

**Articulation Agreement between
SAN JUAN COLLEGE
and
WALDORF UNIVERSITY**

1. Purpose

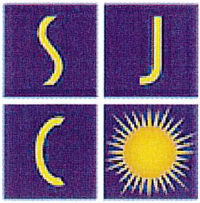
The purpose of this articulation agreement between San Juan College 4601 College Boulevard Farmington, NM 87402 and Waldorf University (Waldorf), 106 South Sixth Street, Forest City, IA 50436-1713 is to establish criteria for a transfer credit agreement between the two (2) institutions. This agreement will allow courses completed at San Juan College to be transferred to and be accepted by Waldorf applicable to the undergraduate course requirements for the Bachelor of Applied Science in Occupational Safety, Bachelor of Applied Science in Public Relations, Bachelor of Arts in Psychology, and Bachelor of Applied Science in Business Administration online degrees.

2. Background

San Juan College is accredited by the Higher Learning Commission (HLC) since 1973 when it received accreditation as a branch of New Mexico State University. The HLC is an institutional accrediting agency for colleges and universities located in the mid-west region of the United States of America and approved by the United States Department of Education. San Juan College provides an affordable, personalized education offering both face-to-face and online programs with a credit enrollment of more than 8,000 students per year. San Juan College serves as a regional leader in education.

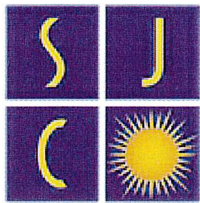
Waldorf University is a private, academic, core value based Liberal Arts University located in Forest City, Iowa, USA, founded in 1903 with roots in the Lutheran tradition offering undergraduate and graduate degree programs through both residential and online modalities. Waldorf is accredited by the Higher Learning Commission (HLC). Waldorf is a Title IV institution approved for Federal Aid and Veterans Administration Benefits. Waldorf is recognized by the U.S. Fire Administration and the U.S. Department of Homeland Security FEMA as an official Fire and Emergency Services Higher Education Institution. Waldorf is a SARA institution.

3. Articulation Agreement



- a. San Juan College recognizes the professional integrity and academic stature of Waldorf and Waldorf recognizes the professional integrity and stature of San Juan College.
- b. San Juan College offers associate courses. Waldorf offers programs and courses at the associate, bachelor, and master degree levels.
- c. A San Juan College completed course in which a grade of C or better has been awarded at the undergraduate degree level can be transferred to an undergraduate online degree program at Waldorf, if the course satisfies a course requirement (required course or elective) in the Waldorf undergraduate online program to which it is being transferred, and the maximum number of transfer credits has not been exceeded. Transfer credits will be based on Waldorf's transfer credit policy which includes a maximum of 75% towards an associate's or bachelor's degree.
- d. San Juan College agrees to identify a point of contact for coordinating the review of coursework. Waldorf agrees to identify a point of contact for coordinating the review of coursework. Both parties agree to work with the coordinating institution's Registrar's Office to determine transfer credit viability based on Waldorf's transfer credit policy.
- e. San Juan College agrees to provide a depiction of their logo and approved text to Waldorf and authorizes the use said logo and text for promotional purposes in furtherance provided that the material for each use has been approved prior to said use in writing by Waldorf. No other use is permitted or authorized without prior written consent by San Juan College.
- f. Waldorf agrees to provide a depiction of their logo and approved text to San Juan College and authorizes the use said logo and text for promotional purposes in furtherance provided that the material for each use has been approved prior to said use in writing by San Juan College. No other use is permitted or authorized without prior written consent by Waldorf. Waldorf agrees to provide San Juan College and San Juan College students with information on Waldorf degree program requirements as outlined on the Waldorf University website (www.waldorf.edu) and the Waldorf University Catalog. A San Juan College completed course in which a grade of C or better has been awarded can be transferred to an undergraduate online degree program at Waldorf, if the course satisfies a course requirement (required course or elective) in the Waldorf undergraduate program to which it is being transferred, and the maximum number of transfer credits has not been exceed. Transfer credit decisions will be based on Waldorf's transfer credit policy. A transfer grid indicating the transferability of San Juan College courses for said articulation of the San Juan College courses to Waldorf's BAS Occupational Safety, BAS Public Relations, BA Psychology, and BAS Business Administration online degrees (Appendix A).

