THE UNIVERSITY

OF

CAMBODIA

Graduate Studies Catalog
2019-2023

Preface

This is the second edition of the University of Cambodia's Graduate Catalog. It provides information on the latest updates to our degree programs; and on what students who follow these programs should expect, and have expected of them. It incorporates revisions of the degree programs offered by the University since the first edition appeared in September 2005, including the addition of several new majors with the establishment of new Schools. Whilst every attempt has been made to ensure that the information contained herein is correct, the web version of the catalog (http://www.uc.edu.kh/cats) should be checked for updated information.

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NOTICE:

**THE UNIVERSITY OF CAMBODIA RESERVES THE
RIGHT TO MAKE CHANGES TO THIS CATALOG AS IT
SEES FIT, IN ORDER TO MEET CHANGING
REQUIREMENTS AND NEEDS.**
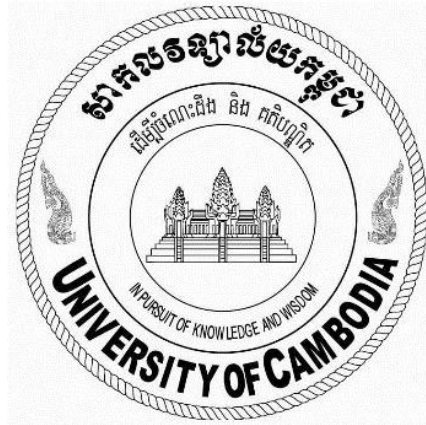
Section I

THE UNIVERSITY

OF

CAMBODIA

1. MESSAGE FROM THE PRESIDENT, Dr. KAO KIM HOURN

The present Graduate Catalog for 2019-2023 has been produced to mark the fifteenth anniversary of the opening of The University of Cambodia. A comparison with UC's first such catalog, for 2005-2006, provides insights into the rapid evolution of our university as it has 'found its feet' and matured as an institution of higher education, based on continual striving to update our original Vision and Mission in response to the relentless evolution of society at large and thus the expectations of our students and the requirements of the Ministry of Education, Youth and Sport (MoEYS) and the Accreditation Committee of Cambodia (ACC).

The Royal Government of Cambodia has long recognized the importance of developing human resources for the country's continuing development: something more pressing now that Cambodia is in transit from being a least developed to a lower-middle income country. To this end, comparisons with the 2005-2006 Catalog show how our graduate programs have evolved and diversified in response to student demand and the changing requirements of the labor market, subject to financial constraints and those imposed by the availability of qualified instructors.

For example, whilst all programs at UC were originally taught through the medium of English (in what is now termed the International Track), some academic departments are now offering identical degree programs taught in Khmer. Also, many of the Master's and Doctoral programs of the College of Social Sciences have been transferred to the Techo Sen School of Government and International Relations; other new programs have been developed by this School in order to further increase the pool of Cambodians qualified for leadership roles in the public and other sectors. This, together with invited talks by ambassadors and other distinguished speakers, means that the School has rapidly evolved as a dynamic institution.

Also, the College of Management (now the Tony Fernandes School of Business) has been regularly awarded Two Palmes in the world-ranking of best graduate business schools by Eduniversal (the only other university in Cambodia to be nominated has received just One Palme).[1]

In addition, as detailed in a companion Catalog, there have also been major developments in our undergraduate programs. The College for Media and Communications was established in 2015 with professional degree programs in these fields which are designed to take advantage of our close relations with Southeast Asia TV (SEATV) and SEARadio, and the resultant access to their physical resources and the associated technical and other expertise. Moreover, I am extremely pleased to report that MoEYS has approved two new Schools just recently. One, the School for Creative Arts, will encourage the appreciation and practice of traditional and modern performance and other art forms and their further development, in concert with SEATV and the College of Media and Communications. The other, the School of Foreign Languages, will allow us to present majors in French, Japanese, Korean and Mandarin Chinese; we hope to include other languages such as Bahasa and Thai. Also, as part of an ongoing process, we are seeking approval to transfer English Language programs from the present College of Arts, Humanities and Languages to this School and

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[1] //eduniversal-ranking.com/business-school-university-ranking-in-cambodia.html

introduce exciting new programs to the to-be-renamed College of Arts and Humanities. It is planned to develop graduate programs in these fields in the near future.

The above has focused on teaching, potentially a passive activity for those being taught. However an essential process in the development of a university (and thus of the caliber of its graduates) is the parallel evolution of more active learning through the need to also acquire critical thinking and other research-based skills to reinforce the foundation for effective life-long learning. To this end, I have introduced various initiatives in order to try foster such a pro-active inquisitive ethos, including the Council for Research and Creativity to encourage and provide support for faculty, students and staff to become engaged in research, including the publication of an *Occasional Papers* series for the showcasing of graduate students' scholarly articles, as well as the *Cambodian Journal of International Studies* and other initiatives. This is in addition to a Skills and Career Development Center, which encourages our students to further develop their other soft skills, as do other extra-curricular activities.

My Message in the 2005-2006 Catalogs was of hope for UC to grow "into a community of students, scholars, researchers, practitioners, staff, and faculty … to achieve our mission by stressing excellence in our academic standards and instruction; by emphasizing the importance of teaching; by nurturing progressive research; and by encouraging a shared sense of responsibility." This, the second edition of the Graduate Studies Catalog, adds to other documentary evidence that we are well and truly on the right path to achieving this goal.

However this is no cause for complacency: whilst we have established our academic standards of relevance and stringency, we must not only seek to maintain them but also strive for yet further improvements – not just relative to other universities in Cambodia but also in the region and elsewhere.

It is very important to note that much of what has evolved has only been possible because of the munificence of our esteemed Chancellor, Dr. Haruhisa Handa, and other generous donors of scholarships and monies for the development of infrastructure; the UC community is extremely grateful for their crucial support. Further growth and development of the University will depend on similar generosity from such benefactors, to which end The University of Cambodia Endowment Fund has been set up.

2. STATEMENT BY THE CHANCELLOR, Dr. HARUHISA HANDA

I first visited Cambodia in 1994, after the UNTAC period and the first election. Reminiscent of Japan in the aftermath of the Second World War, the brutal civil war, still ongoing after more than a quarter of a century, had meant that everything had been destroyed – not just buildings and institutions but also the spirit of the nation. Most serious of all, there was a lack of hope.

Since then, I have frequently come back to Cambodia to look after some of the projects our members from World Mate and B.C. Consulting have supported: to provide health care to the poor and education to the disadvantaged, such as orphans, and building schools in the rural areas. Each visit has shown me an exponential progress in the reconstruction and rehabilitation of a country that had suffered so much misery and misfortune, to put it mildly. This was much aided by the eagerness of young people to make up for lost time in education: to raise their level of knowledge and thereby create new opportunities, they were eager to learn English, computer and business skills. The high value that all Cambodians place on education is the greatest asset that this country possesses. On the other hand, the quality of instruction provided was often questionable, with private universities opening and offering degrees of dubious merit in an entrepreneurial environment with an increasingly competitive job market.

It was against this background that Dr. Kao Kim Hourn approached various influential members of Cambodian civil society and others, including myself, about the possibilities regarding the establishment of a private not-for-profit university to provide quality degree programs taught by qualified instructors through the medium of English as a means of helping not only to ameliorate Cambodia's dearth of qualified personnel but also the need to deal with other ASEAN member states on a more equal footing.

As a result of his dedication, not only did Dr. Kao succeed in getting The University of Cambodia off the ground but he also turned his dream of producing tomorrow's leaders, through encouraging their pursuit of knowledge and wisdom, into a reality. Thus I am proud that my 'investment' in providing scholarships and support has been so amply rewarded by the fact that many UC alumni have gone on to hold responsible jobs in the public and private sectors, including after having been awarded prestigious scholarships to further their studies abroad. Moreover, this worthy output has also enabled Dr. Kao to seek additional sources of financial support for more scholarships and further infrastructural development.

This year, as the fifteenth anniversary of the opening of The University of Cambodia, represents an important milestone in the evolution of this as an institution for excellence in higher education. The present Catalog is one example of the documentary evidence for this, to augment the results of implementing the degree programs it details: the recognized quality of the University's graduate output.

3. VISION

A vision of The University of Cambodia has resulted from many discussions with various Cambodian intellectuals and scholars who wanted to give clarity and purpose to the University's essential character and aspirations. This vision is dynamic, bold and strategic. It is forward-looking and committed to academic excellence.

The University of Cambodia strives to be the institution of choice for higher education in Cambodia and in the region because of its concern with the new social, economic, political and technological realities, as well as the current process of globalization. In an information age that demands originality, imagination, creativity and quality of education, The University of Cambodia will be the nation's leading university and the center of excellence in teaching, training, research, dialog and scholarship.

The University of Cambodia will:

- be a magnet for outstanding faculty who will devise innovative ways to approach problems, invent new ways to teach, and develop new knowledge and research for the benefit of Phnom Penh and the entire nation;
- attract inventive, industrious students of all ages and produce citizens who are intellectually competent and technologically literate – people who will be the catalysts for innovative ideas;
- transform into knowledge and wisdom the vast amounts of information now accessible through new technologies;
- build strong networks and alliances that bring the know-how of businesses and the community into the university and take the knowledge of the University into the workplace and to the society at large;
- link the University with other centers of excellence in Cambodia and other universities in the Asia-Pacific region, North America and Europe; and
- remain innovative, resourceful, and responsive, while drawing on the intellectual capability and resources of the University.

4. MISSION

The University of Cambodia strives to provide quality education for students to develop critical, analytical and creative thinking so they can make well-founded and ethical decisions and be part of an informed citizenry. The University promotes academic excellence at the national, regional and international levels and responds to the call for interdisciplinary research, teaching and training, by rethinking the structure and purpose of higher education in Cambodia.

The University prepares students to address the increasingly complex issues facing them in society and to discover meanings in their own lives. It encourages diversity in its student body and meets the needs of students by providing them with interdisciplinary and innovative undergraduate, graduate and professional courses. The University energetically and dynamically seeks ways to interact with and to serve the needs of the student body.

To this end, the University nurtures and supports a diverse faculty who engages in active research, brings excellence and innovation into the classroom, in order to better respond to the needs of students and the community. The faculty embodies the university's interactive approach to change Cambodia's higher education.

The University is fully committed to long-term sustainable development and in being:

- a center of excellence for teaching and learning;
- a center of excellence for research and creativity;
- a center of excellence for language training and technology skills;
- a center of excellence in leadership, diplomacy and media training;
- a center in Cambodia for building alliances and partnerships for collaboration with universities, think tanks, the private and public sectors and other like-minded institutions to serve mutual interests;
- a center for continuing education and community development; and
- a center for dialogues, conferences and other interactions.

5. ACCREDITATION

The University of Cambodia is fully registered with the Royal Government of Cambodia and is officially recognized by a sub-decree (number 51) issued by the Royal Government of Cambodia and signed by the Prime Minister of the Kingdom of Cambodia, on 20 June 2003. It is also registered with and recognized by the Accreditation Committee of Cambodia (ACC: number 34/05).

6. AFFILIATIONS

It is one of The University of Cambodia's top priorities to build strong affiliations and partnerships with accredited universities and associations from abroad to provide its students, faculty and staff with important collaboration and exchange in the field of higher education. Thus it is a member of the Association of Universities in the Asia Pacific (AUAP); and the Association of Southeast Asian Institutions of Higher Learning (ASAIHL).

At a more individual level, we have signed memoranda of understanding with a number of universities, as well as various other organizations:

Bangladesh	Daffodil International University
	University of Asia Pacific
Cambodia	AIP Foundation Safe Roads for Life
	Asia Euro University
	Clinic and Maternity Bun That
	Human Resource University
	International University
	Khmer Brewery Company Limited
	Maybank
	People Health Development
	Vanda Institute
China	Guangxi University of Foreign Languages
	Guangxi University for Nationalities
	Guilin University of Technology
	Guizhou Minsu University
	Hunan University of Humanities, Science and Technology
	Overseas Students Communication Association of Yangjiang
	Qiannan Normal University for Nationalities
	School of Continuing Education, Tsinghua University
	Taiji Computer Corporation Limited
	Xi'An International University

	Zhengzhou University
European Union	The European Commission
EU-ASEAN	EU-SHARE
India	Amity University Uttar Pradesh
	Kalinga Institute of Social Sciences
	Kalinga Institute of Industrial Technology
	University of Jenderal Achmad Yani
Indonesia	President University
Israel	Galilee International Management Institute
Japan	Osaka International University
Malaysia	Berjaya University College of Hospitality
	Universiti Putra Malaysia
Philippines	Lyceum of the Philippines University - Batangas
South Africa	Luther Varsity in Southern Africa
South Korea	Chosun University
	Dongseo University
	Inha University
	IOM Migration Research and Training Center
	Kumoh National Institute of Technology
	Kyung Hee University
	Woosong University
	Yeoju Institute of Technology
Thailand	Bansomdejchaopraya Rajabhat University
	Faculty of Home-Economics Technology, Rajamangala University of Technology
	Mae Fah Luang University
United States	Freeman School of Business, Tulane University
	Global Technology University Board
	Human Rights Resource Center, University of Minnesota
	Ohio University
	University of Houston
	WSD Handa Center for Human Rights and International Justice, Stanford University

7. UNIVERSITY GOVERNANCE AND ACADEMIC LEADERSHIP

Dr. Kao Kim Hourn, Founder and University President
Dr. Haruhisa Handa, University Chancellor
H.E. Samraing Kamsan, Senior Advisor to the University President
LCT. Khem Rany, Vice President for General Affairs
Mr. Kao Sophalla, Vice President for Supporting Services
Dr. Angus D. Munro, Vice-President for Research, Development and Policies

8. BOARD OF TRUSTEES

Dr. Kao Kim Hourn, PhD (Chairman)
Dr. Haruhisa Handa (Vice Chairman and University Chancellor)
LCT. Khem Rany, Member
H.E. Samraing Kamsan, Member
Mr. Kao Sophalla, Member

9. UNIVERSITY ACADEMIC COUNCIL

Dr. Kao Kim Hourn, Ph.D., Founder, Chairman of the Board of Trustees, and President of The University of Cambodia

H.E. Samraing Kamsan, M.A., Member of the Board of Trustees and Senior Advisor to the University President

Dr. Angus D. Munro, Ph.D., Vice-President for Research, Development and Policies

Ms. Gina Lopez, M.B.A., Vice-President for International Affairs and Dean, The Tony Fernandes School of Business

Prof. Keo Chhea, M.A., Dean, Techo Sen School of Government and International Relations

Dr. Suy Sareth, Ph.D., Dean, School of Undergraduate Studies and Assistant President, The University of Cambodia in charge of academic affairs

Dr. Hem Sras, Ph.D., Dean, College of Law

Dr. Hu Ty, Ph.D., Dean, College of Social Sciences

Dr. Nhor Sanhei, Ph.D., Dean, College of Education

Dr. Chhun Vannak, Ph.D., Director, ASEAN Study Center

Dr. Dom Vannak, Ph.D., Assistant Dean, School of Graduate Studies

Mr. Pay Chheng How, M.A., Dean, School of Foreign Languages

Mr. An Sopheak, M.A., Dean, School of Creative Arts

Mr. Teav Chhun Nan, M.Sc., Associate Dean, College of Science and Technology

Mr. Sok Sovanchandara, M.A., Associate Dean, College of Arts and Humanities and Languages

Mr. Bun Sophal, M.A., Associate Dean, College of Media and Communications

Ms. Chan Sreyroth, B.A., Director for Office of Accounting and Finance

Ms. Kong Rathana, M.B.A., University Registrar and Director for Office of Students Services.

Mr. Ban Bunheng, M.B.A., Director for Office of Administration

Mr. Travis Mitchell, M.Sc., Director of the Council for Research and Creativity

Mr. Norm Sinath, M.B.A, Director for Office of Human Resources

Mr. Kosal Chansakvitou, M.A., Director, Office of Public Affairs, Communications and Alumni

Mr. Pheng Sopheak, M.A., Director, Office of Scholarship

Ms. Sovann Chanry, M.A., Acting Director, Office of Academic Affairs

Mr. Inn Tong Ann, B.A. Deputy Director for Office of President

Mr. Cheng Vichet, M.A., Assistant to Vice President for Academic Affairs

Mr. Pom Piseth, B.A., Webmaster, Office of President

Mr. Tep Reaksmey, B.A., Head of Design, Office of President

Mr. Kor Chhaihong, M.A., Head, Department of English Language, School of Foreign Languages

Mr. Chan Seng, M.A., Head, Department of French Language, School of Foreign Languages

Mr. Roth Sakada, M.B.A., Head, Department of Japanese Language, School of Foreign Languages

Mr. Enbao Hu (Peter), M.B.A., Head, Department of Chinese Language, School of Foreign Languages

Mr. Loch Ratana, M.A., Head, Department of Thai Language, School of Foreign Languages

Ms. Kong Sokunthen, B.A., Head, Department of Korean Language, School of Foreign Languages

Mr. Chhean Brasit, B.A., Director, Skills and Career Development Center

Mr. Kay Chandara, B.A., Deputy Director, Office of Administration
Mr. Chann Klem, M.B.A., Deputy Director, Office of Administration
Mr. Pang Sina, B.A., Deputy Director, Office of Academic Affairs
Mr. Prak Sopheara, B.A., Deputy Director, Office of Planning
Ms. Sar Synat, B.A., Deputy Director, Office of Human Resources
Ms. Chan Sophea, B.A., Deputy Director, Office of University Registrar
Ms. Kong Sokkheang, B.A., Acting Deputy Director, Office of Admissions, Information, and Registration
Mr. Hor Kimheng, B.A., Deputy Director, Office of Public Affairs, Communications and Alumni
Ms. Phlot Mlaichan, B.A., Assistant Dean, School of Undergraduate Studies
Mr. In Sovanpol, M.P.P.M., Assistant, Techo Sen School of Government and International Relations

10. FACULTY

The University of Cambodia is committed to recruit, retain and nurture outstanding scholars and professors who are concerned with broad and fundamental intellectual issues and are dedicated to research, undergraduate and graduate teaching alike. The University comprises a team of academics, researchers and professionals who hold Master's and Doctoral degrees from accredited overseas universities and possess extensive teaching and research experience. They are experts in a broad range of fields, who have published widely; have contributed to major research findings; and have consulted with government, businesses and the civil society.

11. DISTINGUISHED VISITING PROFESSORS

Lord George Carey of Clifton (Archbishop of Canterbury, 1991-2002)
Professor Katherine Marshall (Georgetown University; former Counsellor to the President of the World Bank)
H.E. Ong Keng Yong (Secretary-General of ASEAN, 2003-2007)
Rev. Dr. Ishmael Noko (Chief Executive Officer and Head of Luther Varsity in Southern Africa)
Professor Achyuta Samanta (Member of Parliament, Rajya Sabha; Founder of the Kalinga Institute of Industrial Technology and Kalinga Institute of Social Sciences)

12. ACADEMIC CALENDAR

The University of Cambodia operates on a term system which runs an average of 15 weeks, excluding the final examination period and public holidays:

- the **first term (Term I)** begins in October and ends in February, although there may be separate sessions, starting on different dates, to allow for the intake of different groups of new students

- the **second term (Term II)** begins in March and ends in July.

There is also a 10-week **special term (Term III)** from August to October for students who wish to finish their degree at a faster pace. Note that this term is not open to new students, apart from those with transfer credits.

There are four periods in each of these terms:

Morning	8:00 a.m. to 11:15 a.m., weekdays
Afternoon	2:00 p.m. to 5:15 p.m., weekdays
Evening	5:45 p.m. to 8:45 p.m., weekdays
Weekend	7:30 a.m. to 12:15 p.m. and 1:00 p.m. to 4:15 p.m., Saturday and Sunday

There is a one-week break after the end of scheduled classes, so that students can revise for the final exams for that term's courses in the following week. This one-week break also allows time for make-up classes which had to be cancelled for public holidays or other reasons.

13. ADDRESS AND CONTACTS

Our campus is located at:

> The University of Cambodia,
> Northbridge Road,
> P.O. Box 917,
> Sangkat Toek Thla, Khan Sen Sok,
> Phnom Penh, Kingdom of Cambodia 12000.

Enquiries and further information can be obtained through the following:
- Tel: (855-23) 993-274 and 993-276; (855-60) 333 346;
- Fax: (855-23) 993-284
- E-mail: info@uc.edu.kh; admissions@uc.edu.kh; library@uc.edu.kh
- Website: www.uc.edu.kh
- Wikipedia: https://en.wikipedia.org/wiki/University_of_Cambodia
- Facebook: https://www.facebook.com/universityofcambodia

14. THE UNIVERSITY OF CAMBODIA FOUNDATION

The University is a privately-funded institution, which means that it receives no financial support from the Royal Government of Cambodia. The present revenue from students is inadequate to meet the running costs of The University of Cambodia, never mind provide income to be invested in the University's further development and expansion. Thus, we have been dependent on the generosity of individuals and organizations for financial and other forms of support to get where we are now.

- ✓ An updated list of past and present donors of scholarships can be found here: https://www.universityofcambodiafoundation.org/our-supporters/
- ✓ Also, a similarly updated list of donors of books and other materials appears on the back cover of the quarterly *UC Bulletin*.

Such donations are essential for:

1. supporting the employment of quality faculty, critical for establishing and maintaining the solid foundation (in both teaching and research) required of a good university;
2. establishing an environment conducive for the promotion of research and investigative studies relevant to the country's future development;
3. providing scholarships for the deserving poor, so that they are given the chance to upgrade themselves and thereby take advantage of emerging opportunities offered as a result of the accelerating development of Cambodia, the Greater Mekong Region and ASEAN as players in an increasingly globalized world; and

4. furthering the development of the infrastructure of the university, including the opening of community colleges in the provinces.

To this end, The University of Cambodia Foundation[2] was established in 2016 to facilitate the obtaining and administering of donations (including the setting up of endowment funds) to help to meet these four areas of need. This is administered by a committee, under the oversight of the University's President; and it also is responsible for ensuring that donations are used solely for the benefit of The University of Cambodia, and that any donors' specifications can be best realized.

➢ Related to this, we have introduced the UC Funding Campaign 2018-2023, with the aim of raising monies to provide financial support eleven key components of the above major areas of further development[3]

Donations of money can typically be in one of two different forms:[4]

1. *Dispensable funds*, where money donated (pledged as a single lump sum, or over a period of several years) is available in its entirety to provide immediate support for the University, whether for general use or for a specific project.

2. *Endowed funds*, where the donated money is instead invested in a financial service institution under one of the Foundation's existing endowment funds or a new one nominated by the donor, and the University only uses a percentage of the annual investment income (as agreed between the Foundation and the donor) for long-term support of either the general running of the University or particular projects.

Donors will be issued with an official receipt from The University of Cambodia Foundation to acknowledge their generosity and public-spiritedness. Apart from acknowledging donations on the Foundation's web-site and in the *UC Bulletin* (for those who do not want to remain anonymous), large donations will be further recognized by The University of Cambodia naming a College, Center, Headship, Chairmanship, Scholarships or various facilities according to these supporters' wishes, as appropriate.

The University of Cambodia also welcomes various types of non-monetary gift. For example, books are essential for student learning, and for the promotion of reading and life-long learning in Cambodia. In addition, various items of equipment would be appreciated – for example, computers and ancillary accessories, audiovisual and telecommunications equipment, vehicles.

Should you decide that you would like to make any sort of donation to help support us, please contact The University of Cambodia Foundation (www.ucf.edu.kh) at donation@universityofcambodiafoundation.org or at the following address:

> The University of Cambodia Foundation,
> Northbridge Road,
> P.O. Box 917,
> Sangkat Toek Thla, Khan Sen Sok
> Phnom Penh, Kingdom of Cambodia 12000

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[2] https://www.universityofcambodiafoundation.org
[3] https://uc.edu.kh/ucb/21/2018-07-03%2014:57:18/3048/
[4] See https://www.universityofcambodiafoundation.org/information/

<u>Section II</u>

STRUCTURAL

ORGANIZATION

The following lists the main offices and departments which students should be aware of, to help them during their time at The University of Cambodia.

To better ensure that we meet these and other objectives, the Office of Internal Quality Assurance monitors existing and emerging problems, based on feedback from faculty, staff, students and other stakeholders. This results in the compilation of an internal Self-Assessment Report each year; this is submitted to the Ministry of Education, Youth, and Sport and to the Accreditation Committee of Cambodia, as part of their requirements regarding the need for quality control.

1. Academic Affairs

This section deals with the running of the various degree programs.

i. Office of Academic Affairs Under the Vice-President for Academic Affairs, this works with the Office of the School of Undergraduate Studies, the Academic Foundation Department and the various Schools and Colleges in order to prepare class timetables for each term; to monitor the effective implementation of these by the faculty involved; to oversee the effective running of centralized exams; and to regularly update the content of various degree programs in the longer term.

As such, it is responsible for keeping abreast of changes in the policies and regulations implemented by the Ministry of Education, Youth and Sport and by the Accreditation Committee of Cambodia and ensuring that all degree programs conform to these requirements. It is also responsible for submitting reports to the latter bodies, including data on student numbers; those filing for graduation; and exam results. It is also in charge of processing requests for credit transfers.

ii. Office of the School of Graduate Studies Under its Dean, this Office works to coordinate the implementation of policies with regard to the teaching-related activities of the various Schools and Colleges, together with the monitoring of students' performances and the counselling of those who might be having problems.

In addition, the Office of the School of Graduate Studies works with the various Schools and Colleges and the Council for Creativity and Research (see below) to promote and otherwise encourage student research activities. This includes the publishing of a bi-annual journal, the *Occasional Papers* series, to publicize graduate students' research and thereby further promote an interest in such activities at UC.

2. Research

The University of Cambodia sets a high priority in developing a research culture amongst our students. Thus, it has taken various initiatives to channel students' energies in this direction, through basic research courses as part of the General Education program as well as organizing research competitions and providing outlets for students to publish their results, including through the *Working Paper* series, a biennial publication under the auspices of the Dean for Undergraduate Studies which showcases papers produced by undergraduate students as a result of their research endeavors.

i. Council for Creativity and Research In this initiative of the President and with the active support of other full-time faculty members, the Director is responsible for seeking to foster the development of the research capacity of university faculty, staff and students including through the allocation of funds for promising research proposals.

The university also provides the opportunity for the publicizing of the outcome of these projects, including through the *Cambodian Journal for International Studies*.

In order to establish a solid foundation for the promotion of a research ethos, the Director together with the Vice-President for Research, Development and Policies is responsible for overseeing the curriculum for two General Education courses, RES201 and RES301, which serve to lay the groundwork for students to have a solid background which will benefit their studies at UC as well as providing future benefits when they apply for jobs or to study higher degrees.

ii. Institute for Research and Advanced Studies Under the Vice-President for Research, Development, and Policies, this seeks to establish an active role in supporting useful and productive research at The University of Cambodia, and thereby develop the university as a center of excellence in research. The aim is to bring recognized researchers on board who can contribute to the country's further development through constructive research in areas such as education, gender issues, and other aspects of the Rectangular Strategies of the Royal Government of Cambodia. Towards this goal, one aim is to tap sources of outside funding for potentially expensive seed-studies in coordination with the Council for Creativity and Research.

iii. ASEAN Study Center This has been established as a think-tank and research institution on the continuing evolution of coherent ASEAN policies with particular reference to the three pillars of political, economic, and socio-cultural development and their implications for Cambodia. Apart from a broadly academic framework, the Center also seeks to provide a bridge for the translation of these objectives into national adaptive responses, through research and the promotion of dialogues, thereby serving as a means of promoting awareness and understanding of ASEAN within Cambodia, and of Cambodia amongst other ASEAN members. To this end, apart from publishing its research findings, the Center is also responsible for organizing lectures by distinguished speakers, workshops and other activities. It also aims to provide a source of feedback for local stakeholders' perspectives on the impacts of existing policies and other initiatives to the Royal Government of Cambodia, the ASEAN Secretariat and other member states in implementing and fine-tuning the community's decisions.

