

Date: July 29, 2020
 SpanTran Number: 000651707
 Name on Application: HU [REDACTED]
 Name on Documentation: HU [REDACTED]
 Date of Birth:
 Type of Evaluation: Course Analysis

CREDENTIALS SUMMARY

Recommended U.S. Equivalency: Bachelor's degree in business administration and Master of Business Administration from a regionally-accredited institution of higher education

Total Recommended Semester Credit Hours and Cumulative Grade Point Average 141.50 2.49

Credential I of IV

Country of Study: England
Institution: Pearson Education Ltd.
Foreign Credential: BTEC Level 5 Higher National Diploma, 2015
Program of Study: Business (Human Resource Management)
Length of Program: 2 years beyond 13 years of elementary, secondary and pre-university education
Recommended U.S. Equivalency: *Completion of two years (73 semester credit hours) of undergraduate study of business administration at a regionally-accredited institution of higher education*
Grade Conversion: Distinction = 4.00/A, Merit = 3.00/B, Pass = 2.00/C

COURSE ANALYSIS

	Recommended U.S. Equivalents	
Subject	Credits	Grades
COURSEWORK COMPLETED BY AUGUST 2015		
Business Environment	4.00	4.00/A
Managing Financial Resources and Decisions	4.00	3.00/B
Organisations and Behaviour	4.00	3.00/B
Marketing Principles	4.00	3.00/B
Aspects of Contract and Negligence for Business	4.00	2.00/C
Business Decision Making	4.00	3.00/B
Business Strategy	4.00	3.00/B
Research Project	5.00	2.00/C
Human Resource Management	4.00	4.00/A
Managing Human Resources	4.00	3.00/B
Human Resources Development	4.00	3.00/B
Employee Relations	4.00	4.00/A
Personal and Professional Development	4.00	2.00/C
Working with and Leading People	4.00	4.00/A
Managing Business Activities to Achieve Results	4.00	4.00/A
Managing Communications Knowledge and Information	4.00	3.00/B

Marketing Intelligence	4.00	4.00/A
Business Work Experience	4.00	2.00/C

Recommended Semester Credit Hours and Cumulative Grade Point Average:	73.00	3.10
--	--------------	-------------

Credential II of IV

Country of Study:	England
Institution:	Pearson Education Ltd.
Foreign Credential:	BTEC Level 7 Extended Diploma, 2016
Program of Study:	Strategic Management and Leadership
Length of Program:	1 year beyond a qualifying first degree
Recommended U.S. Equivalency:	<i>Completion of a graduate-level certificate program in management at a regionally-accredited institution of higher education</i>
Grade Conversion:	Distinction = 4.00/A; Credit = 3.00/B and Pass = 2.00/C.

COURSE ANALYSIS

Recommended U.S. Equivalents

Subject	Credits	Grades
COURSEWORK COMPLETED BY JULY 2016		
Developing Strategic Management and Leadership Skills	2.00	2.00/C
Professional Development for Strategic Managers	1.00	2.00/C
Strategic Change Management	2.00	2.00/C
Strategic Marketing Management	2.00	2.00/C
Corporate Communication Strategies	2.00	2.00/C
Strategic Human Resource Management	2.00	2.00/C
Strategic Planning	3.00	2.00/C
Managing Financial Principles and Techniques	3.00	2.00/C
Research Methods for Strategic Managers	3.00	2.00/C
Project Development and Implementation for Strategic Managers	4.00	2.00/C

Recommended Semester Credit Hours and Cumulative Grade Point Average:	24.00	2.00
--	--------------	-------------

Credential III of IV

Country of Study:	England
Institution:	University of Worcester
Foreign Credential:	Bachelor of Arts, 2017
Program of Study:	Business Administration
Length of Program:	3 years beyond 13 years of elementary, secondary and pre-university education
Dates of Attendance:	2015-2017
Recommended U.S. Equivalency:	<i>Bachelor's degree in business administration from a regionally-accredited institution of higher education</i>

Notes: Student was awarded advanced standing based on coursework completed in Credential I above
Grade Conversion: A+/A/A- = 4.00/A, B+/B/B- = 3.33/B+, C+/C/C- = 2.67/B-, D+/D/D- = 2.00/C, E/F/H = 0.00/F

COURSE ANALYSIS

Subject	Recommended U.S. Equivalents	
	Credits	Grades
2015-2016		
Business Research Methods	4.00	2.00/C
Business Strategy	4.00	2.00/C
International Marketing Strategy	4.00	2.67/B-
Business Analysis and Decision Making	4.00	2.00/C
Strategic Operations and Quality Management (1st attempt)	(4.00)	0.00/F
Management and Organisational Behaviour (1st attempt)	(4.00)	0.00/F
Business-to-Business Marketing	4.00	2.00/C
Management Accounting and Finance (1st attempt)	(4.00)	0.00/F
2016-2017		
Strategic Operations and Quality Management (passed on 2nd attempt)	4.00	2.00/C
Management and Organisational Behaviour (passed on 2nd attempt)	4.00	2.00/C
Management Accounting and Finance (passed on 2nd attempt)	4.00	2.00/C
Recommended Semester Credit Hours and Cumulative Grade Point Average:	32.00	1.52

