

Parchment Transcript Report

Prepared for: The Evergreen State College on 05/25/2023

DID#: TWBWC7LL

Parchment Student ID: 31878633

Student SSN: 6958

Page 1 of 4

Kelly Brooks



Kelly Brooks, Registrar

Student Name: Patricia Spears
Student ID: 2467711
Date of Birth: XXXX-03-10
Student Address: 28120 8th Ave S Des Moines, WA 98198

Capella University	
PO BOX 211563	
Dallas, TX 75211	
Tel: 8882273552	Fax: 6129775060

Degrees Awarded		Crs ID	Course Title	Competency	CrAtt	CrE	Grade/Performance
Degree: Bachelor of Science Program: BS in Business FP Specialization: Specialization in Management and Leadership Confer Date: 2023-04-30		Winter Quarter 2021					
		BUS-FP 3050	Fundamentals of Organizational Communication	Analyze business communication situations			Distinguished
				Analyze the interrelationships of communication within organizational systems			Distinguished
				Communicate effectively and professionally			Distinguished
				Apply fundamental principles of organizational communication			Distinguished
				Analyze the application of ethical principles in organizational communication			Distinguished
		Spring Quarter 2021					
		Program: BS in Business FP Plan: Specialization in Management and Leadership					
		BUS-FPX 3012	Fundamentals of Leadership	Communicate professionally and effectively			Distinguished
				Analyze leadership traits and styles			Distinguished
				Apply accepted leadership practices and behaviors			Distinguished
		Summer Quarter 2021					
		Program: BS in Business FP Plan: Specialization in Management and Leadership					
		BUS-FPX 3022	Fundamentals of Supply Chain Management				Non-Performance
		Repeated: Repeat - Excluded from Program					
		Fall Quarter 2021					
		Program: BS in Business FP Plan: Specialization in Management and Leadership					
		BUS-FPX 3011	Fundamentals of Management	Communicate effectively and professionally			Proficient
				Analyze characteristics and behaviors of effective managers			Distinguished
				Apply managerial principles to planning, organization, control, leadership, and communication			Proficient
		BUS-FPX 3022	Fundamentals of Supply Chain Management	Assess how to improve supply chain efficiencies			Distinguished
				Analyze supply chain systems to meet customer demands			Distinguished
				Examine how a supply chain supports an organizational strategy			Distinguished
				Communicate in a professional manner that is consistent with the expectations for supply chain managers and participants			Distinguished
		Repeated: Repeat - Included in Program					
		BUS-FPX 3061	Fundamentals of Accounting	Apply accounting cycle strategies to manage business financial events			Proficient
				Prepare financial statements from accounting system data			Proficient
				Convey purpose, in an appropriate tone and style, incorporating supporting evidence and adhering to organizational, professional, and scholarly writing standards			Distinguished
				Define accounting terminology and its application to accounting principles			Distinguished
		Winter Quarter 2022					
		Program: BS in Business FP Plan: Specialization in Management and Leadership					

Transfer Quarter Credits			
Total Undergraduate Career Credits Awarded in Transfer:		84.000	
Transfer Credit from Bellevue College Eligible Toward Applied Toward BS in Business FP			
Course Trans GPA:	0.000	Credits:	<u>Eligible</u> 24.000
Transfer Credit from Seattle Central College Eligible Toward Applied Toward BS in Business FP			
Course Trans GPA:	0.000	Credits:	<u>Eligible</u> 86.000
Transfer Credit from Western Governors University Eligible Toward Applied Toward BS in Business FP			
Course Trans GPA:	0.000	Credits:	<u>Eligible</u> 6.000
Transfer Credit from Seattle University Eligible Toward Applied Toward BS in Business FP			
Course Trans GPA:	0.000	Credits:	<u>Eligible</u> 40.000
Transfer Credit from American InterContinental University Online Eligible Toward Applied Toward BS in Business FP			
Course Trans GPA:	0.000	Credits:	<u>Eligible</u> 30.000

Beginning of Undergraduate Record						
Winter Quarter 2021						
Program: BS in Business FP Plan: Specialization in Management and Leadership						
BUS-FP 3007	Developing a Business Perspective					
	Communicate in a manner that is scholarly, professional, and consistent with expectations for the field of business					Distinguished
	Examine ethical principles associated with the field of business					Proficient
	Explain the skills and characteristics of an effective team					Distinguished
	Explain the underlying principles of successful businesses					Distinguished
	Solve business problems using critical thinking and effective decision making					Distinguished

