appendix B.

This agreement applies to students completing the following programs at Pennsylvania Highlands Community College:	**Students may transfer into the following programs at Geneva College:**
Liberal Arts & Sciences: Exploratory A.A. Liberal Arts & Sciences: Self-Design A.A. Medical Coding and Billing A.A.S. Liberal Arts & Sciences: Communication A.A. Liberal Arts & Sciences: English A.A.	Bachelor of Professional Studies in Healthcare Administration
Liberal Arts & Sciences: Exploratory A.A. Liberal Arts & Sciences: Self-Design A.A. Paralegal Studies A.A.S. Psychology A.A. Social Service Assistant A.A.S. Social Work A.A. Behavioral Sciences A.A. Liberal Arts & Sciences: Communication A.A. Liberal Arts & Sciences: English A.A.	Bachelor of Professional Studies in Child and Family Services
Liberal Arts & Sciences: Exploratory A.A. Liberal Arts & Sciences: Self-Design A.A. Business Administration A.S. Business Management A.A.S. Behavioral Sciences A.A. Psychology A.A. Social Service Assistant A.A.S. Social Work A.A. Liberal Arts & Sciences: Communication A.A. Liberal Arts & Sciences: English A.A.	Bachelor of Professional Studies in Human Resources

Liberal Arts & Sciences: Exploratory A.A. Liberal Arts & Sciences: Self-Design A.A. Business Administration A.S. Business Management A.A.S. Accounting A.A.S. Entrepreneurship A.A.S. Marketing A.A.S. Liberal Arts & Sciences: Communication A.A. Liberal Arts & Sciences: English A.A. Behavioral Sciences A.A. Psychology A.A.	Bachelor of Professional Studies in Management
Liberal Arts & Sciences: Exploratory A.A. Liberal Arts & Sciences: Self-Design A.A. Business Administration A.S. Business Management A.A.S. Accounting A.A.S. Entrepreneurship A.A.S. Marketing A.A.S. Liberal Arts & Sciences: Communication A.A. Behavioral Sciences A.A. Social Work A.A. Psychology A.A.	Bachelor of Professional Studies in Organizational Leadership

Additional programs may be added through written amendment.

The primary purpose of this agreement is to enhance the transferability of the Pennsylvania Highland Community College's associate degree to GC's Bachelor of Professional Studies. A secondary purpose is to provide the students and administration of both institutions with more precise guidelines for advising students in pursuing GC's Bachelor of Professional Studies.

Appendix A, including the Transfer Course Guide attachment consisting of 4 pages, outlines the courses that will be accepted from Pennsylvania Highlands Community College. Appendix B, consisting of 1 page, outlines the course requirements for the Bachelor of Professional Studies.

I. MUTUAL TERMS AND CONDITIONS

a. *Term of Agreement.* The term of this agreement shall be (5) years from the date of execution and will be reviewed annually for accuracy. Upon expiration of the Initial Term, this Agreement shall automatically renew for successive 12-month periods (each, a "Renewal Term") unless either party provides written notice of termination at least ninety (90) days prior to the end of the then-current term.

b. *Termination of Agreement.* Either party may terminate this Agreement for any reason with ninety (90) days' notice. Either party may terminate this Agreement with no prior written notice in the event of a substantial breach. However, should either party terminate this Agreement prior to the completion of an academic semester, all students enrolled at that time may continue their educational experience and receive applicable credit until the end of the course the student was enrolled in at the time of termination. The receipt of credit is also dependent on institutional policy for successful completion of the course requirements.

c. *Nondiscrimination.* The parties agree to not unlawfully discriminate on the basis of sex, age, race, color, creed, national origin, and act in accordance with all applicable laws.

d. *Interpretation of the Agreement.* The laws of the Commonwealth of Pennsylvania shall govern this Agreement.

e. *Modification of the Agreement.* This Agreement shall only be modified in writing with the same formality as the original Agreement.

f. *Relationship of Parties.* The relationship between the parties to this Agreement to each other is that of independent contractors.

g. *Liability.* Neither of the parties shall assume any liabilities to each other. As to liability to each other or death to persons, or damages to property, the parties do not waive any defense as a result of entering into this contract.

IN WITNESS WHEREOF, the authorized representatives of the parties have executed this Agreement as of the final date indicated below.

