M.B.A. program provides critical leadership skills and pathway to award-winning career for Army veteran

Full-time dad, husband, and Virginia Beach police officer finds time for online education

Demonstrating commitment to responsible stewardship, alum now advises and counsels college students

Albertus Barnes shows us how she manages family, church, and working full time — all while staying focused on her graduate studies
Welcome to Achieve! Within the following pages you will have an opportunity to read about Saint Leo University graduate students, faculty, and alumni. Despite the diversity of their backgrounds and experiences, their stories share common themes of professional achievement and dedication to Saint Leo University’s core values of Excellence, Community, Respect, Personal Development, Responsible Stewardship, and Integrity. Both faculty and students bring a wealth of experience to the classroom, and it is within this collaborative environment that students deepen their knowledge, hone their critical thinking, and develop as leaders.

Although firmly grounded in a history that began back in 1889, Saint Leo University provides innovative programs that address current and emerging issues in their fields. From globalization to critical incident management to gerontology, students complete their graduate degrees prepared for the future and the challenges and opportunities it provides. If your goals for the future and the challenges and opportunities it provides. If your goals.

The Graduate Admissions team looks forward to helping you take the next steps in achieving your goals. Contact your enrollment counselor today at 800-707-8846 or grad.admissions@saintleo.edu
Tom Kempton loves a challenge. When the veteran construction project manager had to choose between retiring to his farm in Costa Rica after a successful career or going back to school, he chose school. “For me it was important that not only earn my degree, but perform at the highest level possible because I was challenged by my colleagues,” says Kempton.

His plan was to pick up where he’d left off in 1969 when he was attending university in Ohio and was unexpectedly drafted into the Army during Vietnam. After the war he went into the private sector working on construction projects and then worked for the Army Corps of Engineers in the Middle East in the 1970s and early ’80s.

After returning to the states in 1983, he lived in Florida and attended classes at Saint Leo University’s University Campus. In 1984, with credits left to complete, he moved to Los Angeles to continue managing large commercial and military construction projects.

“This M.B.A. has opened up new avenues and areas of interest for both people around me and myself.”

Over the years Kempton enjoyed professional success and accrued several prestigious industry awards. After the recession hit and construction activity dipped he decided to finish his degree and enrolled Saint Leo University from his time on campus.

“I selected Saint Leo very specifically after researching several universities because of its values,” says Kempton. “It was very important – especially in this business environment – that the values were maintained. It’s a world out there where people are challenged by ethical and moral values and Saint Leo challenged me to maintain and keep those values.”

Kempton enrolled in the university’s undergraduate online business administration program with a minor in construction management and attended classes while working and living in Los Angeles.

“The classes are challenging and well structured. I spent a lot of hours studying, plus many hours late at night, but it was well worth it,” he says. “The interaction between students and faculty was wonderful. Professors were very helpful. Not only did Kempton graduate in 2008, he maintained a high grade point average throughout the program.

LEADING BY EXAMPLE

Kempton then decided to return to SVU to pursue an M.B.A. – a move that, once again, got everyone’s attention, including his children. Encouraged by their father’s example, Kempton’s daughters decided to return to school – one for a master’s degree, another for a bachelor’s. His son also went back to college. “I challenged them saying that if dad can do it, they can do it,” says Kempton.

During the first year of the M.B.A. program Kempton was a full-time student living at home. The second year however, he took a construction job in a war zone in Afghanistan. “At night when there was gunfire all around me, I would lock and load my mind off the noises that surrounded me,” he says. “In the morning I would lock and load and go to my truck. I did that at 65 years old.”

He graduated with high marks in 2010 and continued his career in construction management putting many of the values-based lessons he’d learned in the program into practice on the job.

In 2011, Kempton received the Cambridge Professional of the Year award for leadership and management without peer-selected honor given to those who have demonstrated outstanding leadership abilities and dedication to their industry of expertise.

The issues that I had learned through the M.B.A. program translated into my management leadership skill set. If it weren’t for this degree I wouldn’t have won that particular award.”

MAKING WAY FOR NEW POSSIBILITIES

Kempton’s nephews, having seen him hard at work studying, have since enrolled in college. In 2011, he began teaching a college construction management course something he was unable to do before because it requires an M.B.A.

