



**Lutheran Metropolitan Ministry**  
**Workforce Development Technical Education**  
**2023-2024 Catalog**

*Revised 03/07/23*



**Registration No. 15-03-2063T**

|  |           |
|--|-----------|
| <b>Institutional Information .....</b>                         | <b>2</b>  |
| <i>Institutional Mission.....</i>                              | <i>2</i>  |
| <i>Location.....</i>   | <i>2</i>  |
| <i>School Calendar.....</i>                                    | <i>2</i>  |
| <i>Programs Offered.....</i>                                   | <i>3</i>  |
| <i>Admissions Policy.....</i>                                  | <i>3</i>  |
| <i>Transfer Policies.....</i>                                  | <i>4</i>  |
| <i>Enrollment and Orientation.....</i>                         | <i>6</i>  |
| <i>Program Costs and Financial Assistance.....</i>             | <i>6</i>  |
| <i>Grading System.....</i>                                     | <i>14</i> |
| <b>Student Code of Conduct.....</b>                            | <b>15</b> |
| <i>Attendance Expectations.....</i>                            | <i>15</i> |
| <i>Lutheran Metropolitan Ministry Drug Free Statement.....</i> | <i>16</i> |
| <i>Student Behavior Expectations.....</i>                      | <i>17</i> |
| <i>Academic Misconduct.....</i>                                | <i>17</i> |
| <b>Student Rights.....</b>                                     | <b>18</b> |
| <i>Student Grievance Policy.....</i>                           | <i>18</i> |
| <i>Student Data Collection and Access Procedures.....</i>      | <i>18</i> |
| <b>Student Services.....</b>                                   | <b>19</b> |
| <i>Technology and Media Services.....</i>                      | <i>19</i> |
| <i>Counseling Services and Academic Advisement.....</i>        | <i>19</i> |
| <i>Learning Resources and Accommodations.....</i>              | <i>20</i> |
| <i>Placement Assistance.....</i>                               | <i>20</i> |
| <b>Program Information.....</b>                                | <b>20</b> |
| <i>Culinary Arts Training Program.....</i>                     | <i>20</i> |
| <i>Hospitality Training Program.....</i>                       | <i>22</i> |
| <i>Advanced Culinary Arts and Hospitality Program.....</i>     | <i>23</i> |
| <i>Associate of Applied Science in Culinary Arts.....</i>      | <i>24</i> |
| <b>Course Descriptions.....</b>                                | <b>26</b> |
| <b>Workforce Development Faculty and Staff Directory .....</b> | <b>32</b> |

## Institutional Information

### Institutional Mission

Lutheran Metropolitan Ministry's Workforce Development branch aims to provide an avenue for employment by empowering individuals with a desire for education, with a priority for those who are oppressed, forgotten or hurting. Our educational programs focus on vocational, career and/or life skills training to prepare graduates for successful employment and career pathways.

### Location

4515 Superior Ave  
Cleveland, OH 44103  
216.696.2715

Lutheran Metropolitan Ministry's technical education programs are located at the Richard Sering Center, located at 4515 Superior Avenue, Cleveland, OH 44103. The Richard Sering Center consists of a twostory building which includes multiple classrooms, a media center, staff and faculty offices, and a commercial kitchen. There is also a large common area which serves as a lunchroom and event space.

### School Calendar

Lutheran Metropolitan Ministry operates from 9 AM to 5 PM, Monday through Friday, with the following exceptions:

- New Year's Eve
- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Juneteenth
- Labor Day
- Thanksgiving Day and the Friday following
- Christmas Eve
- Christmas Day

Beginning and ending dates for each quarter in 2023 are as follows:

- Winter Quarter: January 3<sup>rd</sup>-March 24<sup>th</sup>
- Spring Quarter: April 3<sup>rd</sup> – June 23<sup>rd</sup>
- Summer Quarter: July 5<sup>th</sup> – September 22<sup>nd</sup>
- Fall Quarter: October 2<sup>nd</sup> – December 22<sup>nd</sup>

All classes will also be suspended during the following break weeks in 2023:

- March 27 - 31
- June 26-30
- September 25-29
- December 25 - 29

### School Closures

Classroom instruction will follow the same "Snow Day" policies as the Cleveland Municipal School District. If Cleveland schools close due to inclement weather, "classroom" instruction will be cancelled for that day as well. This policy does not include scheduled work experience course hours (as part of program or not). It is the responsibility of the student to check if class is cancelled or not. Students are advised to utilize local news channels, the internet, or call centers.

## **Programs Offered**

The Culinary Arts Training Program is a six (6) month intensive culinary training program to prepare students for entry level employment in the culinary field. The program is designed to provide job skill training and work experience in the culinary arts, food delivery, and catering. The program incorporates formal culinary curriculum with work experience and job readiness instruction.

The Hospitality Training Program at Lutheran Metropolitan Ministry is a nine (9) month intensive hospitality training program that builds on the skills developed in the Culinary Arts certificate program to prepare students for entry level employment in other areas of the hospitality field or mid-level positions in the culinary field specifically. The Program is designed to provide job skill training and work experience in both food service and customer service. The program incorporates formal hospitality curriculum with work experience and job readiness instruction.

The Advanced Culinary Arts and Hospitality Program is an eighteen (18) month intensive training program that builds on the skills developed in the Culinary Arts and Hospitality Programs to prepare students for mid-level employment and entry-level management in the culinary arts and other hospitality fields. The program is designed to provide job skill training and work experience in food service, customer service, and business development and management. The program also incorporates general education in food studies and other humanities topics, in order to prepare graduates with a diverse skill set that will enable them to thrive in the evolving food service and hospitality industries.

The Associates of Applied Science in Culinary Arts is an eighteen (18) month intensive training credit bearing degree program which prepares students for mid-level employment and entry-level management in the culinary arts and other hospitality fields. The program is designed to provide job skill training and work experience in food service, customer service, and business development and management. The program also incorporates general education in food studies and other humanities topics in order to prepare graduates with a diverse skill set that will enable them to thrive in the evolving food service and hospitality industries.

## **Admissions Policy**

The College uses a wholistic approach to identify students who will contribute to our community. The school does not discriminate based on age, race, sex, orientation, religion, ethnic origin, or disability. Acceptance is based on meeting the following requirements:

- Demonstrate appropriate grooming and hygiene practices.
- Be willing and able to follow dress code.
- Currently in housing, or have plans to gain housing.
- Reliable transportation to the training location.
- Desire for employment.
- No outstanding warrants (however, assistance will be given to those who do on a case-by-case basis).
- Must possess high school diploma or GED to be considered for enrollment in the Associate of Applied Science in the Culinary Arts.

In addition to meeting the above institutional admission requirements, students must also meet the admission requirements for the specific program in which they wish to enroll.

## **Transfer Policies**

### **Transfer of Students Between Programs**

Students interested in transferring between programs are required to meet with an academic advisor and submit an Internal Transfer Request Form. Transfer requests will be granted on a case-by-case basis and only to students in good academic standing.

### **Transfer of Students from Other Institutions**

Transfers of students from other institutions are considered on a case-by-case basis. Students applying to transfer are required to submit a copy of their transcript and follow the same admission procedure as new students. They must meet with an academic advisor to discuss required courses and hours for their desired program as well as potential course sequences prior to transfer acceptance. Transfer Credits from outside institutions can only make up 50% of credits applied toward the Associate Degree.