3. Student Support Services

Amongst many offices related to the efficient running of the University (*e.g.* those for Archives, Inventory and Assets Management, Planning) under the oversight of the Office of Administration as a coordinator and facilitator, some are directly involved with student-related issues.

i. Office of Admissions, Information and Registration This office (see Sections VI and VII) is responsible for:

> ➢ providing prospective students and others with information about the university and its various degree and other educational programs (including queries received by email and Facebook), directing enquiries to other Offices, Schools or Colleges in the University as appropriate;
> ➢ conducting campus tours for new students and other interested parties;
> ➢ enrolling new students after checking individual applicant's files to ensure that they have the sufficient supporting documents for their application forms (together with facilitating their taking of the English placement test in the case

of those applying for the International Track), issuing them with ID cards and archiving hard-copies of their transcripts and other relevant documents;

➢ coordinating the processing of applications from transfer students and their enrolment; and

➢ thereafter transcribing all new students' personal records into a database and updating these as necessary at registration each term thereafter, in consultation with other Offices, Schools or Colleges when necessary.

ii. Office of Scholarships This Office is responsible for facilitating and coordinating scholarship exams in collaboration with other offices, schools and colleges as appropriate; together with the coordination of compiling the results of these and the informing of successful candidates (see Section VI.2).

Thereafter, the Office of Scholarships assumes the overall responsibility of the scholarship programs, including sharing all information relating to scholarship policies. Working in collaboration with colleges, schools, centers, and relevant offices, it maintains statistics concerning scholarships (covering donors, years, gender, *etc*.) for a report to the President each term and for other reports as and when required. It is also responsible for monitoring the performance of individual recipients, identifying those who fail to meet the required academic grades, and referring individual cases to the Academic Foundation Department or the student's School or College, as appropriate, for counselling.

iii. Office of Student Services In coordination with the Office of Scholarships where appropriate, this Office tracks the academic progress of each student; where students are falling behind with their studies, it follows up with the Academic Foundation Department or the student's School or College as necessary.

iv. Office of the University Registrar This Office is responsible for the collating and managing of the records for each student at the University. It thus plays a coordinating role in identifying students who have become eligible for graduation, together with the subsequent processing of these through to graduation itself.

Based on this, the Registrar is also responsible for issuing provisional certificates, official transcripts and letters of recommendation for individual students.

v. Office of the Bursar This Office is responsible for matters related to the payment of student fees.

vi. Office of Information Technology Apart from its broad responsibilities regarding database development, the maintenance of the university's web-sites and other portals together with free on-site WiFi access, this office is also responsible for setting up and maintaining five student laboratories (see Section III.3), as well as providing training to staff and students as needed.

vii. Office of Public Affairs, Communications and Alumni Apart from its remit to promote the University and our degree programs and other activities, this Office is also responsible for liaising with the UC Alumni Association (a body comprising all of The University of Cambodia's graduates), including organizing an annual Alumni Reunion.
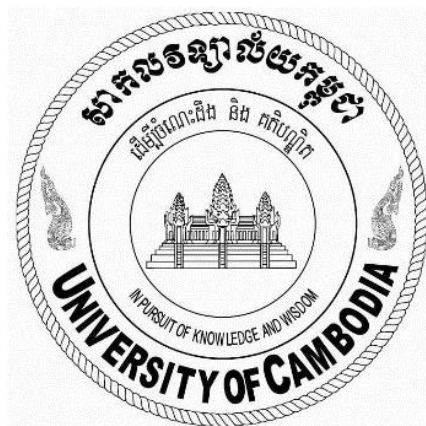
Section III

FACILITIES, RESOURCES AND ACTIVITIES FOR STUDENTS, RESEARCHERS AND THE GENERAL PUBLIC

The University of Cambodia has various facilities and resources in order to encourage our students and others to further develop their soft skills, including those related to the need for life-long learning.

1. The Handa Library and E-Library

This has some of the best resources in Cambodia for access to traditional print media and electronic material. Thus over 70,000 books, periodicals, magazines and newspapers are shelved; whilst twenty dedicated computers provide students and others with access to databases and other electronic resources.

Apart from UC students, faculty and staff, these resources can be accessed by the general public. Both are open every day apart from public holidays: 7:30 a.m. to 8:30 p.m. on weekdays, and 7:30 a.m. to 5:00 p.m. at the weekend. To access electronic media, users must first get an account with a password to log in; thereafter, they can use a computer for up to two hours each day, subject to availability.

In addition, free WiFi is available here as elsewhere on campus.

2. UC Bookstore

In coordination with the various Schools and Colleges, the UC Bookstore sells the textbooks and other study materials required by students for each course, together with writing and other accessories. In addition, the Bookstore also sells for a nominal price various forms such as those required to be submitted when a student needs to take leave of absence. It is open every day apart from public holidays: 7:30 a.m. to 8:30 p.m. on weekdays, and 7:30 a.m. to 5 p.m. at the weekend.

3. Dedicated Laboratory Facilities

Various computer-based facilities are available to provide students with hands-on experience in developing practical skills as a necessary supplement to the theory taught during lectures, either during the relevant degree-courses or during short courses open to the general public.

i. Computer Laboratories The Networking Laboratory allows students to use simulations in order to get practical experience in interconnecting various devices such as computers, servers, and printers using different types of physical communication links and the associated routing issues which arise with the different layers involved in setting up and administering Local and Wide Area Networks (LANs and WANs). This laboratory also allows students to put into practice classroom theory regarding other aspects of computer programming, including writing Hyper-Text Mark-up Language for web-pages, together with the use of Cascade Style Sheets, JavaScript, *etc*. The Networking Laboratory is equipped with 51 computers with Windows software running under NetSupport School to monitor class activities.

Another, the Computer Repair Laboratory, offers students the opportunity to study the assembly characteristics of various brands of computer, using operational machines. A third with servers is being developed to allow students to learn the features of Zero Client architecture.

ii. IT Center This has 68 computers with Windows running under NetSupport and installed with a variety of different software including Cisco Package Tracer v.11, Network Visualizer 4.0, DOSBox, Turbo C++, SQL Server 2008, WampServer, JCreator 4.0, Visual Basic, Visual Studio 2010, Microsoft Visio 2007, Microsoft

Project 2007, Corel Draw x5, Adobe CS 3, Adobe Collection, Sony Vegas 8.0, MS Office 2010 and Khmer Unicode together with the accounting software QuickBooks Premier.

iii. Multimedia Language Laboratory Apart from various electronic dictionaries, this facility has software such as *Tell Me More English*, the Rosetta Stone V2 application to allow students to develop their vocabulary together with listening and speaking skills in various languages with the aid of audio monitors, whether on their own or under supervision.

4. Other Facilities

These provide resources which can be used for the benefit of the general student population or for particular groups.

i. SEATV and SEARadio These are housed in a building next to UC's main building. Their operational facilities for the preparing and airing of programs allow them to also provide practical exposure to students in the College of Media and Communications and other degree programs to use state-of-the-art technologies.

ii. Conference Venues The Conference Center, with a seating capacity of 200, serves as a venue for the hosting of large events organized by the students themselves; and for those such as guest lectures organized for students and others as well as for outsiders who wish to run similar events.

There is also a Conference Room for more intimate meetings, with a seating capacity of at least 50; like the Conference Centre, it is provided with the necessary audiovisual equipment.

iii. Faculty Lounges Each College and School has a lounge on its respective floor for their full- and part-time faculty to interact, as well as providing internet and other facilities to help them prepare their teaching materials.

Section IV

EXTRA-CURRICULAR ACTIVITIES

TO FACILITATE STUDENTS'

ROUNDED DEVELOPMENT

1. Distinguished Lecture Series

Up until now, UC has hosted ambassadors, film stars, Nobel Laureates, foreign professors, and other local and international government officials.

These series of invited lectures, including the *Diplomatic Lecture Series* for example, help our students and other members of the UC community to keep in touch with the world at large, based on insights provided by top-tier members of the global community. More broadly, it serves to enhance the networking capacity through the cultivation of meaningful relationships with these and other individuals, for our students and others alike.

2. Short Course Programs

These are open to our students as well as the general public, with the aim of encouraging life-long learning.

As their name implies, they aim to give concise coverage of particular fields of interest. As such they aim to either provide introductions to particular new fields of interest (language courses and certain IT-related ones) or higher-level courses which aim to provide deeper insights into a particular area of interest for those with background experience in that field or those other professionals who wish to develop an understanding of ancillary dimensions of their existing area of expertise.

i. Language Courses The School for Foreign Languages offers a variety of different non-degree courses catering for different interests. The Department of English Language has taken over the variety of programs previously run by the Center for English Studies, including the 'FasTrax' suite of intensive English language courses designed to bring potential students up to speed for the University's International-track degree programs; this set of courses also sets out to further develop an individual's soft skills, including organizational and time management skills and research, critical thinking and essay-writing skills. Various other options are available such as courses in English for Specific Purposes for those who wish to learn terminology and vocabulary related to a particular profession or area of study.

Similar programs in other languages will be implemented in the near future.

ii. IT-Related Courses The College of Science and Technology offers a variety of courses, from the novice to the potential expert level, in various aspects of the use of computer applications (see Section III.3).

Whilst various basic courses (including practical hands-on experience) are aimed at the development of an individual's soft skills in the use of various computer software, high-level ones provide advanced-level implementation of skills related to computer security and other specialized aspects of recent developments in IT.

iii. Other Professional and Executive-Related Courses Other Colleges and Schools offer courses relevant to their particular domains which serve to provide participants with in-depth insights into specific aspects of a particular topic, whether to supplement their existing background or to otherwise augment it. The Skills and Career Development Center can be contacted for further information.

Section V

OVERVIEW OF GRADUATE

DEGREE PROGRAMS

The design of the graduate degree programs at The University of Cambodia follows the standard practice adopted in the United States. Thus it follows the credit system, being based on the number of hours spent in formal classroom teaching for a particular course: unless otherwise indicated, all degree courses are 45 hours long, thereby constituting 3 credits each. One criterion for a student being able to graduate is that they must have completed at least a minimum number of credits, as pre-determined by the particular program in which they are studying.

Each program aims to provide students with a deeper knowledge and understanding of their chosen field of study for the development of their careers and Cambodia's manpower resources. This is set against a broader set of foundational courses which helps them to further develop their critical thinking and other soft skills as well as providing an essential background in doing and writing up research. To this end, students are expected to be able to have the capacity to work conscientiously and independently.

Since its opening in 2003, The University of Cambodia has offered a variety of graduate programs taught through the medium of English: these now belong to the so-called International Track. However, in recognition of the fact that many deserving potential students have neither the requisite background in the English language nor the time as busy professionals to take courses to upgrade their skills in this language, the University has started to introduce comparable or additional programs as a separate Khmer Track. Courses taught through the medium of the latter language – at present only in certain Education programs – have the suffix 'K' in their course number: *e.g.* FDN501K.

The following gives a brief overview of some common aspects of graduate degree programs in general. More detailed information will be provided in subsequent Sections regarding particulars related to Master's and Doctoral degree programs.

1. The University of Cambodia's Overall Expectations of Students

All students have rights and responsibilities, including being required to abide by the University's Rules of Civility and the Student Code of Conduct (see Section X). The following draws attention to particular issues where students may unknowingly fail to abide by these requirements.

i. Academic Integrity and the Need to Avoid Plagiarism and Other Forms of Cheating The University has strict rules regarding the running of exams, in order to avoid problems with cheating. Thus mid-term and final exams are tightly supervised, as are the Comprehensive Exams.

Students should realize that plagiarism is another form of academic dishonesty. This is where someone copies someone else's work (with or without minor changes) and seeks to pass it off as their own without the acknowledgement due. This is often due to laziness on the student's part, in which case they are missing the opportunity to better develop their soft language skills. In addition, or alternatively, it may be due to the need to take shortcuts in order to meet a looming deadline, in which case the student needs to better develop their soft skills regarding time-management.

> ➢ Regardless of the reason(s), plagiarism is still a form of cheating and the University takes a serious view of this academic offence.
> ➢ Students who are found to be guilty of plagiarism will be required to resubmit their work within a particular deadline.
> ➢ Persistent offenders will not have this second chance and will suffer more serious disciplinary action.

ii. Attendance and the Timely Submission of Assignments Maintaining an adequate level of attendance for classes is important in order to maximize the benefits gained from doing each course.

This is especially so in graduate classes, where attendance *with active participation* in classes accounts for up to 20% of the final grade (see Section V.2). This reflects the importance of class presentations and discussions as essential components for the further development of students' critical thinking and other soft skills.

> ➢ Where conflicting demands from their job are a real concern for students, then the University, if requested, can issue a letter to their employers, advising the latter of the students' academic commitments and the benefits accrued, and asking for the employers' flexibility (including leaving work early on evenings when they have classes).

The University is pro-active in such cases and, where monitoring of attendance shows a poor record, students will be given a warning letter and constructive guidance on how to better improve their future performance.

> ➢ Failure to improve will mean that students receiving scholarships will forfeit their awards (see Section VI.2).

On the other hand, the University recognizes that students may have other short-term commitments on their time, unforeseeable or otherwise, and thus there is the need for some flexibility. In such cases, it is the student's responsibility to keep the University informed when they have to take time off due to other commitments during term, by applying for a Short Leave of Absence, so that this may be taken into consideration when evaluating their attendance and overall performance.

> ➢ Students who cannot attend one or more classes (or a formal exam) due to unavoidable circumstances should purchase the appropriate form from the University Bookstore.
> ➢ They should submit the completed form together with the *appropriate supporting evidence and the date of return* to the Office of Student Services.
> ➢ Where the application is for a pre-arranged event (*e.g.* a wedding), then the student ***must*** plan ahead and apply in advance: a delayed submission after the day in question will not be accepted.
> ➢ If it is not possible for students to submit the form in advance due to unforeseeable circumstances, they must do it at the earliest possible time thereafter, as long as they provide evidence to justify the delay.
> ➢ In each case, the form must be complete and submitted by the student in person,

If the application is approved, then this will be noted in the student's academic record as a justifiable reason for not achieving maximum attendance.

> ➢ Ordinarily, it does not affect the minimum level of attendance which the student needs to maintain (see Section V.2).
> ➢ A special exception will be made in the case of make-up classes, where students who submit a form with a justifiable reason will not be considered to have been absent.
> ➢ Further exceptions, where accumulated leaves-of-absence exceed the maximum permissible, may be made on a case-by-case basis.
> ➢ It is important to note that these are the limits of the University's obligations: *the student alone is responsible for making up for the lost time and completing the necessary homework and other assignments.*
> ➢ If the approved absence is from a Midterm or Final Exam, then the student must do a new exam paper within the following week under appropriate conditions.

2. Evaluation of Student Performance

The University aims to develop innovative teaching techniques in order to better increase our students' knowledge and understanding of particular fields and their increased awareness of the possibilities that linking ideas from different (sub-) disciplines may generate new insights.

Whilst such approaches seek to encourage free-thinking, there is nevertheless the need to set benchmarks in order to objectively compare the performance of individual students. Thus, on the one hand, each class-based course has a formal end-of-term exam as one component of the overall assessment of each student's performance therein. However, to counterbalance this narrow perspective-taking, a subsequent more broad-based exam assesses the accrued general insights which Master's students have gained from the study of the different courses in their major − including in the context of the Foundation courses − for their final Comprehensive Exam (see Section VIII.6.ii); whilst the same applies with regard to background of the Doctorate, Supplementary and Oriented courses for the Intermediate Comprehensive Exam for doctoral students (see Section IX.3).

Table 1 The contribution of the different components to the final score for graduate students.

Method of Assessment	Percentage of Overall Mark
Attendance*	20%
Assignments and Exams	Apportioned in consultation with the Dean of Graduate Studies and the relevant College or School

* Including *active* participation

Table 2 Equivalent grades and grade points for different scores for graduate students.

Marks (%)	Letter Grade	Grade Point	Definition
90-100	A	4.00	Excellent
85-89	B+	3.50	Very good
80-84	B	3.00	Good
75-79	C+	2.50	Fairly good
70-74	C	2.00	Fair
< 70	F	0.00	Failure

i. Methods of Student Assessment As indicated in Table 1, various measures contribute to the student's final mark. The latter is then converted to a letter grade, with a numerical weightage (Table 2) which can then be used to calculate the student's Grade Point Average (GPA).

The University expects graduate students to take their studies seriously, in order to ensure that the quality of the University's output is assured; and thus it expects these students to take attendance seriously and attend all scheduled classes in the relevant session. This is particularly important because of the emphasis on active participation as an essential component of interactive teaching, to further develop students' soft skills through presentations and discussions, for example.

To emphasize the importance of attendance, this will be taken and *positive* participation evaluated for each scheduled class; together, these will contribute towards 20% of the student's final grade.

➤ For attendance at a class to be counted, the student must be present for at least 2.5 hours of a 3 hour session; and at least 1.25 hours for a 1.5 hour session.

Students should be realistic in the number of classes for which they enroll, to ensure that they can attend them and also do the work required outside class.

➤ Otherwise, their poor grades and the resulting low GPA will mean that they face problems graduating.

To encourage our students to further develop their soft skills, various types of class assignment are also important. These are based on the realistic and realizable need to produce end-products within an agreed-upon time-frame.

ii. Student Presentations and Other Assignments These are meant to allow students to develop and demonstrate their analytical and critical-thinking skills, based on how much they have read and how well they understand a particular topic in depth. The basic assignment should be written as a paragraph-based essay, rather than just disjointed bullet-points, to develop the soft skill of writing (and thus the thinking processes underlying this). Where appropriate, it should be balanced in reviewing relevant evidence and the various interpretations of this; it should conclude with an evaluation of the latter.

➢ These should be submitted on time, with late submissions having a prescribed number of marks deducted.
➢ This is particularly important where the assignment includes a scheduled class presentation.

As noted in Section V.1.i, plagiarism in assignments must be penalized severely.

➢ Copy-and-pasting will only result in a superficial awareness of some aspects of the topic in question, defeating the purpose of doing the assignment and thus for doing a graduate degree.

3. Graduation Procedures

When students think that they have met all the academic requirements required for graduation (see Sections VIII and IX), they should confirm this with the Registrar's Office. They should also clear any outstanding financial obligations that they may have with the University.

Thereafter, they should complete the Graduation Application Form and the Student Clearance Form, available from the Office of Student Services, and submit this with all supporting documents, including a standard photograph, an authenticated copy of their Bachelor's certificate and an Alumni Association Information form.
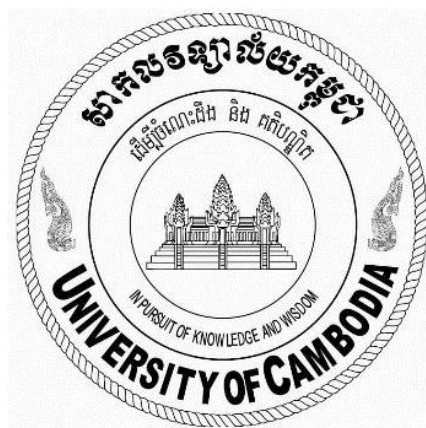
Section VI

GENERAL APPLICATION AND ADMISSION PROCEDURES

Enquiries about this and related matters can be sent to admissions@uc.edu.kh.

The following gives general information. Details are provided in the subsequent sections on additional specific requirements regarding admission to a Master's degree program (see Section VIII.2) or a Doctoral program (see Section IX.2).

1. Application Procedures

Application forms may be obtained online at http://www.uc.edu.kh/ or from The University of Cambodia's Office of Admissions, Information and Registration. Completed application forms in hard-copy should be submitted to the Office of Admissions, Information and Registration.

In addition, prospective students should include the following in their submission:

    i. an up-to-date copy of their curriculum vitae;
    ii. two copies of all relevant academic certificates, including the High School Diploma or equivalent, each certified by the Municipality of Phnom Penh or other recognized authority;
    iii. two copies of study records (transcripts) for these, each certified by the Municipality of Phnom Penh, another recognized authority or the higher education institution of origin;
    iv. four passport photos (glasses should be removed);
    v. an acceptable certificate of English language or any other international language appropriate to the requirements of the student's proposed major (not necessary if one or more previous degrees were taught through the medium of English or another such language);
    vi. acceptable evidence of basic information technology skills (Word, Excel, PowerPoint, and internet searching)
    vii. any other relevant academic and other documents.

For educational qualifications obtained abroad, candidates must get a Certificate of Equivalence from the Accreditation Committee of Cambodia.

The Importance of Filing Complete, Accurate, and Authentic Application Documents
By University policy, all applicants for admission are required to list all current and previous enrollments in any postsecondary institution on the application form. Applicants for admission who fail to inform The University of Cambodia of such enrollment at the time of application or who submit, or have had submitted on their behalf, any required information or document that is inaccurate, incorrect or fraudulent, or that has been altered without proper authorization, may be denied admission to the university. If the omissions and/or alterations are discovered after the student is enrolled, the student's admission may be rescinded and enrollment canceled. Credits earned at any unreported school or college are not accepted in transfer. The student or prospective student may also be referred to The University of Cambodia Disciplinary Committee for possible further action.

2. Scholarship Opportunities

To better facilitate achieving each of the University's mottoes ('In Pursuit of Knowledge and Wisdom' and 'Building Tomorrow's Leaders') and our active involvement in helping Cambodia's socio-economic development and the alleviation of poverty, the University offers a number of scholarships to cover some or all of the tuition fees for those who have graduated with a good Bachelor's degree from a

recognized university. These are competitive, based on applicants' performance in an exam set and tightly regulated by the University.

However, being awarded a Scholarship means that the University has high expectations regarding the performance of the recipients. To justify their not having to pay tuition fees, they must meet higher standards than are set for fee-paying students: they should not be complacent and 'rest on their laurels'. Thus, apart from complying with all rules and regulations of the University, including respect for its Rules of Civility and Student Code of Conduct (see Section X), successful candidates are expected to set an example to the rest of the class by:

    i. attending and participating in all their scheduled classes and submitting any assignments on time; and
    ii. maintaining the minimum GPA expected of all graduate students at their level.

In addition, successful students are required to produce at least two publishable research papers each year, as one condition for the renewal of their awards. To this end, each awardee will be supervised by the College or School of their chosen major, under the guidance of an advisor to help them meet these extra expectations.

> ➤ The titles of these should be first discussed with the student's advisor, together with establishing a time-line for achieving the end-product and thus ensure that the student meets the necessary deadline.
> ➤ The fact that they are on merit-based scholarships means that they are required to be pro-active rather than depend their allotted advisor for guidance through hand-holding and spoon-feeding.
> ➤ The recycling of term papers for courses taken at The University of Cambodia or elsewhere is expressly forbidden: students should either explore the same area in greater depth or other areas related to their personal interests.
> ➤ **Students must be aware of what constitutes plagiarism and other forms of cheating (see the Student Code of Conduct: Section X.3) and not commit these most serious academic sins in their submitted papers or in their regular coursework.**

Failure to live up to these expectations means that Scholarships will be discontinued: they will have to start paying full tuition fees if they want to continue their studies at the University of Cambodia. *This lapse will also be recorded in their transcripts*.

The University of Cambodia may offer various types of scholarship awards for graduate students in some years:

    i.   Teaching Assistant Scholarships;
    ii. Graduate Assistant Scholarships;
    iii. Research Assistant Scholarships; and
    iv. Other Scholarships.

Suitably-qualified candidates (including meeting our English language requirements for those wanting to study in the International Track) are selected based on their performance in a competitive exam to test their knowledge and aptitude with regard to their particular type of scholarship award, together with their proficiency in the English language for those wanting to study in the International Track.

Whether those candidates selected can proceed to a particular graduate program is conditional on them also passing the University's Graduate Entrance Exam. Thereafter,

scholarships can be renewed for up to the minimum number of terms which Master's and Doctoral students are required to complete in order to earn their respective degrees.

The following provides an overview for each of the four categories of Scholarship and their associated requirements.

a. Teaching Assistantships These are for those students who view teaching as a long-term career. Accordingly, they are expected to, for example, produce papers on the theory of best practices, and recent ideas regarding innovative classroom techniques, to better get across fundamental skills and, subsequently, more advanced concepts in the classroom. They may then present their findings at an annual workshop or elsewhere to promote new ideas about good teaching practices at the University and elsewhere.

b. Graduate Assistantships These are for students who plan to stay in the academic field in an administrative capacity or management role. Related to this, one possibility is for them to produce papers on the theory of best practices and recent ideas regarding how to run universities.

c. Research Assistantships These are for students who show evidence for a talent in research and who want to become involved in professional research and development in the future. This allows for greater flexibility in the scope of potential areas for research to produce the required papers, depending on the student's major, their personal experience and their areas of active interest.

d. Other Scholarships These are for outstanding students and needy ones who show evidence for great promise as scholars and researchers who would use the knowledge and other skills gained to help further develop the country.

3. Admission Procedures

ACC regulations require that graduate students who are starting at a University for the first time must do so in either term I or II.

University and MoEYS regulations require that applicants must first pass the University's Graduate Entrance Exam (monitored by MoEYS) to determine whether they have an adequate basic knowledge of their chosen field of future study.

University regulations also require that applicants to join an International Track program must either:

- have a valid ITP TOEFL score of at least 500, an iBT TOEFL score of 70 or a valid IELTS score of at least 5.5; or
- have a Bachelor's degree from a university in which English is the language of instruction; or
- take and pass The University of Cambodia's English Placement Exam.

Where prospective students do not reach the necessary level of competence, they are advised to slot in at the appropriate level in the School of Foreign Languages' FasTrax program of short intensive English courses to bring this up to the level required to join the International Track.

Having satisfactorily passed the appropriate exams, the student can then proceed to register for their first classes at UC (see Section VII).
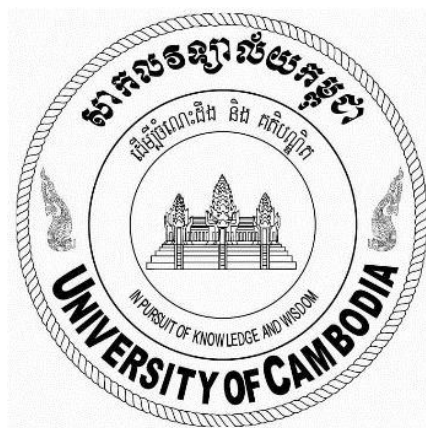
Section VII

REGISTRATION

PROCEDURES

Once they are officially admitted to The University of Cambodia, students are required to register at the Office of Admissions, Registrations and Information; and to register before the start of each term thereafter until they file for graduation.

 ➤ Failure to do so on time will mean that students must pay a penalty fee.
 ➤ Failure to register for a term will mean that the student has taken an unofficial one-term leave-of-absence (see Section VII.3).
 ➤ Failure to do so for three terms (successive or otherwise) will mean that the student is deemed to have dropped out from their study program, according to MoEYS guidelines.

1. A Routine Prior to the Start of Each Term

The University of Cambodia expects students to register on time, during a predetermined period prior to the start of each term (see Table 3). This helps both the University and our students to plan ahead, avoids a last-minute rush, and ensures smooth and efficient processing, helping to ensure that the classes which students want to take may be opened.

The first stage in the registration process is to fill in a **Course Registration Form** in consultation with their respective College or School. The completed form, with any updated personal information (*e.g.* changes in address, e-mail address or hand-phone number) must then be countersigned, after which the student must proceed to the Bursar's Office to settle any financial issues.

Table 3 Overview of the time-line for the registration process and the penalties incurred by failing to comply with this.

	Dates for Registration*	Deadline for Tuition Fee Payment**
Scholarship and partial scholarship students; faculty and staff.†	From six weeks before first day of term until two weeks before first day of term.*	One week before first day of term (full scholarship students need to get stamp from the Bursar's Office)
Transfer students	From five weeks before first day of term until one week after first day of term.	One week after first day of term
Other students†	From six weeks before first day of term until one week before first day of term.*	First day of term

 * **All** scholarship and other students are required to pay a *late-registration fee* if they register after the closure of their respective registration periods: no exceptions will be made. This applies also for students who have paid their fees in advance.

 ** **All** partial and non-scholarship students are required to pay an additional 5% (of the normal *full* fees) penalty for each week of late payment of tuition fees so that they can attend classes; if these are not paid within the first four weeks (20% late fee), the student will be considered to have dropped from the course(s) in question, and a Fail will be recorded on their transcript.

 † Including new students.

Registration is not complete until all tuition and other fees have been fully paid by the specified deadlines (Table 3). Only then can students legitimately attend their classes.

> ➢ Students who register late will have to pay a penalty fee and it cannot be guaranteed that they will get the classes that they want, as some of the classes may be full or have been cancelled due to inadequate enrolment.

Graduate students can register for a maximum of three classes in either the evening or the weekend session of any one term. Whilst students are expected to continue in the same session as when they first enrolled at the University, it is recognized that circumstances may change as a result of getting a job, for example. Students who want to switch session should complete the relevant form and consult their College or School; thereafter, if approved, the requisite fee must be paid to the Bursar's Office. The change will be effected at the start of the following term, except under exceptional circumstances.