“The kids that I’m teaching now are just starting out in their careers, and I have become their mentor. They call me not only during the semesters, but in their career moves to discuss their next challenge. It’s interesting how this M.B.A. has opened up new avenues and areas of interest for both people around me and myself.”

Professionally, Kempton says no sign of slowing down. He’s currently working on a $60M LEED Gold project he says will be the centerpiece of the Coronado Island Navy base in San Diego. In the next few to 10 years, he imagines perhaps starting a business in Costa Rica and even going back to R.N. “only because I was challenged to get that next.”

GET TO KNOW Tom Kempton

CURRENT RESIDENCE • Los Angeles, CA

PROFESSION • Construction Management

FAMILY • Wife, two daughters, one son

SAINT Leo EDUCATION • B.S. Business Administration, ’84; M.B.A., ’10

PROGRAM HIGHLIGHTS Master of Business Administration

★ Program requires 36 credits with elective internship course.

★ Take up to two courses per eight-week term and complete program in as fast as one year.

★ Choose from six business concentrations, including accounting and marketing.

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THE DEMAND WAS CLEAR: Students graduating from Saint Leo University’s undergraduate program in social work wanted to pursue a Master of Social Work (M.S.W.) at their alma mater. So in 2008 Dr. Cindy Lee, chair of the Undergraduate Social Work Department at the time, was tapped to become director of graduate studies and develop a full-time M.S.W. program that would take place entirely online—something few, if any, universities had ever attempted.

Dr. Lee says that at the university has long been a leader in the online learning arena, the Master of Social Work Program is different because the curriculum depends on faculty’s ability to observe and assess student skills during role-playing scenarios that would be difficult to accomplish in a typical online format where students complete assignments independently.

“The M.S.W. is a professional skills degree, so we have to see the students actually demonstrate those skills,” says Dr. Lee. The challenge was how to deliver a highly rigorous program with all the advantages of the classroom for students across three states. With the support of Saint Leo University President Dr. Arthur Kirk, Dr. Lee searched for the most advanced web-conferencing technology available. When she saw Blackboard Collaborate™ web conferencing platform, she knew they’d found the right solution.

“This web-con technology afforded us an opportunity to see the students demonstrate their skills. It mimics an on-the-ground classroom,” she says “students can write on the whiteboard, raise their hand, talk to each other, and see each other. They can role play. We can pretty much replicate the face-to-face environment of a classroom.”

The challenges didn’t end there. Now that she’d found a practical way to deliver instruction, it was time to begin earning accreditation with the Council on Social Work Education (CSWE). The accreditation process consists of a series of benchmarks wherein the council reviews the program’s development to ensure it complies with CSWE standards. The program completed and achieved each benchmark with high marks, says Dr. Lee, earning accreditation just four years after its launch.

Dr. Lee says one fortunate byproduct of the accreditation process is that the program has been able to integrate two emerging areas of focus into required courses and electives: gerontology and social work practice with military members and their families.

“These are two key areas because the population is getting older and because of the impact the current wars have having on military members and their families,” says Dr. Lee. “The skills to cope with regular mental health issues, and regarding the military, the many tours they’ve had to endure as well as the particular injuries they have—those are the kinds of things we update in the curriculum.” For instance, Traumatic Brain Injury (TBI) and what impact that has on military members and their families.

“We make sure students are aware of what happens to people who go through war because of the weapons technology and IEDs (improvised explosive devices). We’re always doing work with PTSD (post traumatic stress disorder) but now in the most recent wars there’s been an increase in multiple deployments and TBIs and the impact these experiences have on the families.”

QUALITY AND ACCOUNTABILITY

Prior to teaching at the university, Dr. Lee, who is a licensed clinical therapist, spent five years in the field as an employee assistant professional working with state agencies and private businesses to counsel employees and provide health education workshops. At all she has developed the program, Dr. Lee has remained steadfast in her commitment to produce highly skilled, competent graduates. “I wanted a top-quality rigorous program that prepares students well for work in the field,” she says.

Dr. Lee thinks the program has achieved her goal, and more. The program has already graduated two cohorts, and many students are either hired directly from their internship or receive job offers by the time they graduate.

“We already have a good reputation within the community,” says Dr. Lee, who’s quick to praise her faculty members, chosen for their diverse backgrounds and teaching skills. “Much of the M.S.W. program’s success is due to talented and experienced faculty members who have worked hard to maintain the high standards of the program.”