### **Transfer of Credits**

Students whose request to transfer between programs is approved will have their credits transferred automatically. Students who are accepted to transfer from other institutions may apply to have their credits transferred if the granting institution is fully licensed and accredited. Course credits are considered individually and students may be asked to submit a copy of the syllabus or other description of the course content in addition to their full academic transcript. In order to transfer, credits must be categorized as either technical or general education, and students who transfer credits must still meet the minimum requirements in each category for their program.

### **What is transfer credit?**

Transfer credit refers to the credit a high school, college, or university grants for prior learning. When you move from one college or university to another, the credit from the courses and degrees you took at the old institutions might or might not be accepted by your new institution. Each educational institution makes its own decisions about accepting transfer credit.

### **TRANSFERRING CREDIT TO LMM**

It is the student's responsibility to send official transcripts from former colleges to the Admissions and Records Office before being admitted. Transcripts received become the property of LMM. You must request transcript evaluations by submitting a transcript evaluation form to the Admissions and Records Office. Transcript evaluation forms may be found at the Admissions and Records Office.

### **GENERAL REGULATIONS GOVERNING TRANSFER OF COLLEGE CREDIT**

1. The college from which credit is to be transferred must be accredited either at the national or regional level.
2. Courses with a letter grade of C or better transfer with the corresponding number of semester hours.

3. Courses that are not applicable to programs at LMM may not transfer or fulfill degree requirements.
4. When a course has been repeated for credit, the highest grade and hours will determine the acceptance of the course.
5. Transfer grades earned at other institutions are not included in computing the cumulative GPA at LMM.
6. College transcript evaluations are completed within two to four weeks after a transcript evaluation form has been submitted to the Academic Program Manager's Office. To check the status of an evaluation, a student can contact the Academic Program Manager.

#### TRANSFER DISPUTE RESOLUTION

Transfer disputes may arise when a lower-division course is not accepted for credit by an institution of higher education. To qualify as a dispute, the course(s) in question must be offered by the institution denying the credit (receiving institution), or in the case of upper-level institutions, must be published as a lower-division course accepted for fulfilling lower-level requirements. Additionally, the sending institution must challenge the receiving institution's denial of credit.

#### GROUNDINGS FOR DENIAL OF ADMISSION

If, upon an examination of the applicant's personal history and a thorough pre-admissions interview, the College considers it probable that the applicant displays a pattern of behavior would be disruptive, LMM may deny admission or may admit on a provisional basis with certain conditions required.

#### TRANSFERING CREDITS AWAY FROM LMM

LMM works hard to offer industry-standard courses that are widely accepted by other institutions. If a student wishes to continue on to another institution, our Academic Programs Office will work individually with the student to navigate the transference of maximum credits to the receiving institution.

#### ARTICULATION AGREEMENTS

Articulation Agreements are formal agreements, or partnerships, between two or more Colleges and Universities. It is an official guarantee that classes completed at one school will be accepted when a student transfers to another school. Articulation agreements are essentially a partnership between two institutions to recognize credits toward a degree.

LMM is working to formalize agreements with several schools in the greater Cleveland area, as well as across the state of Ohio. Once finalized, the list of Articulated Institutions will appear below, and will be updated every quarter with the re-publishing of the Course Catalog.

## **Enrollment and Orientation**

Diploma and AAS programs begin quarterly. Applications are accepted and interviews are conducted in the month prior to the beginning of each quarter, with class rosters finalized in the week prior to the new quarter.

Prospective students receive an initial orientation to the programs and services of the institution when they complete and submit applications with licensed clinical social workers. They then attend an orientation session prior to beginning classes, which covers the program structure and available activities and services. Students are encouraged to ask questions throughout the enrollment and orientation process and administrators are available to answer any questions. There are no information technology requirements for enrollment in any LMM programs.

## **Program Costs and Financial Assistance**

### **Tuition**

Tuition is calculated as follows:

- \$175 per credit hour from 1-12 credits.
- After 12 credits up until 16 credits, full time rate is capped at \$2100 per quarter.
- After 16 credits, full time rate applies with additional costs per credit hour added.

### **Tuition and Fees for Current Term:**

|                                |   |
|--------------------------------|---|
| Registration Fee.....          | included in tuition   |
| Book Fee.....                  | borrowing privilege included in tuition; cost assigned for failure to return. |
| Laboratory Fee.....            | included in tuition   |
| Full Time Tuition.....         | \$2100.00   |
| Total Cost (Full Time Cap).... | \$2100.00   |

Tuition and fee charges are subject to change at the school's discretion. Any tuition or fee increases will become effective for the school term following student notification of the increase.

### **Refund Policy**

Students are encouraged to work with our Financial Aid office in order to avoid incurring any financial obligations before, during, or after participating in vocational training programs. If a student fails to complete the program, they are required to return their uniform and remove all personal property from the premises.

Students who have not visited the school facility prior to enrollment have the opportunity to withdraw without penalty within three days following either attendance at a regularly-scheduled orientation or following a tour of the facilities and inspection of the equipment.

Refunds for books, supplies, and consumable fees ever applied shall be made in accordance with Ohio Administrative Code section 3332-1-10.1 If the student is not accepted into the training program, does not begin classes or withdraws on the first day of classes, all monies paid by the student shall be refunded within 45 days of the class start date. Refunds, when due, are made without requiring a request from the student. If any fee or tuition were ever to be collected, LMM follows the following provisions in accordance with Council on Occupational Education Standards and with the provisions established by Ohio Administrative Code section 3332-1-10:

- (1) For programs of 12 months or less:
  - a. Retention of tuition and fees collected in advance for a student who does not commence class shall not exceed \$100.
  - b. A student who withdraws during the first 10% of the period of financial obligation shall be refunded at least 90% of their tuition.
  - c. A student who starts class and withdraws before the academic term is 15% completed will be obligated for 25% of the tuition and refundable fee plus the registration fee.
  - d. A student who starts class and withdraws after the academic term is 15% but before the academic term is 25% completed will be obligated for 50% of the tuition and refundable fees plus the registration fee.
  - e. A student who starts class and withdraws after the academic term is 25% completed but before the academic term is 50% completed will be obligated for 75% of the tuition and refundable fees plus the registration fee.
  - f. A student who starts class and withdraws after the academic term is 50% completed will not be entitled to a refund of the tuition and fees.
- (2) For programs beyond 12 months:
  - a. Students are not obligated to pay any fees beyond the 12 months if the student withdraws during the first 12 months
  - b. Refunds are calculated as listed above.
  - c. If the student withdraws during any subsequent period following the first 12 months, the student's refund for the unused portion of the tuition applicable to the period of withdrawal is calculated as listed above.

The school shall make the appropriate refund within thirty days of the date the school is able to determine that a student has withdrawn or has been terminated from the program. Refunds shall be based upon the last date of a student's attendance or participation in an academic school activity.

## **Financial Assistance**

Financial aid at LMM is secured with the assistance of our financial aid staff. LMM works with each student individually to limit your out-of-pocket costs. By working with our financial aid advisors, students will have the opportunity to identify the financial aid options available to them in order to make an informed decision about how they will pay for education here at LMM. Each student's financial aid advisor will guide them through each step of the process, including applying for financial aid, to ensure they are taking advantage of all financial aid resources available to them.