4. Commitment



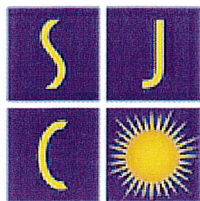
- a. San Juan College and Waldorf are committed to assisting students in achieving their educational goals. San Juan College's staff will assist students intending to transfer to Waldorf. Likewise, Waldorf's academic advisors will work with students on an individual basis in an effort to understand their goals and desires and assist students intending to transfer from San Juan College. San Juan College students applying to Waldorf must meet all criteria for admissions and comply with all requirements in the awarding of a degree through Waldorf.
San Juan College shall make available, upon written request by Waldorf, San Juan College course materials for review purposes in determination of continued course applicability towards the Online BAS Occupational Safety, BAS Public Relations, BA Psychology, and BAS Business Administration degrees.
- b. Said materials will exclude instructor personal notes, student assessment materials (examinations/assessment instruments), and proprietary third-party materials.
San Juan College will provide Waldorf written notification (e-mail or fax is acceptable) of any change in course or program to San Juan College's courses. Waldorf will provide San Juan College written notification (e-mail or fax is acceptable) of any change in course or program to Waldorf's Online BAS Occupational Safety, BAS Public Relations, BA Psychology, and BAS Business Administration degrees.
- c. Waldorf reserves the right to modify degree program requirements at any time to preserve Waldorf's best practices and program integrity. Waldorf policies, regulations, procedures and curricula are subject to change without prior notice, if necessary, to keep Waldorf in compliance with regulations of its accrediting bodies.
- d. Waldorf will provide San Juan College a URL web-site address and link regarding said articulation and the Waldorf admissions process.
- e. San Juan College will list Waldorf as an educational partner on San Juan College's website.

5. Learning Partnership

- a. This articulation agreement is a learning partnership between San Juan College and Waldorf. The benefits of a learning partnership with Waldorf are: San Juan College students, staff, and family will receive a waiver of application fees and a 10% discount for any and all courses taken at Waldorf.

6. Voluntary Character of Relationship

- a. San Juan College acknowledges that its participation in this Articulation Agreement (Agreement) is voluntary and imposes no obligation to expend money or other resources beyond the simple administrative actions outlines in this Agreement. San Juan College

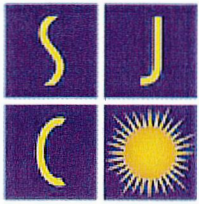


furthermore agrees to bear its own cost of participation in the Agreement; all cost incurred under the Agreement are gratuitously rendered and will not result in a charge or obligation to Waldorf. The relationship of said parties under this Agreement and any resulting written agreements shall be that of independent contractors, and neither party shall be deemed, nor shall hold itself out as being, broker, employee, servant, or agent of the other party. San Juan College shall not be liable for the acts, statements, or representations of Waldorf.

- b. Waldorf acknowledges that its participation in this Articulation Agreement (Agreement) is voluntary and imposes no obligation to expend money or other resources beyond the simple administrative actions outlines in this Agreement. Waldorf furthermore agrees to bear its own cost of participation in the Agreement; all cost incurred under the Agreement are gratuitously rendered and will not result in a charge or obligation to San Juan College. The relationship of said parties under this Agreement and any resulting written agreements shall be that of independent contractors, and neither party shall be deemed, nor shall hold itself out as being, broker, employee, servant, or agent of the other party. Waldorf shall not be liable for the acts, statements, or representations of San Juan College. Waldorf will receive tuition, fees, and any other costs in regard to Waldorf's Online BAS Occupational Safety, BAS Public Relations, BA Psychology, and BAS Business Administration degree programs from the student and not San Juan College.

7. Applicability, Review and Termination

- a. This Articulation Agreement (Agreement) applies to both parties (San Juan College and Waldorf) and shall apply to all 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 Agreement shall take precedence or negate in any way the policy, directives and procedures of the respective parties. Conflicts between this document and any other guidance shall be referred to the respective point of contact for resolution. If a satisfactory resolution cannot be achieved at this level, the responsible points of contact shall refer the matter to the parties of the Agreement through their respective channels.
- b. This Agreement is effective upon acceptance of both parties as indicated by the Signature Page and shall continue in force for a period of three (3) years from the date of the signature but may be terminated by either party by providing written notification (e-mail or fax is acceptable) to the other party.
- c. At the end of the three (3) year period, a sixty (60) day period of "Effectiveness" will be in force to allow Agreement discussion and renewal action by both parties.