Credential IV of IV

Country of Study: England
Institution: University of Northampton
Foreign Credential: Master of Business Administration, 2018
Program of Study: Business Administration
Length of Program: 1 year beyond a qualifying first degree
Dates of Attendance: 2017-2018
Verification: Authenticated
Recommended U.S. Equivalency: *Master of Business Administration from a regionally-accredited institution of higher education*

Notes: Student was awarded advanced standing based on coursework completed in Credential II above
Grade Conversion: University of Northampton: grading scale is based on A+ - F with C- as the minimum passing grade: A+/A/A- = 4.00/A, B+/B/B- = 3.33/B+, B = 3.00/B, C+/C/C- = 3.00/B, F = 0.00/F

COURSE ANALYSIS

Subject	Recommended U.S. Equivalents	
	Credits	Grades
2017-2018		



Critical Issues in Business	2.50	3.33/B+
Business Research Project	10.00	3.33/B+
Recommended Semester Credit Hours and Cumulative Grade Point Average:	12.50	3.33

Comments:

This evaluation is advisory only. The recipient retains the right to accept, modify or reject the recommendations listed herein. This file will be retained for five years from the date of file initiation. Inquiries about this evaluation must be submitted in writing within thirty days of the date listed at the top of page one of the evaluation. Verification progress may be delayed due to COVID-19-related school closures.

SpanTran: The Evaluation Company is a member of the National Association of Credential Evaluation Services / NACES.

Records pertaining to this file will be retained until 7/22/2025

Prepared by:

Ildiko Bors / ST
Senior Credentials Evaluator
Issuing Office - Houston, TX





General Information and Policy Statements for Services

Located in Houston, Texas, New York, New York, Miami, Florida (intake office), and Los Angeles, California (intake office). SpanTran: The Evaluation Company referred to herein as *SpanTran*, provides academic credential evaluations, verification, and translations. SpanTran was incorporated in Texas in 1989, and joined the National Association of Credential Evaluation Services (NACES®) as a regular member in 1996.

SpanTran does not discriminate on the basis of race, disability, religion, gender, national origin, or age. However, as a private company not supported by any governmental or public funds, SpanTran retains the right to decline to provide services according to internal business practices and policies.

SpanTran retains evaluations and translations for five years from the date of file initiation. Questions regarding completed services must be submitted in writing within 30 calendar days of the date the evaluation was issued. Questions submitted after 30 calendar days must be submitted in writing, and accompanied by a non-refundable revision fee of \$50.00. This fee covers administrative costs and does not guarantee that any modifications will be made to the evaluation.

Credential Evaluation Policies

The U.S. government does not set standards for the evaluation of foreign educational credentials. SpanTran bases its evaluations on extensive in-house research, information gained through participation in professional development opportunities, and on-line and print resources. SpanTran is a member of NACES® but evaluation methodologies and outcomes vary among NACES member organizations. The recipient retains the right to accept, modify, or reject the recommendation(s) listed on the evaluation.

SpanTran does not knowingly evaluate falsified or altered documents. In cases of confirmed forgeries, SpanTran shares this information with NACES member organizations and notifies other entities as deemed appropriate.

General Analysis evaluations state recommended U.S. equivalency/ies and establish recognition/accreditation. Course Analysis evaluations additionally list coursework with a converted U.S. grade and credit value for each course, and a cumulative grade point average. Divisional Course Analysis evaluations provide the same information and also indicate the course level as follows: L = lower level (required prerequisites and entry-level undergraduate coursework), U = upper level (advanced-level undergraduate coursework), and G = graduate level (beyond undergraduate level coursework). Engineering and Teacher Course Analysis evaluations group courses by category. Nursing Course Analysis evaluations provide the same information as Divisional Course Analysis evaluations, and also include clinical and/or practical training if listed on the submitted documentation.

Course Analysis evaluations include recommended U.S. semester credit hours. In the U.S., one semester credit hour requires a minimum of 15 contact hours of theoretical instruction or 30 to 45 contact hours of laboratory and/or practical instruction per semester. A typical student enrolled in full-time studies in U.S. higher education earns approximately 30 semester credit hours per academic year.

SpanTran converts foreign academic credits, units, hours, etc. into U.S. semester credit hours regardless of the number of foreign credits, units, hours earned or completed. Courses may be assigned a lower number of U.S. semester credit hours than the applicant expects to receive; some courses may receive only one or two credits while others may receive no credit at all. Evaluations state the total recommended credit hours and may list courses for which no U.S. credit is recommended.

Foreign grades are converted to U.S. letter grades based on the 4.00 system. Letter grade values are generally: A = 4.00, A- = 3.67, B+ = 3.33, B = 3.00, B- = 2.67, C+ = 2.33, C = 2.00, C- = 1.67, D+ = 1.33, D = 1.00, D- = 0.67/D-, F = 0.00. A grade point average/GPA is a weighted average by which recommended credits per course are multiplied by the 4.00-based grade per course arriving at quality points. The total number of quality points are then divided by the total number of attempted credits. SpanTran lists the equivalent grade per course, including failures, incomplete, withdrawn, and pass grades. Failures are included in grade point average calculation. In cases of pass/fail grades, pass grades are awarded credit but not factored into the grade point average. If a specific course is attempted multiple times, the evaluation only includes the first and final attempts. The cumulative grade point average/CGPA will reflect both grades.