The financial aid process at LMM utilizes a number of different options that include the Federal Pell Grant, applicable state and local grants, work study opportunities, and student loans. **Only the Associate's Degree Program is eligible for federal funding under Title IV.** Students will need to complete the FAFSA application to determine their eligibility for qualifying financial aid options prior to enrolling in the Associate's Degree Program.

## **Satisfactory Academic Progress policy (SAP)**

In accordance with the Higher Education Act of 1965, as amended by Congress, LMM has established a minimum Standards of Academic Progress (SAP) Policy. All federal, state, and institutional financial aid programs administered by Lutheran Metropolitan Ministry are covered by this policy.

In order to receive financial aid, you must make Satisfactory Academic Progress (SAP) as defined by the U.S. Department of Education. This includes all students that have completed a Free Application for Federal Student Aid (FAFSA), and wish to receive aid, whether or not they have in the past. These requirements apply to all credits attempted, for part-time and full-time students, for all semesters of enrollment within an academic year, including those semesters for which no financial aid was received. Review of SAP is conducted at the conclusion of each semester by the Financial Aid Office once grades are posted. This review looks at grades received, courses attempted, GPA and pace towards graduation.

Students will be considered to be making satisfactory progress if they meet ALL of the following requirements. Failure to comply with any ONE may result in a loss of financial aid eligibility. Satisfactory Academic Progress is evaluated after the completion of each semester. The U.S. Department of Education measures SAP based on the following:

### **1. Grade Point Average (GPA):**

- Undergraduate Students: must maintain a minimum cumulative GPA of 2.0, and earn a term GPA of not less than 1.0.

### **2. Minimum Credit Hour Completion Percentage:**

- All students must complete at least 67% of their courses each semester.
- Grades of W, X, F and I will be counted as hours attempted but will not be counted as hours successfully passed.
- Students may receive financial aid for developmental classes as defined in the School catalog. Developmental courses are taken as no credit because they do not count toward graduation credits, but they do count in determining the percentage of credit hours attempted for SAP.

### **3. Maximum Time to Complete a Degree/Program (MTF):**

- When an undergraduate student's attempted hours reach 150% of the required hours for the degree (192 hours), the aid will be suspended unless the time frame is extended. This can be done by speaking with your advisor about a max time frame (MTF) plan. All transfer credits count towards the MTF. The act of adding majors or minors is not a plausible circumvention.
- Graduate degrees must be completed by the length of time standards established and monitored by Graduate Studies.

## **How Transfer Credit Affects SAP**

- From Another Institution: All transfer credit that is accepted towards a student's academic program will be counted as both credits attempted and credits earned for purposes of the rate of completion and maximum timeframe calculations. Grades for these transfer courses are not used to calculate CGPA.
- Internal Transfer (Change of Program): Every course a student takes at LMM remains on the transcript and is used to calculate the Cumulative GPA. In general, all courses attempted at LMM will count as both credits attempted and credits earned for the SAP calculation.

## **How Repeated Courses Affect SAP**

- Any repeated course that is designated as an "R", whether repeated because of a failed grade or to receive a better grade, will be counted as credits attempted for SAP calculations to determine rate of completion and maximum time frame calculations.
- Financial aid regulations permit students to repeat a course that has been passed (not an "F" grade) only once in order to earn a better grade. Any additional repeats of previously passed courses are not eligible for federal financial aid nor will they be used to calculate the student's enrollment status for determining federal financial aid eligibility.
- When a course is repeated, the grade of the most recent repeat will be used for the purposes of calculating CGPA. The "old" grade will remain on the transcript and will be followed by an "R". "R" grades are not used in calculating the CGPA.
- Repeating courses can have an adverse effect on the student's rate of completion and maximum timeframe calculations and may affect the student's ability to meet SAP requirements. For this reason, students that are receiving Financial Aid are strongly advised to work closely with their Academic Advisor and the LMM Financial Aid office in order to maintain their eligibility for loans under Title IV.

## **Financial Aid Warning**

Students who fail to meet Satisfactory Academic Progress (SAP) requirements will be placed on financial aid warning during their next semester of attendance. Students may still receive financial assistance while on financial aid warning; however, they must meet all Satisfactory Academic Progress requirements to receive financial assistance during subsequent semesters. Students who are placed on financial aid warning will be evaluated at the end of their warning semester. Failure to meet these SAP requirements will result in the student being placed on financial aid cancellation.

## **Financial Aid Cancellation**

A student's financial aid may be cancelled for any of the following reasons:

- Failure to make progress toward a 2.00 (3.00 for graduate students) Institutional and Overall Cumulative GPA
- Failure to meet the pace (completion rate) required
- Failure to meet the Satisfactory Academic Progress requirements during a warning semester
- Complete withdrawal from the school during a semester for which aid was received
- Failure to complete any credit hours attempted during the semester with a passing grade
- Failure to meet terms of the conditional admission status
- Exceeding the maximum time frame required for completion of your degree
- Being placed on academic suspension by the Office of Records and Registration
- Failure to meet stipulations as mandated by the Satisfactory Academic Progress Appeals Committee in the granting of your financial aid cancellation appeal

## **Refund Policy**

As a non-profit institution, LMM works hard to make sure that Students who are in need of financial assistance do not incur any financial obligations before, during, or after participating in vocational training programs. If a student fails to complete the program, they are required to return their books, uniforms, and remove all personal property from the premises.

Refunds for books, supplies, and consumable fees ever applied shall be made in accordance with Ohio Administrative Code section 3332-1-10.1 If the student is not accepted into the training program, does not begin classes or withdraws on the first day of classes, all monies paid by the student shall be refunded within 45 days of the class start date. Refunds, when due, are made without requiring a request from the student. If any fee or tuition were ever to be collected, LMM follows the following provisions in accordance with Council on Occupational Education Standards and with the provisions established by Ohio Administrative Code section 3332-1-10:

- For programs of 12 months or less:
  100. Retention of tuition and fees collected in advance for a student who does not commence class shall not exceed \$100.
  101. A student who withdraws during the first 10% of the period of financial obligation shall be refunded at least 90% of their tuition.
  102. A student who starts class and withdraws before the academic term is 15% completed will be obligated for 25% of the tuition and refundable fee plus the registration fee.
  103. A student who starts class and withdraws after the academic term is 15% but before the academic term is 25% completed will be obligated for 50% of the tuition and refundable fees plus the registration fee.

- 104. A student who starts class and withdraws after the academic term is 25% completed but before the academic term is 50% completed will be obligated for 75% of the tuition and refundable fees plus the registration fee.
- 105. A student who starts class and withdraws after the academic term is 50% completed will not be entitled to a refund of the tuition and fees.
- For programs beyond 12 months:
  - 100. Students are not obligated to pay any fees beyond the 12 months if the student withdraws during the first 12 months
  - 101. Refunds are calculated as listed above.
  - 102. If the student withdraws during any subsequent period following the first 12 months, the student's refund for the unused portion of the tuition applicable to the period of withdrawal is calculated as listed above.

The school shall make the appropriate refund within thirty days of the date the school is able to determine that a student has withdrawn or has been terminated from the program. Refunds shall be based upon the last date of a student's attendance or participation in an academic school activity.