Students cannot add or drop a course after the Monday prior to the start of the first week of term. After that deadline, there is no refund for fee-paying students who drop one or more courses. If, during the first week of term, a student informs their College or School that they have decided for whatever reason not to take a class for which they had registered, then this will be recorded as Withdrawn on their academic record. Thereafter, dropping such a course will be recorded as a Fail grade, except under unusual or extenuating circumstances beyond the control of the student when a Withdrawal may be recorded instead (provided that adequate justification with supporting evidence can be provided in a timely manner).

Whilst students are expected to continue in the same session as when they first enrolled at the University, it is recognized that circumstances may change as a result of getting a job, for example. Students should complete the relevant form and consult their College or School; thereafter, if approved, the requisite fee must be paid to the Bursar's Office. The change will be effected at the start of the following term, except under exceptional circumstances.

2. Change of Major

This can only occur where students have adequate prior qualifications, including through the Bridging courses (see Section VI.3.i) which they have taken for Master's programs. This requires approval from MoEYS and is not encouraged because it will extend the minimum period of a student's studies, given the deadlines set by the Ministry.

3. Prolonged Leave of Absence

This applies to a term-wide leave of absence: for students wishing to take one or more days of within a term, see Section V.1.ii.

MoEYS' regulations stipulate that students may take only a total of one year's long leave of absence in order to remain in a degree program; exceptions may be made in exceptional cases providing that there is appropriate documentary evidence. Thereafter, they must apply for re-admission, with the existing courses done being considered for transfer credits up to a prescribed limit (see Sections VIII.2.ii and IX.2.i); they will also be subject to the graduation requirements in effect at the time of re-admission.

Apart from being a simple courtesy to the University, students applying for prolonged leave of absence allow us know their commitment to the University and inform MoEYS accordingly.

➢ A student who takes a term off without fulfilling the application process will be assumed to have done so by default, and MoEYS informed accordingly.
➢ Those who take three such terms off must be assumed to have dropped out of their degree program according to MoEYS' criteria.

The University understands that there is the need for some flexibility, given that circumstances may change beyond our students' control. However, students are advised that:

➢ it may adversely affect their future degree plan-of-studies;
➢ the University will not make special provisions to accommodate such students; and
➢ scholarship students may also have their Scholarships revoked.
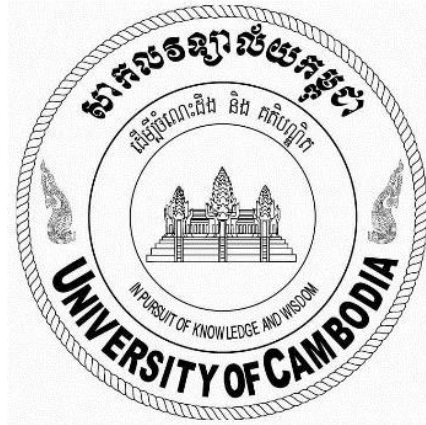
Section VIII

MASTER'S DEGREES

The aim of these is to provide students with a more in-depth knowledge and understanding of a particular field of study through courses and research. There is also the opportunity for students to broaden not only their knowledge of a particular specialization but also their soft skills, including through research related to more in-depth studies of a chosen area for the analysis and presentation of the results in a broader context.

1. The Master's Students' Academic Committee

MoEYS requires that each university establish a committee (their Science Board for Master's Programs) to overview applications to study for a Master's degree and to subsequently monitor successful applicants' progress.

Thus the Master's Students' Academic Committee at The University of Cambodia is responsible for the initial vetting of applications based on the documentation supplied and any follow-up interviews (see Section VI.1).

Thereafter, this committee is responsible for assigning successful candidates to an advisor from the full- or part-time faculty to assist in monitoring their progress, more especially in the initial and final stages of their respective Master's programs. The advisor of each student is responsible for routinely keeping the Committee informed of any problems through the student's College or School and the Dean of Graduate Studies.

Based on these and other inputs, the Committee is responsible for monitoring progress of students who are preparing their Master's theses or, for those following the Comprehensive Exam option, their Master's Research Papers.

> ➢ Note that the structure of the various options is different for students joining Master's programs starting from Academic Year 2018-9: see Section VIII.7.

2. Admission Requirements

Section VI.1 provides detailed guidelines regarding the documentation required to be submitted by prospective students. Those wishing to register for a Master's Degree program at the University of Cambodia must have a good Bachelor's degree from a reputable university or institution. This should be in a field related to the chosen program of further study, otherwise there is the need to successfully complete Bridging courses to facilitate the transition (see below). It should be noted that individual Colleges and Schools may set additional specific requirements regarding the admission of students.

i. Bridging Courses MoEYS requires that students graduating with a Bachelor's degree in one discipline successfully complete nine credits in 'Bridging' courses in order to be considered for a Master's program in another field. This comprises a set of three courses to cover the bare minimum that students should be expected to know in order to be able to cope with the material covered in a normal Master's syllabus. These courses can be done either as formal class-work or through supervised independent or small-group study; all modules should be completed within 1-3 terms. At the same time, students will be exposed to work practices which will benefit them when they continue on to join the selected Master's program after successful completion of the Bridging program. If they pass each of these with at least a 'B' grade, candidates will receive a Graduate

Certificate from the relevant College or School and can then proceed to register for their chosen Master's program.

Having successfully completed the required Bridging courses, prospective Master's students who have been provisionally accepted must pass the University's Graduate Entrance Examination.

Bridging courses *cannot* be counted towards the credit requirements of the subsequent Master's degree program.

ii. Transfer Students Based on the guidelines set by the Ministry of Education, Youth and Sports, Master's students may transfer up to 24 credits from a similar program in the same field at another recognized university. To be considered for transfer, a course must be equivalent to at least 3 credits (45 hours of formal teaching); the subject matter of the course should be equivalent to an existing course which counts towards the student's chosen major at The University of Cambodia; and the student should have scored at least the equivalent of a University of Cambodia 'B' grade.

Intending students should submit the original transcripts or study records from their previous institutions together with the relevant form to the Office of Admissions, Information and Registration for further processing.

> ➢ Where recognized, courses will be recorded in the student's transcript as their UC equivalents (ungraded and with the annotation that they are transfer credits), and cannot be repeated at The University of Cambodia.

For successful students transferring to the International Track, they must first pass the English Placement Test or provide other evidence for competence in the English language before they can be admitted into a degree program at the University of Cambodia.

3. The Overall Structure of a Master's Degree (Existing Students)

All existing students are required to complete a minimum of 54 credits to complete their Master's program. They need to have a minimum overall Grade Point Average of 3.0 in order to file for graduation.

> i. A student is allowed a maximum of three courses with a grade 'C'.
> ii. Further courses with this grade count as grade 'F' with a Grade Point of 0.
> iii. Note that, where a course is repeated, both scores will be included in the student's transcript but only the repeat will be used to calculate the overall GPA.

Failing to maintain this minimum will mean that extra credits must be taken in order to try to bring the student's performance up to the required standard.

A Master's student must satisfactorily complete all course-work and then pass a Comprehensive Exam or Thesis defense within 4 years (48 months) after first joining a degree program, based on guidelines from MoEYS.

> i. During this time, they can apply for Leave of Absence for up to one year (12 months): see Section VII.3.
> ii. Where students take longer than this period of time to complete, they may be required to retake exams taken more than two years previously; if so, the grades for the repeat exams will replace those for the original ones in the student's transcript.

Table 4 provides an overview of the current structure of all Master's degrees at The University of Cambodia, based on guidelines issued by MoEYS in 2012. There is:

i. a suite of four Foundation courses taken by all students;
ii. a total of ten core courses specific to particular degree programs;
iii. thereafter, students may follow one of two routes in order to earn their degrees.

The following sections will consider each of these components in turn.

> **Table 4** Students must satisfactorily complete 42 credits of formal classes; thereafter they can proceed towards fulfilling either the Thesis or the Comprehensive Exam option.

Four Foundation courses (12 credits)

Six Major courses (18 credits)

Four Elective courses (12 credits)

Either   *Or*

RPT601   Four other Elective courses,
(Research Proposal)   including CAP601
                                        (12 credits)

RPT602-RPT604
(Research Thesis)   Master's Research Paper

Defense of the Thesis   Master's Comprehensive
                                        Exam
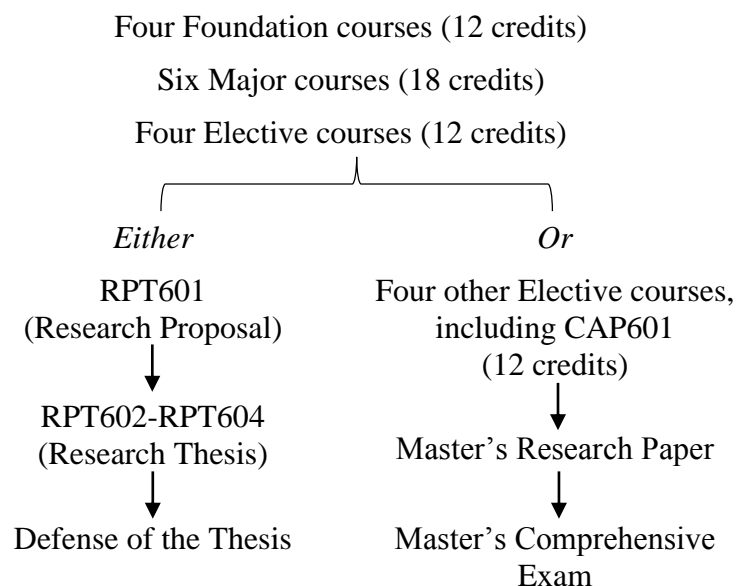
4. Common Foundation Courses

Following MoEYS' latest set of current requirements, all students are required to take and pass the following four courses early on in their Master's degree program:

– FDN501: Research Methodology
– FDN502: Statistics for Research
– FDN503: Research Paper Writing
– FDN504: Ethical Leadership

The last of these courses, FDN504, was introduced in October 2012 in order to better prepare our Master's graduates for future jobs.

5. Major Courses

These include so-called 'elective' courses. All students starting in October 2012 or thereafter have to do ten such courses.

Where a College or School offers more than one major, the courses taken comprise a common suite of core modules taken by all students; together with a number of other major-specific courses to make up the requisite total of ten courses

6. Program Options

Thereafter, the student can select to do either the Thesis or the Comprehensive Exam option.

i. Thesis Option The Master's thesis is a scholarly presentation of an original contribution to knowledge resulting from independent research. Whilst still doing coursework, students who intend to do this option should plan ahead by identifying an area of interest, a possible topic for research within that and a potential supervisor in consultation with their respective College or School.

Having completed the requisite initial 14 courses with a GPA of at least 3.0, a student first proposes to the Master's Students' Academic Committee a prospective title and a chairperson (supervisor) from the College in which the student is enrolled, together with up to two other members (co-supervisors). Once approved, the student can then register for RPT601 and prepare a Research Proposal under the guidance of the appointed supervisor(s).

After the Proposal has been reviewed by the Master's Students' Academic Committee or its nominees and successfully defended by the student, the latter can proceed to register for RPT602-RPT604 and then collect data, analyze these and write up the findings according to a standard format.

> ➢ A student must register for at least 3 credits of research and thesis-writing every successive term (with a maximum of 9 credits in one term) until the results of the original research are written up in an acceptable form as a thesis.
> ➢ Where the student has not completed their thesis, they can register for up to 15 more credits (*i.e.* up to RPT609) in order to do so within the four-year time-limit; failure to do so means that they drop from the program.

The resulting thesis must then be defended in front of nominees of the Master's Students' Academic Committee, together with a representative from the Ministry of Education, Youth and Sports as observer. Based on a majority decision regarding the outcome of the defense, the candidate may be considered to satisfy one of the following criteria:

> – Pass;
> – Provisional Pass with Minor Rewrite;
> – Provisional Pass with Major Rewrite; or
> – Fail.

In the case of a major or minor rewrite, the candidate must submit a revised version of the thesis, with appropriate documentation of the changes made (or why changes were not made) by an agreed deadline: where necessary, a second defense may be called for.

> ➢ However this must be done within the four-year time-limit for graduation.
> ➢ Students who fail the thesis defense a second time are dropped from the program and lose their status as registered graduate students.

ii. Comprehensive Exam Option This involves registering for a minimum of twelve more credits in courses related to the chosen major, including the final three credits which constitute the Capstone module (CAP601). Note however that, when the student's GPA is less than 3.0, more courses will need to be taken in order to bring the score above the threshold required.

> ➢ Students can do up to an extra *six* courses (18 extra credits, to make a total of 72 credits) in order to bring their GPAs to above the requisite minimum within the four-year time-limit: *if they fail to do so, then they automatically drop from the program.*

CAP601 provides the student with the opportunity to take an overview of the material covered in the courses taken in the context of FDN501-FDN504, and develop ideas about the underlying concepts and their interpretation and practical applications. One end-point is the satisfactory completion of a Master's Research Paper, as required by the Ministry of Education, Youth and Sports.

Having fulfilled the above requirements, the student can then proceed to register to take the Master's Comprehensive Exam, comprising two 3-hour papers – morning and afternoon – on a single day. This exam requires students to take an integrative approach to what has been covered during their coursework in order to address more general questions, giving them the opportunity to demonstrate the breadth of their knowledge and understanding of their particular discipline. To help them prepare for the exam, which comprises four compulsory questions in the candidate's chosen field or discipline, their College or School provides a pool of possible questions, together with further background reading based on a list of recommended textbooks and other materials.

Students are required to sit and pass both of the component papers. If this is the case then this will be annotated as a 'Pass' on their final academic transcript; otherwise, a 'Fail' will be recorded.

➢ Where a student fails one or more papers, they can register to take a re-sit at the next scheduled Comprehensive Exam.
➢ However, where a student scores zero marks in at least one of the papers in their first Comprehensive Exam (*e.g.* through absence or arriving too late to take the exam), then both papers may have to be re-taken.

A second failure will mean that this is also recorded as such on the transcript and the student drops out of the program.

7. Revised Structures for New Students Starting in Academic Year 2018-9

The latest guidelines from MoEYS, to be implemented for students starting in October 2018, have devised a different categorization of Master's courses which universities are required to follow; together with a revised program structure and the potential to offer up to three different routes towards doing a degree.

Regarding MoEYS categorization of courses, these comprise:

➢ Research Methodology courses (9 credits: three of the four Foundation courses done by current students);
➢ Major Core courses (12 credits);
➢ Major courses (12 credits);
➢ Major Elective courses (9 credits); and
➢ Additional courses (12 credits) for students opting to take the Comprehensive/ State Exam.

Table 5 summarizes the three possible options that a university may offer.

Options 1 and 2 differ in how the last 12 credits have to be earned:

➢ **Option 1** requires that the students take and pass four additional courses; if they maintain an adequate GPA, they can then sit for the Comprehensive/State Exam, run with MoEYS, which will be recorded as a Pass or Fail on their transcript.

> ➤ ***Option 2*** requires that the student earns these credits through proposing a small topic for research, make a presentation on its findings and submitting a Master's Project Report.

Option 3 comprises a smaller classroom-based component (21 credits), with the remaining 33 credits being earned from the proposal and satisfactory completion of a more in-depth research project.

> ➤ It requires that the proposed research topic leads not only to the production of a thesis but also the successful publication of a paper arising from this work, as well as an oral presentation and a workshop.

Table 5 Overview of the new Master's degree structures to be implemented for new students, starting Academic Year 2018-9.

Option 1	Option 2	Option 3
Methodology courses		
Major courses		
Major Core courses		
Major Elective courses		Research Thesis
Additional courses	Research Project Paper	
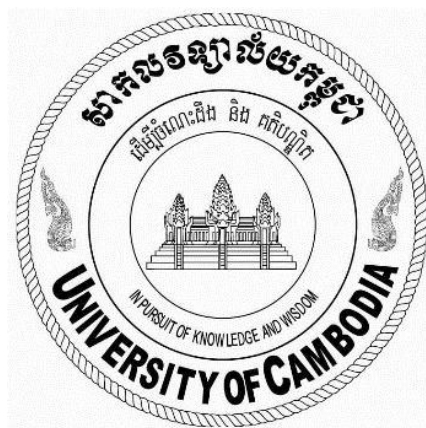
Section IX

DOCTORAL DEGREES

To merit the award of a doctorate, the quality of a candidate's work is judged on a variety of factors. The initial lecture-based component with assignments is followed by an Intermediate Comprehensive Exam. Having passed this, a candidate is required to produce a Dissertation based on research which makes a significant original contribution to knowledge in their chosen field.

1. The Doctoral Students' Academic Committee

MoEYS requires that each university establish a committee (their Science Board for Doctoral Programs) to overview applications to study for a doctoral degree and to subsequently monitor successful applicants' progress.

Thus the Doctoral Students' Academic Committee at The University of Cambodia is responsible for the initial vetting of applications based on the documentation supplied and any follow-up interviews (see Section IX.2).

Thereafter this committee is responsible for assigning successful candidates to an advisor from the full- or part-time faculty to assist in monitoring their progress. The advisor of each student is responsible for routinely keeping the Committee informed of any problems through the (Associate) Dean of the student's College or School and the Dean of Graduate Studies.

2. Admission Requirements

Section VI.1 provides detailed guidelines regarding the documentation required to be submitted by prospective students.

> ➢ Prospective Doctoral students must have a grade point average (GPA) of at least 3.00 or completed the thesis option at Master's level.

In general, MoEYS does not require that students enroll for a doctoral degree in the same general area as their previous academic qualifications. An exception is in the case of a Doctorate in Law, where applicants are required to have at least a Bachelor's of Law degree from a recognised university.

In addition, prospective Doctoral students should also include three sealed letters of recommendation from referees who can vouch for the candidate as an asset to the relevant degree program, through being able to contribute personal experiences and insights in a constructive manner.

> ➢ Typically, these should comprise two from previous supervisors and one from a manager or other relevant reference.
> ➢ In the case of applicants with a Master's degree not related to the proposed doctoral study program, they may be required to take and pass up to three bridging courses in order to earn a Pre-Doctoral Certificate in their chosen field and thus be considered for admission.

Furthermore, such students should must include an *original* preliminary research proposal of at least 5,000 words, to demonstrate their understanding of their proposed field and the relevance of this specific area of study (together with an awareness of the relevant methodologies and their limitations), including a review of the relevant literature.

> i. This is only for initial evaluation purposes by the Doctoral Students' Academic Committee, and does not commit either the student, if successful,

or The University of Cambodia to a particular field of study once the student has completed the prerequisite study modules.

ii. The applicant may be required to make a formal presentation on the proposed research topic.

iii. Students who did a thesis for their Master's degree should also submit a copy of this (together with an extended summary in English if the original was in another language).

The University of Cambodia's Doctoral Students' Academic Committee will interview applicants to review the applicant's academic background and related experience, and also inform the student of what is expected of them.

i. Where an applicant is deemed to be acceptable, a copy of the submitted materials together with a report on the interview will be sent to MoEYS for their approval.

ii. Once approved, the Doctoral student can commence studies in Term I of the next Academic Year.

i. Transfer Students Doctoral students who were in good standing at another accredited university may transfer up to 27 credits (*i.e.* those who are 'all but dissertation': see Section IX.3.i) to study in an equivalent program at The University of Cambodia. To be considered for transfer, a course done at another university must be equivalent to at least 3 credit-hours (45 contact hours); the subject matter of the course should be equivalent to an existing course which counts towards the student's chosen major at The University of Cambodia; and the prospective student should have scored at least the equivalent of a University of Cambodia 'B' grade. Prospective students should submit the original transcripts or study records form their previous institutions together with the relevant form to the Office of Admissions, Information and Registration for consideration by the Doctoral Students' Academic Committee or its nominees.

➢ The transferred courses will be recorded in the student's transcript as their UC-equivalents (ungraded and with the annotation that they are transfer credits), and cannot be repeated at The University of Cambodia.

➢ Where the transfer is for all 27 course-based credits, the candidate is required to sit and pass the Doctoral Intermediate Comprehensive Exam.

For successful students transferring to the International Track, they must first pass the English Placement Test or provide other evidence for competence in the English language before they can be admitted into a doctoral degree program at The University of Cambodia.

3. The Overall Structure of a Doctoral Degree

Full-time doctoral students are required to complete their degree program within six years; and part-time students within eight years. To do so, they are required to satisfactorily complete the minimum of 60 credits.

Table 6 provides an overview of the structure of Doctoral degree programs at The University of Cambodia. There are two sequential components:

i. a set of nine courses (27 credits); followed by

ii. the preparation of a dissertation.

The successful transition from the first to the latter depends on the student's adequate performance in an Intermediate Comprehensive Exam.

Table 6 Overview of the route towards a Doctoral degree.

Doctorate Courses   Supplementary Courses
(9 credits)   (9 credits)

Oriented Courses
(9 credits)

Intermediate Comprehensive Exam

Research Dissertation
(33 Credits)

> ➢ Oral Defense of Research Proposal (3 credits)
> ➢ Publication of Research Papers (6 credits)
> ➢ Participation in an Academic Meeting (3 credits)
> ➢ Individual Seminar (3 credits)
> ➢ Dissertation (18 credits)

Oral Defense of Dissertation
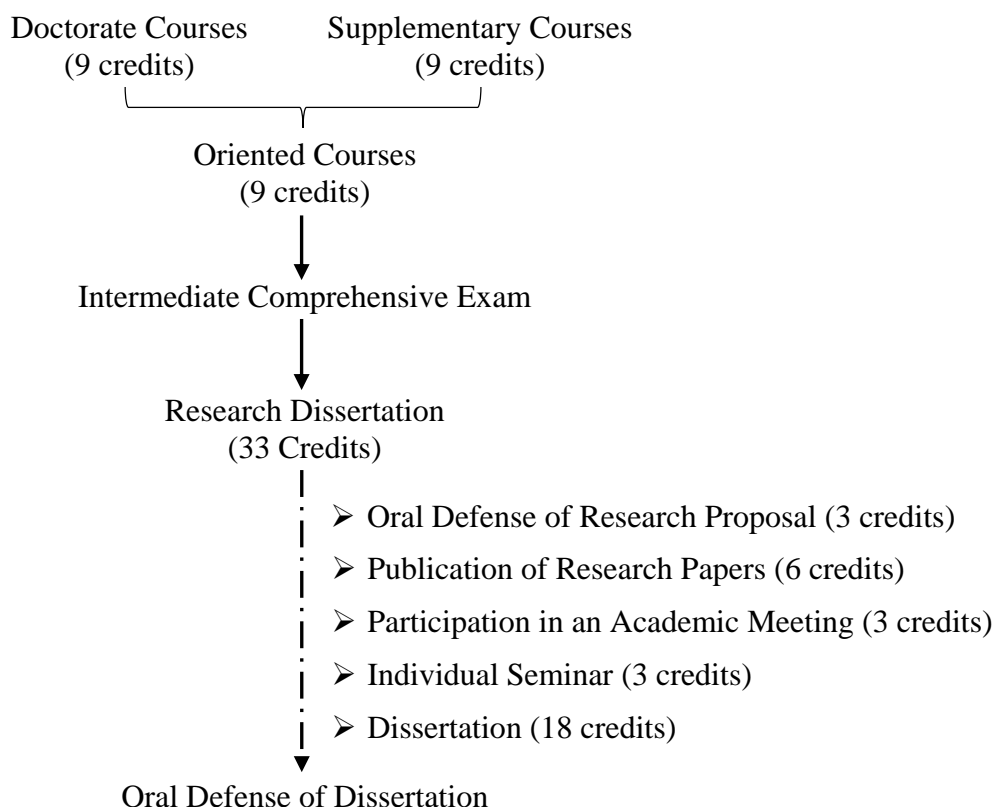
The following sections will consider each of these two components in turn.

i. Course Requirements There are three categories of courses which doctoral candidates are required to take and complete satisfactorily.

    a. Doctorate level courses (9 credits):

> ➢ FDN701: Research Methodology (3 credits);
> ➢ FDN702: Basic Statistics (3 credits); and
> ➢ FDN703: Research Paper Writing (3 credits).

    b. Supplementary courses (9 credits):

> ➢ FDN704: Ethical Leadership (3 credits); and
> ➢ two other courses related to the student's general field of study (6 credits).

    c. Oriented courses (9 credits):

> ➢ three related to the student's general field of study.

The courses taken other than FDN701-4 are as advised by the Doctoral Students Academic Committee after taking into consideration the student's background and the inputs of the relevant College or School.

Once a Doctoral student has completed all coursework with a minimum overall Grade Point Average (GPA) of 3.0, they qualify for sitting the Intermediate Exam.

> ➢ Students should be aware of the importance of attendance and class-participation (see Section V.1.ii).
> ➢ A student is allowed a maximum of three courses with a grade 'C'.

- ➢ Further courses with this grade, together with all courses at lower grades, count as grade 'F' with a Grade Point of 0.
- ➢ Failure to attain a GPA of 3.0 after completing the 27 credits means that the student will be dropped from the program.

The Intermediate Exam is a written exam, being two 3-hour sessions – morning and afternoon – on a single day.

- ➢ It comprises four compulsory questions in the candidate's chosen field or discipline, which are designed to test the student's integrative and analytical skills.
- ➢ The student's answers to the questions in the Intermediate Exam will be reviewed in a subsequent oral exam by the Doctoral Students Academic Committee.
- ➢ There is no need for an additional Foreign Language Exam for students on the International Track.

A Doctoral student must satisfactorily complete all course-work and then pass a Intermediate Comprehensive Exam within three years of first joining a degree program for full-time students and four years for part-time students.

After passing the Intermediate Exam, a student is eligible, at the discretion of the Doctoral Students Academic Committee, to receive a Certificate of Recognition as a Doctoral Candidate, indicating that all requirements of the Doctorate except for the dissertation have been completed.

- ➢ A student who fails the Intermediate Exam may repeat it once at the discretion of the Doctoral Students Academic Committee. Failing the exam a second time means dropping from the program with the loss of registered graduate student status.

Successful students can then proceed to the next stage of their doctoral program.

ii. The Dissertation This constitutes a scholarly presentation of an original contribution to knowledge resulting from independent research. Typically, it is based on a period of research after the successful completion of the Intermediate Comprehensive Exam, followed by the writing of the dissertation itself.

However, whilst still doing coursework, students should plan ahead by identifying an area of interest, a possible topic for research within that and a potential supervisor in consultation with their respective College or School.

Having successfully completed the Intermediate Comprehensive Exam, the student should submit a brief statement of their interests to the Doctoral Students Academic Committee, with any supporting documentation for the latter's inputs. The initiation, research and production of a dissertation are under the oversight of a three-member supervisory panel, nominated on the advice of the Doctoral Students Academic Committee. Based on MoEYS' guidelines, this panel comprises:

i. a primary supervisor (who cannot supervise more than nine students); and
ii. two other members serve as associate (or co-) supervisors, who may be either internal teaching faculty or external local or international teaching faculty.

Thereafter, the doctoral student is required to fulfill the following goals, based on MoEYS' guidelines, by first producing and successfully defending a research proposal (DIS801; 3 credits).

Thenceforth, again following MoEYS' guidelines, they are required to meet the following criteria:

    i.   national or international publication of research articles (DIS802; 6 credits);
   ii.   presentations at fora and other meetings (DIS803; 3 credits);
  iii.   personal seminars or workshops (DIS804; 3 credits); and
  iv.   the final dissertation (DIS805; 18 credits).

In order to achieve the desired final product – a body of reported research which makes a significant contribution to human knowledge and understanding – students are required to respect the following basic principles:

- ➢ making an activity plan with agreement from supervisor panel, and abiding by it in order to meet various deadlines;
- ➢ keeping accurate records of their data and the sources for review by others as necessary;
- ➢ being conscientious and honest in carrying out what they have proposed to do, with regard to the collecting of the data and its analysis and presentation; and
- ➢ not plagiarizing or otherwise demeaning their personal integrity as scholars.

They must then make a presentation to the Thesis Rehearsal Defense Committee.

    i.   This comprises seven members, at least two of who are from recognized external HEIs, with backgrounds in the same field as the thesis topic.
   ii.   The rehearsal will be conducted in public.
  iii.   Conditional approval is required for the student to proceed further.
  iv.   If this is denied, the student must present a revised version within three months for consideration.
   v.   If this second presentation is also not conditionally approved, then the student drops from the program.