The program has earned a reputation among students as demanding and rigorous. Dr. Lee has received feedback from many students who say that the effort and commitment the program requires makes them more prepared and confident when they enter the social work field.

“When I receive comments from students who say that they never knew they could do the level of work and that this program has shown them that they’re more than they ever thought they would be to me, that is a huge accomplishment,” says Lee. “Students are saying it changes their lives.”

Great Expectations

Young M.S.W. program has already earned a reputation for rigor, excellence.

This web cam technology afforded us an opportunity to see the students demonstrate their skills. It mimics an on-the-ground classroom.

PROGRAM HIGHLIGHTS: Master of Social Work

- Choose from two concentrations:
  - Advanced Clinical Practice (62 credits): Full-time two-year program or part-time, three-year program; requires one weekend seminar at University Campus and for students to be available during daytime hours for internships.
  - Advanced Standing Program (32 credits): Required B.S.W. degree within the last five years from a CSWE-accredited program.
- Available for students residing in Florida, Georgia, or Virginia.

GET TO KNOW Dr. Cindy Lee

FORMAL TITLE: Director of Graduate Social Work
INSTITUTION: School of Education and Social Services
EDUCATION: B.A., Trinity College; M.S.W., University of Wisconsin; Ph.D., Florida State University
YEARS AT SAINT LEO: 14

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Full-time dad and full-time officer finds opportunity in online education

Jonathan Zemke knew if he ever wanted to become a sergeant in the police force, he needed a bachelor’s degree. But going back to school seemed like a long shot.

As a full-time officer for the Virginia Beach Police Department with two small children and a wife who also works full time, Zemke had struggled with evening courses. Even though the community college he attended was only five minutes from his home, the logistics of attending school at the end of the workday, combined with his family and home responsibilities, proved too much. He needed a more flexible option if he was going to earn a degree.

He heard about Saint Leo University’s online undergraduate program from a radio ad and, with the help of a university recruiter, was able to try out an introductory online class portal to decide if it was right for him.

“I fell in love with online learning at that moment, not just based on the ease of it, but I realized I could do this from home,” says Zemke. “Being a full-time employee, full-time dad, full-time home owner – pool, dogs, cat – I’ve got a lot going on. I needed to be realistic.”

A reservist in the Marines for 6 years, Zemke was deployed to Iraq twice, once in 2003 and again in 2005. He learned from his recruiter about Saint Leo University’s long history serving the military and their families, which he says “sealed the deal” on his decision to attend.

FLEXIBLE LEARNING

Zemke says that after a long day at work, being able to come home, have dinner with his family, and then spend a few hours studying right in his own home office kept him motivated and enabled him to successfully meet his academic goals. As the co-owner of a salon and spa, his wife would often work late in the evenings, leaving him to care for his two young daughters.

After getting them to bed, Zemke would then dedicate two to three hours per night to his coursework. He also found that by waking two hours early in the morning, he was able to get a lot of work done as well. He says that simply communicating his study schedule with his family made managing school and life far easier than he expected.

“There’s nothing more important – even in a marriage – than communication. You have to tell them exactly what’s expected and what’s happening when. If you don’t, the assumption is that you’re open and free,” says Zemke.

Zemke says the master’s program is a rich source of knowledge, and he plans to keep all of his books as a reference, including his favorite, Ethical Dilemmas and Decisions in Criminal Justice.

He says that his degrees have not only fulfilled him intellectually, but have helped him advance in his career. Since September 2012 Zemke has worked for the Department of Defense as a federal officer at the Naval Amphibious Base, Little Creek – the major operating base for the amphibious forces in the United States Navy’s Atlantic Fleet.

Zemke says he would like to continue his education and earn a Ph.D. some day, but for now he has promised to take a break, relax with his family, and watch his girls grow up.

In the meantime, there are shelves of books in the home office to remind him his education isn’t over yet.

“They show me I have so much more to learn. That’s why I want to pursue a doctorate. Knowledge is power.” 

WORTH THE EFFORT

In March 2009, he graduated with a bachelor’s degree in criminal justice. Confident he could succeed in the university’s online master’s program, he decided to pursue a Master of Science in Criminal Justice with a concentration in critical incident management. He soon discovered the demands of the graduate program nearly doubled the amount of work required each night compared to the undergraduate program.