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Crs ID	Course Title	Competency	CrAtt	CrE	Grade/Performance	Crs ID	Course Title	Competency	CrAtt	CrE	Grade/Performance
Winter Quarter 2022						Summer Quarter 2022					
BUS-FPX 3021	Fundamentals of Business Law	<i>Articulate the importance, context, purpose, and relevance of law in a business environment</i> <i>Evaluate legal options to create a business entity</i> <i>Develop information literacy skills as applied to business law</i> <i>Evaluate key judicial concepts that influence the decisions related to business</i> <i>Convey purpose, in an appropriate tone and style, incorporating supporting evidence and adhering to organizational, professional, and scholarly writing standards</i>			Distinguished Distinguished Distinguished Basic Distinguished	BUS-FPX 3030	Fundamentals of Marketing and Sales	<i>Examine the basic marketing models for a business or organization</i> <i>Apply effective marketing planning and implementation</i> <i>Develop a sales plan</i> <i>Examine the relationship of basic marketing strategies to business success</i> <i>Relate the importance of an integrated marketing program to the economic impact of a business</i> <i>Evaluate management implications of marketing and sales plans</i>			Basic Distinguished Distinguished Distinguished Distinguished Distinguished
BUS-FPX 3030	Fundamentals of Marketing and Sales				Withdrawn	BUS-FPX 4013	Organizational Structure, Learning, and Performance	<i>Create a model for organizational structure of a high performance organization</i> <i>Analyze historical perspectives of the study of organizational structure and design and its applications in today's world</i> <i>Analyze the impact of learning and performance in organizational structures</i>			Distinguished Distinguished Distinguished
BUS-FPX 3040	Fundamentals of Human Resource Management	<i>Apply human resource strategies to business needs</i> <i>Analyze the strategic value of human resource management within a competitive global business environment</i> <i>Communicate effectively in a scholarly and professional manner</i> <i>Analyze core functions of human resource management</i>			Distinguished Proficient Distinguished Proficient	Fall Quarter 2022					
Spring Quarter 2022						Program: BS in Business FP Plan: Specialization in Management and Leadership					
BUS-FPX 3062	Fundamentals of Finance	<i>Apply financial computations and processes</i> <i>Communicate effectively and professionally</i> <i>Analyze financial environments and concepts</i>			Basic Distinguished Distinguished	BUS-FPX 4014	Operations Management for Competitive Advantage	<i>Assess the role of operations management within organizations</i> <i>Apply the tools and technology used in Operations Management</i>			Distinguished Distinguished
BUS-FPX 4011	Virtual Team Collaboration	<i>Evaluate organizational practices</i> <i>Apply the principles and practices of effective virtual team collaboration</i> <i>Participate in a virtual team</i> <i>Assess types of information and communication technologies</i>			Distinguished Proficient Distinguished Proficient	BUS-FPX 4015	Strategic Planning and Implementation	<i>Analyze issues associated with stakeholders in the strategic planning process</i> <i>Apply a sequential process for developing and implementing strategies, goals, objectives, and tactics as part of the strategic plan implementation</i> <i>Evaluate key elements of the strategic planning process</i>			Distinguished Distinguished Distinguished
BUS-FPX 4012	Leadership in Organizations	<i>Reflect on personal leadership skills</i> <i>Create an effective theory of leadership</i> <i>Analyze the art and science of leadership</i>			Distinguished Distinguished Distinguished	Winter Quarter 2023					
Program: BS in Business FP Plan: Specialization in Management and Leadership						Program: BS in Business FP Plan: Specialization in Management and Leadership					
BUS-FPX 4801	Ethics and Enterprise	<i>Evaluate organizational policy within the framework of ethical standards</i> <i>Convey purpose, in an appropriate tone and style, incorporating supporting evidence and adhering to organizational, professional, and scholarly writing standards</i> <i>Evaluate the parameters for ethical decision making in 21st century multi-cultural business environments</i> <i>Assess the impact of corporate social responsibility policy</i>			Proficient Proficient Distinguished Distinguished	BUS-FPX 4016	Global Business Relationships	<i>Analyze cultural communications that affect international business</i> <i>Evaluate patterns of global organizational structure and hierarchies</i> <i>Analyze the role of international business culture in the negotiation process</i> <i>Assess the feasibility of business operation in other countries</i>			Distinguished Distinguished Distinguished Distinguished
Summer Quarter 2022						Program: BS in Business FP Plan: Specialization in Management and Leadership					