Once the necessary changes to the thesis, based on the feedback received, are approved by the supervisory panel, four copies must be submitted to the Doctoral Students Academic Committee for onward transmission to MoEYS with other documents as appropriate.

    i.   This will include proposals for the members of an Independent Thesis Review and Assessment Committee.
   ii.   The members comprise an internal assessor from the University of Cambodia, together with two other external assessors.

The Final Thesis Assessment Committee, comprises seven members: the chair, a minutes-taker, the three members of the Independent Thesis Review and Assessment Committee, the primary supervisor, and one member who is not a co-supervisor or associate supervisor and who is not a relative, friend, or close colleague of the candidate. Membership of this committee shall be decided by MoEYS based on the proposal of the Doctoral Students Academic Committee.

Based on a majority decision regarding the outcome of the defense, the candidate may be considered to satisfy one of the following criteria:

- – *Pass*;
- – *Provisional Pass with Minor Rewrite*;
- – *Provisional Pass with Major Rewrite*; or
- – *Fail*.

Based on the feedback from the above, the Doctoral Students Academic Committee shall submit a report on the final thesis defense and the thesis within one month to MoEYS to review and decide the outcome.

> ➢ In the case of a major or minor rewrite, the candidate must submit a revised version of the dissertation, with appropriate documentation of the changes made (or why changes were not made) by an agreed deadline: where necessary, a second defense may be called for.

Students who fail their first thesis defense are allowed to a re-defense based on the following criteria:

> ➢ the candidate must make adjustments to the thesis and apply for a re-defense within 24 months after the date of the first defense; and
> ➢ members of Re-Defense Committee must be the same as those of Final Thesis Defense Committee; where this is not possible, the University must propose substitutes to MoEYS.

Students who fail this re-defense are dropped from the program and lose their status as registered graduate students.

Section X

CODES OF CONDUCT

AND

RULES OF CIVILITY

Like any institution, The University of Cambodia has various sets of guidelines on behavior which individuals are expected to observe.

1. STUDENTS' RIGHTS AND RESPONSIBILITIES

Students form the foundation of The University of Cambodia community, and we are committed to providing an environment that values academic excellence, personal integrity, mutual respect, and solidarity. Therefore, every student at The University of Cambodia holds certain rights to study and work in a quiet, respectful atmosphere that promotes the pursuit and acquisition of knowledge. At the same time, students are expected to assume responsibility for their actions to ensure shared accountability for fulfilling the rights of their fellow students, lecturers and university staff.

i. Students' Rights

1) Students have the right to be treated with respect and dignity from all instructors and staff at The University of Cambodia.

2) Students have the right to free and open discussion, inquiry, and expression, both inside and outside the classroom.

3) Students can expect prompt and courteous responses and interactions from the University's academic and administrative departments.

4) Students have the right to participate in all areas and activities of the university, free from any form of discrimination including harassment, on the basis of race, color, creed, nationality, religion, sex, disability, age, gender identity and sexual orientation.

5) Students should have access to clear, accurate information concerning the costs of tuition, activity fees, registration, course offerings, programs, majors, and other University requirements and activities.

6) Students have the right to receive academic credit and their academic degree when all specified requirements and course work have been satisfied.

7) Students have the right to appeal grades they deem are incorrect.

8) Students have the right to expect certain practices of their instructors. These include establishing clear course objectives and requirements through the use of the syllabus, clearly stating grading scale and criteria, evaluating students fairly, and protecting students' intellectual freedom. Students also have the right to receive constructive and timely comment from instructors on assignments and projects.

9) Students have access to extraordinary education that includes excellent faculty, academic technology, classrooms, the Handa Library and E-library, the multiple computer laboratories, and other resources necessary for the learning process.

ii. Students' Responsibilities

1) Students have the responsibility to respect the rights and property of others, including other students, the faculty and The University of Cambodia, as well as to act as honest, responsible, and law-abiding members of the academic community.

2) Students are expected to display appropriate conduct in classroom situations that will enhance the learning environment. Students who sleep in class or read

non-class materials during class disrupt the course, as well as those who play on their phones, disrupt the learning environment for all involved and compromise the learning process.

3) Students have the responsibility to be prompt and regular in class attendance, submit assignments on time, and take exams when scheduled.

4) Students are expected to maintain academic ethics and honesty in all its forms, including, but not limited to, cheating and plagiarism.

5) Students are responsible for making sure that they will complete their degree requirements, which includes meeting both academic and administrative requirements set by each college or school. The Deans and Associate Deans will make every effort to guide students toward completion of all requirements, but the ultimate responsibility for satisfying these requirements is the students'. Students must meet with their Dean or Associate Dean to discuss their progress on a regular basis.

6) Students have the responsibility to participate in programs and activities of the University in order to contribute to a vibrant campus environment. They must also respect the campus by keeping it clean and tidy.

7) Students must refrain from actions that endanger the health, safety or welfare of any member of the university community.

8) Students hold the responsibility to obtain their ID cards, ensure they are not expired, and wear them while on campus.

9) Students are expected to regularly check the UC Website and Facebook page for up-to-date, accurate information regarding events, activities, and official notices.

The following sections set these rights and responsibilities in a broader context.

2. UNIVERSITY CODE OF CONDUCT AND RULES OF CIVILITY

The University of Cambodia expects all its members, students, staff, faculty and guests, to abide by its Code of Conduct and Rules of Civility based on a collective commitment to mutual respect and a "social contract" with one another so that we may become a true community of seekers for knowledge, truth and excellence.

In order to provide an environment conducive to optimum learning, The University of Cambodia has issued the following guidelines for students, faculty, staff and guests. All students, upon registration, must be familiar with and adhere to these rules: any failure to do so must be reported to The University of Cambodia Disciplinary Committee

- Every member of this community is to be treated with respect and dignity. Differences in opinion are evidence of independent thinking: this is to be encouraged in a learned community to aid broadening of the mind. However, such differences should be shared in a civil manner, with respect and understanding, and so a healthy dialogue: insults, threats and assaults have no part in a learned community and will not be tolerated.

- An ethical, open and honest code of behavior is expected of all members of the UC community: propagating false or unfounded rumors, lying and cheating are examples of conduct that will not be tolerated.

- Discrimination based on age, color, disability, ethnicity, gender, marital status, national origin, race, religion or sexual orientation will not be tolerated at the University.

- Harassment, sexual, racial or otherwise, is unacceptable behavior, and must be reported by victims or witnesses.

- All individuals are required to dress appropriately when on campus.

- The sale and/or use of alcohol and illicit drugs is strictly prohibited on University premises. Smoking is prohibited inside all University buildings.

- Weapons of any kind, whether they are carried for self-defense or otherwise, are strictly prohibited on University premises.

- Other animals are not allowed on University premises without permission.

- The distribution of religious, political or other unauthorized documents and all types of solicitation are strictly prohibited on the University premises. Likewise, political gatherings and rallies are not allowed on campus.

- As anywhere else, any act of theft, robbery, or vandalism, graffiti or any other damage on University premises will be reported to local authorities and subject to criminal charges according to the laws of the Kingdom of Cambodia.

- For security reasons, students, faculty and staff are required to produce their ID cards on demand.

3. THE STUDENT CODE OF CONDUCT

In addition to the University's Code of Conduct and Rules of Civility, all students are expected to be familiar with and follow a number of other requirements.

- Students should be conscientious and self-disciplined, and take full personal responsibility for their studies and other actions.

- For their own benefit *(and out of respect for their instructor and their classmates)*, students should thus be conscientious in their time-keeping, including completing assignments on time.

- Class attendance is important for students' learning; it is taken in all courses and is included in the student's final grade in the class. Failure to maintain adequate attendance will mean that the student is barred from sitting exams and will forfeit any Scholarship awards.

- Students who have to miss a class for whatever reason during term should apply for a short-term Leave of Absence.

- Students who arrive late and/or leave early, or who miss a class, should not expect any preferential treatment from the faculty.

- **Cheating and plagiarism** *(the copying and pasting of material into assignments – <ins>including student presentations</ins> – from the internet or other sources)* **cannot be tolerated**. Faculty members are required to be responsible for enforcing the rules and for disciplinary actions. They may also refer the student to the University of Cambodia Academic Honesty Committee for further actions that may lead to probation, suspension and/or expulsion.

- Students should respect Cambodian customs: they should avoid being dressed provocatively or displays of intimate behavior.

- The use of cell phones is strictly prohibited in classrooms; the Handa Library and *e*-Library; the various computer-based laboratories; and in exams.

- Eating and drinking are prohibited in classrooms; the Handa Library and *e*-Library; the various computer-based laboratories; and in exams.

- Disruptive behavior and abuse of privileges (for example by blocking others' access to the WiFi) on campus will be reported to The University of Cambodia's Disciplinary Committee.

- Students should be involved in extracurricular activities organized by the University, not only for their own benefit but for that of UC as a whole.

- Students should avoid arranging to meet members of faculty off-campus, including going on trips which do not have the official approval of The University of Cambodia.

- Where such off-campus trips are officially approved, all participating students must read and sign a Declaration of Individual Responsibility.

4. THE FACULTY CODE OF CONDUCT

In addition to the University's Code of Conduct and Rules of Civility, all teachers are expected to:

- come prepared for the lesson;

- be properly attired, and both start and stop on time;

- keep classes on-topic with a balanced overview of relevant and appropriate material, and thus refrain from indulging in partisan politics;

- avoid taking the easy option of merely spoon-feeding the students;

- motivate and encourage students to be active learners, by facilitating participation in classroom activities, challenging them to think for themselves and thereby develop an understanding of the underlying principles;

- show humility, respect for the students, be aware of their cultural sensitivities and be positive in making criticisms;

- treat all students fairly, both face-to-face and in marking their work;

- nurture each student's self-respect and self-confidence (where necessary), and thus encourage their increasing independence in thought and action;

- gain the confidence of class and maintain confidentiality;

- not accept any gifts from students, to avoid misunderstandings;

- avoid arranging to meet students off-campus, other than as groups preferably involving the whole class: to avoid misunderstandings, they should seek prior approval of the relevant Associated Dean;

- should not organize tours for students in the name of the University, or in situations where others may consider the University liable in the absence of any legal disclaimers, without prior permission of the University;

- not sell anything to the students; and

- coordinate with other instructors and support staff to ensure that things flow smoothly for students and everyone else at the University of Cambodia.

Section XI

BUSINESS PROGRAMS

The Tony Fernandes School of Business (formerly known as the College of Management) was established in 2003 and has consistently been one of the largest schools in The University of Cambodia. In its more than ten years of developing the capacity of each student, many reputable private local and international companies have employed our students and given very encouraging, most positive feedback about their caliber. This reflects the fact that our output has been trained with a well-balanced curriculum that contributes to their robust soft and hard skills: employers have been very enthusiastic about our students' diverse skills and their dynamic behavior. Achieving the latter has been augmented by linkages to the private and public sectors, in order to give our students exposure to experiences outside the classroom, for them to better grasp the realities of life.

Arising out of this, the Tony Fernandes School of Business has a threefold mission:

1. to educate and train high-quality individuals to become ethical leaders and entrepreneurs;
2. to act as a focal point for developing the capacity, creativity, innovative mindset and adaptability to the fast-changing technology of Cambodia's human resources; and
3. to conduct relevant and critical research so as to advance knowledge, by using strong conceptual foundations to identify and solve management problems focusing on national, regional, and global issues.

To this end, the Tony Fernandes School of Business offers graduate students the opportunity to develop in-depth knowledge and insights into their selected area of specialization, through training in useful analytical and quantitative skills relevant to their interests and career objectives.

- Accounting (MBA)
- Business Administration (DBA)
- Economics (MBA)
- Finance (MBA)
- Hospitality and Tourism Management (MBA)
- Human Resource Management (MBA)
- International Business (MBA)
- Management (MBA)
- Marketing (MBA)

1. ACCOUNTING

The Master's program in Accounting has been designed by the Department of Accounting and Finance for students are currently holding, or who aspire to hold, a managerial position in large or small organizations in this field, or as an independent practice in public accounting, controllership or accounting management. The program thus offers the updated accepted accounting principles and international standards that are used by global firms and organizations.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research

FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
ACC630: Advance Taxation
ACC631: Advance Auditing
ACC633: Advanced Financial Accounting
ACC634: Financial Statement Analysis

Option I: Thesis (at least 12 credits)
RPT601-RPT604: Master's Thesis

Option II: Comprehensive Exam (12 credits)
ACC632: Assurance Services
BUS633: Risk Investment Management I
BUS634: Risk Investment Management II
CAP601: Capstone (Seminars, *etc*.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
BUS604: Financial Management
BUS605: Managerial Accounting
BUS630: Financial Accounting
ECN503: Economic Analysis

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
ACC631: Advance Auditing	ACC630: Advanced Taxation
ACC633: Advance Financial Accounting	ACC631: Advance Auditing

BUS631: Management of Financial Institutions	ACC632: Assurance Services
BUS633: Risk Investment Management I	ACC633: Advance Financial Accounting
BUS634: Risk Investment Management II	ACC634: Financial Statement Analysis
Comprehensive/State Exam	***Research Project Report***
ACC630: Advanced Taxation	RPR601: Research Proposal
ACC632: Assurance Services	RPR602: Paper Presentation
ACC634: Financial Statement Analysis	RPR603: Master's Project Report (6 credits)
ACC600: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do the above two suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

2. BUSINESS ADMINISTRATION

This Doctoral degree program is designed for students who want to continue their professional development with a doctoral degree while still working in their field, also in the areas of researching, consulting or teaching. The Department of Management expects candidates with strong intellectual ability, proper time management and educational preparation, wide breadth and depth of managerial or professional experience, and the capacity to pursue scholarly investigation through research. The core of the program aims to provide students with a broad grasp of the necessary insights into how to organize business, examine current theories, practices and issues in business, and study the relationships between business and social and global issues. Further study is designed to allow students to follow their individual interests.

Doctorate Courses (9 credits)
FDN701 Research Methodology
FDN702 Statistics for Research
FDN703 Research Paper Writing

Supplementary Courses (9 credits)
FDN704 Ethical Leadership
BUS718: Advanced Theory in Business
BUS703: Academic and Professional Communication

Oriented Courses (9 credits)
BUS705: Integrated Business Strategy
BUS706: International Business Research Methods
BUS735: Advanced Organizational Theory
  ➢ *Comprehensive Exam*

Dissertation (33 credits)
DIS801: Oral Defense of Research Proposal (3 credits);
DIS802: Publication of Research Papers (6 credits)
DIS803: Participation in an Academic Meeting (3 credits)
DIS804: Individual Seminar (3 credits)

DIS805: Dissertation (18 credits)
> *Oral Defense of Dissertation*

3. ECONOMICS

The Master's program in Economics, offered by the Department of Entrepreneurship and Strategy, is designed for students who are currently holding or aspire to eventually hold a managerial position in the public or private sector as economists, with an in-depth understanding and exposure of the general economic theories and their application to real-world situations. A very good opportunity to explore topics with emphasis is on economic development and regional and international integration which include trade negotiations and agreements.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
ECN506: Managerial Economics
ECN507: International Economics
ECN509: Public Economics
ECN650: International Trade Theory

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
ECN508: Economics of Labor Markets
ECN541: Economic Development
ECN659: Economics of Financial Markets
CAP601: Capstone (Seminars, *etc.*)
> *Master's Research Paper*
> *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research

FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
BUS604: Financial Management
ECN503: Economic Analysis
ECN506: Managerial Economics
ECN509: Public Economics

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
BUS652: Management of Global Sourcing	ECN507: International Economics
BUS653: International Finance and Investment	ECN508: Economics of Labor Markets
ECN508: Economics of Labor Markets	ECN541: Economic Development
ECN651: International Monetary Theory	ECN650: International Trade Theory
ECN659: Economics of Financial Markets	ECN659: Economics of Financial Markets
Comprehensive/State Exam	*Research Project Report*
ECN507: International Economics	RPR601: Research Proposal
ECN541: Economic Development	RPR602: Paper Presentation
ECN650: International Trade Theory	RPR603: Master's Project Report (6
ECN600: Individual Seminar/Workshop	credits)

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

4. FINANCE

The Department of Accounting and Finance has designed this Master's program for students who are currently holding a managerial position in the public or private sector in the field of finance, or who aspire to hold such a position. The program focus is on both theoretical and practical knowledge on the fast-phase changing conditions in the financial services industry. Thorough analysis of the financial institutions' effect, benefits and relationship to the development of the country through case analysis, problem solving techniques and research on the present situation in the country, region and global financial services industry is greatly stressed to smooth the progress of the students in terms of decision making.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
BUS630: Financial Accounting
BUS631: Management of Financial Institutions
BUS633: Risk Investment Management I
BUS634: Risk Investment Management II

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
ACC634: Financial Statement Analysis
BUS611: Introduction to Electronic Commerce
BUS632: Personal Finance and Equities
CAP601: Capstone (Seminars, etc.)
> ➤ *Master's Research Paper*
> ➤ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
ECN503: Economic Analysis
BUS604: Financial Management
BUS605: Managerial Accounting
BUS630: Financial Accounting

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
BUS611: Electronic Commerce	BUS631: Management of Financial Institutions
BUS631: Management of Financial Institutions	BUS632: Personal Finance and Equities
BUS632: Personal Finance and Equities	BUS633: Risk Investment Management I
BUS653: International Finance and Investment	BUS634: Risk Investment Management II
ECN659: Economics of Financial Markets	BUS653: International Finance and Investment
Comprehensive/State Exam	*Research Project Report*
ACC634: Financial Statement Analysis	RPR601: Research Proposal
BUS633: Risk Investment Management I	RPR602: Paper Presentation
BUS634: Risk Investment Management II	RPR603: Master's Project Report (6 credits)
FIN600: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above two suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

5. HOSPITALITY AND TOURISM MANAGEMENT

The Master's Degree in Hospitality and Tourism Management is offered by the Department of Management for students who are currently holding a managerial position in the public or private sector in this field or who aspire to hold such a position. As one of the largest generators of foreign revenue, Cambodia is in dire need to put enormous importance on this industry. Therefore theoretical and practical knowledge application to fully understand the factors of a well-managed hospitality and tourism industry is a major concern, considering the technology and other tools of connectivity to serve not only the local, regional but the global clientele.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior

BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
HTM654: Current Issues in Global Hospitality and Tourism Management
HTM655: Hospitality and Tourism Finance and Revenue
HTM656: Franchising and Chain Management in HTM
HTM657: Hospitality and Tourism Systems and Policy Formulation

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS611: Introduction to Electronic Commerce
BUS612: Consumer Behavior
BUS662: Customer Relationship Management
CAP601: Capstone (Seminars, etc.)
> ➤ *Master's Research Paper*
> ➤ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
ECN503: Economic Analysis
BUS604: Financial Management
BUS612: Consumer Behavior
HTM655: Hospitality and Tourism Finance and Revenue

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
BUS606: Strategic Management and Business Policy	BUS612: Consumer Behavior
BUS611: Electronic Commerce	BUS662: Customer Relationship Management
BUS651: International Business Strategies	BUS664: Public Relations
BUS664: Public Relations	HTM656: Franchising and Chain Management in HTM
HTM657: Hospitality and Tourism Systems and Policy Formulation	HTM657: Hospitality and Tourism Systems and Policy Formulation
Comprehensive/State Exam	*Research Project Report*
BUS662: Customer Relationship Management	RPR601: Research Proposal

HTM654: Current Issues in Global Hospitality and Tourism Management	RPR602: Paper Presentation
HTM656: Franchising and Chain Management in HTM	RPR603: Master's Project Report (6 credits)
HTM600: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

6. HUMAN RESOURCE MANAGEMENT

The Master's program in Human Resource Management has been designed by the Department of Management for students who are currently holding a managerial position in the public or private sector in this field or who aspire to hold such a position. There is tough competition of getting people with the right skills at the right time: the big challenge for many organizations is understand people's behavior, background and experience and how knowledge about this can be used to potentially suitable applicants for the better implementation of organization's or company's goals. The program also considers the massive increase of diversity in the workforce that can be seen in Cambodia and in the international labor market condition, on that issue, thorough discussion of the process in carefully hiring, training and development, and retain human resources is with great concern.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
BUS603: Managing Human Resources
BUS620: Recruitment and Selection
BUS622: Labor and Industrial Relations
BUS623: Training and Development

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS624: Strategic Human Resource Management
BUS625: Occupational Health and Safety
BUS626: Compensation and Benefits
CAP601: Capstone (Seminars, etc.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
ECN503: Economic Analysis
BUS604: Financial Management
BUS603: Managing Human Resources
BUS647: Management of Change

Option 1	Option 2
Major Elective Courses (choose three)	**Major Elective Courses** (choose three)
BUS620: Recruitment and Selection	BUS620: Recruitment and Selection
BUS622: Labor and Industrial Relations	BUS622: Labor and Industrial Relations
BUS623: Training and Development	BUS623: Training and Development
BUS651: International Business Strategies	BUS625: Occupational Health and Safety
ECN508: Economics of Labor Markets	BUS626: Compensation and Benefits
Comprehensive/State Exam	**Research Project Report**
BUS624: Strategic Human Resource Management	RPR601: Research Proposal
BUS625: Occupational Health and Safety	RPR602: Paper Presentation
BUS626: Compensation and Benefits	RPR603: Master's Project Report (6 credits)
HRM600: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)

THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

7. INTERNATIONAL BUSINESS

This Master's program under the Department of Entrepreneurship and Strategy has been designed for students who are currently holding a managerial position in the public or private sector in this area, or who plan to move into the field. As globalization has widely brought awareness to businesses to not only think locally but globally, this program focuses on strategies and techniques in problem-solving and adapting business to a country's culture, economic and political conditions plus the importance of technology. That regional and global integration has resulted to trade agreements that could impact to international business is also highlighted, in addition the need for competitive advantage that international businesses in order to succeed.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
BUS610: International Marketing
BUS651: International Business Strategies
BUS652: Management of Global Sourcing
ECN507: International Economics

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS653: International Finance and Investment
ECN650: International Trade Theory
ECN651: International Monetary Theory
CAP601: Capstone (Seminars, etc.)
  ➢ *Master's Research Paper*
  ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
BUS604: Financial Management
ECN503: Economic Analysis
BUS649: Project Management
BUS652: Management of Global Sourcing

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
BUS606: Strategic Management and Business Policy	BUS606: Strategic Management and Business Policy
BUS610: International Marketing	BUS610: International Marketing
BUS647: Management of Change	BUS651: International Business Strategies
ECN507: International Economics	BUS653: International Finance and Investment
ECN651: International Monetary Theory	ECN650: International Trade Theory
Comprehensive/State Exam	*Research Project Report*
BUS651: International Business Strategies	RPR601: Research Proposal
BUS653: International Finance and Investment	RPR602: Paper Presentation
ECN650: International Trade Theory	RPR603: Master's Project Report (6 credits)
IBS600: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do the above two suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

8. MANAGEMENT

The Department of Management's Master's program is designed for students who are currently holding a managerial position in the public or private sector or who aspire to hold such a position. This program focuses on a discussion of business theories and practices, technological applications, analyzing strategies and techniques through case studies and research to fully equip students regarding the current trends and key business disciplines which are important in the implementation of strategic plans to achieve organizational goals.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
BUS606: Strategic Management and Business Policy
BUS607: Production and Operations Management
BUS649: Project Management
BUS651: International Business Strategies

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS601: Marketing Management
BUS603: Managing Human Resources
BUS647: Management of Change
CAP601 Capstone (Seminars, etc.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
BUS604: Financial Management
BUS607: Production and Operations Management
BUS662: Customer Relationship Management
ECN503: Economic Analysis

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
BUS601: Marketing Management	BUS606: Strategic Management and Business Policy
BUS603: Managing Human Resources	BUS647: Management of Change
BUS651: International Business Strategies	BUS651: International Business Strategies
BUS652: Management of Global Sourcing	BUS662: Customer Relationship Management
BUS664: Public Relations	BUS664: Public Relations
Comprehensive/State Exam	*Research Project Report*
BUS606: Strategic Management and Business Policy	RPR601: Research Proposal
BUS647: Management of Change	RPR602: Paper Presentation
BUS649: Project Management	RPR603: Master's Project Report (6 credits)
MGT600: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

9. MARKETING

The Department of Marketing's Master's program is designed for students who are currently holding a managerial position in the public or private sector in this field or who aspire to hold such a position. Economic development, increasing investments, growing demands, and consumer's literacy need a very good way of informing the public about your product (goods or services). An in-depth understanding of the principles and practices of marketing, in addition is the ethical way of doing it is with emphasis in this program. The program promotes the detailed role of marketing within the organizational context, its significance in the profit maximization and welfare of its stakeholders.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501 Research Methodology
FDN502 Statistics for Research
FDN503 Research Paper Writing
FDN504 Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business

ECN503: Economic Analysis

Elective Courses (12 credits)
BUS601: Marketing Management
BUS610: International Marketing
BUS614: Advertising and Promotion
BUS661: Brand Marketing

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS612: Consumer Behavior
BUS662: Customer Relationship Management
BUS664: Public Relations
CAP601: Capstone (Seminars, etc.)
  ➢ *Master's Research Paper*
  ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior
BUS616: Small and Medium Business
FDN504: Ethical Leadership

Major Courses
BUS604: Financial Management
BUS601: Marketing Management
BUS649: Project Management
ECN503: Economic Analysis

Option 1	**Option 2**
Major Elective Courses (choose three)	*Major Elective Courses* (choose three)
BUS606: Strategic Management and Business Policy	BUS612: Consumer Behavior
BUS610: International Marketing	BUS614: Advertising and Promotion
BUS612: Consumer Behavior	BUS661: Brand Marketing
BUS664: Public Relations	BUS662: Customer Relationship Management
BUS651: International Business Strategies	BUS664: Public Relations
Comprehensive/State Exam	*Research Project Report*
BUS614: Advertising and Promotion	RPR601: Research Proposal
BUS661: Brand Marketing	RPR602: Paper Presentation
BUS662: Customer Relationship Management	RPR603: Master's Project Report (6 credits)
MKT600: Individual Seminar/Workshop	

For the **<u>third Option</u>**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

10. BRIDGING COURSES

i. Prospective Master's Students

Applicants wanting to do a Master's in Business Administration but who do not have a good Bachelor's degree in this or a related field from a reputable university must first obtain a Graduate Certificate in Business Management by passing up to three bridging modules (CMA501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CMA501	ACC101 (Principles of Accounting), BUS101 (Introduction to Business), BUS201 (Principles of Management), BUS304 (Leadership Skills), ECN201 (Principles of Economics), FIN201 (Fundamentals of Financial Management), and MKT201 (Fundamentals of Marketing)
CMA502	ACC301 (Financial Accounting) and ACC302 (Managerial Accounting)
CMA503	BUS305 (Fundamentals of Project Management) and BUS404 (Strategic Management)

ii. Prospective Doctoral Students

Applicants wanting to do a Doctoral Degree in Business Administration but who do not have a good Master's degree in this or a related field from a reputable university must first obtain a Pre-Doctoral Certificate in Business Management by passing up to three bridging modules (CMA601-3: see table below).

Bridging Module	Components of Relevant Master's Courses
CMA601	BUS600 (Business Policy and Ethics), BUS604 (Financial Management), BUS616 (Small and Medium Business)
CMA602	BUS615 (Organizational Behavior), BUS603 (Managing Human Resources), BUS647 (Management of Change)
CMA603	ECN503 (Economic Analysis), BUS606 (Strategic Management and Business Policy), BUS649 (Project Management)

Section XII

EDUCATION PROGRAMS

The recent decades of war and internal conflict have only turned Cambodia into one of the poorest countries in the world, despite an abundance of natural resources. And, in spite of improvements in the human resources sector since 1979, social indicators are still at a low level compared with neighboring countries.

There is thus the need to promote the development and maturation of the latent potential of Cambodia's human resources, through nurturing of the intellectual development of our people. This requires the continued development of an education system which can adapt and use the most appropriate modern pedagogical approaches in order to maximize returns on the investment (monetary and otherwise) made by both the education system and students. In addition, as part of their armamentarium, administrators need to be competent in various other areas associated with the running and improvement of existing and anticipated educational services. The graduate programs offered by our Department of Educational Administration aim to fulfill this basic, and urgent, need.

- Educational Administration (MEd, DEd).