### **Financial Aid Warning**

Students who fail to meet Satisfactory Academic Progress (SAP) requirements will be placed on financial aid warning during their next semester of attendance. Students may still receive financial assistance while on financial aid warning; however, they must meet all Satisfactory Academic Progress requirements to receive financial assistance during subsequent semesters. Students who are placed on financial aid warning will be evaluated at the end of their warning semester. Failure to meet these SAP requirements will result in the student being placed on financial aid cancellation.

### **Financial Aid Cancellation**

A student's financial aid may be cancelled for any of the following reasons:

- Failure to make progress toward a 2.00 (3.00 for graduate students) Institutional and Overall Cumulative GPA
- Failure to meet the pace (completion rate) required
- Failure to meet the Satisfactory Academic Progress requirements during a warning semester
- Complete withdrawal from the School during a semester for which aid was received
- Failure to complete any credit hours attempted during the semester with a passing grade
- Failure to meet terms of the conditional admission status
- Exceeding the maximum time frame required for completion of your degree
- Being placed on academic suspension by the Office of Records and Registration
- Failure to meet stipulations as mandated by the Satisfactory Academic Progress Appeals Committee in the granting of your financial aid cancellation appeal

## **Return to Title IV (R2T4)**

The Federal Return of Title IV funds formula (R2T4) dictates the amount of Federal Title IV aid that must be returned to the federal government by the school and/or the student. The federal formula is applicable to an eligible student receiving federal aid when that student withdraws at any point in time during the enrollment period.

If a student did not start or begin attendance at the school, the R2T4 formula does not apply.

### **For Official Withdrawals**

- If a student wishes to withdraw from school, they must notify the Director of the school, Ian Marks. The notification may be in writing or orally. A student's withdrawal date is the date the school received notice from the student that they are withdrawing.
- The date the notification is received is the date of determination. The Director must begin the withdrawal process.

### **For Unofficial Withdrawals**

- For unofficial withdrawals a student's withdrawal date is their last day of physical attendance (LDA). The school's determination that a student is no longer in school for unofficial withdrawals is determined after 14 days of non-attendance.

### **Return of Title IV calculation**

The federal formula requires a Return of Title IV calculation if the student received or could have received. Federal financial assistance could be the form of Pell Grants, Direct Loans, Direct Plus loans, FSEOG, TEACH, and Iraq Afghanistan Service Grants (IASG) during the period of enrollment. The percentage of Title IV aid earned is equal to the percentage of the period of enrollment that was completed as of the withdrawal date if this occurs on or before the 60% point of time. The percentage that has not been earned is calculated by subtracting the percentage of Title IV aid earned from 100%.

The percentage of the period of enrollment completed is calculated by the days completed in the period of enrollment) as of the withdrawal date divided by the scheduled days in the period of enrollment.

The amount to be returned is calculated by subtracting the amount of Title IV assistance earned from the amount of Title IV aid that was disbursed as of the withdrawal date.

If a student receives less Title IV funds than the amount earned, the school will offer the student a disbursement of the earned aid that was not received at the time of their withdrawal which is called a post-withdrawal disbursement. Post-withdrawal disbursements will be made from Pell Grant funds first, if the student is eligible. If there are current educational costs still due the school at the time of withdrawal, a Pell Grant post-withdrawal disbursement will be credited to the student's account. Any remaining Pell funds must be released to the student without the student having to take any action. The funds must be released as soon as possible but no more than 45 days after the date of determination.

Any federal loan program funds due in a post-withdrawal disbursement must be offered to the student and the school must receive the student's authorization before crediting their account.

If a credit balance still exists on the student's account after the R2T4 and institutional refund calculations are done, that credit balance must be used to pay any grant overpayment that exists based on the current withdrawal within 14 days from the date that the R2T4 calculation was performed. The overpayment must be eliminated prior to offering a credit balance to a student.

Returns must be made as soon as possible to the federal programs but no later than 45 days after the date of determination.

The statute requires that a student is responsible for all unearned Title IV program assistance that the school is not required to return. This is determined by subtracting the amount returned by the school from the total amount of unearned Title IV funds to be returned.

### **Appeal Procedures**

If a student fails to meet the requirements of financial aid warning and subsequently loses financial aid eligibility, he/she may file an appeal. All appeals must be made in writing. Students are strongly encouraged to work with the Academic Director to develop an academic plan that successfully meets the requirements of both their academic program and the satisfactory academic progress financial aid policy.

Students will have the option of attending/enrolling in classes when an appeal is necessary. However, financial aid eligibility will not be calculated and released unless the appeal is approved. If the appeal is denied, the student is responsible for any balance owed to LMM. The student must also meet all SAP requirements in order to be considered for future reinstatement.

Please refer to the SAP Appeals Process for more information.

### **SAP Appeals Process**

If a student did not meet the GPA standard, complete a minimum of 67% of their attempted courses in a semester, or registered for courses outside of their advisor's degree plan, they will no longer be authorized to receive aid until they have regained compliance.

If extenuating circumstances existed, then an SAP Petition can be completed and submitted to the Academic Director. These situations include, but are not limited to:

- Serious injury or illness of the student or immediate family member
- An emergency situation
- Death of an immediate family member

The student must explain in the appeal the circumstances that led them to not meeting SAP, as well as provide supporting documentation including, but not limited to:

- An obituary notification or death certificate
- Physician statement or medical documentation
- Corroborating statement from an academic advisor, a faculty member or a counselor

A Maximum Time Frame (MTF) appeal can be done through the academic director with an academic plan laying out the courses needed and the timeframe in which these courses are to be taken. After the completion of this plan, no changes can be made by either party. A change to this plan will lead to an SAP denial.

If a federal aid suspension is initiated and the student does not file an appeal or the appeal is denied:

- No further appeal is possible (for denials); the committee's decision is final.
- Students who wish to continue will be 100% out of pocket until requirements are met and eligibility is reestablished for future semesters.
- Your eligibility will automatically be reinstated for the next term of enrollment upon successful completion of a term of enrollment in which you meet the required SAP standards. No appeal for reinstatement is required.

## **Grading System**

- 90-100% = A = 4.00 Excellent
- 80-89% = B = 3.00 Good
- 70-79% = C = 2.00 Fair
- 60-69% = D = 1.00 Passing
- Less than 60% = F(?) = 0.00 Failing

Instructors calculate grades using percentages. Grade Point Averages are calculated based on students' overall performance.

# Student Code of Conduct

## Attendance Expectations

Due to the intense nature of LMM's programs, it is imperative that you attend class every day on time. If you foresee an absence during your time in the program or know that you will be late, please give the instructor and/or kitchen manager at least one-week notice. If you become suddenly ill or there is an emergency and need to miss class, please utilize the **Culinary Call-off Line at least one hour before** your scheduled class so that arrangements can be made if necessary. Please also try to schedule any appointments (medical, court related) around class. Failure to do so will result in a no call/no show and you will receive a zero for the day.

- No Call/No Show to class will result in a zero for the day
- Excessive absences may result in failure to achieve a satisfactory passing grade for the class
- All participants must use the culinary call off line and state a valid reason for his/her absence or the call off will be unexcused and considered a No Call/No Show
- Tardiness (this includes being late to class, kitchen hours, or not returning from breaks on time) will result in a subtraction of your daily grade

Acceptable reasons to call off:

- A death. Each participant is given three days bereavement leave after a death.
- Personal illness (a doctor's note may be required upon return)
- Child illness (a doctor's note may be required upon return)
- Personal injury (doctor's note of release required)
- Medical emergency of self or immediate family (doctor's note of release required)

All other reasons will be reviewed by program staff and the program director to determine if it is excused.