There was also the challenge of learning to write papers according to the Publication Manual of the American Psychological Association (APA). “The APA manual became my secondary Bible,” says Zemke. “The teachers were exceptionally wonderful in pointing things out to all of us. They made you become the best writer you could be. It was a challenge – no doubt about it, but it’s definitely worth the effort.”

Zemke completed the master’s degree program in April 2012. Attaining a graduate degree was not only a personal goal, but it also made Zemke eligible to become a lieutenant captain in the field.

A DEEPER UNDERSTANDING

Zemke feels that by earning an advanced degree he is not only setting a good example for his family, he has gained a much deeper understanding of his profession than he did as a graduate at low enforcement academy.

“The Criminal Justice Program teaches what you didn’t get in the academy, such as case laws. Most of the time people don’t understand why you have to read the Miranda Rights. When I went to Saint Leo for my bachelor’s, I understood why – the case law and where it originated,” he says.

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These days you might catch Karin Glessner sailing along Florida's Nature Coast with her husband on their 32-foot Catalina. She's enjoying a needed break after two years in the Graduate Education Program at Saint Leo University. While in the program she also held a full-time position in student development at Pasco-Hernando Community College.

Today she continues to provide academic advising and financial aid counseling, but her classroom days are over — that is until she decides to go back for her Doctor of Education degree. “I love student development,” says Glessner. “I work at a smaller campus that’s collocated [with administration and students]. It’s fun. You build a rapport with your students. Some of them you drag kicking and screaming to that commencement ceremony, but it’s very rewarding.”

Having graduated in April 2011, Glessner is already putting some of the lessons learned in the program to practice with the development of a new initiative at her college that will pair first-term students with advisors so they get more frequent contact during the first semester. She cites research that shows that if freshmen are successful their first semester and feel committed to the school, they are more likely to graduate.

“I worked hard. I felt that we were at a level where you couldn’t slack. If somebody thinks this is an easy degree to get, it’s not for them. The expectations of the instructors are high, but they’re willing to work with you.”

Another complicating factor was that the military continued to close installations forcing her to travel ever further to get to class. She graduated with a bachelor’s degree in 1993. “That’s how I ended up with my last class in Berlin. It was a one-week intensive course. I was the commencement speaker and told the story that you miss so many of the events in your children’s lives. My daughter is 30 years old. Once a year, she mentions how I missed her eleventh birthday party because I had to be out of town to take a class I needed to finish my degree.”

In 1995 the family was sent to Kansas City, MO where Glessner began working at a community college and “fell in love with education.”

“There were students who couldn’t pass the nursing exam, not because they didn’t have the intelligence but because they didn’t have the language skills. I inquired and found out there are actually classes for ESL (English as a second language). I started volunteering and then somebody suggested I pursue a degree so I could teach it.”

Glessner earned a master’s in ESL from the University of Kansas in 2001 and began teaching at the University of Missouri-Kansas City, Kansas City Community College, and Johnson County Community College.

“I thought that would be the end of my own educational journey. Then we moved to Florida in January of 2007. I assumed there would be lots of opportunity to teach ESL but much to my surprise there wasn’t a program in the area. I started working in the student development department at Pasco-Hernando Community College.”

A colleague told Glessner about Saint Leo University’s Graduate Education Program. Glessner appreciated how online access provides opportunities for working adults to earn a degree. She recalls that while taking a course in Germany, she met an officer who had over 200 credit hours but was still unable to graduate.

“Every time he got close to finishing, he would be deployed or moved. He couldn’t transfer a lot of the credits, so he would have to start again. He was finally finishing his degree, but that’s just sad,” says Glessner. “With online, [military] can sit in the desert and sign in.” Glessner also appreciated the professional experience of the faculty and the relevance of the coursework. “A lot of us took many of the ideas and used them in our own work. They were very applicable and practical and always grounded in solid research and theory.”

LESSONS IN VALUES

Glessner says the integration of the university’s six core values — excellence, community, respect, personal development, responsible stewardship, and integrity — influenced how she learned and now applies her skills on the job. “In every course we took, there were two or three values that you always had to refer to in your writing or postings or in discussion. This brought a whole different dimension to the courses that was unique to Saint Leo University and very valuable. Plus, I brought my writing and analytical thinking to a whole different level. It’s not just, what did I read and what could it mean? But what does it mean in terms of excellence, responsible stewardship or integrity?”