- d. At any time, either party (San Juan College or Waldorf) may request in writing (e-mail or fax is acceptable) to review jointly the Agreement in determining its mutual benefits to both parties and to consider any modifications or updates to maximize said Agreement. Any modifications must be approved by both parties.
- e. Either party (San Juan College or Waldorf), without cause, may terminate this Agreement by providing a ninety (90) day written notice to the other party:
 - i. Upon notice of termination, both parties must update their respective websites within thirty (30) calendar days of the notice highlighting the termination date.
 - ii. Waldorf agrees to review and accept validated viable transfer credit presented from San Juan College students, staff and family through the close of business on said termination date.
 - iii. Notwithstanding the foregoing, either party may terminate this Agreement immediately in the event that participation under the Agreement may give rise to a violation of any requirement of Federal or State law, regulation, or requirement of any accrediting agency having jurisprudence.

For San Juan College

For Waldorf University

Dr. Michael Ottinger
Vice-President for Learning

11/10/2025

Date

Michael Gatlin 10/27/25

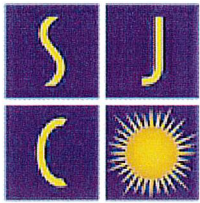
Dr. Michael Gatlin
Vice-President for Academic Affairs

Date

10/27/25

Dr. Robert Alsop
President – Waldorf University

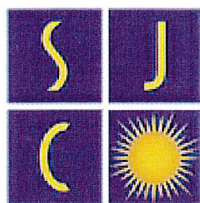
Date



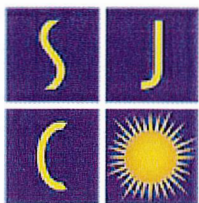
Appendix A

San Juan College courses that will transfer into Waldorf University's Online BAS Occupational Safety, BAS Public Relations, BA Psychology, and BAS Business Administration online degree programs

San Juan College Core Requirements	Waldorf University BAS Core Requirements		
Communications 6 credits			6
ENGL 1110 G- Composition I	3	ENG 1010 English Composition and	3
ENGL 1210 G- Composition II	3	ENG 1020 English Composition II and	3
COMM-1130 G-Public Speaking	3	SPC 1010 Speech Communications (humanities or elective only)	3
Humanities: 3 Credits			9
HIST-1110 G-United States History I 3 HIST-1120 G-United States History II 3 HIST-1150 G-Western Civilization I 3 HIST-1160 G-Western Civilization II 3 GRMN-1110 G-German I 4 GRMN-1120 G-German II 4 NAVA-1110 G-Navajo I 4 NAVA-1120 G-Navajo II 4 SIGN-1110 G-American Sign Language I 4 SIGN-1120 G-American Sign Language II 4 SPAN-1110 G-Spanish I 4 SPAN-1120 G-Spanish II 4 NATV-1150 G-Introduction Native American Studies 3 PHIL-1115 G-Introduction to Philosophy 3 PHIL-2110 G-Introduction to Ethics 3 PHIL-2120 G-Biomedical Ethics 3 ENGL-2650 G-World Literature I 3 or ENGL-2660 G-World Literature II 3			
Creative and Fine Arts: 3 Credits			3
ARTH-1115 G-Orientation in Art 3 ARTS-1210 G-Color Theory I 3 ARTS-1320 G-Ceramics I 3 ARTS-1630 G-Painting I 3 ENGL-2310 G-Introduction to Creative Writing 3 ENGL-2320 G-Introduction to Fiction Writing 3 ENGL-2330 G-Introduction to Poetry Writing 3 ENGL-2340 G-Introduction to Creative Nonfiction Writ 3 MUSC-1130 G-Music Appreciation: Western Music 3 MUSC-1210 G-Fundamentals of Music for non-majors 3 MUSC-1415 G-Introduction to Music 3 MUSC-2120 G-Major Ensemble: Topic 1-3 MUSC-2150 G-American Popular Music History 3			
Laboratory Science: 4 Credits	4		4
ANTH-1135 G-Introduction to Biological Anthropology 3 AND ANTH-1135LG 1 ASTR-1115 G-Introduction to Astronomy 3 AND ASTR-1115L 1		Natural Science plus 1 elective credit	