**For First Quarter students, five (5) unexcused absences will result in disciplinary action and possible removal from the program.**

**For Second quarter students and beyond, only three (3) unexcused absences will be tolerated before disciplinary action is triggered.**

## Make-Up Expectations

Make-up exams are given at the discretion of the instructor. You may schedule a time with the instructor to discuss making up a quiz or test following an excused absence. Make-up quizzes and tests must generally be completed within a week or less after returning to class, as per instructor specifications. It is at the discretion of the Instructor and Program Director to decide if you are eligible to make up an exam or other course activity. Students whose absence is unexcused will not be able to make up any course activities.

## **Lutheran Metropolitan Ministry Drug Free Statement**

Lutheran Metropolitan Ministry believes that it is important to provide a healthful, safe and secure workplace and educational environment for all staff and program participants. LMM is taking steps to address the problem of substance use that negatively affects every workplace, including ours. LMM is concerned with the health and well-being of all staff and program participants.

Consistent with the spirit and intent of LMM's commitment to provide a safe and healthful workplace, we cannot condone and are not able to tolerate behaviors on the part of staff members and program participants that relate to the following substance use:

- Use of illegal drugs
- Misuse of alcohol
- Consumption of alcohol on LMM premises or worksites
- Sale, purchase, transfer, trafficking, use, or possession of any illegal drug
- Arrival or return to work under the influence of any drug (legal or illegal) or alcohol to the extent that job performance is affected
- Using prescribed drugs at other than prescribed doses

The consequences stated in the Workforce Development Drug Free Statement will apply to anyone who violates the above guidelines. LMM holds all staff and program participants accountable in the matter of substance use. Violations of the guidelines may result in any of the following:

- Referral to the Employee Assistance Plan (EAP)
- Referral to an accepted treatment plan
- Disciplinary Action Report
- Suspension from the program (may not return until an opening is available)
- Termination from the program

## **Student Behavior Expectations**

Students are expected to maintain the standards required for institution/program admission. In order to remain enrolled in their academic program, they must maintain a 2.0 GPA and work with the Career Development Specialist as expected to pursue employment opportunities.

All students are expected to act maturely and are required to respect other students and faculty members. Possession of weapons, illegal drugs, and alcohol of any kind are not allowed at any time on school property. Any violation of school policies may result in permanent dismissal from the program. LMM is a place where all students should be able to learn unimpeded by their peers.

Additionally, general expectations for maintaining a positive learning environment include:

- No cell phones (emergency use only)
- No music players (i.e., iPods, MP3) or ear buds
- No eating/drinking unless approved
- No purses, bags, knife kits, backpacks or outerwear will be permitted in the classroom. All personal items must be secured in lockers or other designated storage spaces.

## **Academic Misconduct**

Academic integrity simply means being honest about your own work product. The work in this program is designed to develop the participant's potential for employment. This can only come about if participants complete their work with their own intellect and abilities.

This applies to:

- ALL Graded assignments including but not limited to:
- Tests/Exams
- Practical exams and quizzes

Academic misconduct is any action that affects the evaluation of a student's work in a class that does not come from structured review session, in class instruction or outside appointments with instructors.

Examples of academic misconduct include but are not limited to:

- Talking during a test to anyone but the instructor
- Sharing answers on graded assignments
- Completing another student's work

Instructor will determine the course of action that will be taken in instances of Academic Misconduct.

Possible consequences include but are not limited to:

- Grade reduction
- Suspension from the program
- Expulsion from the program

## **Student Rights**

### **Student Grievance Policy**

Student grievances may be brought to the attention of the Program Director in person or in writing at [mkidd@lutheranmetro.org](mailto:mkidd@lutheranmetro.org).

LMM is a licensed trade school registered with the Ohio State Board of Career Colleges and Schools Registration No.15- 03-2063T. Any person adversely affected by the actions of LMM may file a complaint with the State Board of Career Colleges and Schools. The complaint must be in writing and signed by the complainant and shall be filed with the board within six months after the violations allegedly were committed.

Ohio State Board of Career Colleges and Schools  
30 East Broad Street, Suite 2481 Columbus,  
OH 43215  
<http://scr.ohio.gov/ConsumerInformation/FilingaComplaint.aspx>  
Phone: (614) 466-2752  
Fax: (614) 466-2219  
Toll Free: (877) 275-4219

LMM is accredited by the Council on Occupational Education. Any person adversely affected by the actions of LMM may file a complaint with the Commission of the COE. The complaint must be in writing and signed by the complainant and shall be filed with the board within six months after the violations allegedly were committed.

Council on Occupational Education  
7840 Roswell Road  
Building 300, Suite 325 Atlanta,  
GA 30350  
<http://council.org/organization/the-commission/>  
Phone: (770) 396-3898  
Fax: (770) 396-3790  
Toll-Free: (800) 917-2081

### **Student Data Collection and Access Procedures**

All student records, including personal data collected during the application process and confidential academic records, are stored in accordance with Lutheran Metropolitan Ministry's data security policies. Students may request academic records using the transcript request form.

Lutheran Metropolitan Ministry complies with the Federal Educational Rights and Privacy Act (FERPA). Students have the right to inspect and review their education records maintained by the school. Schools are not required to provide copies of records unless, for reasons such as great distance, it is impossible for students to review the records. Schools may charge a fee for copies.

Students have the right to request that a school correct records which they believe to be inaccurate or misleading. If the school decides not to amend the record, the parent or eligible student then has the right to a formal hearing. After the hearing, if the school still decides not to amend the record, the parent or eligible student has the right to place a statement with the record setting forth his or her view about the contested information. Official academic records will not be released to anyone other than the student except to the following parties or under the following conditions (34 CFR § 99.31):

- School officials with legitimate educational interest;
- Other schools to which a student is transferring;
- Specified officials for audit or evaluation purposes;
- Appropriate parties in connection with financial aid to a student;
- Organizations conducting certain studies for or on behalf of the school;
- Accrediting organizations;
- To comply with a judicial order or lawfully issued subpoena;
- Appropriate officials in cases of health and safety emergencies; and
- State and local authorities, within a juvenile justice system, pursuant to specific State law.

## **Student Services**

### **Technology and Media Services**

There are no information technology requirements for enrollment in any LMM programs. The Culinary Library, available to all LMM students, contains a collection of alternative texts, occupational information, reference books and magazines. Students can access the Culinary Library Monday-Friday, 9 AM – 5 PM and are encouraged to borrow and take home any texts in which they are interested using the posted check-out policy.

The Media Center contains 10 desktop computer stations with Internet access and printing capabilities at a designated networked printer. The lab is also home to 8 desktop computer stations without Internet access. The Media Center is available to students Monday-Friday, 9 AM – 5 PM. Students requiring technical orientation or support may request assistance from their course instructors or the Academic Resource Coordinator. All LMM students have wireless access to the Internet on their own devices while on campus through the LMMGUEST network.

### **Counseling Services and Academic Advisement**

Prospective, enrolled, and completing students all have access to both case management and counseling services through Lutheran Metropolitan Ministry's Health and Wellness programs. Licensed clinical social workers have offices adjacent to the student computer lab and program staff can assist students in making appointments with licensed psychotherapists and psychologists also on staff. Additionally, academic counseling is available from administrative and instructional staff throughout the program in order to assist students in planning their course sequences and meeting learning objectives. Students will be provided with transcripts upon graduation and may request transcripts while enrolled.