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Aside from working and program development, Glessner is looking forward to some much needed rest and relaxation until she’s ready to go back for her doctorate. With an Ed.D., she hopes to one day hold a director-level position or become an assistant dean of student development.
Some may wonder how Albertus Barnes manages to balance a double concentration with work and family responsibilities, but this Saint Leo student proves that with the right motivation, you can achieve beyond expectations.

Although a high achiever with a professional background in advertising, “I was afraid to go back to school,” admits Barnes. For nearly a decade, Barnes worked in radio sales and advertising. When the economic downturn hit, advertising plummeted and Barnes’ career suffered an upheaval. At that point Barnes realized that her career security depended upon furthering her education. In 2010 she completed her undergraduate degree. She first learned about Saint Leo University’s online M.B.A. program from her cousin who had graduated from the program. Boldered by her positive undergraduate experience, Barnes decided to keep going. Even before her undergraduate commencement ceremony that July, she applied and was accepted to the M.B.A. program.

“Before I participated in commencement, I started my M.B.A. program. That’s how excited I was about going back to school,” says Barnes.

Barnes decided to pursue two concentrations to broaden her professional opportunities. Barnes has already completed a marketing concentration and will complete health care management this year.

“By doing two concentrations, I feel like I’ll open the door to more opportunity,” she says. “I knew that I needed an advanced degree to be able to take care of myself and be independent.”

At the time she began her M.B.A., Barnes was going through a divorce, working full time, and also caring for her ill mother who lives out of state. Between working and studying, she traveled back and forth, driving her mother to appointments with specialists. “Sundays are for family and going to church. I utilize my time very well. I post a lot of my assignments at lunch so I can have more free time in the evening. It becomes second nature once you set up a schedule.”

“Tired as I was, I knew that I would be a great professor,” says Barnes. “I’ve been studying this, doing research, envisioning myself teaching. I believe you can do it.”

Students are for family and going to church,” she says. “I tell my friends very well I post a lot of my assignments at lunch so I can have more free time in the evening. It becomes second nature once you set up a schedule.”

That said, Barnes admits that at times her graduate online classes have been more challenging than those she attended as an undergraduate in a traditional classroom. Faculty members are extremely accessible, however, and respond quickly to her questions. Ultimately, success in the program depends on how much time and effort a student is willing to invest. “If you really want to achieve something, I believe you can do it,” says Barnes. “Honestly, though, you have to be self-motivated.” She has embraced her life as a student, maintaining a nearly perfect grade point average. She has enjoyed her time at the university so much that now she has a new dream: to teach undergraduate business courses. By December of this year, she will have completed both concentrations and will then be eligible to teach.

“A couple of my professors have indicated that I would be a great instructor because my work is so thorough. They planted a seed in my head,” laughs Barnes, who has learned not to second-guess herself when she sets a goal.

“I’ve been studying this, doing research, envisioning myself doing it, talking to God about it. I feel good about it. If I think about it, there’s going to be some action behind it.”

Albertus Barnes at the Harvey Gantt Center for American Arts & Culture Center in Charlotte, North Carolina

Some may wonder how Albertus Barnes manages to balance a double concentration with work and family responsibilities, but this Saint Leo student proves that with the right motivation, you can achieve beyond expectations.
Dr. Robert Diemer always wanted to be a cop. After a 26-year career in law enforcement, the Saint Leo University director of graduate studies in criminal justice now draws on his real life experience to continually shape a graduate program that not only adapts to the threats and needs of modern law enforcement, but also teaches students how to survive ethically — something he says is overlooked in many university and training programs.

"Officers have to earn the authority from the community to do their job — they don’t get it just by wearing a badge," says Dr. Diemer. "The public requires officers to act in a manner in which no one else will, and in the heat of a bad situation, an officer can’t lose control. Ethical survival classes teach officers how to build a career based on integrity.”

Ethical situations, he says, run the gamut, from what officers should do to protect informants, to how they handle an arrest or clear a house. As a young officer starting out, he noticed a lack of training in the police academy. Officers were not adequately prepared to safely and ethically deal with common situations encountered in the field.

“When I first started in law enforcement, there really was no formal training,” he says. “I made a lot of procedural errors. Everything was on-the-job training. That inspired me to teach police officers about undercover work and how to do it the right way.”