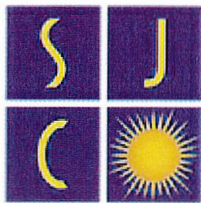
BIOL-1110 G-General Biology 3 AND BIOL-1110L G-General Biology Lab 1 OR BIOL-1130 G-Introductory Anatomy/Physiology-Non-Maj 3 AND BIOL-1130L 1 OR BIOL-2110 G-Prin of Biology: Cellular & Molecular Bio 3 AND BIOL-2110L 1 OR BIOL-2310 G-Microbiology 3 AND BIOL-2310L 1 OR BIOL-2610 G-Prin Bio: Biodiversity, Ecol & Evolution 3 AND BIOL-2610L 1 CHEM-1120 G-Introduction to Chemistry (non-majors) 3 AND CHEM-1120L 1 CHEM-1215 G-General Chemistry I for STEM Majors 3 AND CHEM-1215L 1 CHEM-1225 G-General Chemistry II for STEM Majors 3 AND CHEM-1225L 1 GEOL-1110 G-Physical Geology 3 AND GEOL-1110L 1 OR GEOL-2110 G-Historical Geology 3 AND GEOL-2110L 1 PHYS-1115 G-Survey of Physics 3 AND PHYS-1115L 1 OR PHYS-1230 G-Algebra-based Physics I 3 AND PHYS-1230L 1 OR PHYS-1240 G-Algebra-based Physics II 3 AND PHYS-1240L 1 OR PHYS-1310 G-Calculus-based Physics I 3 AND PHYS-1310L 1 OR PHYS-1320 G-Calculus-based Physics II 3 AND PHYS-1320L 1		BIO 1030 General Biology is required for PSY Majors (BIOL 1110 can be transferred for BIO 1030)	
Mathematics: 3 Credits	3		3
MATH-1350 G-Introduction to Statistics	3	MTH 2023 Elementary Statistics is required for BUS and PSY Majors	3
MATH-1220 G-College Algebra	3	MTH 1010 General Education Math	3
MATH-2110 G-Math for Teachers III	3	MTH 1010 General Education Math	3
Social/Behavioral Science: 3 Credits	3		6
PSYC-1110 G-Introduction to Psychology	3	PSY 1010 General Psychology is required for CRJ and PSY majors	3
SOCI-1110 G-Introduction to Sociology	3	SOC 1010 Introduction to Sociology is required for CRJ majors	3
ECON-2110 G-Macroeconomics Principles	3	ECO 2401 Macroeconomics is required for BUS majors	3
ECON-2120 G-Microeconomics Principles 3	3	Eco 2501 Microeconomics	3
PSYC-2120 G-Developmental Psychology 3		PSY 3450 Developmental Psychology	3LL
POLS-1110 G-Introduction to Political Science 3		POL 2000 Introduction to Political Science	3
ANTH-1115 G-Introduction to Anthropology 3 ANTH-1140 G-Introduction to Cultural Anthropology 3 ANTH-1330 G-Navajo Culture 3 ANTH-2160 G-Prehistoric Peoples American Southwest 3 ANTH-2335 G-Anthropology of Religion 3 PSYC-2510 G-Statistical Principles for Psychology 4 SOWK-2110 G-Intro to Human Services & Social Work 3 SOCI-2240 G-Sociology of Intimate Relationships & Fa 3 SOCI-2310 G-Contemporary Social Problems 3 SOCI-2320 G-Cont Social Issu in Nat American Societies 3		Social/behavioral	3
Remaining Requirements: 9 Credits For the 9 remaining credits, students must take courses from Areas I-VI.			
Total	31-34		