1. EDUCATIONAL ADMINISTRATION

This pair of programs prepares students for administration and management careers in educational institutions. By including theoretical and practical aspects of education, together with the need for personal integrity, it is designed to prepare students to work in various administrative and management roles: for example, as principals, head teachers, subject coordinators, supervisors, senior assistants, directors of studies in schools and other education-related institutions level; as well as counselors and advisors in the educational ministries to maximize educational effectiveness.

i. Master's Degree

The aim of the Master's program in Educational Administration is to facilitate an individual's transition from an active classroom life to one where they play a greater role as managers in the organization and development of teaching activities.

This program is designed mainly for those with a Bachelor's degree in Education. Applicants with degrees in other fields and at least two years of experiences in teaching may be accepted into the program upon submission of certification of their teaching experience. Other applicants are required to complete up to three bridging courses in order to enroll for this program (see below).

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
EAD600: Advanced Philosophy of Education
EAD611: Financial Management in Education
EAD619: Educational Management Information Systems
EAD632: Principles of Educational Administration

EAD633: Educational Sociology
EAD634: Educational Evaluation

Elective Courses (12 credits)
EAD635: Curriculum Planning and Change
EAD636: Legal and Ethical Issues in Education
EAD641: Educational Policy and Planning
EAD646: Educational Change

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
EAD616: Human Resource Management in Education
EAD617 (= BUS615): Organizational Behavior
EAD645: Educational Facilities Planning and Management
CAP601: Capstone (Seminars, etc.)
  ➢ *Master's Research Paper*
  ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
FDN504: Ethical Leadership
EAD600: Advanced Philosophy of Education
EAD633: Educational Sociology
EAD634: Educational Evaluation

Major Courses
EAD611: Financial Management in Education
EAD619: Educational Management Information Systems
EAD632: Principles of Educational Administration
EAD635: Curriculum Planning and Change

Major Elective Courses
EAD614: Training and Development
EAD636: Legal and Ethical Issues in Education
EAD646: Educational Change

Option 1	Option 2
Comprehensive/State Exam	*Research Project Report*
EAD616: Human Resource Management in Education	RPR601: Research Proposal
EAD620: Educational Leadership	RPR602: Paper Presentation
EAD641: Educational Policy and Planning	RPR603: Master's Project Report (6 credits)
EAD645: Educational Facilities Planning and Management	

For the **<u>third Option</u>**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

  THE601: Research Proposal (3 credits)
  THE602: Publication of a Paper (6 credits)
  THE603: Paper Presentation (3 credits)
  THE604: Individual Seminar/Workshop (3 credits)
  THE605: Thesis (18 credits)

ii. Doctoral Degree

The Doctoral program is designed for experienced school administrators who already have a Master's degree, but are interested in pursuing further higher learning in order to be able to more effectively play leading roles in the management of school systems.

This program is designed mainly for those with a Master's degree in Education. Applicants with degrees in other fields and at least with two or three years of experience in teaching may be accepted into the program upon submission of certification of their teaching and other relevant work in the field of education.

     Doctorate Courses (9 credits)
     FDN701: Research Methodology
     FDN702: Statistics for Research
     FDN703: Research Paper Writing

     Supplementary Courses (9 credits)
     EAD700: Advanced Philosophy of Education
     EAD732: Principles of Educational Administration
     EAD736: Legal and Ethical Issues in Education

     Oriented Courses (9 credits)
     EAD720: Educational Leadership
     EAD716: Human Resource Management in Education
     EAD741: Educational Policy and Planning

        ➢ *Comprehensive Exam*

     Dissertation (33 credits)
     DIS801: Oral Defense of Research Proposal (3 credits);
     DIS802: Publication of Research Papers (6 credits)
     DIS803: Participation in an Academic Meeting (3 credits)
     DIS804: Individual Seminar (3 credits)
     DIS805: Dissertation (18 credits)

        ➢ *Oral Defense of Dissertation*

2. BRIDGING COURSES

i. Prospective Master's Students

Applicants wanting to do a Master's in Educational Administration but who fail to meet the requirements identified above must first obtain a Graduate Certificate in Education by passing up to three bridging modules (CED501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CED501	EDC101 (Principles of Education), EDC102 (History of Education), EDC103 (Philosophy of Education), EDC104 (Psychology of Education),
CED502	PSY206 (Developmental Psychology), COM306 (Communication in the Classroom), EDC305 (Guidance and Counseling)
CED503	EDC202 (Teaching Methodology) EDC203 (Curriculum and Textbook Development), EDC301 (Testing and Evaluation), EDC404 (Uses of IT in Education)

ii. Prospective Doctoral Students

Applicants wanting to do a Doctoral Degree in Educational Administration but who do not have a good Master's degree in this or a related field from a reputable university must first obtain a Pre-Doctoral Certificate in Educational Administration by passing up to three bridging modules (see table below).

EAD611: Financial Management in Education
EAD619: Educational Management Information System
EAD634: Educational Evaluation

Section XIII

FOREIGN LANGUAGE

PROGRAMS

The recent decades of war and internal conflict have only turned Cambodia into one of the poorest countries in the world, despite an abundance of natural resources. And, in spite of improvements in the human resources sector since 1979, social indicators are still at a low level compared with neighboring countries.

There is thus the need to promote the development and maturation of the latent potential of Cambodia's human resources, through nurturing of the intellectual development of our people. This requires the continued development of an education system which can adapt and use the most appropriate modern pedagogical approaches in order to maximize returns on the investment (monetary and otherwise) made by both the education system and students. In addition, as part of their armamentarium, administrators need to be competent in various other areas associated with the running and improvement of existing and anticipated educational services.

Our Department of English Language offers a Master's program in Teaching English as a Foreign Language. The aim of this is to produce teachers who can help Cambodians to enter into, and then compete on, the global marketplace where English is increasingly important as a transnational language.

> The University of Cambodia's School of Foreign Languages was recently approved by MoEYS, based on a Prakas issued on 26 April, 2018; the transfer of English programs from the erstwhile College of Arts, Humanities and Languages was approved by a Prakas dated 18 September 2018.

1. TEACHING ENGLISH AS A FOREIGN LANGUAGE

This program is designed for professionals with a Bachelor's degree in English and at least three years' experience in English Language Teaching (ELT). It aims to build upon a practical foundation in ELT methodology with a strong basis on the theoretical concepts in Teaching English as a Foreign Language; and more general principles of education that will help enhance the participants' knowledge of the English language and their teaching skills for a more meaningful teaching career.

Applications with a Bachelor's degree in other fields who have taught English for three years may be accepted, but will be required to take and pass up to three Bridging courses.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
EFL600: Approaches and Methods in Language Teaching
EFL610: Introduction to Linguistics
EFL632: Second Language Acquisition
EFL633: Curriculum Design and Development
EFL634: Language Testing and Assessment
EFL635: Methodology in Language Teaching

Elective Courses (12 credits)
EFL636: Academic Writing for Graduate Studies
EFL640: Language and Culture
EFL642: English for Specific Purposes
EFL645: Technology for Language Teaching and Learning

Option I: Thesis (at least 12 credits)
RPT601-RPT604: Master's Thesis

Option II: Comprehensive Exam (12 credits)
EFL614: Strategies in Teaching Grammar and Composition
EFL616: Psychology for Language Teaching
EFL647: Language Teaching Practice
CAP601: Capstone (Seminars, etc.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
EFL600: Approaches and Methods in Language Teaching
EFL610: Introduction to Linguistics
EFL632: Second Language Acquisition
EFL636: Academic Writing for Graduate Studies

Major Courses
EFL633: Curriculum Design and Development
EFL634: Language Testing and Assessment
EFL635: Methodology in Language Teaching
FDN504: Ethical Leadership

Major Elective Courses
EFL640: Language and Culture
EFL642: English for Specific Purposes
EFL645: Technology for Language Teaching and Learning

<u>Option 1</u>	<u>Option 2</u>
Comprehensive/State Exam	*Research Project Report*
EFL617 (= EAD616): Human Resource Management in Education	RPR601: Research Proposal
EFL637 (= EAD636): Legal and Ethical Issues in Education	RPR602: Paper Presentation
EFL646: Comparative Linguistics	RPR603: Master's Project Report (6 credits)
EFL648 (= EAD634): Educational Evaluation	

For the **third Option**, the Master's Thesis, candidates are required to do the above two suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

Section XIV

GOVERNMENT AND INTERNATIONAL RELATIONS PROGRAMS

The Techo Sen School of Government and International Relations (TSS), as an integral part of The University of Cambodia, is dedicated to the development and training of leaders and researchers to work in Cambodia, ASEAN and international organizations. Graduates of the School can find productive careers in the civil and diplomatic services, domestic and multinational corporations, and regional and international organizations like the ASEAN Secretariat, Asian Development Bank, The World Bank, The International Monetary Fund and the United Nations and its agencies.

The Techo Sen School provides international standard, both graduate and undergraduate levels, non-partisan education and research. Its programs and research initiatives are designed for carefully chosen and highly motivated candidates who are starting their careers or have advanced to positions of higher responsibility in their chosen vocations. As a learning-centered institution, the School provides a unique and challenging educational environment which blends theory and practice with critical thinking and research skills for strategic and sound public policy and corporate decision making. It will enable leaders to navigate through the many challenges in a rapidly changing technology driven world. The academic programs have been designed to enable graduate students to examine and discuss political, cultural, business and technical ideas and issues.

At the end of their programs, they would have acquired creative and innovative approaches with requisite skills, attitudes and knowledge and ethical and moral values required for success in their respective fields. In that way, they can make significant and lasting contributions to society. They become leaders in political, economic and social development.

The Techo Sen School is also a policy think tank which undertakes research on Cambodia. It also provides consulting, policy advisory and market and economic research services to the public and private sectors and organizes corporate briefing and international conferences on issues relevant to Cambodia and ASEAN.

The Techo Sen School of Government and International Relations offers the following Master and Doctoral Degree Programs:

- ASEAN Studies (MAS, PhD)
- Diplomacy and Negotiation (MDN, PhD)
- International Relations (MIR, PhD)
- Public Administration (MPA, PhD)
- Public Management (MPM, PhD)
- Public Policy (MPP, PhD)

Note that the Bridging course requirements for the last two program differ from the others (see Section XIV.7).

1. ASEAN STUDIES

Cambodia has been playing an increasingly important role in political and other matters in the region and beyond, and this is set to be increasingly so with the formation of the ASEAN Community in 2015. As one of its ten Member States, Cambodia needs to be actively involved in ensuring that its voice is heard; and also, to obtain full benefits through promoting awareness and understanding of ASEAN within Cambodia, including the business opportunities and how to avoid potential pit-falls.

The majors offered by the Department of ASEAN Studies comprise two concentrations for both Master's and Doctoral degree programs.

1. One is in *Business*, which includes courses related to how Cambodia must adapt to take best advantage of the evolving business environment.

2. The other is in the *Social Sciences,* which focuses on the implications for the government, in terms of policy and other implications, together with the need to promote public awareness.

The following indicates the component courses for the Business concentration, with those taken instead by the Social Science concentration indicated in brackets.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
ASN501: An Introduction to ASEAN
BUS600: Business Policy and Ethics (DEV612: International Development and
       Policy)*****
BUS615: Organizational Behavior
DEV607: Sustainable Development
ECN503: Economic Analysis
ECN607: International Economics (INT607: International Relations)*****

Elective Courses (12 credits)
INT607: International Relations (SOC509: Sociology of Community Development)*
INT608: International Relations and Globalization
POL620: Politics and Culture in Southeast Asia
PUB605: Politics and Public Policy

Option I: Thesis (at least 12 credits)
RPT601-4: Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS610: International Marketing (BUS664: Public Relations)*
BUS651: International Business Strategies (DEV609: Urban and Rural
       Development)*
BUS653: International Finance and Investment (SOC505: Contemporary Social
       Change in Cambodia)*
CAP601: Capstone (Seminars, *etc.*)
        ➢ *Master's Research Paper*
        ➢ *Comprehensive Exam*

   * Alternative courses taken for the Social Science concentration.

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7).

The following outlines what is required to be satisfactorily completed for the ***first option*** for the Business concentration: those for the Social Sciences concentration are indicated in brackets.

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
BUS610: International Marketing (BUS600: Business Policy and Ethics)*
DEV607: Sustainable Development (BUS615: Organizational Behavior)*
ECN507: International Economics (INT607: International Relations)*
FDN504: Ethical Leadership

Major Courses
ASN501: An Introduction to ASEAN
BUS600: Business Policy and Ethics (DEV607: Sustainable Development)*
BUS615: Organizational Behavior (DEV612: International Development and Policy)*
ECN503: Economic Analysis

Major Elective Courses
INT608: International Relations and Globalization
POL620: Politics and Culture in Southeast Asia
PUB605: Politics and Public Policy (SOC509: Sociology of Community Development)*

Comprehensive/State Exam
BUS610: International Marketing (BUS664: Public Relations)*

BUS651: International Business Strategies (DEV609: Urban and Rural Development)*
BUS653: International Finance and Investment (SOC505: Contemporary Social Change in Cambodia)*
CAP601: Individual Seminar/Workshop

For the ***second option***, the Research Methodology, Major and Major Elective courses are the same; however the Major Core courses are different (see below) and the Research Project Report component replaces the Comprehensive/State Exam.

Major Core Courses
BUS610: International Marketing (BUS664: Public Relations)*
BUS651: International Business Strategies (DEV609: Urban and Rural Development)*
BUS653: International Finance and Investment (SOC505: Contemporary Social Change in Cambodia)*
FDN504: Ethical Leadership

There are no separate concentrations for the ***third Option***, the Master's Thesis. Apart from the three Research Methodology courses, candidates are required to do the following Major courses.

FND504: Ethical leadership
ASN501: An Introduction to ASEAN
BUS600: Business Policy and Ethics
BUS615: Organizational Behavior

Thereafter, they must earn the remaining 33 credits through successfully completing the following:

ASN502 (= THE601): Research Proposal (3 credits)
ASN503 (= THE602): Publication of a Paper (6 credits)
ASN504 (= THE603): Paper Presentation (3 credits)
ASN505 (= THE604): Individual Seminar/Workshop (3 credits)
ASN506 (= THE605): Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
ASN701: An Introduction to ASEAN
BUS700: Business Policy and Ethics (DEV707: Sustainable Development)*
FDN704: Ethical Leadership

Oriented Courses and Comprehensive Exam (9 credits)
BUS701: International Marketing (DEV712: International Development and Policy)*
BUS751: International Business Strategies (POL720: Politics and Culture in Southeast Asia)*
BUS753: International Finance and Investment (SOC709: Sociology of Community Development)*

> ➢ *Comprehensive Exam*

Dissertation (33 credits)
DAS801 (= DIS801): Oral Defense of Research Proposal (3 credits);
DAS802 (= DIS802): Publication of a Research Paper (6 credits)
DAS803 (= DIS803): Participation in an Academic Meeting (3 credits)
DAS804 (= DIS804): Individual Seminar (3 credits)
DAS805 (= DIS805): Thesis (18 credits)

> ➢ *Oral Defense of Dissertation*

* Alternative courses taken for the Social Science concentration.

2. DIPLOMACY AND NEGOTIATION

The Department of Diplomacy and International Relations offers programs designed to provide students with an understanding of processes and institutions for peacefully resolving disputes in both the public and the private sector, with an emphasis on practical rather than theoretical aspects. It aims to provide advanced training and qualification to prospective students who would like to work in diplomacy or negotiation especially in the field of external relations, as a very dynamic and diverse section as well as in an international/multicultural environment or to those who already do it and would like to enhance their skills.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research

FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
ASN501: An Introduction to ASEAN
BUS615: Organizational Behavior
DEV605: Development in the Third World
DEV607: Sustainable Development
DEV612: International Development and Policy
INT607: International Relations

Elective Courses (12 credits)
INT608: International Relations and Globalization
POL605: Contemporary Political Thoughts
POL620: Politics and Culture in Southeast Asia
PST615: Nonviolent Political Alternatives

Option I: Thesis (at least 12 credits)
RPT601-4: Master's Thesis

Option II: Comprehensive Exam (12 credits)
BUS615: Organizational Behavior
LAW607: Negotiation and Conflict Resolution
PST617: International Conflict Resolution
CAP601: Capstone (Seminars, *etc.*)
  ➢ *Master's Research Paper*
  ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
ASN501: An Introduction to ASEAN
BUS615: Organizational Behavior
DEV607: Sustainable Development
FDN504: Ethical Leadership

Option 1	**Option 2**
Major Courses	*Major Courses*
DEV605: Development in the Third World	DEV605: Development in the Third World
DEV612: International Development and Policy	DEV612: International Development and Policy
INT607: International Relations	INT607: International Relations
POL605: Contemporary Political Thought	LAW504: Introduction to International Law

Major Elective Courses
INT608: International Relations and Globalization
POL620: Politics and Culture in Southeast Asia
PST615: Nonviolent Political Alternatives

Comprehensive/State Exam	*Research Project Report*
LAW515: Law of Treaty	PUB611 (= RPR601): Research Proposal
LAW607: Negotiation and Conflict Resolution	PUB612 (= RPR602): Paper Presentation
PST617: International Conflict Resolution	MDN-MRP (= RPR603): Master's Project
CAP601: Individual Seminar/Workshop	Report (6 credits)

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses, except that POL605 (Contemporary Political Thought) is replaced by FDN504 (Ethical Leadership). Thereafter, they must earn the remaining 33 credits through successfully completing the following:

PUB611 (= THE601): Research Proposal (3 credits)
PUB613 (= THE602): Publication of a Paper (6 credits)
PUB612 (= THE603): Paper Presentation (3 credits)
PUB614 (= THE604): Individual Seminar/Workshop (3 credits)
PUB615 (= THE605): Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
DEV712: International Development and Policy
INT708: International Relations and Globalization

Oriented Courses and Comprehensive Exam (9 credits)
PST715: Nonviolent Political Alternatives
LAW707: Negotiation and Conflict Resolution
PST717: International Conflict Resolution

> *Comprehensive Exam*

Dissertation (33 credits)
DDN801 (= DIS801): Oral Defense of Research Proposal (3 credits);
DDN802 (= DIS802): Publication of a Research Paper (6 credits)
DDN803 (= DIS803): Participation in an Academic Meeting (3 credits)
DDN804 (= DIS804): Individual Seminar (3 credits)
DDN901-6 (= DIS901-6): Thesis (18 credits)

> *Oral Defense of Dissertation*

3. INTERNATIONAL RELATIONS

As civilization evolves, the relationships between countries are becoming ever more complex. This is especially so with the rapid expansion of globalization which is taking

place as a result of faster and increasingly sophisticated information technology (IT) systems. The situation is further complicated by a return to religious fundamentalism in many parts of the world.

The Department of Diplomacy and International Relations' programs are designed to provide students with an understanding of how nations interact with each other. This is with particular reference to Cambodia's present situation as one nation in the world at large; how this has been affected by the past; and the possible implications for the future.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
DEV605: Development in the Third World
DEV607: Sustainable Development
DEV612: International Development and Policy
INT607: International Relations
INT608: International Relations and Globalization
POL607: Politics in Developing Areas

Elective Courses (12 credits)
POL620: Politics and Culture in Southeast Asia
DEV611 (= LAW516): Global Environmental Governance
POL605: Contemporary Political Thought
PST615: Nonviolent Political Alternatives

Option I: Thesis (at least 12 credits)
RPT601-4: Master's Thesis

Option II: Comprehensive Exam (12 credits)
INT606: Cambodian Foreign Policy
INT629: International Relations Theories
PST617: International Conflict Resolution
CAP601: Capstone (Seminars, etc.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
DEV607: Sustainable Development (DEV605: Development in the Third World)*
DEV612: International Development and Policy (POL607: Politics in Developing Areas)*
FDN504: Ethical Leadership
INT629: International Relations Theories

Major Courses
DEV605: Development in the Third World
INT607: International Relations
INT608: International Relations and Globalization
POL607: Politics in Developing Areas

Major Elective Courses
DEV611 (= LAW516): Global Environmental Governance
POL605: Contemporary Political Thought
POL620: Politics and Culture in Southeast Asia

Option 1	**Option 2**
Comprehensive/State Exam	*Research Project Report*
INT606: Cambodian Foreign Policy	INT631 (= RPR601): Research Proposal
INT629: International Relations Theories	INT632 (= RPR602): Paper Presentation
PST617: International Conflict Resolution	INT-MRP (= RPR603): Master's Project
CAP601: Individual Seminar/Workshop	Report (6 credits)

* Alternative Major Core courses taken for Option 2.

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

INT631 (= THE601): Research Proposal (3 credits)
INT633 (= THE602): Publication of a Paper (6 credits)
INT632 (= THE603): Paper Presentation (3 credits)
INT634 (= THE604): Individual Seminar/Workshop (3 credits)
INT635 (= THE605): Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
DEV711: Global Environmental Governance
INT707: International Relations
INT708: International Relations and Globalization

Oriented Courses (9 credits)
INT706: Cambodian Foreign Policy
INT729: International Relations Theories
PST717: International Conflict Resolution

➢ *Comprehensive Exam*

Dissertation (33 credits)
INT801 (= DIS801): Oral Defense of Research Proposal (3 credits);
INT802 (= DIS802): Publication of a Research Paper (6 credits)
INT803 (= DIS803): Participation in an Academic Meeting (3 credits)
INT804 (= DIS804): Individual Seminar (3 credits)
INT901-6 (= DIS901-6): Thesis (18 credits)

> ➢ *Oral Defense of Dissertation*

4. PUBLIC ADMINISTRATION

The Department of Government's program provides students with an in-depth understanding of general public administrative procedures; and thus prepares them to take responsible positions in governmental organizations.

i. Master's Degree

Reflecting the common underlying principles for efficient organization and management, students doing this program attend the same core courses (see Section XI) as those doing an MBA in the Tony Fernandes School of Business (this also maximizes the graduate's flexibility when it comes to developing their careers); thus, they must first pass the requisite bridging courses where they do not have sufficient background. Thereafter, students do work which is designed to give them relevant insights into the particular problems associated with the routine running of the public sector and the rational implementation of policies.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
BUS622: Labor and Industrial Relations
BUS664: Public Relations
PAD682: Public Budgeting
PAD689: Public Administration

Option I: Thesis (at least 12 credits)
RPT601-4: Master's Thesis

Option II: Comprehensive Exam (12 credits)
PAD680: Politics and Public Policy
PAD681: Politics of Developing Areas

PAD683 (= DEV609): Urban and Rural Development
CAP601: Capstone (Seminars, *etc.*)
- ➢ *Master's Research Paper*
- ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
ECN503: Economic Analysis (PAD680: Politics and Public Policy)*
FDN504: Ethical Leadership
PAD681: Politics of Developing Areas
PAD682: Public Budgeting (PAD683 [= DEV609]: Urban and Rural Development)*

Major Courses
BUS600: Business Policy and Ethics
BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business

Major Elective Courses
BUS622: Labor and Industrial Relations
BUS664: Public Relations
PAD689: Public Administration

Option 1	**Option 2**
Comprehensive/State Exam	***Research Project Report***
PAD681: Politics of Developing Areas	PAD690 (= RPR601): Research Proposal
PAD680: Politics and Public Policy	PAD691 (= RPR602): Paper Presentation
PAD683 (= DEV609): Urban and Rural Development	PAD-MRP (= RPR603): Master's Project Report (6 credits)
CAP601: Individual Seminar/Workshop	

* Alternative Major Core courses taken for Option 2.

For the **<u>third Option</u>**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

PAD691 (= THE601): Research Proposal (3 credits)
PAD693 (= THE602): Publication of a Paper (6 credits)
PAD692 (= THE603): Paper Presentation (3 credits)
PAD694 (= THE604): Individual Seminar/Workshop (3 credits)
PAD695 (= THE605): Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
BUS715: Organizational Behavior
PUB705: Politics and Public Policy

Oriented Courses (9 credits)
PAD789: Public Administration
BUS764: Public Relations
PAD782: Public Budgeting

> ➢ *Comprehensive Exam*

Dissertation (33 credits)
PAD801 (= DIS801): Oral Defense of Research Proposal (3 credits);
PAD802 (= DIS802): Publication of a Research Paper (6 credits)
PAD803 (= DIS803): Participation in an Academic Meeting (3 credits)
PAD804 (= DIS804): Individual Seminar (3 credits)
PAD901-6 (= DIS901-6): Thesis (18 credits)

> ➢ *Oral Defense of Dissertation*

5. PUBLIC MANAGEMENT

The Department of Government's program provides students with an in-depth understanding of general public management procedures; and thus prepares them to take responsible positions in governmental organizations.

i. Master's Degree

Reflecting the common underlying principles for efficient organization and management, students attend the same core courses (see Section XI) as those doing an MBA in the Tony Fernandes School of Business (this also maximizes the graduate's flexibility when it comes to developing their careers); thus, they must first pass the requisite bridging courses where they do not have sufficient background. Thereafter, students do work which is designed to give them relevant insights into the particular problems associated with the routine running of the public sector and the rational implementation of policies.

 (a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
BUS600: Business Policy and Ethics
BUS604: Financial Management

BUS605: Managerial Accounting
BUS615: Organizational Behavior
BUS616: Small and Medium Business
ECN503: Economic Analysis

Elective Courses (12 credits)
BUS622: Labor and Industrial Relations
BUS664: Public Relations
PAD682: Public Budgeting
PAD689: Public Administration

Option I: Thesis (at least 12 credits)
RPT601-4: Master's Thesis

Option II: Comprehensive Exam (12 credits)
ASN501: An Introduction to ASEAN
PUB605: Politics and Public Policy
PAD683 (= DEV609): Urban and Rural Development
CAP601: Capstone (Seminars, *etc.*)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Option 1	**Option 2**
Major Core Courses	*Major Core Courses*
BUS605: Managerial Accounting	ASN501: An Introduction to ASEAN
BUS616: Small and Medium Business	FDN504: Ethical Leadership
ECN503: Economic Analysis	PAD683 (= DEV609): Urban and Rural Development
FDN504: Ethical Leadership	PUB605: Politics and Public Policy

Major Courses
BUS600: Business Policy and Ethics
BUS604: Financial Management
BUS615: Organizational Behavior
LAW516: Global Environmental Governance

Major Elective Courses
BUS622: Labor and Industrial Relations
BUS664: Public Relations
PAD682: Public Budgeting

Comprehensive/State Exam	*Research Project Report*
ASN501: An Introduction to ASEAN	PUB616 (= RPR601): Research Proposal
PAD683 (= DEV609): Urban and Rural Development	PUB617 (= RPR602): Paper Presentation
PUB605: Politics and Public Policy	PUB-MRP (= RPR603): Master's Project
CAP601: Individual Seminar/Workshop	Report (6 credits)

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses, except that BUS615 (Organizational Behavior) is replaced by FDN504 (Ethical Leadership). Thereafter, they must earn the remaining 33 credits through successfully completing the following:

PUB611 (= THE601): Research Proposal (3 credits)
PUB613 (= THE602): Publication of a Paper (6 credits)
PUB612 (= THE603): Paper Presentation (3 credits)
PUB614 (= THE604): Individual Seminar/Workshop (3 credits)
PUB615 (= THE605): Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
BUS716: Small and Medium Business
BUS764: Public Relations

Oriented Courses (9 credits)
BUS700: Business Policy and Ethics
PAD789: Public Administration
PAD782: Public Budgeting

> ➢ *Comprehensive Exam*

Dissertation (33 credits)
PUB801 (= DIS801): Oral Defense of Research Proposal (3 credits);
PUB802 (= DIS802): Publication of a Research Paper (6 credits)
PUB803 (= DIS803): Participation in an Academic Meeting (3 credits)
PUB804 (= DIS804): Individual Seminar (3 credits)
PUB901-6 (= DIS901-6): Thesis (18 credits)

> ➢ *Oral Defense of Dissertation*

6. PUBLIC POLICY

The Public Policy program of the Department of Government provides an understanding of governmental processes (including quantitative and analytical skills), public administration, public planning and analysis.