## **Learning Resources and Accommodations**

Our facilities provide all the tools students need to succeed including study aids, computers and commercial grade equipment in the kitchen. In addition, Staff Partners are available for tutoring and career assistance throughout the day.

Students who may need assistance with a learning disability should alert the instructor immediately so that accommodations can be made.

## **Placement Assistance**

Workforce Development offers employment assistance to graduates, consisting of job lead referrals and job skills development. While assisting in student job searches, we make no guarantee, expressed or implied, of future employment. Current law prohibits any school from guaranteeing job placement as an inducement to enroll students.

There are neither state or national requirements for entry, nor unique occupational requirements for career paths or for employment and advancement opportunities in the culinary arts and hospitality fields; however, the optional ServSafe certification is nationally recognized as a continuing education credential in the hospitality field. Restaurant and other hospitality employers recognize technical school certificates and diplomas, such as those offered by LMM, as an indication of advanced training in the field.

## **Program Information**

### **Culinary Arts Training Program**

#### **Program Description**

The Culinary Arts Training Program is a six (6) month intensive culinary training program to prepare students for entry level employment in the culinary field. The program is designed to provide job skill training and work experience in the culinary arts, food delivery, and catering fields. The program incorporates formal culinary curriculum with work experience and job readiness instruction.

The certificate you will earn upon successful completion of this program is validated by the Ohio State Board of Career Colleges and Schools. The Culinary Arts Training Program is recognized as a Quality Program by the American Culinary Federation Education Foundation. Lutheran Metropolitan Ministry is currently accredited by the Council on Occupational Education.

#### **Program Outcomes/Objectives**

The goal of the Culinary Arts Training Program is to prepare students for successful career pathways in the restaurant/hospitality industry by providing instruction in the culinary knowledge and skills and productive work habits and attitudes essential to success in the field.

The mission of LMM's Culinary Arts Training Program is to provide quality education, work experience and valuable skills training, helping students overcome their pasts, break down barriers to employment and ultimately become successful in the food service industry.

### **Program Entrance Requirements**

Students must meet institutional admissions requirements. Students will be administered a baseline competency assessment in Math and English. This tool will not be used to grant or deny admission.

### **Program Completion/Graduation Requirements**

All students are required to complete the 540 hours, or the 31 credit quarter hours through completion or transfer, with GPA of 2.0 or higher to be eligible for a certificate from the Culinary Arts Training Program. Students will typically take 6 months to complete the program. Students who secure employment prior to completion may be eligible to receive their Certificate early at the Director's discretion.

### **Curriculum/Sequence of Instruction**

| Quarter 1                    | Quarter 2                         |
|------------------------------|-----------------------------------|
| HOSP 102 Safety & Sanitation | HOSP 105 Introduction to Culinary |
| MATH 100 College Math        | HOSP 110 Culinary Fundamentals    |
| ENG 100 Composition 1        | HOSP 105 Central Kitchen 2        |
| HOSP 101 Job Readiness       |                                   |
| HOSP 100 Central Kitchen 1   |                                   |

### **Dress Code, Uniform and Equipment Policy**

Each participant will be given a uniform on their first day of class. Clean uniforms will be worn at start of operation and changed during operation if they become heavily soiled or contaminated. It is your responsibility to maintain your uniform. Assigned head coverings (no outer wear) will be clean at start of operation and maintained in good condition. Personal pants must meet the following criteria; a) dark color (no prints, colors), b) full length (no shorts), c) loose fitting (no tights, no leggings, no sweatpants), d) must be secured around waist (no sagging). Shoes must meet the following criteria: a) leather/water resistant (no cloth), b) full covering (no open toe), c) must be non-slip. If a program participant is not in uniform, they will be asked to change or leave the kitchen in accordance with OSHA and safety standards and procedures.

All necessary equipment will be provided by the program. Students are not expected to supply their own equipment.

The CTP dress code also does not permit excessive jewelry (wedding bands and stud earrings only), excessive makeup (including false eyelashes, acrylic nails, nail polish, etc.). Facial piercings are to be covered or removed. These items are considered a safety hazard in accordance with OSHA and safety standards and procedures.

If a participant needs assistance with items required for the Dress Code and Uniform Policy, please see the Program Director.

## **Optional Training**

After successfully completing Culinary Job Readiness and Fundamentals of Culinary Arts, students may elect to participate in state-mandated training prior to taking the ServSafe exam for Food Safety Manager Certification. Participants must be passing the program and have zero no call/no shows in order to be eligible.

## **Hospitality Training Program**

### **Program Description**

The Hospitality Training Program at Lutheran Metropolitan Ministry is a nine (9) month intensive hospitality training program that builds on the skills developed in the Culinary Arts certificate program to prepare students for entry level employment in other areas of the hospitality field or mid-level positions in the culinary field specifically. The Program is designed to provide job skill training and work experience in both food service and customer service. The program incorporates formal hospitality curriculum with work experience and job readiness instruction.

The diploma you will earn upon successful completion of this program is validated by the Ohio State Board of Career Colleges and Schools. Lutheran Metropolitan Ministry is currently accredited by the Council on Occupational Education.

### **Program Outcomes/Objectives**

- Develop students' hospitality knowledge, professional communications skills and cultural competency in preparation for customer service and managerial positions in the hospitality industry.
- Prepare students with the knowledge, skills and productive work habits and attitudes in culinary arts and food safety and sanitation essential to success in the field

### **Program Entrance Requirements**

Students must meet institutional admissions requirements. Students will be administered a baseline competency assessment in Math and English. This tool will not be used to grant or deny admission.

### **Program Completion Requirements/Graduation Requirements**

All students are required to demonstrate proficiency in the program competencies by completing the 816 hours, or the 46 credit quarter hours with an average grade of 2.0 (70%) or better to be eligible for a certificate from the Hospitality Training Program. Students who transfer credits from the Culinary Arts Training Program will be required to complete an additional 276 clock hours with at least 70% of their total hours completed in technical courses. Students will typically take 9 months to complete the program.

### **Curriculum/Sequence of Instruction**

Students may meet with the Academic Coordinator to plan an individualized curriculum for completing the program based on the course offerings listed in the Course Catalog (updated quarterly and available in print upon request). Students are required to complete the Central Kitchen Work Experience course prior to enrolling in the Training Café Work Experience, and successful completion of the Culinary Arts Fundamentals Course is a prerequisite for enrollment in the Café Internship work-based activity.

A typical course outline may be as follows:

Quarter 1: Central Kitchen 1 (60 Hours), Food Safety and Sanitation (36 hours), College Math (48 Hours), Composition 1 (24 Hours), Culinary Job Readiness (48 Hours)

Quarter 2: Intro to Culinary (48 Hours), Culinary Fundamentals (96 Hours), Central Kitchen 2 (180 Hours)

Quarter 3: Front of House Service (24 Hours), Computer Applications (24 hours), Global Cuisines OR American Regional Cuisine (48 Hours), Science of Nutrition (24 Hours), Café 1 (156 Hours)

## **Advanced Culinary Arts and Hospitality Program**

### **Program Description**

The Advanced Culinary Arts and Hospitality Program is an eighteen (18) month intensive training program that builds on the skills developed in the Culinary Arts and Hospitality Programs to prepare students for mid-level employment and entry-level management in the culinary arts and other hospitality fields. The program is designed to provide job skill training and work experience in food service, customer service, and business development and management. The program also incorporates general education in food studies and other humanities topics in order to prepare graduates with a diverse skill set that will enable them to thrive in the evolving food service and hospitality industries.