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Winter Quarter 2023

BUS-FPX 4802 Change Management

Analyze key change management principles	Proficient
Assess change management principles and their use cases for achieving desired results	Proficient
Apply change management interventions	Proficient
Evaluate the efficacy of change management interventions	Distinguished
Convey purpose, in an appropriate tone and style, incorporating supporting evidence and adhering to organizational, professional, and scholarly writing	Distinguished

BUS-FPX 4993 Business Capstone Project

Employ high-performance business management techniques	Distinguished
Plan strategically	Distinguished
Participate collaboratively and respectfully	Distinguished
Solve problems within professional standards	Distinguished
Use appropriate financial models and principles	Distinguished
Communicate effectively	Distinguished
Create organizational value	Distinguished

	PP Att	PPE
Total Program Points (PP)	90.0	52.5

End of Transcript

Capella University
225 South Sixth Street, Ninth Floor
Minneapolis, MN 55402
1.888.CAPELLA (227.3552)
www.capella.edu FICE = 032673

Name Change
This institution was formerly known as The Graduate School of America. On June 1, 1999, the name of the institution was changed to Capella University.

Accreditation
Capella University is accredited by the Higher Learning Commission (hlcommission.org)

Academic Calendar and Credits
Capella University operates on a quarterly academic calendar, with four 10-week quarters per calendar year. The Carnegie standard of 30 hours per credit is used to determine the number of quarter credits assigned to each course. Thus, a 4-credit course is approximately 120 hours of didactic instruction, reading, writing, projects and associated preparation. Prior to November 12, 2001, all courses taken at Capella were listed under the quarter in which the course ended. Effective November 12, 2001, all courses taken at Capella are listed under the quarter in which the course began.

FlexPath
This direct assessment delivery model assesses performance to established competencies. A competency is the knowledge, skills, abilities, and professional attributes required to successfully perform a task in a given context. At Capella University, courses are designed based on the competencies necessary to demonstrate a program's learning outcomes. No credits, grades or quality points are assigned in FlexPath programs. Learners enrolled in FlexPath programs receive competency evaluations in lieu of traditional letter grades. Degree progress is measured through a program points system and minimum level of performance achievement.

FlexPath Performance Scale
Distinguished Earned for course work that demonstrates mastery of the published competencies at a level exceeding course expectations as defined in the course syllabus or course learning plan.
Proficient Earned for course work that demonstrates mastery of the published competencies at a level meeting course expectations as defined in the course syllabus or course learning plan.
Basic Earned for course work that demonstrates published competencies at a level of performance minimally meeting course expectations as defined in the course syllabus or course learning plan.
Non-performance Earned for course work that demonstrates published competencies at a level which does not meet course expectations as described in the course syllabus or course learning plan.

Grading System
Letter grades are provided for GuidedPath courses taken at Capella University. Capella University uses a four-point grading system. As of January 28, 2008, grade point average is reported separately for graduate and undergraduate Capella course work. Prior to January 28, 2008, one cumulative grade point average was reported for Capella course work.

Grades	Quality Points
A High involvement, substantive participation, exceeded expectations.	4
B Active and knowledgeable participation, met expectations.	3
C Adequate and competent participation, minimally met expectations.	2
D Undergraduate only: limited participation, marginally met expectations.	1
F Limited, minimal or no participation, did not meet expectations; also used when an I grade was assigned and course requirements were not met by the end of the next quarter.	0