This program offers an interdisciplinary approach (Development Studies, Economics, Political Science, and Sociology) providing students with the knowledge, skills, and

experience required for policy-making and managerial careers in political and administrative arms of government.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
DEV605: Development in the Third World
DEV607: Sustainable Development
DEV612: International Development and Policy
INT607: International Relations
INT608: International Relations and Globalization
POL607: Politics in Developing Areas

Elective Courses (12 credits)
POL620: Politics and Culture in Southeast Asia
BUS615: Organizational Behavior
POL605: Contemporary Political Thought
SOC505: Contemporary Social Change in Cambodia

Option I: Thesis (at least 12 credits)
RPT601-4: Master's Thesis

Option II: Comprehensive Exam (12 credits)
DEV609: Urban and Rural Development
PUB605: Politics and Public Policy
SOC507: Sociology of Poverty
CAP601: Capstone (Seminars, *etc.*)
  ➢ *Master's Research Paper*
  ➢ *Master's Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
DEV607: Sustainable Development (DEV609: Urban and Rural Development)*
FDN504: Ethical Leadership
POL607: Politics in Developing Areas (PUB605: Politics and Public Policy)*
SOC507: Sociology of Poverty

Major Courses

DEV605: Development in the Third World
DEV612: International Development and Policy
INT607: International Relations
INT608: International Relations and Globalization

Major Elective Courses
BUS615: Organizational Behavior
POL605: Contemporary Political Thought
SOC505: Contemporary Social Change in Cambodia

Option 1	**Option 2**
Comprehensive/State Exam	*Research Project Report*
DEV609: Urban and Rural Development	PUB606 (= RPR601): Research Proposal
PUB605: Politics and Public Policy	PUB607 (= RPR602): Paper Presentation
SOC507: Sociology of Poverty	PUB-MRP (= RPR603): Master's Project
CAP601: Individual Seminar/Workshop	Report (6 credits)

* Alternative Major Core courses taken for Option 2.

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

PUB606 (= THE601): Research Proposal (3 credits)
PUB608 (= THE602): Publication of a Paper (6 credits)
PUB607 (= THE603): Paper Presentation (3 credits)
PUB609 (= THE604): Individual Seminar/Workshop (3 credits)
PUB610 (= THE605): Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
POL707: Politics in Developing Areas
DEV709: Urban and Rural Development

Oriented Courses (9 credits)
PUB705: Politics and Public Policy
DEV707: Sustainable Development
DEV712: International Development and Policy

➢ *Comprehensive Exam*

Dissertation (33 credits)
DPP801 (= DIS801): Oral Defense of Research Proposal (3 credits);
DPP802 (= DIS802): Publication of a Research Paper (6 credits)
DPP803 (= DIS803): Participation in an Academic Meeting (3 credits)
DPP804 (= DIS804): Individual Seminar (3 credits)
DPP901-6 (= DIS901-6): Thesis (18 credits)

➢ *Oral Defense of Dissertation*

7. BRIDGING COURSES

i. Prospective Master's Students

Applicants wanting to do a Master's in a particular program at the School but who do not have a good Bachelor's degree in a related field from a reputable university must first obtain a Graduate Certificate in the relevant areas by passing up to three bridging modules.

For all majors apart from Master's degrees in Public Administration or Public Management, these comprise the following:

Bridging Module	Components of Relevant Undergraduate Courses
CSS501	DEV101 (Colonialism and After), DEV102 (Understanding Development), DEV202 (Social Development), DEV301 (Globalization and Economic Development) and ECN201 (Principles of Economics)
CSS502	LAW101 (Introduction to Law), LAW102 (Constitutional Law), INT203 (International Institutions and Global Governance) and INT204 (International Law)
CSS503	POL101 (Introduction to Politics), POL207 (Comparative Politics of Developing Countries), POL303 (Political Leadership), PST102 (Human Rights and Global Justice) and SOC101 (Introduction to Sociology)

For a Master's Degree in Public Administration or Public Management, prospective students must first obtain a Graduate Certificate in Business Management by passing up to three bridging modules (see Section XII.10).

ii. Prospective Doctoral Students

Applicants wanting to do a Doctoral Degree but who do not have a good Master's degree in a relevant field from a reputable university must first obtain a Pre-Doctoral Certificate related to their proposed future area of study by passing up to three bridging courses (see table below).

Doctoral Program	Prerequisite Master's Courses
ASEAN Studies	ASN501 (An Introduction to ASEAN); INT608 (International Relations and Globalization); and LAW504 (Introduction to International Law).
Diplomacy and Negotiation *or* International Relations	INT607 (International Relations); INT609 (International Relations Theories); and LAW514 (International Law and the State)
Public Administration *or* Public Management	BUS600 (Business Policy and Ethics); DEV607 (Sustainable Development); and LAW627 (International Development Law and Policy)
Public Policy	DEV605 (Development in the Third World); DEV612 (International Development and Policy); and PUB605 (Politics and Public Policy)
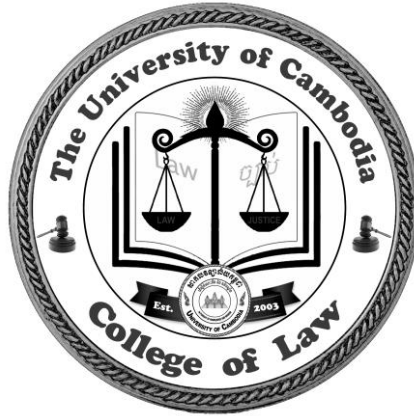
Section XV

LAW PROGRAMS

As Cambodia recovers from its traumatic past, and thereby modernizes and interacts more regionally and globally, there is an ever-growing need for professionals with an in-depth knowledge of our own country's rules of law; Cambodian and international regulations governing trade and commerce between countries; international conventions on the environment, labor, intellectual property, human rights; and also dispute resolution. Such knowledge is important for both policy development and advocacy work within Cambodia.

Reflecting the University's various areas of focus in the Social Sciences (*e.g.* in International Relations, Peace Studies or Political Science), the College's Department of International Law provides graduate studies and research in Master's and Doctoral degree programs in this increasingly important field.

- International Law (LLM, LLD)

1. INTERNATIONAL LAW

This program is intended for students who want to pursue postgraduate studies of international law in the field of human right law, criminal and war crime law, humanitarian law, environmental law, commercial law, diplomatic law, law of the sea, global governance and dispute resolution, etc. Students who have interest in studying this field can apply to study the international law program at the College of Law. Students must complete the core subjects in order to be eligible for writing a Master's or Doctoral thesis in any proposed area.

i. Master's Degree

Applicants should have a Bachelor's degree in Law; otherwise, they must take and pass three Bridging courses in order to be considered for acceptance (see Section XV.2).

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
LAW504: Introduction to International Law
LAW508: United Nations
LAW511: International Trade Law
LAW513: International Human Rights Law
LAW514: International Law and the State
LAW515: Law of Treaty

Elective Courses (12 credits)
LAW516: Global Environmental Governance
LAW607: Negotiation and Conflict Resolution
LAW621: Law of the Sea
LAW684: International Relations

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
LAW602: Politics in Developing Areas
LAW617: Sociology of Human Rights
LAW627: International Development Law and Policy
CAP601: Capstone (Seminars, etc.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
LAW504: Introduction to International Law
LAW508: United Nations
LAW511: International Trade Law
LAW684: International Relations

Major Courses
LAW513: International Human Rights Law
LAW514: International Law and the State
LAW515: Law of Treaty
LAW621: Law of the Sea

Major Elective Courses
FND504: Ethical Leadership
LAW516: Global Environmental Governance
LAW607: Negotiation and Conflict Resolution

Option 1	**Option 2**
Comprehensive/State Exam	***Research Project Report***
LAW602: Politics in Developing Areas	RPR601: Research Proposal
LAW617: Sociology of Human Rights	RPR602: Paper Presentation
LAW627: International Development Law and Policy	RPR603: Master's Project Report (6 credits)
SEM601: Individual Seminar/Workshop	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

ii. Doctoral Degree

Applicants should have at least a Bachelor's degree in Law. Those without an appropriate Master's degree must take and pass three Bridging courses in order to be considered for acceptance (see Section XV.2).

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
LAW707: Negotiation and Conflict Resolution
LAW708: United Nations

Oriented Courses (9 credits)
LAW716/DEV711: Global Environmental Governance
LAW713: International Human Rights Law
LAW714: International Law and the State

> ➢ *Comprehensive Exam*

Dissertation (33 credits)
DIS801: Oral Defense of Research Proposal (3 credits);
DIS802: Publication of Research Papers (6 credits)
DIS803: Participation in an Academic Meeting (3 credits)
DIS804: Individual Seminar (3 credits)
DIS805: Dissertation (18 credits)

> ➢ *Oral Defense of Dissertation*

2. BRIDGING COURSES

i. Prospective Master's Students

Applicants wanting to do a Master's in International Law but fail to meet the requirements listed above must first obtain a Graduate Certificate in Law by passing up to three bridging modules (CLA501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CLA501	LAW101 (Introduction to Law), LAW102 (Constitutional Law)
CLA502	LAW314 (Law on Human Rights), PST102 (Human Rights and Global Justice)
CLA503	LAW417 (Diplomatic Law), LAW211 (Public International Law)

ii. Prospective Doctoral Students

Applicants wanting to do a PhD in International Law must have at least a Bachelor's degree in Law; those who do not have a Master's degree in Law from a reputable university must first obtain a Pre-Doctoral Certificate in International Law by passing up to three bridging modules (CLA601-3: see table below).

Law Programs

Bridging Module	Components of Relevant Master's Courses
CLA601	LAW504 (Introduction to International Law), LAW211 (Public International Law)
CLA602	LAW515 (Law of Treaty), LAW314 (Law on Human Rights)
CLA603	LAW621 (Law of the Sea), LAW417 (Diplomatic Law)

Section XVI

SCIENCE AND TECHNOLOGY PROGRAMS

In various forms, science and technology have played a pre-eminent role in the development of all major civilizations. This has particularly been the case in the past century, and together they promise to be of ever-increasing importance for our lives in the present century.

As with the rest of the world, the use of Information Technology is a key for Cambodia's future development and integration into the international community. To this end, we offer a program which will benefit participants in pursuing this endeavor. The effective development and use of an effective IT infrastructure is dependent on those with a knowledge of computer systems and communication systems; other programs offered by the College of Science and Technology provide a means for students in these fields to develop their knowledge and understanding of recent developments.

Students with a graduate degree from the College of Science and Technology can find ready employment in almost any area of computer use: managing networks, developing software solutions, or designing systems for organizations, businesses, and government institutions as well as in teaching.

To this end, we offer the following Master's degrees:

- Computer Science (MS)
- Electronics and Telecommunications (MS)
- Information Technology (MS)

1. COMPUTER SCIENCE

Computers are central to modern society's need to deal with a variety of problems. Mostly, this involves designing software (computer programs) but it also involves many aspects of hardware and integrating large computer networks that form the infrastructure of commercial and government enterprises. To this end, the Department of Computer Science's present Master's program concentrates on computer and network hardware systems, their design and management, and programming principles and languages.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
ITE501: Fundamentals of Computer Systems
ITE502: Network Applications and Operations
ITE503: Information Systems Design and Database Concepts
ITE504: Data Communications and Networking
ITE505: Data Mining
ITE506: Database Engineering and Administration

Elective Courses (12 credits)
ITE507: Network Systems Management
ITE508: Internetwork Design

ITE509: Information Systems and Electronic Commerce
ITE515: Mobile Apps I

Option I: Thesis (at least 12 credits)
RPT601-RPT604: Master's Thesis

Option II: Comprehensive Exam (12 credits)
ITE510: Mobile Communications and Computing
ITE511: Network Security
ITE516: Mobile Apps II
CAP601: Capstone (Seminars, etc.)
> ➤ *Master's Research Paper*
> ➤ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
ITE501: Fundamentals of Computer Systems
ITE502: Network Applications and Operations
ITE503: Information Systems Design and Database Concepts
ITE504: Data Communications and Networking

Major Courses
ITE505: Data Mining
ITE506: Database Engineering and Administration
ITE507: Network Systems Management
ITE515: Mobile Apps I

Major Elective Courses (choose three)
ITE508: Internetwork Design
ITE509: Information Systems and Electronic Commerce
ITE510: Mobile Communications and Computing
ITE511: Network Security
ITE516: Mobile Apps II

Option 1	**Option 2**
Comprehensive/State Exam	*Research Project Report*
ITE517: Hybrid Mobile App	RPR601: Research Proposal
ITE518: Project Management	RPR602: Paper Presentation
ITE519: Wireless Network Security	RPR603: Master's Project Report (6 credits)
ITE520: Networked and Distributed Systems	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

2. ELECTRONICS AND TELECOMMUNICATIONS

This major offered by the Department of Electronics and Telecommunications provides a foundation in electronic devices, circuits and systems, microelectronics and optical communications, signal/image processing, control, microwaves, fibre optics, computer hardware, software design. It is designed to provide students who intend to advance their careers in any branch of electronics or telecommunications engineering.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
ETC501: Basic Electronics
ETC502: Introduction to Digital Signal Processing
ETC503: Telecommunication Networks
ITE501: Fundamentals of Computer Systems
ITE502: Network Applications and Operations
ITE504: Data Communications and Networking

Elective Courses (12 credits)
ETC504: Optical Fiber Systems and Networks
ETC505: Modern Antenna Design
ETC506: CDMA RF System Engineering
ITE515: Mobile Apps I

Option I: Thesis (at least 12 credits)
RPT601-RPT604: Master's Thesis

Option II: Comprehensive Exam (12 credits)
ETC504: Optical Fiber Systems and Networks
ETC505: Modern Antenna Design
ETC506: CDMA RF System Engineering
ITE516: Mobile Apps II
CAP601: Capstone (Seminars, etc.)
  ➢ *Master's Research Paper*
  ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology

FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
ETC501: Basic Electronics
ITE501: Fundamentals of Computer Systems
ITE502: Network Applications and Operations
ITE504: Data Communications and Networking

Major Courses
ETC502: Introduction to Digital Signal Processing
ETC503: Telecommunication Networks
ITE507: Network Systems Management
ITE515: Mobile Apps I

Major Elective Courses (choose three)
ETC504: Optical Fiber Systems and Networks
ETC505: Modern Antenna Design
ETC506: CDMA RF System Engineering
ETC507: Cellular Mobile Systems
ITE510: Mobile Communications and Computing

Option 1	**Option 2**
Comprehensive/State Exam	*Research Project Report*
ETC518: Telecommunications Network Planning	RPR601: Research Proposal
ITE518: Project Management	RPR602: Paper Presentation
ITE519: Wireless Network Security	RPR603: Master's Project Report (6 credits)
ITE520: Networked and Distributed Systems	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

3. INFORMATION TECHNOLOGY

This program from the Department of Information Technology concentrates on providing advanced courses on the techniques used in designing and implementing information processing systems with an emphasis on systems software design and computer organization. The knowledge gained will allow students to update their understanding of the field.

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology

FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
ITE501: Fundamentals of Computer Systems
ITE502: Network Applications and Operations
ITE503: Information Systems Design and Database Concepts
ITE504: Data Communications and Networking
ITE505: Data Mining
ITE506: Database Engineering and Administration

Elective Courses (12 credits)
ITE509: Information Systems and Electronic Commerce
ITE512: Fundamentals of Multimedia
ITE513: Web Engineering
ITE515: Mobile Apps I

Option I: Thesis (at least 12 credits)
RPT601-RPT604: Master's Thesis

Option II: Comprehensive Exam (12 credits)
ITE510: Mobile Communications and Computing
ITE511: Network Security
ITE516: Mobile Apps II
CAP601: Capstone (Seminars, etc.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
ITE501: Fundamentals of Computer Systems
ITE502: Network Applications and Operations
ITE503: Information Systems Design and Database Concepts
ITE504: Data Communications and Networking

Major Courses
ITE505: Data Mining
ITE506: Database Engineering and Administration
ITE512: Fundamentals of Multimedia
ITE515: Mobile Apps I

Major Elective Courses (choose three)
ITE509: Information Systems and Electronic Commerce
ITE511: Network Security

ITE513: Web Engineering
ITE514: Advanced Data Management Systems
ITE516: Mobile Apps II

Option 1	**Option 2**
Comprehensive/State Exam	*Research Project Report*
ITE517: Hybrid Mobile Apps	RPR601: Research Proposal
ITE518: Project Management	RPR602: Paper Presentation
ITE519: Wireless Network Security	RPR603: Master's Project Report (6
ITE521: Cloud Computing	credits)

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

4. BRIDGING COURSES

Applicants wanting to do a Master's in Computer Science who do not have a good Bachelor's degree in a related field from a reputable university must first obtain a Graduate Certificate in the relevant area by passing up to three bridging modules (CCS501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CCS501	ITE101 (Fundamental of Computing and Information), ITE102 (Introduction to Computer Programming C++), ITE103 (Introduction to Internet), ITE202 (Java Standard Edition-J2SE), ITE203 (Database Concepts) and ITE205 (Multimedia and Graphic Design)
CCS502	ITE207 (Data Communications and Networking) and ITE301 (Database Administration and Management)
CCS503	ITE302 (Cisco Networking I) and ITE303 (Web Programming PHP and MySQL)

Applicants wanting to do a Master's in Electronics and Telecommunications who do not have a good Bachelor's degree in a related field from a reputable university must first obtain a Graduate Certificate in the relevant area by passing up to three bridging modules (CET501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CET501	ITE101 (Fundamental of Computing and Information), ITE102 (Introduction to Computer Programming C++), ITE103 (Introduction to Internet), ITE202 (Java Standard Edition-J2SE),

	ITE203 (Database Concepts) and ITE205 (Multimedia and Graphic Design)
CET502	ETC301 (Electronics Theory) and ETC303 (Microprocessors)
CET503	ITE302 (Cisco Networking I) and ETC304 (Digital Electronics)

Applicants wanting to do a Master's in Information Technology who do not have a good Bachelor's degree in a related field from a reputable university must first obtain a Graduate Certificate in the relevant area by passing up to three bridging modules (CIT501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CIT501	ITE101 (Fundamental of Computing and Information), ITE102 (Introduction to Computer Programming C++), ITE103 (Introduction to Internet), ITE202 (Java Standard Edition-J2SE), ITE203 (Database Concepts) and ITE205 (Multimedia and Graphic Design)
CIT502	ITE206 (Web Programming Java Script) and ITE301 (Database Administration and Management)
CIT503	ITE303 (Web Programming PHP and MySQL) and ITE304 (Mobile App Development I)

Section XVII

SOCIAL SCIENCE

PROGRAMS

The courses offered by the College of Social Sciences aim to train students to think independently, critically, systematically and creatively. By encouraging them to develop an analytical approach, the different courses to provide students with the opportunity to analyze and assess human behavior in its socio-cultural contexts relevant to history, space and time. In this way, they will better appreciate the diversity of the world and the complexity of the human condition; and have a better understanding of human existence focused on respect, tolerance, and morality. In addition, we hope to inspire students by engaging them in empirical and qualitative research as a tool for explaining social phenomena. In this way, their research findings will be of benefit for policy development purposes in the renaissance of Cambodia. Related to this is the aim of developing the students' ability to analyze critically the foundations upon which cultural dimensions are built, and to communicate their ideas effectively.

Based on this, we offer the following graduate degree programs:

- Development Studies (MA)
- Peace Studies (MA, PhD)
- Political Science (MA, PhD)

1. DEVELOPMENT STUDIES

This program focuses on an interdisciplinary approach in international development as applied to developing countries and emerging economies, with a special focus on the Asia-Pacific region. The interdisciplinary approach to our Department of Development Studies' program includes insights from economics, sociology, political science and the environment. Thus, the syllabus provides students with the opportunity to study issues in depth, taking into account a variety of perspectives. Particularly for those who decide to do a Research Thesis, our aim is to train development professionals for careers in developing countries through experience with local and international organizations in Cambodia.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
DEV605: Development in the Third World
DEV607: Sustainable Development
DEV612: International Development and Policy
INT607: International Relations
INT608: International Relation and Globalization
POL607: Politics in Developing Areas

Elective Courses (12 credits)
BUS615: Organizational Behavior
DEV611 (= LAW516): Global Environmental Governance
INT608: International Relations and Globalizations
POL620: Politics and Culture in Southeast Asia

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
DEV606: Gender, Globalization, and Development
DEV609: Urban and Rural Development
SOC507: Sociology of Poverty
CAP601: Capstone (Seminars, *etc*.)
> ➢ *Master's Research Paper*
> ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
DEV605: Development in the Third World
DEV607: Sustainable Development
FDN504: Ethical Leadership
POL607: Politics in Developing Areas

Major Courses
DEV611 (= LAW516): Global Environmental Governance
DEV612: International Development and Policy
INT608: International Relation and Globalization
SOC505: Contemporary Social Change in Cambodia

Major Elective Courses
BUS615: Organization Behavior
INT607: International Relations
INT608: International Relations and Globalization

Option 1	**Option 2**
Comprehensive/State Exam	***Research Project Report***
DEV606: Gender, Globalization, and Development	RPR601: Research Proposal
DEV609: Urban and Rural Development	RPR602: Paper Presentation
DEV611 (= LAW516): Global Environmental Governance	RPR603: Master's Project Report (6 credits)
SOC507: Sociology of Poverty	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

2. PEACE STUDIES

This interdisciplinary program – drawing not just on politics and international relations but also sociology and history, as well as developmental and environmental studies – aims to give insights into how efforts can be made to avoid the horrible consequences of conflict and violence; and instead promote the causes of freedom and justice through mutual cooperation.

The Department of Political Science and International Relations offers both Master's and Doctoral routes towards this end.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
ASN501: An Introduction to ASEAN
DEV611 (= LAW516): Global Environment Governance
INT605: International Institutions and World Order
INT629: International Relations Theories
POL607: Politics in Developing Areas
SOC509: Sociology of Community Development

Elective Courses (12 credits)
HIS614: History of Modern Cambodia
LAW714: International Law and the State
POL620: Politics and Culture in Southeast Asia
PST614: Peace and Justice

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
PST605: Peace Education
PST615: Nonviolent Political Alternatives
PST617: International Conflict Resolution
CAP601: Capstone (Seminars, *etc.*)
  ➢ *Master's Research Paper*
  ➢ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7). The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
DEV605: Development in the Third World
DEV607: Sustainable Development
FDN504: Ethical Leadership
POL607: Politics in Developing Areas

Major Courses
DEV611 (= LAW516): Global Environmental Governance
INT605: International Institutions and World Order
INT629: International Relation Theories
SOC509: Sociology of Community Development

Major Elective Courses
HIS614: History of Modern Cambodia
LAW714: International Law and the State
POL620: Politics and Culture in Southeast Asia

Option 1	**Option 2**
Comprehensive/State Exam	***Research Project Report***
PST605: Peace Education	RPR601: Research Proposal
PST614: Peace and Justice	RPR602: Paper Presentation
PST615: Nonviolent Political Alternative	RPR603: Master's Project Report (6 credits)
PST617: International Conflict and Resolution	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
LAW714: International Law and the State
PST714: Peace and Justice

Oriented Courses (9 credits)
PST705: Peace Education
PST715: Nonviolent Political Alternatives
PST717: International Conflict Resolution

> ➢ *Comprehensive Exam*

Dissertation (33 credits)
DIS801: Oral Defense of Research Proposal (3 credits);

DIS802: Publication of Research Papers (6 credits)
DIS803: Participation in an Academic Meeting (3 credits)
DIS804: Individual Seminar (3 credits)
DIS805: Dissertation (18 credits)

> ➤ *Oral Defense of Dissertation*

3. POLITICAL SCIENCE

This program is designed to provide students with an understanding of politics, its processes, theories, and institutions. It is also designed to give students a basic knowledge for various careers in Political Science such as becoming certified as teachers and/or gaining employment with the government or private sector.

The Department of Political Science and International Relations offers both Master's and Doctoral routes towards this end.

i. Master's Degree

(a) The following program structure applies for existing Master's students, based on a previous MoEYS directive (see Section VIII.3).

Common Courses (12 credits)
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing
FDN504: Ethical Leadership

Major Courses (18 credits)
DEV605: Development in the Third World
DEV607: Sustainable Development
DEV612: International Development and Policy
INT607: International Relations
INT608: International Relations and Globalization
POL607: Politics in Developing Areas

Elective Courses (12 credits)
BUS615: Organizational Behavior
POL605: Contemporary Political Thought
POL620: Politics and Culture in Southeast Asia
PST615: Nonviolent Political Alternatives

Option I: Thesis (at least 12 credits)
RPT601-RPT604 Master's Thesis

Option II: Comprehensive Exam (12 credits)
POL616: Gender in Politics
POL713: Cambodian Elections, Political Parties and Civil Organization
PUB605: Politics and Public Policy
CAP601: Capstone (Seminars, *etc*.)

> ➤ *Master's Research Paper*
> ➤ *Comprehensive Exam*

(b) For new Master's students enrolling in or after Academic Year 2018-9, the latest revision by MoEYS means that there are three options available (see Section VIII.7).

The following outlines what is required to be satisfactorily completed for the first two of these (all courses are 3 credits each, unless otherwise indicated).

Research Methodology
FDN501: Research Methodology
FDN502: Statistics for Research
FDN503: Research Paper Writing

Major Core Courses
DEV605: Development in the Third World
DEV607: Sustainable Development
FDN504: Ethical Leadership
POL607: Politics in Developing Areas

Major Courses
DEV611 (= LAW516): Global Environmental Governance
DEV612: International Development and Policy
INT608: International Relations and Globalization
PUB605: Politics and Public Policy

Major Elective Courses
BUS615: Organizational Behavior
INT607: International Relations
PST615: Nonviolent Political Alternatives

Option 1	**Option 2**
Comprehensive/State Exam	*Research Project Report*
POL616: Gender in Politics	RPR601: Research Proposal
POL620: Politics and Culture in Southeast Asia	RPR602: Paper Presentation
POL713: Cambodia Elections, Political Parties and Civil Organization	RPR603: Master's Project Report (6 credits)
SEM601: Contemporary Political Thought	

For the **third Option**, the Master's Thesis, candidates are required to do both of the above suites of Research Methodology and Major courses. Thereafter, they must earn the remaining 33 credits through successfully completing the following:

THE601: Research Proposal (3 credits)
THE602: Publication of a Paper (6 credits)
THE603: Paper Presentation (3 credits)
THE604: Individual Seminar/Workshop (3 credits)
THE605: Thesis (18 credits)

ii. Doctoral Degree

Doctorate Courses (9 credits)
FDN701: Research Methodology
FDN702: Statistics for Research
FDN703: Research Paper Writing

Supplementary Courses (9 credits)
FDN704: Ethical Leadership
DEV605: Development in the Third World
INT607: International Relations
POL620: Politics and Culture in Southeast Asia

Oriented Courses (9 credits)
POL605: Contemporary Political Thought
POL713: Cambodian Elections, Political Parties and Civil Organization
PUB605: Politics and Public Policy

> ➢ *Comprehensive Exam*

Dissertation (33 credits)
DIS801: Oral Defense of Research Proposal (3 credits);
DIS802: Publication of Research Papers (6 credits)
DIS803: Participation in an Academic Meeting (3 credits)
DIS804: Individual Seminar (3 credits)
DIS805: Dissertation (18 credits)

> ➢ *Oral Defense of Dissertation*

4. BRIDGING COURSES

i. Prospective Master's Students

Applicants wanting to do a Master's in Social Science but who do not have a good Bachelor's degree in a related field from a reputable university must first obtain a Graduate Certificate in Social Science by passing up to three bridging modules (CSS501-3: see table below).

Bridging Module	Components of Relevant Undergraduate Courses
CSS501	DEV101 (Colonialism and After), DEV102 (Understanding Development), DEV202 (Social Development), DEV301 (Globalization and Economic Development) and ECN201 (Principles of Economics)
CSS502	LAW101 (Introduction to Law), LAW102 (Constitutional Law), INT203 (International Institutions and Global Governance) and INT204 (International Law)
CSS503	POL101 (Introduction to Politics), POL207 (Comparative Politics of Developing Countries), POL303 (Political Leadership), PST102 (Human Rights and Global Justice) and SOC101 (Introduction to Sociology)

ii. Prospective Doctoral Students

Applicants wanting to do a Doctoral Degree in Social Sciences but who do not have a good Master's degree in a relevant field from a reputable university must first obtain a Pre-Doctoral Certificate in Social Sciences by passing up to three bridging modules (CSS601-3: see table below).

Bridging Module	Components of Relevant Master's Courses
CSS601	DEV607 (Sustainable Development) , DEV611 (= LAW516) (Global Environment Government) and INT605 (International Institution and World Order)
CSS602	INT629 (International Relation Theories), PST614 (Peace and Justice) and HIS614 (History of Modern Cambodia)

| CSS603 | POL607 (Politics in Developing Areas), POL616 (Gender in Politics) and ASN501 (An Introduction to ASEAN) |

Section XVIII

COURSE

DESCRIPTIONS

All courses are 3 credits each, unless otherwise indicated.