Occupational Safety

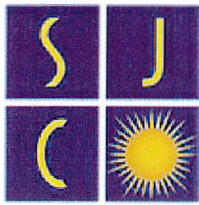
San Juan College Program Requirement Courses			
Occupational Safety Core Energy Pathway Core Requirements: 15 Credits ENGY-1110 Process Technology 3 ENGY-1180 Introduction to Instrumentation Technology 3 ENGY-1210 Introduction to Electricity 3 ENGY-1250 Introduction to Oil and Gas Industry 3 ENGY-1310 Safety, Health & Environmental Concepts 3	15	Elective credits	15
Occupational Safety Program Core Requirements: 30 Credits Business Administration (BUSA) 3 - One Course SAFE-2480 Management of Safety Work 2 SAFE-2510 Hazard Communication & Right-To-Know 1 SAFE-2520 Environmental Management 2 SAFE-2530 Safety & Health Training 1 SAFE-2540 Worker's Compensation 1 SAFE-2550 Fleet Safety 1 SAFE-2560 Risk Assessment & Hazard Control 3 SAFE-2570 Emergency Preparedness 1 SAFE-2580 Fire Prevention and Protection 2 SAFE-2590 Industrial Hygiene 2 SAFE-2595 Personal Protective Equipment 1 SAFE-2610 Ergonomics and Human Factors 1 ENGY-1260 Introduction to Natural Gas Compression 3 ENGY-1330 Process Technology I-Equipment 3 BCIS-2217 MS Excel II 3	30	Professional Elective credits	30
		Courses remaining for BAS Occupational Safety online degree REL 4035 Life Meaning and Vocation 3 OSH 3303 Worker's Compensation 3 OSH 3001 Fundamentals of Occupational Safety and Health 3 OSH 3401 Construction Safety 3 OSH 3535 Legal Aspects of Safety and Health 3 OSH 3640 Interactions of Hazardous Materials 3 OSH 3651 Total Environmental, Health, and Safety Management 3 OSH 3701 Industrial Ergonomics 3 OSH 4301 Fundamentals of Industrial Hygiene 3 OSH 4601 Accident Investigation 3 REL 2350 Philosophies of World Religions 3 HUM 1020 Critical Thinking 3 Social Behavioral 3 Creative and Fine Arts 3 Humanities (6 credits) 6 History 3 Electives (12 cr) 12	

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Business Administration

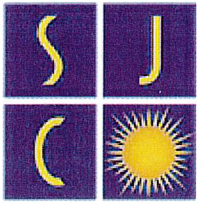
Business Administration Core		
Program Core Requirements: 27 Credits		
BUSA-1110 Introduction to Business 3	BUS 2010 Introduction to Business	3
BUSA-2240 Customer Service in Business 3	Professional Elective	3
BUSA-2410 Leadership & Group Dynamics 3	BUS 3651 Leadership	3LL
BUSA-2460 G-Business Ethics 3	BUS 4751 Business Ethics	3LL
BLAW-2110 Business Law I 3	BUS 3210 Business Law	3LL
BFIN-2140 Personal Finance 3	Professional Elective	3
MGMT-2110 Principles of Management 3	BUS 3602 Principles of Management	3LL
MKTG-2110 Principles of Marketing 3	BUS 3201 Principles of Marketing	3LL
COMM-1130 G-Public Speaking 3 OR	COM 1010 Speech Communication	3
COMM-2120 G-Interpersonal Communication 3		
Choose a total of at least 18 credit hours from ONE of the following concentrations:		
General Management Concentration	BUS 2201 Principles of Accounting	3
ACCT-2110 Principles of Accounting I (Financial) 3	BUS 3620 Managerial Accounting	3LL
ACCT-2120 Principles of Accounting II (Managerial) 3	Elective	3
BCIS-2217 MS Excel II 3	Elective	3
BUSA-1320 Supervision 3	ECO 2501 Microeconomics	3
ECON-2120 G-Microeconomics Principles 3		
BUSA-2118 Introduction to Supply Chain Management 3 OR	Professional Elective	3
BUSA-2220 Human Resource Management 3	BUS 3352 Human Resources Management	3LL
Office Management Concentration	BUS 2201 Principles of Accounting	3
ACCT-2110 Principles of Accounting I (Financial) 3	Elective	3
BCIS-2217 MS Excel II 3	Elective	3
BCIS-2220 MS Word® 3	Elective	3
BUSA-2995 Cooperative Education 1-6	BUS 2026 Business Communication	3
COMM-2180 G-Bus & Prof Communication 3		
BUSA-1320 Supervision 3 OR	Elective	3
BUSA-2220 Human Resource Management 3	BUS 3352 Human Resources Management	3LL
Entrepreneurship Concentration	Elective	3
ACCT-2110 Principles of Accounting I (Financial) 3	BUS 2201 Principles of Accounting	3
BCIS-2217 MS Excel II 3	Elective	3
ENTR-1110 Entrepreneurship 3	BUS 2026 Business Communication	3
ENTR-2110 Small Business Management 3	Professional Elective	3
MKTG-1210 Advertising 3	Professional Elective	3
BUSA-1320 Supervision 3 OR	Elective	3
BUSA-2220 Human Resource Management 3	BUS 3352 Human Resources Management	3LL
Digital Media Marketing Concentration	COM 1020 Digital Imaging	3
FDMA-1260 Introduction to Digital Media 3	Elective	3
FDMA-1515 Intro to Digital Editing-Photoshop 3	Elective	3
FDMA-2260 Video Editing II 3	BUS 2026 Business Communication	3
FDMA-2285 Digital Video Production and Editing II 3	Elective	3
MKTG-1210 Advertising 3	Elective	3
MKTG-2215 Digital Marketing Fundamentals 3	Elective	3
	Courses remaining for BAS Business Administration degree	3
	ENG 1020 English Composition II	3
	MTH 2023 Elementary Statistics	3
	REL 4035 Life Meaning and Vocation	3
	REL 2350 Philosophies of World Religions	3