Grades Not Affecting Grade Point Average
CC (Credential Credit) Assigned to credit awarded based on documentation of successful attainment of a specific credential.
HD (Disaster Hold) Assigned to courses for learners who must discontinue a course due to a nationally recognized disaster.
HM (Military Hold) Assigned to courses during which learners have been called to active duty; serves as a placeholder until they return to the course.
I (Incomplete) Indicates that the course requirements have not yet been fulfilled.
IP (In Progress) Assigned to comprehensive examination or dissertation courses for which learners require additional quarters to complete the components of the course. Also assigned to some internship and practicum courses.
IS (Incomplete) Indicates that the course requirements have not yet been fulfilled for a satisfactory/not satisfactory course.
MW (Military Withdrawal) Assigned to courses from which the learner has been withdrawn due to active duty. Prior to June 2009, these are reflected as grades of W.
NC (No Credit) Assigned to courses prior to April 1, 2003.
NG (No Grade) Assigned to comprehensive examination or dissertation courses for all course registrations subsequent to the initial registration, or to course registrations for which the registrar has determined that due to university curricular changes "NG" is the appropriate final grade. Also assigned to some internship and practicum courses.
NP (Non-participation) Assigned to courses prior to April 1, 2003.
NR (No Record) Assigned to courses awaiting official grade from instructor.
NS (Not Satisfactory) Limited, minimal, or no course participation and/or materials did not meet expectations. Also used when an IS grade has been assigned and course requirements were not met by the end of the following quarter.
PC (Petition for Credit) Assigned to courses for which learners successfully petitioned for credit of previous educational or work experience.
R (Required) Assigned to doctoral dissertation courses at the successful conclusion of each quarter's course.
S (Satisfactory) Active and knowledgeable course participation, materials met expectations. Equivalent to a grade of B or better for graduate and equivalent to a grade of C or better for undergraduate courses.
VR (Verified Residency) Assigned to completed residency requirements.
W (Withdrawal) Assigned to a course dropped by the learner within the authorized time period.

Withdrawal and Incompletes
A learner may drop a course during the first twelve calendar days of the course without transcript notation. If a learner drops a course on or after the thirteenth calendar day of the course through the last day to withdraw from the course, a grade of W will be assigned. Learners who discontinue a course after the last day to withdraw will be assigned a grade of F or NS, or a performance rating of Non-Performance for direct assessment programs. If a learner receives an incomplete and the final papers/projects are not completed prior to the end of the following quarter, the learner must be assigned a grade of F or NS.

Latin Honors
GuidedPath learners at the undergraduate and graduate levels (Master's and specialist only after January 2020), are eligible to graduate with honors upon meeting various criteria including earning the following grade point averages:
Undergraduate Level
Graduation with Honor (Cum Laude): 3.500 – 3.749
Graduation with High Honor (Magna Cum Laude): 3.750 – 3.849
Graduation with Highest Honor (Summa Cum Laude): 3.850 or above
Graduate Level
Graduation with Distinction: 3.850 or above

FlexPath learners are not eligible to graduate with honors.

Transfer
Previous college-level work submitted by applicants will be evaluated for transfer credit. Undergraduate programs require grades of C- or better for transfer. Graduate programs require grades of B- or better for transfer. Course work should be from regionally accredited institutions; however, Capella may consider transfer credit from international institutions and some non-regionally accredited institutions based on alternate accreditations. As of January 28, 2008, transfer credits reflect only those applied to a learner's current program.

Course Numbering System
Course levels determined by prefix:
9 Graduate course
8 Graduate course
7 Graduate course
6 Graduate course (Professional development courses prior to January 28, 2008)
5 Graduate course
4 Upper-division undergraduate course
3 Upper-division undergraduate course
2 Lower-division undergraduate course
1 Lower-division undergraduate course
FS Residency (course prefix)
Any course with the prefix "-FP" or "-FPX" was taken within a FlexPath program
Any course with the prefix "-H" was taken as part of the undergraduate honors pathway
Any course with the prefix "-R" includes a face-to-face component
Any course with the prefix "-V" includes a virtual residency component

Harold Abel School of Psychology course number system prior to January 28, 2008:
5500 - 5999 Graduate course
6000 - 6999 Non-credit residency and colloquium
7000 - 9999 Graduate course
PSY-R Psychology residency and colloquium (course prefix)
FS Residency (course prefix) prior to September 2003

Release of Information
The Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, prohibits the release of this record or disclosure of its contents to any third party without the written consent of the learner.

Alteration or forgery of this document is a criminal offense.

Transcript key revised February 2021