Pennsylvania Highlands Community College:

Steve Nunez Date 2026-10-19

Dr. Steve Nunez
President
Pennsylvania Highlands Community College

Sara Conroy Date 2026-10-20

Dr. Sara Conroy
Vice President of Academic Affairs and Student Services
Pennsylvania Highlands Community College

Geneva College:

Melinda R Stephens Date Nov 3, 2026

Dr. Melinda Stephens
Provost/Chief Academic Officer
Geneva College

Date Nov 3, 2026

Hannah George
Director of Online Programs and Curriculum
Geneva College

APPENDIX A – Transfer Course Equivalencies*

**See the attached Transfer Course Guide for specific details on transfer course equivalencies.*

APPENDIX B – Geneva College Bachelor of Professional Studies Requirements

Pennsylvania Highlands CC Courses	**Credits**
Core:	
Maximum Core Credits Accepted in Transfer**	18
Electives:	
Maximum Elective Credits Accepted in Transfer**	65
Geneva College Courses	
Major:	
All major course requirements must be completed at Geneva College.	36
Introduction to Online Learning course	1
Total Credits Earned Toward Bachelor of Professional Studies	**120**

***If students need additional core and/or elective credits beyond those earned at Penn Highlands CC at the time of transfer to meet the 120-credit minimum needed for the Bachelor of Professional Studies, students can complete these credits through GC's Online Degree Programs.*

GENEVA COLLEGE | *Online Degree Programs*

PENNSYLVANIA HIGHLANDS COMMUNITY COLLEGE

Transfer Course Guide for Geneva College Requirements

Online Degree Programs (ODP)
Bachelor of Professional Studies (BPS)

Geneva College's Online Degree Programs offer **Bachelor of Professional Studies** degrees in five distinct majors, including:

- Child and Family Services
- Healthcare Administration
- Human Resources
- Management
- Organizational Leadership

Each BPS degree requires 120 credits, consisting of the following requirements:

36	major credits*	(taken at Geneva College)
+ 1	Intro to Online Learning credit	(taken at Geneva College)
+ 18	core credits	(transferred and/or taken at Geneva College)
+ 65	elective credits*	(transferred and/or taken at Geneva College)
120	**credits – Bachelor of Professional Studies**	**Can include credits toward an 18-credit minor*

Students may **transfer up to 84 credits** into a Bachelor of Professional Studies degree at Geneva. Up to 12 credits (included as part of the 84-credit transfer maximum) may be transferred toward an 18-credit minor. Please note that ODP major courses *cannot* be transferred in and must be taken at Geneva College.

If a student intends to transfer courses toward a Geneva degree, **Geneva's Academic Advisor will complete a *personalized* transfer evaluation**, reviewing all previously completed courses and identifying how they could be applied toward a BPS degree at Geneva.

After receiving a transfer evaluation, students should request and receive **course approval** from Geneva College prior to taking additional courses for credit to be applied toward graduation, core, or elective requirements at Geneva. For course approvals, contact Sue Starn at sastarn@geneva.edu or 724-847-6758.

Transferrable courses are subject to change without notice. Additional courses beyond those listed may be accepted to meet core and elective requirements.

CORE REQUIREMENTS

The following courses can be applied toward Geneva's core and elective requirements. Additional courses beyond those listed may be accepted to meet core and elective requirements with appropriate approval.

ENGLISH COMPOSITION

Core requirement for all majors.

1 course - 3 credits

Students must earn a grade of C- or better to receive transfer credit.

- ☐ ENG 110 English Composition I

HUMANITIES

Core requirement for all majors.

2 courses - 6 credits total

- ☐ ANT 100 Intro to Cultural Anthropology
- ☐ ART101 Introduction to Art History
- ☐ CIV 100 Western Civ: Ancient through Renaissance
- ☐ CIV 110 Western Civ: Renaissance to Present
- ☐ ENG 230 Survey of American Literature I
- ☐ ENG 235 Survey of American Literature II
- ☐ ENG 240 Survey of British Literature I
- ☐ ENG 245 Survey of British Literature II
- ☐ ENG 250 Women and Literature
- ☐ ENG 271 World Literature
- ☐ FLM 110 Introduction to American Cinema
- ☐ HIS 205 American Popular Culture
- ☐ HIS 215 History through Film
- ☐ HIS 250 World War II through Film
- ☐ HUM 100 Introduction to Humanities
- ☐ MUS 100 Introduction to Music
- ☐ MUS 200 History of Rock n' Roll
- ☐ PHI 110 Introduction to Philosophy
- ☐ PHI 200 Introduction to Ethics
- ☐ REL 100 World Religions/Religious Studies

NATURAL SCIENCE or MATH

Core requirement for all majors.