### **Program Outcomes/Objectives**

- Prepare students with the advanced knowledge, skills and productive work habits and attitudes in culinary arts, food safety and sanitation essential to success in the field
- Develop management and supervisory skills, including the ability to organize and lead a kitchen or restaurant staff team through application of business and human relations knowledge
- Students will develop proficiency with professional and culturally competent communications using a variety of mediums, and the ability to complete projects independently and in groups.

### **Program Entrance Requirements**

Students must meet institutional admissions requirements. Students will be administered a baseline competency assessment in Math and English. This tool will not be used to grant or deny admission.

### **Program Completion Requirements**

All students are required to demonstrate proficiency in the program competencies by completing a minimum of 90 quarter hours with a grade point average of 2.0 (70%) or higher to be eligible for a diploma in the Advanced Culinary Arts and Hospitality Program. 70% of the completed clock hours must be in technical courses and students must achieve an average grade of 2.0 (70%) or higher in those courses. Students will typically take 18 months to complete the program.

### **Curriculum/Sequence of Instruction**

Students may meet with the Academic Coordinator to plan an individualized curriculum for completing the program based on the course offerings listed in the Course Catalog (updated quarterly and available in print upon request). Students are required to complete the Central Kitchen Work Experience course

prior to enrolling in the Training Café Work Experience, and successful completion of the Culinary Arts Fundamentals Course is a prerequisite for enrollment in the Café Internship work-based activity.

Students typically follow the course outline for the Hospitality Training Program for the first 9 months, with the addition of 3 general education courses in the 3rd quarter:

Quarter 1: Central Kitchen 1 (60 Hours), Food Safety and Sanitation (36 hours), College Math (48 Hours), Composition 1 (24 Hours), Culinary Job Readiness (48 Hours)

Quarter 2: Intro to Culinary (48 Hours), Culinary Fundamentals (96 Hours), Central Kitchen 2 (180 Hours)

Quarter 3: Front of House Service (24 Hours), Computer Applications (24 hours), Global Cuisine (48 Hours), Public Speaking (24 Hours), Café 1 (156 Hours)

Quarter 4: Food System Analysis (24 Hours), American Regional Cuisines (48 Hours), Composition 2 (24 Hours), Environmental Narratives (24 Hours), Café 2 (156 Hours)

Quarter 5: Introductory Statistics (48 Hours), Science of Nutrition (24 Hours), Food Science (24 Hours), Sociology (24 Hours), Central Kitchen 3 (132 Hours)

Quarter 6: GMO and Organic foods (24 Hours), World History (24 Hours), Food Justice (24 Hours), Industrial Psychology (24 Hours), Internship (132 Hours)

## **Associate of Applied Science in Culinary Arts**

### **Program Description**

The Associate of Applied Science in Culinary Arts Program is an eighteen (18) month intensive training program that builds on the skills developed in the Culinary Arts and Hospitality Programs to prepare students for mid-level employment and entry-level management in the culinary arts and other hospitality fields. The program is designed to provide job skill training and work experience in food service, customer service, and business development and management. The program also incorporates general education in food studies and other humanities topics in order to prepare graduates with a diverse skill set that will enable them to thrive in the evolving food service and hospitality industries.

### **Program Outcomes/Objectives**

- Prepare students with the advanced knowledge, skills and productive work habits and attitudes in culinary arts, food safety and sanitation essential to success in the field
- Develop management and supervisory skills, including the ability to organize and lead a kitchen or restaurant staff team through application of business and human relations knowledge
- Students will develop proficiency with professional and culturally competent communications using a variety of mediums, and the ability to complete projects independently and in groups.

## **Program Entrance Requirements**

Students must meet institutional admissions requirements. Students will be administered an aptitude test to assess placement. This test will not be used to grant or deny admission.

Furthermore, Students must have a High School Diploma or GED equivalent in order to enter this program.

## **Program Completion Requirements**

All students are required to demonstrate proficiency in the program competencies by completing a minimum of 90 quarter hours with a grade point average of 2.0 (70%) or higher to be eligible for a diploma in the Advanced Culinary Arts and Hospitality Program. 70% of the completed clock hours must be in technical courses and students must achieve an average grade of 2.0 (70%) or higher in those courses. Students will typically take 18 months to complete the program.

## **Curriculum/Sequence of Instruction**

Students may meet with the Academic Coordinator to plan an individualized curriculum for completing the program based on the course offerings listed in the Course Catalog (updated quarterly and available in print upon request). Students are required to complete the Central Kitchen Work Experience course prior to enrolling in the Training Café Work Experience, and successful completion of the Culinary Arts Fundamentals Course is a prerequisite for enrollment in the Café Internship work-based activity.

Students typically follow the course outline for the Hospitality Training Program for the first 9 months, with the addition of 3 general education courses in the 3rd quarter:

- Quarter 1: Central Kitchen 1 (60 Hours), Food Safety and Sanitation (36 hours), College Math (48 Hours), Composition 1 (24 Hours), Culinary Job Readiness (48 Hours)
- Quarter 2: Intro to Culinary (48 Hours), Culinary Fundamentals (96 Hours), Central Kitchen 2 (180 Hours)
- Quarter 3: Front of House Service (24 Hours), Computer Applications (24 hours), Global Cuisine (48 Hours), Science of Nutrition (24 Hours), Café 1 (156 Hours)
- Quarter 4: Food System Analysis (24 Hours), American Regional Cuisine (48 Hours), Composition 2 (24 Hours), Environmental Narratives (24 Hours), Café 2 (156 Hours)
- Quarter 5: Introductory Statistics (48 Hours), Public Speaking (24 Hours), Food Science (24 Hours), Sociology (24 Hours), Central Kitchen 3 (132 Hours)
- Quarter 6: GMO and Organic foods (24 Hours), World History (24 Hours), Food Justice (24 Hours), Industrial Psychology (24 Hours), Internship (132 Hours)

## Course Descriptions

For the Associate Degree Program in Applied Science in Culinary Arts

### **BUS 120 Office Technology and Communications (2 credit hours)**

This course is intended to develop the verbal, written and digital communication skills of students. From navigating emails to working on team presentations, students will be presented with many hands-on activities and challenges to prepare them for the business world. Papers and activities will focus on the hospitality industry. Attendance and participation are key to meeting the learning objectives.

### **ENVI 200 Food System Analysis: From Farm to Fork (2 credit hours)**

The food system spans the activities, people and resources involved in getting food from field to plate. Along the way, it intersects with aspects of public health, equity and the environment. This course will explore each phase of the system, and encourage students to engage in active problem solving, develop questions, and investigate to find solutions to widespread problems; such as chronic illness, infectious disease, social inequality, animal welfare harms, and environmental degradation.