	History	6
	Humanities (6cr)	3
	Creative and Fine Arts	3
	*BUS 3602 Principles of Management	3
	BUS 3451 Organizational Theory and Behavior	3
	BUS 4426 International Management	3
	BUS 4951 Business Policy and Strategy	3
	*BUS 2201 Principles of Accounting	3
	*BUS 3620 Managerial Accounting	3
	*BUS 3352 Human Resources Management	3
	ECO 2401 Macroeconomics	12
	Professional Electives (12cr)	3
	HUM 1020 Critical Thinking	
	*- students who completed this course as a concentration course will select a professional elective course at Waldorf.	

Psychology

Psychology Program Core Requirements	Online BA Psychology Waldorf University	
Program Core Requirements: 29 Credits PSYC-1110 G-Introduction to Psychology 3 PSYC-2120 G-Developmental Psychology 3 PSYC-2170 Psychology as a Profession 3 PSYC-2510 G-Statistical Principles for Psychology 4 Psychology Core Electives: 9 Credits Choose 9 credits from the following: PSYC-2110 Social Psychology 3 PSYC-2210 Abnormal Psychology 3 PSYC-2220 Cognitive Psychology 3 PSYC-2240 Psychology of Personality 3 PSYC-2250 Brain & Behavior 3 PSYC-2310 Drugs and Behavior 3 PSYC-2320 Health Psychology 3 PSYC-2330 Psychology of Human Sexuality 3 PSYC-2390 Educational Psychology 3 PSYC-2996 Special Topics 1-4 Program Core Science: 3-4 Credits Program Core Elective: 3-4 Credits Any course numbered 110 or higher TOTAL DEGREE REQUIREMENTS: 60-63 Credits *Students should complete BIOL-1110 G-General Biology 3	PSY 1010 General Psychology 3 PSY 3150 Developmental Psychology 3LL Professional Elective 3 MTH 2023 Elementary Statistics (3) Elective (1) 4 PSY 3140 Social Psychology* Required for BA degree 3LL PSY 3450 Abnormal Psychology* Required for BA degree 3LL PSY 3460 Cognitive Psychology* Required for BA degree 3LL PSY 3350 Theories of Personality 3LL Professional Elective 3LL Professional Elective 3LL PSY 3320 Health Psychology 3LL Professional Elective 3LL PSY3480 Psychology of learning 3LL Professional Elective 1-4 Elective 3-4 Elective 3-4	
	Courses remaining for BA Psychology online degree PSY 3140 Social Psychology 3 PSY 3450 3 PSY 3460 3 **PSY 3140, PSY 3450, and PSY 3460 are required above- if completed at SJC, students will take Elective credits (9 credits) PSY 4021 Physiological Psychology 3 PSY 4501 Research Methods 3 PSY 4995 Senior Capstone 3 PSY 3019 History and Systems of Psychology 3 REL 4035 Life, Meaning, and Vocation 3 Professional Electives (15 credits) 15 Global 3 History 3 HUM 1020 Critical Thinking 3 REL 4035 Life Meaning and Vocation 3 REL 2350 Philosophies of World Religions 3 HUM 1000 Warrior Seminar 3 ENG 2500 Explorations in Literature 3 Social/Behavioral 3	



Note: Up to 75-percent of undergraduate courses can be transferred into an undergraduate degree program based upon the degree requirements. Among the acceptable credits may be Advanced Placement (AP) tests, College Level Examination Program (CLEP), Prometric DSST Exams (DANTES), prior college credit, technical credit, military service credit, professional/life learning credit, and/or credit by examination.

Students who have earned an Associate of Arts (A.A.) degree from an accredited institution will have their degree considered for meeting all general education core (The Core) requirements with the exception of two religion courses and any specific courses required by the individual major area of study. Courses with "D" grades will be accepted within the Associate of Arts degree; however, transfer credit will not be recognized for those courses unless the total transfer credit awarded is less than or equal to the credits required to achieve Junior classification status. Students holding any other Associate's degree other than an Associate of Arts degree are not exempt from The Core requirements.