ACC630: Advanced Taxation
This course discusses the tax laws as they apply to specific tax entities, with an introduction to tax research and methodology.

ACC631: Advanced Auditing
This course discusses the auditing methodology, professional auditing standards and current issues.

ACC632: Assurance Services
This course provides the information needed for contemporary business decisions. Skills needed to provide value-added activities, such as analyzing, interpreting, measuring and evaluating information.

ACC633: Advanced Financial Accounting
This course discusses the advanced accounting topics, including investment management, shareholder earnings, and accounting projections.

ACC634: Financial Statement Analysis
This course provides advanced methods of analyzing financial statements and the accompanying footnotes. How various accounting methods might affect interpretation and use of financial information.

ASN501: An Introduction to ASEAN
The history of ASEAN since its inception in 1967 are reviewed, in terms of the political and other considerations underlying its founding and the subsequent expansion of its membership; its aims in establishing relations with dialogue partners; and signing bilateral agreements with these as well as more wide-ranging multilateral agreements. Progress in the formation of an ASEAN Community with its three pillars will be reviewed, together with its implications for Cambodia, other member states and the world at large.

ASN701: An Introduction to ASEAN
The history of ASEAN since its inception in 1967 are reviewed, in terms of the political and other considerations underlying its founding and the subsequent expansion of its membership; its aims in establishing relations with dialogue partners; and signing bilateral agreements with these as well as more wide-ranging multilateral agreements. Progress in the formation of an ASEAN Community with its three pillars will be reviewed, together with its implications for Cambodia, other member states and the world at large.

BUS600: Business Policy and Ethics
This course examines the issue of ethics and the ethical responsibility of the firm. The focus is on setting up policy as well as on day-to-day management.

BUS601: Marketing Management
This course examines the character and importance of the marketing process and its essential functions. It focuses on the development of analytical marketing tools and techniques; major policies that underlie the activities of marketing institutions and the social, economic, and political implications of such policies.

BUS602: Management Information Systems
This course provides graduate students with a deep understanding of what is involved in the management of IT. The course will focus on three dimensions in the management of IT: People (organizational change), Process (project management) and Product (key business applications with an emphasis on integration). The course will be structured to provide a thorough grounding in theory before proceeding into applications of theories through case studies and

empirical research articles. As such, the course is aimed to provide a broad understanding of concepts relating to management of technology as well as to introduce specific skills needed for successful IT project management.

BUS603: Managing Human Resources
This course provides analysis of human resource functions, including human resource planning, staffing, interviewing, selection, performance evaluation, training and development, compensation, labor relations and labor laws.

BUS604: Financial Management
This course discusses the practice and theory of managers making financial decisions on capital levels for the company: debt and equity choices for financing long-term company objectives, company expansions choices, company valuation (including potential take-overs) coping with interest of exchange rate volatility, and short term cash and credit management.

BUS605: Managerial Accounting
This course discusses the cost and managerial accounting topics, including production process, product costing, cost behavior analysis with regression, differential costing, capital budgeting, throughput accounting, performance measurement, and budgeting.

BUS606: Strategic Management and Business Policy
This course offers an integrative analysis, concepts, tools and case studies on the process of developing and managing business approaches and strategies. It includes development of corporate goals and objectives, understanding competitive forces, business model and organizational systems design for implementation.

BUS607: Production and Operations Management
This course examines issues and tools in production and operations management. Specific tools for forecasting, planning, inventory control and project management are detailed.

BUS610: International Marketing
This course focuses on the international market entry strategies, export marketing, joint ventures, and other market entry modes. Regional/national markets; cultural, political, legal environments, negotiations, trade financing and marketing mix will be emphasized.

BUS611: Introduction to Electronic Commerce
This course emphasizes hands-on investigation of both current and potential aspects of the Internet. The structure and services of Internet are reviewed with emphasis on related service provider management issues. These issues include selecting and supporting services that best support an organization's strategies, performance measurement, security, and unique aspects of electronic commerce. Future developments in the national and global information infrastructure initiatives are discussed.

BUS612: Consumer Behavior
This course discusses the mental and emotional processes and physical actions that people engage in when selecting, purchasing, using, and discarding products and services to satisfy consumer needs and desires.

BUS613: Sales Management
This course explores the personal selling and sales management, including the strategic role of personal selling; business to business selling; organizing, directing, and compensating the sales force; and evaluating sales performance.

BUS614: Advertising and Promotions
This course is a survey of various techniques used to promote goods and services, including a discussion of the different types of media available.

BUS615: Organizational Behavior
This course provides the theories and concepts for creating effective organizations, e.g. individual, group and organizational processes and human resource functions, including selection, compensation, and performance management.

BUS616: Small and Medium Business
This course reviews the challenges and techniques involved in managing a small and medium business, including capital generation, succession planning, and quality of life.

BUS620: Recruitment and Selection
This course examines the newest practices for recruiting, selecting and retaining employees.

BUS622: Labor and Industrial Relations
This course focuses on the overview of the history and development of the labor union movement and discussion of labor issues, including labor-management relations, collective bargaining, labor law, union organizing campaigns, contract negotiation and arbitration.

BUS623: Training and Development
This course covers the analysis of learning theories, training methods and strategies, training and development applications and production, and use of current technology for training and human resource development.

BUS624: Strategic Human Resource Management
This course analyzes the human resource functions, including HR planning, staffing, interviewing, selection, performance evaluation, training and development, compensation, labor relations and labor laws.

BUS625: Occupational Health and Safety
This course focuses on the business benefits and opportunities associated with implementing an occupational health and safety management system and how an organization can begin the implementation process. It includes some group exercises to give students practice in the implementation process.

BUS626: Compensation and Benefits
This course gives an in-depth study of compensation and benefit programs in organizations. Topics include job evaluation, incentive systems, performance appraisal, and employee benefits.

BUS630: Financial Accounting
This course explains the financial reporting issues for balance sheet, income statement, and cash flow statement. Revenue recognition; accounting for long-term assets, investment securities, and derivative instruments; consolidation. As well as accounting for receivables and inventory.

BUS631: Management of Financial Institutions
This course discusses the management problems of commercial bank and non-bank financial institutions, emphasizing balance sheet management, regulation, and the process of intermediation.

BUS632: Personal Finance and Equities
This course gives details on personal financial decision making, including investment strategy and personal risk management.

BUS633: Risk Investment Management I
This course studies financial markets, principally equity markets, from an investment decision-making perspective. The course develops a set of conceptual frameworks and analytical tools,

and applies these to particular investments and investment strategies chosen from a fairly broad array of companies, securities, and institutional contexts.

BUS634: Risk Investment Management II

This course focuses on adding value across the spectrum of decisions ranging from position-taking in particular securities, to portfolio risk management, to the delegation, and oversight of professional investment managers. In conjunction, the course explores the competitive dynamics among investment organizations, products, and markets.

BUS647: Management of Change

This course provides practical guidance on how to successfully manage transitions and evolutionary change in an organization.

BUS648: Leadership and Management

This course explains the functions of a leader in an organization. It provides an in-depth discussion of the various techniques which leaders can use to challenge people and to build confidence in their associates and subordinates; and also considers when and how to be a coach or mentor. It discusses the need to lead by setting an example; and identifies resources to help develop leadership skills.

BUS649: Project Management

This course explains the importance and functions of project management. It defines the roles of project managers, team members, clients and customers; and identifies the skills and techniques needed for the effective planning, estimating, budgeting, and scheduling of a project. This course also describes how to execute a project, including controlling, reporting, and managing change and risk; together with identifying the people skills which are needed to lead project teams.

BUS651: International Business Strategies

This course focuses on those managerial issues, which follow from the definition and implementation of corporate strategy for worldwide operations, as distinguished from purely domestic firms or those only marginally involved in international activities. It aims to develop an appreciation for the unique competitive, socio-cultural and political environments in which international business takes place and the skills required to deal with these changes.

BUS652: Management of Global Sourcing

This course discusses the competitive global marketplace, with great emphasis placed on both cost reduction and fast reaction time. Global sourcing refers to the process of locating goods and services in the most efficient manner (particularly with regard to cost and delivery times) wherever in the world they might be. It includes the linking of different companies in the process of coordination of different functional areas within a single company.

BUS653: International Finance and Investment

This course focuses on international financial management and international trade. It includes the discussion on financial management from the perspectives of managers doing business overseas, such as management of foreign exchange exposure, foreign direct investment decisions and multinational capital budgeting, with the trends in international banking, the balance of payments, as well as the determination of exchange rates are with importance to highlight.

BUS661: Brand Marketing

This course provides the studies on how to create an effective brand strategy that will help firms stand out in a competitive global market whilst developing, maintaining and safeguarding its brand.

BUS662: Customer Relationship Management
This course discusses the strategic application of CRM processes, how to allocate time and resources in relation to a customer's value (customer lifetime value analysis), customer acquisition, retention and loyalty, and ethical issues.

BUS663: Marketing Research
This course discusses the purposes, procedures and application of marketing research as well as introduction to various types of firms in the marketing research industry with the emphasis on learning fundamental marketing concepts.

BUS664: Public Relations
This course is an overview on how to understand, establish and maintain mutually beneficial relationships between organizations and the public.

BUS700: Business Policy and Ethics
This course explains the functions of a leader in an organization. It provides an in-depth discussion of the various techniques which leaders can use to challenge people and to build confidence in their associates and subordinates; and also considers when and how to be a coach or mentor. It discusses the need to lead by setting an example; and identifies resources to help develop leadership skills.

BUS701: International Marketing
This course examines the character and importance of the marketing process and its essential functions. It focuses on the development of analytical marketing tools and techniques; major policies that underlie the activities of marketing institutions and the social, economic, and political implications of such policies.

BUS703: Academic and Professional Communication
Developing business and academic communication skills, particularly in writing and presentations. Learning acceptable business and academic report writing and presentation techniques.

BUS705: Integrated Business Strategy
Advanced study of creating business strategies that integrate all of the functions of a business.

BUS705: Politics and Public Policy
Politics and public policies is a part of public management that study the role of the public institutions in the state management. It is the definitive branch of politics and public administration which assesses the Public Authorities and the adjustment of one or the other to achieve desirable effects and avoid undesirable ones. The purview in politics and public policies is considered to be threefold: State effects on (1) efficient allocation and distribution of resources, (2) power balance system, and (3) political and economic stabilities.

BUS706: International Business Research Methods
Methods used to study and evaluate international business issues.

BUS715: Leadership and the Management of Change
Leadership development, the leader's role in change, implementing and managing change in organizations.

BUS715: Organizational Behavior
This course provides the theories and concepts for creating effective organizations, e.g. individual, group and organizational processes and human resources functions, including selection, compensation, and performance management. Managers must be able to probe and diagnose organizational situations when they attempt to understand, interpret, and predict behavior why another person is behaving in a particular way. The focus of instruction will

move progressively through the individual, group and organizational levels of behavior and will examine the interrelationships of behavioral phenomena among these levels. Additionally, concepts such as motivation, communication and leadership and their relevance to organizational behavior will be examined in detail.

BUS716: Small and Medium Business

Course is designed to familiarize students with revolutionary impact of entrepreneurship, the entrepreneurial mind set and creativity- innovation process. Also students will be exposed to the world of small business by being focused to start a business from scratch, develop a new venture business plan, market growth strategies and manage growth in the small business. Moreover, this course is designed to provide student with the very practical tools for starting a new business or in use for an existing business. It uses concepts involved in the major operational areas of a business and develops them within the framework of the small business. The course will be interactive in nature with lectures, internet and research discussions and various article presentations.

BUS718: Advanced Theory in Business

This course provides understanding of the main theoretical and research perspectives which contribute to a comprehensive knowledge of business. It includes exploration of the implications of different issues arising in the 21st century that will affect the future of the globalized world of business.

BUS725: Quantitative Research Methods

Advanced study of statistical concepts used in gathering research data.

BUS726: Qualitative Research Methods

Research design, organizational diagnosis, and qualitative research methods, such as interviewing, archival data analysis, and observation.

BUS735: Advanced Organizational Theory

This course examines the past and future directions of the most important theories in the field of management and organization, including those related to aspects of the attitudes and behaviors of individuals, groups or the entire organization.

BUS751: International Business Strategies

This course focuses on those managerial issues, which follow from the definition and implementation of corporate strategy for worldwide operations, as distinguished from purely domestic firms or those only marginally involved in international activities. It aims to develop an appreciation for the unique.

BUS756: Strategic Theory and Implementation

This course focuses on the clear and logical process for translating an organization's high-level strategy into its implementation. It includes the key steps and potential drawbacks along the way, and the issues and challenges that may occur that could impact the achievement of the desired result.

BUS764: Public Relations

This course deals with the application of public relations tools and techniques and the management of public relations campaigns. Topics include methods of public relations research, strategic planning, preparation of public relations materials, and the use of controlled and uncontrolled media.

BUS780: Politics and Public Policy

This course gives an overview of recent approaches to the study of international and global politics of development. It will begin by looking at major concepts and practices of

development. It will also discuss the historical evolution of the concepts and practices of development and then deal with the relationship between globalization and development (flows of capital, people, goods and services). Next comes a discussion of "hard power" in the politics of development – the role of international financial organizations etc. Finally, the course will cover "soft power" politics.

CAP601: Capstone (Seminars, *etc*.)
In this course provides the student with the opportunity to take an overview of the material covered in the Common courses, and develop ideas about the underlying concepts and their interpretation and practical applications in relation to their major courses. The aim of CAP601 is to encourage students to take an integrative approach to what has been covered, and give them the opportunity to appreciate and demonstrate the breadth of their knowledge and understanding of their particular discipline. The course includes lectures, tutorials, workshops and seminars.

CCS501-3: Bridging Courses for a Master's in Computer Science
Required by prospective students without the necessary background.

CED501-3: Bridging Courses for a Master's in Educational Administration
Required by prospective students without the necessary background.

CET501-3: Bridging Courses for a Master's in Electronics and Telecommunications
Required by prospective students without the necessary background.

CIT501-3: Bridging Courses for a Master's in Information Technology
Required by prospective students without the necessary background.

CLA501-3: Bridging Courses for a Master's in International Law
Required by prospective students without the necessary background.

CLA601-3: Bridging Courses for a Doctorate in International Law
Required by prospective students without the necessary background.

CMA501-3: Bridging Courses for a Master's in Business Management
Required by prospective students without the necessary background, including for certain programs in Government and International Relations.

CMA601-3: Bridging Courses for a Doctorate in Business Management
Required by prospective students without the necessary background.

CSS501-3: Bridging Courses for a Master's in Social Sciences
Required by prospective students without the necessary background, including for certain programs in Government and International Relations.

CSS601-3: Bridging Courses for a Doctorate in Social Sciences
Required by prospective students without the necessary background.

DEV605: Development in the Third World
This course takes a comparative approach to studying the processes of social, economic, political and ideological change in third world countries.

DEV606: Gender, Globalization, and Development: This course examines the relationships between gender, globalization, and development in selected regions in Asia

DEV607: Sustainable Development
This course seeks to understand the concept of "sustainable development" by examining key cultural, political, and philosophical differences.

DEV609: Urban and Rural Development
This course studies the similarities and differences in urban and rural development.

DEV612: International Development and Policy
This discusses the issues and problems of economic development and modernization in expanding economies.

DEV707: Sustainable Development
This course seeks to understand the concept of "sustainable development" by examining key cultural, political, and philosophical differences. Following the United Nations definition, the three main pillars of sustainable development will be considered: 1) economic development - development achieved at national level together with economic growth and building of new public infrastructure through the use of the latest environmentally friendly technology; 2) social development – which is to ensure that people experience social well-being such as happiness, social cohesion and a balanced way of life; 3) environmental development, which aims to the safeguard of the natural environment by living according to the capacity of our natural resources, whilst minimizing industrial and other forms of pollution and the problems associated with deforestation, for example, as well as maximizing the of urban and other waste.

DEV709: Urban and Rural Development
The course is divided into three modules, focusing on the themes of rural and urban development and livelihoods, and rural-urban interaction, respectively. The focus lies on the access to various kinds of resources to make a living among households and individuals in both rural and urban areas, including the interaction between farm and non-farm-based sources of income. How such micro-level patterns translate into broader spatial and sectorial processes is another theme of the course. How changes in demography and household composition, as well as changes in trade patterns and food systems, influence micro- and meso-level patterns and development is a cross-cutting issue. The gendered dynamics of these processes are considered in relation to all the themes.

DEV711: Global Environmental Governance
This course exists to give the students' knowledge on environmental politics. The pursuit of this goal directly complements the mission of University of Cambodia for fostering in students a multidisciplinary and global perspective, while giving them an understanding and appreciation of societal interdependence. This course challenges students to: think, write, and speak critically and creatively through effective qualitative analysis of documents. Apply both breadth and depth of knowledge and skills in their chosen disciplines. Demonstrate an understanding of and appreciation for the interdisciplinary nature of knowledge. Function effectively as members of multicultural and global societies.

DEV712: International Development and Policy
This course explores different facets of this in relation to the process of economic development and Globalization.

DIS801: Oral Defense of Research Proposal
This allows the student to make a presentation of the proposed research topic and get the benefit of others' opinions. Not only does this exercise help to clarify the student's thinking when preparing the presentation, but feedback from others will help to fine-tune preparations for actually conducting and analyzing the data resulting from the research itself.

DIS802: Publication of a Research Paper *(6 credits)*
This is an important component to fulfill in order to complete any doctoral studies, with the publication of one or two quality articles related to their field of study in recognized academic journals before the student can graduate.

DIS803: Participation in an Academic Meeting
The student is required to give an oral presentation, based on the results of their research, at an academic meeting or forum.

DIS804: Individual Seminar
The student is required to conduct one or two seminars at an academic institution or at a commercial or professional organization; if at the latter, this must be with the student's college or school.

DIS805: Dissertation *(18 credits)*
This is a scholarly work arising out collecting and analyzing the data and writing them up, based on the previously agreed research proposal (DIS801).

EAD600: Advanced Philosophy of Education
Basic concepts and principles as derived from the different branches of philosophy. This course focuses on questions about the nature of ideas as they relate to educational practice.

EAD611: Financial Management in Education
Economic perspectives and thinking in education, monetary and no monetary costs and benefits of education, education and the labor market, budget allocation in public schools and funding sources for educational development are studied, analyze and discussed. Furthermore, who pays for education?

EAD614: Training and Development
Analysis of learning theories, theories of development, training methods and strategies, training and development applications, and production and use of current technology for training and human resource development.

EAD616: Human Resource Management in Education
The purpose of this course is to enable students to become knowledgeable of human resource management models, theories and practices in the field of education. Major issues examined in this course include human resource planning, compensation, career planning, job analysis and design, recruitment, selection and hiring, performance evaluation, job safety, and legal aspects of human resources administration.

EAD619: Educational Management Information Systems
A study of ideas, concepts and importance of information system for educational administration, nature of information system for management at different levels, systems structure, systems design, priority setting, systems development and project management, organizations of information system for management. Administrator's roles to the management of information system, collection and analysis of educational data are included.

EAD620: Educational Leadership
Studies in managerial leadership, contemporary theoretical frames and practical implications, leadership impact on organizational performance and culture, communication skill, power, authority and related influence processes, competencies of leaders and leadership development are included.

EAD631: Current Trends and Research in Education
This course outlines the theoretical basis of education, and the current trends in research in various fields of educational inquiry. Students learn to develop research proposals, examine the process of research question formulation, and study various research methods, learning which are appropriate to various types of research questions. Researches in education are important for the implications to the national goals of education and the development of a nation.

EAD632: Principles of Educational Administration

This course organizes its contents into three parts: first, to explain the essence and context of education administration process, development of the organization; second, to discuss the principles and approaches of ethics of education administration; third, to formalize the ethic codes of education professional personnel.

EAD633: Educational Sociology

In this course, students examine the structure and process of education in contemporary society. Students learn about the contribution of sociology to our understanding of education, and the relationships between education and other social institutions including the family, government, religion and the economy. They also explore the effects of demographic change on education, the effects of social class on student achievement and learning, formal and informal positions in education, roles and processes in schools, and consider current issues in education, such as school funding, compensatory and special education programs, race and gender issues, and educational reform movements.

EAD634: Educational Evaluation

This course will enable the learners to understand about the theories relevant to the evaluation of students' performance, the development of testing materials and how to evaluate these tests. These courses also include understanding statistical methods and evaluation of programs.

EAD635: Curriculum Planning and Change

Situational analysis and curriculum planning, principles of curriculum design, material development, principles of curriculum implementation, teacher education and curriculum implementation, the evaluation of curriculum programs and projects, curriculum innovations and curriculum change are topics to be covered.

EAD636: Legal and Ethical Issues in Education

This course will provide the legal and ethical practices related to the provision of learning for students. Legal, ethical, and social issues impact academic, administrative, student affairs officials and other concerns to leaders of higher education institutions.

EAD640: Issues and Trends in Special Education

This course will provide advanced graduate students with depth and breadth in four key areas of special education: developmental disabilities, learning disabilities, behavior disorders, and early childhood special education. For each of these areas, content will include historical perspectives, classic literature and theory, and current issue and trends.

EAD641: Educational Policy and Planning

A framework for understanding policy making and policy analysis, indicators of educational effectiveness and efficiency, international education indicators, significant issues in Cambodia such as: problems in educational management, curriculum development and school learning are studied and analyzed. Planning of changes, medium and long-term planning of educational changes will be studied and discussed.

EAD642: Educational Marketing Management

This course studies about advanced marketing management in educational field, especially product, price, promotion, and distribution problem solving. The legal and social environment within which educational marketing problems occur is also discussed.

EAD643: Contemporary Issues in Education

Alternative education programs to respond to the accelerating social changes. This includes building strategic leadership for effective contemporary systems in education. This course will examine current issues affecting contemporary Cambodian education.

EAD644: Educational Management
Concepts in educational management, Administration and organization of education, paradigmatic perspectives, patterns of students and teachers interaction, organization roles and processes, strategic planning, school based decision making, communications, school management and public relations, organizational climate, change management in school, power and authority, leadership styles, morale and teacher stress, professionalism in education are topics to be studied.

EAD645: Educational Facilities Planning and Management
This course examines the planning, financing, constructing, renovating, and management of school facilities. Students will receive and overview of the basic financial and facility issues, unique to education that affect individual school buildings.

EAD646: Educational Change
To assume leadership roles and to become change agents in their respective schools, teachers will analyze the influences, trends, social and political forces that generate and impact educational change at varying levels, i.e., at the classroom, school, community, state, and national levels. They will develop knowledge of the stages of systemic educational change and strategies to achieve and sustain momentum for change.

EAD700: Advanced Philosophy of Education
Basic concepts and principles as derived from the different branches of philosophy. This course focuses on questions about the nature of ideas as they relate to educational practice.

EAD716: Human Resource Management in Education
The purpose of this course is to enable students to become knowledgeable of human resource management models, theories and practices in the field of education. Major issues examined in this course include human resource planning, compensation, career planning, job analysis and design, recruitment, selection and hiring, performance evaluation, job safety, and legal aspects of human resources administration.

EAD720: Educational Leadership
Studies in managerial leadership, contemporary theoretical frames and practical implications, leadership impact on organizational performance and culture, communication skill, power, authority and related influence processes, competencies of leaders and leadership development are included.

EAD732: Principles of Educational Administration
This course organizes its contents into three parts: first, to explain the essence and context of education administration process, development of the organization; second, to discuss the principles and approaches of ethics of education administration; third, to formalize the ethic codes of education professional personnel.

EAD736: Legal and Ethical Issues in Education
This course will provide the legal and ethical practices related to the provision of learning for students. Legal, ethical, and social issues impact academic, administrative, student affairs officials and other concerns to leaders of higher education institutions.

EAD741: Educational Policy and Planning
A framework for understanding policy making and policy analysis, indicators of educational effectiveness and efficiency, international education indicators, significant issues in Cambodia such as: problems in educational management, curriculum development and school learning are studied and analyzed. Planning of changes, medium and long-term planning of educational changes will be studied and discussed.

ECN501: Mathematical Methods in Economics
This is a discussion on further development of optimization and comparative statistics. Differential equations and dynamic analysis and mathematical modeling of economic behavior are also emphasized.

ECN503: Economic Analysis
This course presents the overview on advanced studies of theories of microeconomics and macroeconomics and the application of those in the analysis of economies.

ECN506: Managerial Economics
This is demonstrates how various concepts and techniques drawn from economics, finance, mathematics and statistics can be used to develop and use models in decision-making, mainly in an ambiguous situation.

ECN507: International Economics
This is an introduction to international trade and finance, which significant topics for international economy and the progress of conceptual framework for better understanding and exploring these topics will be discussed.

ECN508: Economics of Labor Markets
This is covering the labor market works and educates how to use economic frameworks to measure the sustainability of education, training, employment, taxation and other labor market policies.

ECN509: Public Economics
This is focus on the study of the state in a modern mixed economy, its responsibility, capacity and accountability.

ECN541: Economic Development
This is a discussion of problems of poor countries, theories of economic development, development policies, and economic relations between rich and poor countries.

ECN650: International Trade Theory
This is focus on the treatment of issues and theory, including determinants if the pattern of trade, tests of trade theory models, growth and international trade, multinational firms, tariffs, quotas, subsidies, common markets and free trade agreements, international movement of technology and labor.

ECN651: International Monetary Theory
This is focus on the international monetary theory and policy and open economy macro-economics.

ECN659: Economics of Financial Markets
This is a study how economic theory can be applied to financial markets.

EFL600: Approaches and Methods in Language Teaching
This course intends to identify for learners different methods and approaches of teaching and learning. It also provides learners opportunities to practice, analyze and compare the methods and approaches; and explore what educational purposes the parts of teaching and learning approaches can serve and how it can help create a multidimensional learning context to provide to the individual differences of students. Multidimensional learning context to provide to the individual differences of students.

EFL610: Introduction to Linguistics
Study of the characteristics of the English language such as the sounds (phonemes) and phonetics; the words (lexicon); the meanings (semantics); sentences (syntax).

EFL614: Strategies in Teaching Grammar and Composition
Understanding the relationship between the theories and the methods used in the teaching of grammar and composition. The coherence between the methodology and the technique used in teaching which can help the teacher analyze the students' progress in learning.

EFL616: Psychology for Language Teaching
Psychology for Language Teaching examines the field of educational psychology and considers various way in which a deeper understanding of this discipline can help language teachers.

EFL632: Second Language Acquisition
This explores the role of learner characteristics and other determinants in language acquisition as well as current issues of interest in instructed SLA. In particular, the course addresses selected issues in linguistics, psychology, and education that bear on the abilities of children and adults to understand and use second languages, especially in educational settings. The topics provide analyses of how acquisition problems are solved by learners and of the factors that constrain or facilitate second language development. Finally, the applications of language acquisition research are considered in the field of second language pedagogy.

EFL633: Curriculum Design and Development
This course aims at introducing students to language curriculum design. It will familiarize the students with different processes needed to design a good curriculum. First, it will introduce the students to how to do environment analysis before coming to do needs analysis. Then it will cover the general principles in language curriculum design. The next things that the students will learn are related to goals, content, and sequencing of materials to achieve the goals.

EFL634: Language Testing and Assessment
A study of the theory and practice of language assessment, with particular reference to classroom learning. Both formal tests and a range of alternative procedures are covered, having consideration for the purpose of the assessment and the requirements of the learning environment. In addition, a study of the design, development and analysis of language tests, especially for the purpose of assessing achievement or proficiency in a second language.

EFL635: Methodology in Language Teaching
Overview of methodological techniques, approaches and problems, with special emphasis on the techniques applicable to the teaching of English to student of science and technology

EFL636: Academic Writing for Graduate Studies
Academic Writing for Graduate Students is an academic writing course where advanced multilingual students explore a variety of critical and rhetorical approaches for American academic reading and writing. The major goal of this course is for students to develop rhetorical practices for studying and writing within discipline-specific genres in order to better prepare them for effectively entering disciplinary conversations through academic research writing.

EFL640: Language and Culture
Characteristics of language and culture; language and world view; grammatical and cultural categories; theories and research on color terms, kinship terms, and metaphor; language and gender; linguistic and cultural systems of various communities.