2 natural science and/or math courses - 6 credits total

NATURAL SCIENCE

- ☐ AST 100 Introduction to Astronomy
- ☐ BIO 102 Life Science
- ☐ BIO 104/114 Principles of Biology I w/ Lab
- ☐ BIO 106/116 Principles of Biology II w/ Lab
- ☐ BIO 202/212 Human Anatomy & Physiology I w/ Lab
- ☐ BIO 204/214 Human Anatomy & Physiology II w/ Lab
- ☐ BIO 206/216 Microbiology w/ Lab
- ☐ CHM 125/126 General Chemistry I w/ Lab
- ☐ ENV 110 Introductory Environmental Science
- ☐ GLG 102/103 Introduction to Geology w/ Lab
- ☐ HSC 130 Basic Anatomy and Physiology
- ☐ PHY 110/111 Physics (Algebra-based) I w/ Lab

MATH**

***Will accept any MATH course 100-level or above.*

- ☐ MAT 110 Business Mathematics
- ☐ MAT 116 Mathematical Concepts & Applications
- ☐ MAT 126 Elements of Mathematics I
- ☐ MAT 127 Elements of Mathematics II
- ☐ MAT 131 Intermediate Algebra
- ☐ MAT 145 College Algebra
- ☐ MAT 170 Pre-Calculus
- ☐ MAT 200 Probability and Statistics
- ☐ MAT 204 Discrete Mathematics
- ☐ MAT 205 Applied Calculus for Business
- ☐ MAT 210 Calculus I

SOCIAL/BEHAVIORAL SCIENCE

Core requirement for all majors.

1 course - 3 credits

- ☐ ECO 100 Macroeconomics
- ☐ ECO 110 Microeconomics
- ☐ GOV 100 Intro to American National Gov.
- ☐ HIS 100 U.S. History: Discovery through Reconstruction
- ☐ HIS 110 U.S. History: Reconstruction to Present
- ☐ PSY 100 General Psychology
- ☐ SOC 100 Introduction to Sociology

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Transferable courses are subject to change without notice.
Additional courses beyond those listed may be accepted to meet core and elective requirements.

MINORS IN THE ONLINE DEGREE PROGRAMS

A minimum of 1/3 of the required credit hours in the minor must be earned at Geneva College.

PENNSYLVANIA HIGHLANDS COMMUNITY COLLEGE		GENEVA COLLEGE

HUMAN RESOURCES

BUS 125 Principles of Management	→	HRS 457 Principles of Management & Supervision
BUS 165 HR Management	→	HRS 451 Introduction to Human Resources
BUS 240 Labor Management Relations	→	HRS 455 Employee & Labor Relations

MANAGEMENT

ACC 150 Accounting Principles I	→	MGT 151 Principles of Accounting
ACC 175 Accounting Principles II	→	MGT 151 Principles of Accounting
ACC 230 Managerial Accounting	→	MGT 151 Principles of Accounting
BUS 125 Principles of Management	→	HRS 457 Principles of Management & Supervision
BUS 165 HR Management	→	HRS 451 Introduction to Human Resources
BUS 230 Principles of Marketing	→	MGT 320 Marketing
COM 120 Organizational Communications	→	HRS 441 Business & Interpersonal Communication
ECO 100 Macroeconomics	→	MGT 213 Principles of Micro/Macroeconomics
ECO 110 Microeconomics	→	MGT 213 Principles of Micro/Macroeconomics

ORGANIZATIONAL LEADERSHIP

BUS 125 Principles of Management	→	HRS 457 Principles of Management & Supervision
COM 120 Organizational Communication	→	HRS 441 Business & Interpersonal Communication

PSYCHOLOGY

PSY 100 General Psychology	→	PSS 201 Introduction to Psychology
PSY 130 Human Development Across Life Span	→	PSS 250 Lifespan Development
PSY 200 Abnormal Psychology	→	PSS 313 Abnormal Psychology
PSY 210 Psychology of Aging	→	PSS 253 Adulthood and Aging

CERTIFICATE *of* SIGNATURE

REF. NUMBER
TZ9NN-EHG6G-TB2YB-RNO6A

DOCUMENT COMPLETED BY ALL PARTIES ON
20 OCT 2026 12:19:42
UTC

SIGNER	TIMESTAMP	SIGNATURE
STEVE NUNEZ EMAIL SNUNEZ@PENNHIGHLANDS.EDU	SENT 19 OCT 2026 14:44:53 VIEWED 19 OCT 2026 14:51:19 SIGNED 19 OCT 2026 14:51:27	 IP ADDRESS 198.137.161.2 LOCATION JOHNSTOWN, UNITED STATES
RECIPIENT VERIFICATION	EMAIL VERIFIED 19 OCT 2026 14:51:19	
SARA CONROY EMAIL SCONROY@PENNHIGHLANDS.EDU	SENT 19 OCT 2026 14:44:53 VIEWED 20 OCT 2026 12:19:27 SIGNED 20 OCT 2026 12:19:42	 IP ADDRESS 198.137.161.2 LOCATION JOHNSTOWN, UNITED STATES
RECIPIENT VERIFICATION	EMAIL VERIFIED 20 OCT 2026 12:19:27	