A native New Yorker, Dr. Diemer began his career in 1977 on street patrol. Shortly after, he and his wife relocated to Florida and in 1992, he was appointed to run the state drug task force and worked homicide internal affairs. In 1999, he was appointed chief of criminal investigations for the Department of Environmental Protection Division of Law Enforcement.

Criminal Justice Graduate Program emphasizes practical and ethical survival skills

A PROGRAM FOR WORKING OFFICERS

After relocating to Florida, he earned a bachelor’s degree in criminal justice from Saint Leo University. Dr. Diemer recalls that at that time, the university’s undergraduate Criminal Justice Program was the only weekend program available for working police officers in the Tampa area.

“I owe all the credit for Saint Leo University’s undergraduate Criminal Justice Program to professor Barry Glover. He was a captain and taught at Saint Leo as an adjunct. He’s the one who built the program. It was through his leadership that we have the master’s program. It was well known, well respected, and student-friendly. It was for the working adult, and that’s why we had a thriving weekend program.”

Dr. Diemer then went on to earn a master’s in education and a doctorate in criminology and social psychology. Since 1989, he has guest lectured at the university and throughout the country for organizations such as the Narcotics Officers Association, Regional Organized Crime Information Center, and the Department of Justice. In 1996, he began teaching at the university as a part-time adjunct faculty member. After retiring from the force in 2003 he became a full-time professor in the university’s department of criminal justice.

“I retired from law enforcement on a Friday and started at Saint Leo on Monday.”

He says after 9/11 universities jumped on the bandwagon offering a specialization in homeland security because that was the最先. Later, he says, universities began offering a forensic science specialization because of popular TV shows like CSI.

“Students were demanding these programs.”

Since terrorism is only one component of the skill set law enforcement professionals need to manage natural and man-made emergencies, Dr. Diemer met with the university’s administration and suggested developing a critical incident specialization.

“It doesn’t matter if it’s a terrorist situation — it could be an overturned tanker with hazardous material or a hostage situation,” he says. “We developed critical incident management specialization when no other university had it.”

PRactical skills

Next, Dr. Diemer turned to experts in the field to teach the program — Dr. Eloy Nunez and Dr. Ernest Vandrell. Dr. Nunez was second-in-command coordinating security for the Republican National Convention in Miami. He and Dr. Vandrell were responsible for coordinating police security and response for the World Series and Super Bowl.

“Most universities will hire someone who has a degree but has never been in the field. What makes Saint Leo University’s Criminal Justice Program unique is that everyone who teaches in the program is a practitioner in the field,” says Dr. Diemer.

The Master of Science in Criminal Justice Program has grown to offer five additional specializations and, due to the increased demand for training in emergency management, the program now offers a Master of Science in Critical Incident Management.

No matter the specialization, all students are required to take four foundation courses, including the ethics course, which Dr. Diemer teaches. After that, students choose six elective courses they feel best suit their educational needs.

Dr. Diemer is quick to praise the faculty and staff who have worked diligently to make the program successful and respected.

“I might be the director, but it has been the professionals who have joined our program who have developed the classes, and continue to keep it timely and relevant,” he says.

He says what sets Saint Leo University’s program apart is its focus on practical application. Students are expected to conduct a research project aimed at improving law enforcement practices.

“One student conducted research on the benefits of red light cameras. He presented it to the city and now they have red light cameras due to his project. We are a practitioner-based university. We focus on the students bringing their education into the real world.”

...
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Saint Leo University is on a mission – to educate and prepare our students to make better lives for themselves and their communities.

Benedictine monks and nuns founded Saint Leo University in 1889. We emphasize today the core Benedictine values of community, respect for all, and responsible stewardship, along with excellence, personal development, and integrity. We work hard to fulfill our mission and establish environments that manifest these values – through our online graduate programs and at our Education Centers, including the Adult Education Center at University Campus.

As part of our mission as a university serving community and student needs, Saint Leo University offers graduate degree and post-baccalaureate certificate programs in accounting, business, criminal justice, critical incident management, education, social work, and theology.

Each of these programs is designed to assist professionals in meeting challenging career goals, and to prepare them for the rapidly changing professional world in which they live and work.

Saint Leo University is committed to policies that ensure that there is no discrimination on the basis of age, gender, race, color, creed, religion, national origin, or disability. The university is an Affirmative Action Equal Opportunity employer.

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