EFL642: English for Specific Purposes
The course introduces students to English for Specific Purposes (ESP), a learner-centered approach to teaching English as a foreign and second language. It explores methodologies that cater the needs of learners who need to learn a foreign or a second language for use in their specific fields, such as science, technology, education, business, tourism, medicine, leisure,

and academic learning. It also sharpens language skills through the use of discipline-based materials for the development of academic proficiency in academic studies or the teaching of English for academic and occupational purposes.

EFL645: Technology for Language Teaching and Learning
This course focuses on the use of technology tools in language teaching and learning. Topics include contemporary issues of Information Communication and Technology in education, the applications of technology in classroom teaching, curriculum management and implementation, its effects on curriculum content, and the determination to specific educational needs that computers can meet.

EFL646: Comparative Linguistics
Principles and methods of historical and comparative linguistics, development of competing models for language change and linguistic relatedness. Examples and problems from a broad spectrum of languages.

ETC501: Basic Electronics
This course introduces students to advanced electronic techniques based on the most recently used digital and analog methods, and how to make use of the most recent techniques in the general area of discrete and integrated circuits. *Prerequisite:* ITE504

ETC502: Introduction to Digital Signal Processing
This course covers the fast Fourier transform, the short time Fourier transform, the design and implementation of digital filters of several types: no recursive, recursive, multi-rate, etc. The course also introduces spectral estimation and illustrates its use for the enhancement of degraded speech signals. *Prerequisite:* ETC505

ETC503: Telecommunication Networks
This course provides an overview of communications technologies, standards and protocols. Students will learn the basics of telecommunications and their operation, together with an understanding of telecommunication administration. *Prerequisite:* ETC507

ETC504: Optical Fiber Systems and Networks
The course provides an introduction to fiber optical components and links in data and network communication systems. The system relevant parameters of devices are derived from a physical description, and these parameters form the basis for designing fiber optic links. *Prerequisite:* ETC507

ETC505: Modern Antenna Design
This course provide students with essential techniques for the analysis and design of popular antennas for modern wireless communications. Emphasis is placed on the understanding of principles of operation and basic measurement techniques. *Prerequisite:* ETC510

ETC506: CDMA RF System Engineering
This reviews the essentials of CDMA wireless technology and develop the knowledge needed to design and operate either co-located AMPS and CDMA or dedicated CDMA systems. *Prerequisite:* ETC510.

ETC507: Cellular Mobile Systems
This covers cellular mobile radio systems, their technologies and network architecture, with particular reference to propagation effects and spectral considerations. *Prerequisite:* ETC510

FDN501: Research Methodology
The elements of research and the appropriate methodology employed in different designs will be discussed.

FDN502: Statistics for Research

This course introduces students to the fundamental ideas and concepts of statistics in order to interpret statistical results, to perform statistical tests, and to understand the circumstances under which a given statistic is appropriate.

FDN503: Research Paper Writing

Develops skills in organizing information, summarizing, and synthesizing academic writing for research reports. This course also covers skills appropriate to writing a formal literature review and the appropriate style for research thesis and dissertation.

FDN504: Ethical Leadership

This course explains the functions of a leader in an organization. It provides an in-depth discussion of the various techniques which leaders can use to challenge people and to build confidence in their associates and subordinates; and also considers when and how to be a coach or mentor. It discusses the need to lead by setting an example; and identifies resources to help develop leadership skills.

FDN701: Research Methodology

This research preparedness course will review and reinforce student learning on the research process and enable students to produce a research proposal ready for implementation. The course focuses on a specific aspect of doing research including: literature searching and critical appraisal; reference management; framing research question and determining research approaches; ethical issues and its application process. Students will develop competence in assessing the validity of the published literature, determining the gaps in the evidence and developing a feasible study design that complies with the principles underpinning responsible research practice.

FDN702: Statistics for Research

This course focuses on the basic tools and concepts used for statistical analysis and decision-making. It shows the use of descriptive and inferential statistical techniques to draw conclusions and make decisions about a population based upon a sample from that population. Once students know how statistical analysis is done, they will also be able to better interpret the statistics they encounter on an everyday basis and for their research work.

FDN703: Research Paper Writing

This course introduces core knowledge of research methodology (quantitative and qualitative approaches) in the social sciences. The entire focus of this subject is to explore the process of writing and publishing quality research papers.

FDN704: Ethical Leadership

This course explains the functions of a leader in an organization. It provides an in-depth discussion of the various techniques which leaders can use to challenge people and to build confidence in their associates and subordinates; and also considers when and how to be a coach or mentor. It discusses the need to lead by setting an example; and identifies resources to help develop leadership skills. The key themes in the course cover professional business ethics, corporate social responsibility, creating shared values, sustainable lifestyle, and sustainable development in leadership.

HTM654: Current Issues in Global Hospitality and Tourism Management

This course provides the current issues relevant to management of tourism and hospitality operations, the fast-changing customer's behavior towards the industry. It includes the industrial structure of tourism and leisure, challenges and strategies for managing delivery of service, distribution systems for tourism products, tourism and transport, property owner-operator relations, and the role and influence of government.

HTM655: Hospitality and Tourism Finance and Revenue
This course discusses the financial management in the hospitality and tourism industry, includes the techniques of financial decisions to maximize revenue. Topics in financial report analysis, risk and return, capital budgeting are also with emphasis.

HTM656: Franchising and Chain Management in Hospitality and Tourism Management
This course discusses how franchising integrates the hospitality industry and its importance to the operation of hotels and restaurants in this fast-changing world of business. How franchising could be expanded into a more strategic and competitive to the global market towards its sustainable operation is also has emphasis.

HTM657: Hospitality and Tourism Systems and Formulation
This course covers the roles and responsibilities of systems analyst and the information systems commonly uses by the business operators and enterprises in tourism industry. It includes the basic understanding of the systems development cycle.

INT606: Cambodian Foreign Policy
This course studies Cambodian foreign policy: rationales, approaches, problems and issues affecting Cambodian foreign policy past, present and future.

INT607: International Relations
This course studies international relations, focusing on war and peace, functioning of the international political system, and the behavior of nations within that system.

INT608: International Relations and Globalization
This course aims at analyzing the relations between states in the context of globalizing arena where free trade, technological transfer and cultural adaptation are accepted.

INT629: International Relations Theories
Analysis of the major theories on the functioning of the international political system and the behavior of nations within it.

INT706: Cambodian Foreign Policy
This course is a course that introduces students to the academic discussion about the Cambodian Foreign Policy covering both bilateral and multilateral aspects of the policy as well as other related policies and issues. Students will learn about the history of the Cambodian contemporary politics in the last century, their structures, main bodies and agencies that deal directly with external players and also challenges and opportunities that Cambodia faces in the 20th and 21st century. The course includes not only theoretical analysis of the Cambodian Foreign Policy and its political platform, but also the current factors and environment that give impact on the Foreign Policy.

INT707: International Relations
This course studies international relations, focusing on war and peace, functioning of the international political system, and the behavior of nations within that system.

INT708: International Relations and Globalization
This course aims to discuss from a theoretical approach some of the contemporary issues of international relations and globalization. Its principal aims are (1) to develop an understanding of international relations and globalization and major debates surrounding it; and, (2) to enable students to think critically regarding these issues.

INT729: International Relations Theories
This course is structured around three core engagements: IR as a branch of philosophical knowledge; IR as a social science; and IR as a dimension of 'actual existing' world politics. The course surveys both mainstream and critical approaches to the subject, examining how

these theories conceptualize 'the international' as a field of study. The course explicitly relates IR to cognate disciplines, reflects critically on the conceptual frameworks and modes of analysis used by IR theories, and studies the co-constitutive relationship between the theory and practice of international relations.

ITE501: Fundamentals of Computer Systems
This course discusses the design and organization of modern computer systems, including fundamental hardware and software building blocks. The course provides a comprehensive introduction to computer organization and computer communications.

ITE502: Network Applications and Operations
This course introduces the networking field. Emphasis is placed on network terminology and protocols, local area networks, wide-area networks, OSI model, cabling, router programming, Ethernet, IP addressing, and network standards. Upon completion, students should be able to perform tasks related to networking mathematics, terminology, and models, media, Ethernet, subnetting, and TCP/IP Protocols. *Prerequisite:* ITE504

ITE503: Information Systems Design and Database Concepts
This course introduces database design and creation using a DBMS product. Emphasis is placed on data dictionaries, normalization, data integrity, data modeling, and creation of simple tables, queries, reports, and forms. Students should be able to design and implement normalized database structures by creating simple database tables, queries, reports, and forms. *Prerequisite:* ITE506

ITE504: Data Communications and Networking
This course gives students a foundation in the study of data communications and computer networking. Covered will include basic data communications, the Open Systems Interconnect model, Local Area Networks, common communications standards, mobile/wireless communications, and an introduction to network security. *Prerequisite:* ITE504

ITE505: Data Mining
This course will explore Data Mining theory and examine related applications. Applications include mining of financial data, web data, multimedia and biological data. The course will provide students with the tools for discovering information in large data sets. *Prerequisite:* ITE507

ITE506: Database Engineering and Administration
This course is an introduction to design methodologies in information systems. Structured systems analysis and design methodologies are discussed in relation to different database models and their implementation. *Prerequisite:* ITE506

ITE507: Network Systems Management
This course concerns deployment and maintenance of modern computer systems in an operational environment. The course provides both conceptual knowledge and practical experience. Topics include architectures, heterogeneous systems, authentication and security, network services including firewalls, storage services, performance analysis and tuning, management and configuration of services and system resources, system initialization, drivers, cross-platform services, policies and procedures. *Prerequisite:* ITE505

ITE508: Internetwork Design
This course will enable students to plan, design, and implement a small- to medium-sized network that meets the customer's requirements for performance, security, capacity and scalability. *Prerequisite:* ITE505

ITE509: Information Systems and Electronic Commerce
This course is designed to familiarize students with current and emerging electronic commerce strategies and technologies. It focuses on managerial topics such as business strategies for e-commerce, typical business models, online marketing tactics, and e-commerce project management. *Prerequisite:* ITE506

ITE510: Mobile Communications and Computing
This course first provides an overview of various mobile computing applications, technologies and wireless communication. Thereafter, it considers mobile computing and mobile application development from three perspectives: mobile technology, application development, and user interaction. *Prerequisite:* ITE507

ITE511: Network Security
This course covers firewall security. It will cover basic installation techniques, how to make an intelligent choice of firewall technology and present basic firewall troubleshooting. Moreover, it will cover different intrusion detection systems and their signatures. Students will complete hands-on exercises and case projects for testing and evaluating various firewall techniques. *Prerequisite:* ITE512

ITE512: Fundamentals of Multimedia
This course provides students with necessary knowledge on various aspects of multimedia technology and practical skills for applying multimedia applications for creative purposes. *Prerequisite:* ITE504

ITE513: Web Engineering
This course reviews the application of software engineering principles and techniques to the development, deployment, and maintenance of high quality Web-based systems and applications; markup languages, distributed objects, hypermedia and Web integration; architecture and security issues; client side and server side technologies; distributed technologies; data integration across heterogeneous Web sources. *Prerequisite:* ITE506

ITE514: Advanced Data Management Systems
This course introduces advanced topics in database managements systems, including distributed systems and distributed databases, as well as advanced application domains that influence database research such as Big Data, cloud computing, Web services, semantic Web, information security and privacy, and electronic commerce. *Prerequisite:* ITE509

ITE515: Mobile Apps I
This course introduces mobile application development for the Android platform, a software stack that includes an operating system, middleware and key applications. The Android SDK provides the tools and APIs necessary to begin developing applications on the Android platform using the Java programming language. Students will learn skills for creating and deploying Android applications, with particular emphasis on software engineering topics including software architecture, software process, usability, and deployment. *Prerequisite:* ITE504

ITE516: Mobile Apps II
The course covers all of the fundamental aspects related to the development of a mobile application using Apple iOS. It introduces the new programming language Swift, using the integrated development environment Xcode. Using these, students will learn how to create a basic prototype application and develop it by adding new features until they can implement a real, usable application. *Prerequisite:* ITE532**.**

ITE517: Hybrid Mobile App

This focuses on platform app development so that the apps can run on web browser, iOS, android, or windows platforms. The course will cover all aspects of mobile app development including user interface design, data storage (local or cloud), and MVC model. The key programming language is Javascript and HTML5 plus UI library. *Prerequisite:* ITE515

ITE518: Project Management

This subject covers the development and implementation of information technology solutions, with particular emphasis on information systems, project management and contemporary issues in the delivery of information technology solutions to the business. It considers the role of project management in business and identifies the managerial control and reporting aspects necessary from inception to implementation of a software development project. *Prerequisite:* ITE506

ITE519: Wireless Network Security

This focuses on security and privacy issues in wireless networks and systems, with regard to the security of MAC and especially upper layers. The course provides an overview of cryptography at the beginning. *Prerequisite:* ITE504

ITE520: Networked and Distributed Systems

This course focuses on the principles and techniques used in the development of networked and distributed software. Topics include programming with sockets; concurrent programming; data link layer (Ethernet, packet switching, 802.11, etc.); internet and routing protocols (IP, IPv6, ARP, intra-domain and inter-domain routing, etc.); end-to-end protocols (UDP, TCP); and other commonly used network protocols and techniques. *Prerequisite:* ITE507

ITE521: Cloud Computing

This course provides an introduction into the technologies behind cloud computing, including an overview of the underlying technological concepts that make cloud computing possible and issues such as virtualization, scalability, fault tolerance and security. *Prerequisite:* ITE504

LAW504: Introduction to International Law

This course will cover fundamental aspects of international law. It will focus on various aspects of theories on the law of treaties; the principal of jurisdiction; air law and space law, and the law of the sea; international environmental law; the international protection of human rights; international organizations; diplomatic and consular law; international law and the use of force, and the settlement of disputes by peaceful means.

LAW508: United Nations

This course will cover the history and current system of United Nations (UN) in international arena. This will introduce on the UN charter and the UN structures or governing bodies such as the Security Council, the General Assembly, the Economic and Social Council, the Trusteeship Council, the Secretariat, the International Court of Justice and other specialized agencies. Then, the course will focus specifically on their roles in peace-keeping and observer missions, the establishment of friendly relations among states, the range of actions from humanitarian assistance to enforcement and the peaceful settlement of disputes.

LAW511: International Trade Law

This course will cover the aspects of international trade law. First, it will introduce the background and development of international trade in the world, then, initiation of creating international trade law. It will focus on the enforcing laws and policies of various international trade organization such as the World Trade Organization (WTO), World Bank (WB), North American Free Trade Agreement (NAFTA), as well as the current development of BRICS

Development Bank and Trans-Pacific Partnership (TPP). Above all, the course will look at their roles in maintaining the balance of global trade among these bodies.

LAW513: International Human Rights Law
This course will cover fundamental aspects of international laws governing human rights. Various international instruments regarding human rights such as human rights law, humanitarian law, and refugee law are the main focus under this course. This course also focuses on various protecting mechanisms of human rights under the UN's enforcing and guaranteeing bodies.

LAW514: International Law and the State
This course will cover the main role of treaty law, especially the Vienna Convention on the Law of Treaties, which is the authoritative treaty on the international law of treaties. This course will mainly focus on how treaties are adopted, interpreted, invalidated, and set aside. The conflict of law between domestic and international law will be under the coverage of this course. Above all, this course will see the role of treaties in resolving international border disputes.

LAW515: Law of the Treaty
This course will cover the main role of treaty law, especially the Vienna Convention on the Law of Treaties, which is the authoritative treaty on the international law of treaties. This course will mainly focus on how treaties are adopted, interpreted, invalidated, and set aside. The conflict of law between domestic and international law will be under the coverage of this course. Above all, this course will see the role of treaties in resolving international border disputes.

LAW516: Global Environmental Governance
This course will focus on the important role of environmental law and its governing bodies. The course will make students understand the concepts of law relating to environmental issues, its impact on human life, and the role of environmental bodies in preventing, protecting, and resolving these. Students will see environmental issues are not an issue of a specific country alone, but it is a global issue that needs all countries involved. Students will learn recent developments and changes in global environmental issues under this course.

LAW602: Politics in Developing Areas
This course examines leading issues in the politics of the developing world. Most of the current armed conflicts occur in the developing world. In this course, we will first explore the intertwined issue of state-building, nationalism, and democratization as they affect developing countries. Then, we will examine the causes and consequences of civil war and state failure for economic development. Next, we will focus on the challenges facing contemporary which are sites of civil conflict and ambitious state- and nation-building efforts. Last, we will examine the effects of globalization on economic development in Asia, Africa, and the Middle East.

LAW607: Negotiation and Conflict Resolution
This course will focus on the important role of negotiation in dispute resolution in local, regional, and global aspects. This course will enlighten students various methods and techniques in negotiation. Negotiation becomes the primary defining force in resolving international studies to enlighten students about this principle.

LAW610: Business Law
This course provides disputes in local, regional, and global aspects. Various cases will be put forward for the broad based survey covering topics such as: legal aspects of business organizations and their financial transactions; major areas of government regulation of

business; and issues of property rights, insurance, and international transactions. One segment of the course focuses on legal issues arising in marketing and advertising.

LAW621: Law of the Sea
The course we will focus on the historical development of the law of the sea regime, the zones of jurisdiction now in existence (territorial sea, exclusive economic zone, high seas, continental shelf, deep seabed), and the tension between coastal state and maritime state interests. Furthermore, it will focus on specific law of the sea topics such as dispute settlement; piracy and terrorism; national security and military uses of the ocean; fisheries and marine pollution; baselines, boundaries and limits; and salvage and shipwrecks. Various cases will be put forward for studies in order to understand the principles and rules of maritime law in resolving disputes.

LAW627: International Development Law and Policy
This discusses the issues and problems of economic development and modernization in expanding economies.

LAW684: International Relations
This course covers the international relations under international law, especially the diplomatic law. It keeps focusing on the conduct of relations between states and other entities with standing in world politics by official agents and by peaceful means and its actors. Special attention is given to the recent changes in the international arena. Recent cases will be put forward for studies to enlighten students about the principles and rules of diplomatic law in maintaining good international relations.

LAW707: Negotiation and Conflict Resolution
This course examines the causes of and approaches to managing and resolving violent conflict in the international context, and how to avoid conflict in the first place. It covers the concepts and skills of negotiation, for use in diplomacy, business, and law; methods of third-party intervention, from mediation to coercion; new approaches to international intervention; recognizing the roles played by the coordination of political, military, and non-governmental actors, crisis management and arms limitation. In-depth analyses will be made of specific contexts in which conflict must be managed, such as trade, environmental and resource issues, international organizations, business ventures, as well as in struggles of war and peace.

LAW708: United Nations
This course will cover the history and current system of United Nations (UN) in international arena. This will introduce on the UN charter and the UN structures or governing bodies such as the Security Council, the General Assembly, the Economic and Social Council, the Trusteeship Council, the Secretariat, the International Court of Justice and other specialized agencies. Then, the course will focus specifically on their roles in peace-keeping and observer missions, the establishment of friendly relations among states, the range of actions from humanitarian assistance to enforcement and the peaceful settlement of disputes.

LAW713: International Human Rights Law
This course will cover fundamental aspects of international laws governing human rights. Various international instruments regarding human rights such as human rights law, humanitarian law, and refugee law are the main focus under this course. This course also focuses on various protecting mechanisms of human rights under the UN's enforcing and guaranteeing bodies.

LAW714: International Law and the State
This course will cover the main role of treaty law, especially the Vienna Convention on the Law of Treaties, which is the authoritative treaty on the international law of treaties. This course will mainly focus on how treaties are adopted, interpreted, invalidated, and set aside.

The conflict of law between domestic and international law will be under the coverage of this course. Above all, this course will see the role of treaties in resolving international border disputes.

LAW716: Global Environmental Governance

This course will focus on the important role of environmental law and its governing bodies. The course will make students understand the concepts of law relating to environmental issues, its impact on human life, and the role of environmental bodies in preventing, protecting, and resolving these. Students will see environmental issues are not an issue of a specific country alone, but it is a global issue that needs all countries involved. Students will learn recent developments and changes in global environmental issues under this course.

PAD680: Politics and Public Policy

This course discusses the role of government in guiding economies and civil societies with particular emphasis on Southeast Asia.

PAD681: Politics of Developing Areas

A comparative analysis of the problems confronting underdeveloped countries on problems in the development of new institutions.

PAD682: Public Budgeting

Management of public financial resources in the areas of budget allocation, control, and planning.

PAD689: Public Administration

Organizations in the public sector: their publics, their work, and ways that managers carry out their work.

PAD782: Public Budgeting

Public budgeting is a part of public financial management that studies of the role of the government in the economy. It assesses sources of a government's revenue and expenditure and how one or the other may be adjusted in order to achieve desirable effects and avoid undesirable ones through (1) efficient allocation of resources, (2) distribution of income and (3) macroeconomic stabilization.

PAD789: Public Administration

This course is designed to provide the concept and theories of public administration. Starting from a three-way perspective – managerial, political and legal – students will get to understand the core values of each of these perspectives and be able to analyses thoroughly the public sector. The main aspects that will be discussed during the semester include: organizational theory and theory of bureaucracy, the differences between public and private organizations, human resource management in the public sector, public policy process, decision making in the public sector, administrative structure and ethics in the public sector.

POL605: Contemporary Political Thought

This course seeks to understand the trends in contemporary political thought.

POL607: Politics in Developing Areas

This course examines leading issues in the politics of the developing world. Most of the current armed conflicts occur in the developing world. In this course, we will first explore the intertwined issue of state-building, nationalism, and democratization as they affect developing countries. Then, we will examine the causes and consequences of civil war and state failure for economic development. Next, we will focus on the challenges facing contemporary which are sites of civil conflict and ambitious state- and nation-building efforts. Last, we will examine the effects of globalization on economic development in Asia, Africa, and the Middle East.

POL620: Politics and Culture in Southeast Asia
This course covers belief systems, marriage and family, industrialization and urbanization, politics and government, and economic change. In addition to providing a broad and comparative survey of "traditional" Southeast Asia, the course will place special emphasis on the intellectual and practical challenges associated with modernization and development, highlighting the ways different Southeast Asian nations contend with the forces of globalization.

POL707: Politics in Developing Areas
This course examines various aspect of political economic and social development in the "Developing World" (also known as Third World), encompassing more than 150 countries in Africa, Asia, Latin America, and the Middle East. Despite their great diversity, many of these nations share a number of common characteristics, such as poverty, legacies of colonialism, internal political and social stability, and challenges of state-building, ethnic conflict, human rights abuse and so forth. The course aims to help students to identity and critically analyze the major issues and challenges facing the developing nations.

POL720: Politics and Culture in Southeast Asia
This course will examine the role of culture that determines political norms, decisions, and attitude toward government institutions. The course begins by reviewing the concept of Asian values debated in the 1990s and then move to focus on the eleven specific countries in the region, tracing key political events and civic cultures that interact with social institutions. This course provides a foundation to acquaint students with Southeast Asian contemporary politics and cultures and prepares them to advance their scholarly research.

PST605: Peace Education
This course will examine peace and origins violence in the context of culture and environment and how an understanding of the underlying factors can be used to design ways and means of facilitating the endogenous non-violent mediation of disputes.

PST614: Peace and Justice
This course will examine issues within political theory, a historical overview of the peace movement and an analysis of contemporary concerns such as war and peace, wealth and poverty, racism and sexism. It covers some themes such as the historical origins of peace studies, conflict resolution and international development; conflict causes and dynamics; applied conflict analysis; and intervention methods (negotiation, mediation, humanitarian intervention).

PST615: Nonviolent Political Alternatives
The course will explore scientific and cultural resources for nonviolent alternatives in politics. It also focuses on the dynamics of violence and nonviolence at the interpersonal, institutional, cultural, and global level from a variety of disciplinary perspectives.

PST617: International Conflict Resolution
The course will focus on the process through which conflict parties move from violent interactions to durable peace. Particular attention is given to the challenges that the parties face in each stage of this process, from the initiation of negotiations, the reaching of a settlement and the cessation of hostilities to how peace is implemented. Specific focus is given both to actors who facilitate the crafting of peace and those who seek to spoil its successful implementation. The importance of regional conditions and the international community is highlighted. It also covers basic concepts in conflict resolution and key issues concerning peacemaking during armed conflicts, mediation, ceasefires, the crafting of peace accords, the role of third parties and international organizations.

PST715: Nonviolent Political Alternatives

This course examines the theory and practice of nonviolent action and related movements for social and political change, from historical, cultural and religious perspectives. The course is also an introduction to the history, theory and practice of non-violence from the cross cultural and multi-religions perspective. After a review of different forms of violence – including personal violence, structural violence and mass violence (war) – the connection between religion and violence is then considered. The religious roots of nonviolence in a selection of world religions are then discussed. Thereafter, modern theories are reviewed, together with a critique of nonviolence politics in the anti-nuclear movement.

PST717: International Conflict Resolution

This course introduces the major concepts, theories and methods used to resolve international conflict in the contemporary globalized world. Thus it examines the different understandings of conflict and security and the ways in which these affect global responses to conflict, based on a global cosmopolitan perspective and the need to develop a proper analytical and theoretical framework.

PUB605: Politics and Public Policy

Starting with a discussion question about if politics causes public policy or *vice versa*, the course presents key concepts (both normative and scientific) about the sociopolitical system through which public policy is made and implemented in Cambodia and elsewhere. Beyond the stages approach of policy cycle, the first half of the course aims to provide students with tools for policy analysis in order to open the black box of the State, which is viewed as a non-accessible system between decision-making (inputs) and results (outputs). With this regard, the course will allow students critically reflect about legitimacy of democratic elites, who are traditionally justified by election (politics) but also by effectiveness of policy (output). The second of half of the course applies these concepts to specific policy areas such as economic development (agriculture, infrastructure, investment) as well as social protection (including health, retirement and environment).

PUB605: Politics and the Policy Process

Examines the influence of political factors on the initiation, formulation, and implementation of public policy.

RPR601: Research Proposal

This represents the planned research, based on a literature review and a proposal regarding how to collect relevant data and analyze them.

RPR602: Paper Presentation

The student is required to conduct one or two seminars at an academic institution or at a commercial or professional organization; if at the latter, this must be with the student's college or school.

RPR603: Master's Project Report *(6 credits)*

This is a scholarly work arising out collecting and analyzing the data and writing them up, based on the previously agreed research proposal (RPR601).

RPT601: Proposal Writing

Under the guidance of a Research Committee, the student decides upon a question or problem of interest which is relevant to the major registered for, and then prepares a detailed proposal about how to obtain information to answer the questions raised and solve the problems.

RPT602-9: Thesis Research and Writing *(3 credits each)*

Here, the student implements the plan prepared in RPT601 to collect meaningful, reliable data; this information is then used to prepare a thesis which must be defended in order for the thesis

to be passed. The requirements and expectations may vary with the College offering this course. Note that, after completing the Proposal Writing option (RPT601), students must register at least 3 credits each semester for Thesis Research and Writing until they actually submit their thesis; they must complete a *minimum of nine credits* (RPT602-4) to do so.

SOC505: Contemporary Social Change in Cambodia
The course examines the nature, causes, and consequences of current social and economic change in Cambodia

SOC507: The Sociology of Poverty
The course is both a theoretical and methodological analysis of poverty.

SOC509: Sociology of Community Development
This course will examine the sociological concepts and perspectives on community as social ideal and human experience, the formation and characteristics of contemporary communities, community organizations and community development in theory and practice, with particular reference to Cambodia.

SOC709: Sociology of Community Development
This program emphasizes community, regional, and state organizations, as well as the world system and development processes in these contexts. The program offers preparation for research, for the application of sociology in public-service work, for development work in the United States and other countries, and for college teaching in sociology, rural sociology, and related fields.

THE601: Oral Defense of Research Proposal
This allows the student to make a presentation of the proposed research topic and get the benefit of others' opinions. Not only does this exercise help to clarify the student's thinking when preparing the presentation, but feedback from others will help to fine-tune preparations for actually conducting and analyzing the data resulting from the research itself.

THE602: Publication of a Research Paper *(6 credits)*
This is an important component to fulfill in order to complete any doctoral studies, with the publication of one or two quality articles related to their field of study in recognized academic journals before the student can graduate.

THE603: Participation in an Academic Meeting
The student is required to give an oral presentation, based on the results of their research, at an academic meeting or forum.

THE604: Individual Seminar
The student is required to conduct one or two seminars at an academic institution or at a commercial or professional organization; if at the latter, this must be with the student's college or school.

THE605: Thesis *(18 credits)*
This is a scholarly work arising out collecting and analyzing the data and writing them up, based on the previously agreed research proposal (THE601).