### **ENVI 210 Food Justice History and Practice (2 credit hours)**

This seminar course is designed to provide a forum for critical thinking and discussion about issues at the intersection of food, sustainability, and culture. As consumer interest in “local” and “sustainable” food increases and many chefs experiment with foods and traditions from around the world, fluency in the language of food and culture is increasingly becoming a prerequisite for a career in culinary arts and hospitality. Many restaurants are even beginning to use the language of “food justice” on their menus and in their publications. This quarter, we will explore the various ways that term is defined and look at examples of how communities and individuals are continuing to define it through projects and activities.

### **ENVI 310 Narratives in American Environmentalism (2 credit hours)**

This course surveys American environmental narratives from the past 400 years in order to examine how Americans have viewed and defined concepts such as “nature,” “wilderness,” “civilization,” and “environment.” Students will develop an understanding of how those concepts have changed over time and what social, political, economic and other forces affected those changes. Readings, assignments, and class discussions will engage with ideas of scarcity vs. abundance, extraction vs. preservation, and natural vs. unnatural with the goal of helping students to participate in contemporary dialogues about natural resource use and management based on a nuanced understanding of the past.

### **ENVI 320 Natural Resources (2 credit hours)**

This course aims to increase students’ environmental literacy and prepare them for advancing employment in the emerging green economy. Each module will explore a type of natural resource or human need and examine how the need is currently met through resource use, externalities such as waste and pollution associated with that resource use, and innovations being developed to minimize waste and promote sustainability. Students will engage with concepts of scarcity, abundance, resilience

and conservation and apply these concepts to practical questions of how to use natural resources to meet human needs.

### **GEOL 201 Food Science: How Cooking Shaped a Species (2 credit hours)**

The mastery of fire produced a drastic change in our evolution, distinguishing us from our Neanderthal cousins. How food has shaped us, both physically and socially, and how our continuing efforts to alter our food resources have impacted us on many levels. Students should develop an understanding of how food and cooking has shaped our species. They should be able to debate the pros and cons of our modern food system, and formulate a general idea of what future generations will face in terms of food availability and health ramifications.

### **GEOL 223 Genetically Modified and Organic Foods (2 credit hours)**

This course examines the role of genetically modified organisms in the modern food system through the context of changing agricultural practices in both the United States and the rest of the world. Although genetic modification is a part of evolution over geological time scales, varying social contexts have led to drastically different political and cultural responses to the use of genetic modification technology to alter seeds used to grow food. Students will survey the debate over genetic modification and other technological approaches to agriculture in order to deepen their understanding of the scientific and social meaning of food we consume and cook for others.

### **HIST 300 World History (4 credit hours)**

In this course, students will learn about world history from the 15th century to present. Students will be able to apply and demonstrated knowledge of major social and historical trends and their effects on present society. They will also be able to identify the various ways Western and non-Western cultures interacted from the early modern period to the present.

### **HOSP 100 Central Kitchen 1 (3 credit hours)**

Introduction to the production kitchen. Professional kitchen etiquette and basic knife skills taught and practiced. Students learn functions, cleaning and maintenance of all kitchen equipment, large and small. HOS 102 Safety and Sanitation instruction (corequisite) put into practice. Students experience production schedules and critical time management practices. Class time reinforces hands-on kitchen procedures and standards. Regular graded assessments.

*Prerequisite for HOS 105, 110 and 120*

### **HOSP 101 Job Readiness (4 credit hours)**

Job Readiness is designed to assist students with all the elements of job searching and personal preparation related to the successful conclusion of gaining stable employment. This includes intensive interview practice, resume-building, cover letters, communication skills, time management, company research, how to appropriately handle questions related to criminal background, application procedures, and keeping the job over time. Students have an opportunity to explore their own soft skills (traits,

habits, attitudes) and how they can be important in their success in the program as well as in the workforce. In addition, students will learn a variety of skills such as study techniques, time management, decision making and communication.

### **HOSP 102 Sanitation and Safety (3 credit hours)**

In-depth examination of sanitation and safety practices in the food service industry including HACCP overview. This course follows the ServSafe manager curriculum and prepares students for nationally recognized, industry standard certification. Topics include food borne illness prevention, pest control, emergency preparedness and best practices in staff training. Upon completion of the course students must pass a national exam, which will provide State Health Department Certification.

### **HOSP 105 Introduction to Culinary (4 credit hours)**

This course introduces students to: the history of culinary; the brigade system; common culinary terminology; the system of weights and measures; proper knife techniques and cuts; the process for scaling recipes. Basic herbs and spices, the mother sauces, meats and poultry, egg cookery, plant-based ingredients are also covered. Evaluation of student progress through regular quizzes and examinations.

### **HOSP 110 Culinary Fundamentals (6 credit hours)**

Students will demonstrate what they learned in HOS 105 in a kitchen lab environment. They will be able to describe and execute basic food preparation and cooking techniques including the use of moist heat, dry heat, and dry heat with fat. They will use small and large kitchen equipment to produce plated meals for graded assessments. Demonstration of proper knife techniques and cuts. Observation of proper temperatures and safe, sanitary cooking procedures. Students practice production and preparation schedules in a commercial kitchen setting. *Prerequisite: HOSP 105*

### **HOSP 111 Front of House Service (2 credit hours)**

Discussion and practice of exemplary guest service principles in the hospitality industry. Students are introduced to common styles of service, necessary equipment, menu vocabulary, and other topics in order to prepare for restaurant server and other customer service positions. Additional topics include an introduction to beverage and barista service. Instruction and evaluation are both classroom-based and hands-on.

### **HOSP 150 Central Kitchen 2 (6 credit hours)**

Students employ skills and knowledge acquired in culinary classes (HOS 105/110) and Central Kitchen 1. Hands-on experience prepping and cooking regular contract meals according to set production schedule. Includes prep and production assistance for external and internal café operations and catering events.

Students practice all professional applications of the production kitchen under supervised conditions. Regular graded assessments.

*Prerequisite: HOSP 100*

**HOSP 200 Café 1 (6 credit hours)**

Introduction to a restaurant experience. Focus is on both Front of House and Back of House experiences. Students prep and cook café menu items. Weekly menus set by café students including costing food and ingredients. Introduction to ordering supplies and managing inventory. POS training and practice. Customer service skills reinforced from HOS 111. Regular graded assessments.

*Prerequisites: HOSP 110, HOSP 150*

**HOSP 250 Café 2 (5 credit hours)**

Students gain experience in offsite full-service café operation. Students cycle through all stations—stock, hot hold, cashier, prep, cook, sandwich maker. Students are mainly responsible for ordering, inventory maintenance, menu planning and execution. Includes class time to reinforce learning outcomes.

*Prerequisite: HOSP 200*

**HOSP 300 Central Kitchen 3 (5 credit hours)**

Students are prepared for supervisory roles in the culinary industry. They take the lead in preparing menus for contract meals and scheduling kitchen positions to accomplish weekly tasks. They work with Executive Chef to place daily/weekly orders. Also work with Inventory Steward on par values, rotating stock, and general inventory management. Class time to reinforce methodology of kitchen management.

*Prerequisite: HOSP 120, 200, 250.*

**HOSP 315 Global Cuisines (3 credit hours)**

This course is intended to give students a wide range of experience with cuisine styles from across the globe. Focusing on the six inhabited continents, students will explore the history, culture, and staple dishes from each major region. Emphasis will be placed on how techniques from each tradition have informed the modern American cooking styles in order to contextualize procedures for application in the workplace.

**HOSP 320 American Regional Cuisines (3 credit hours)**

This course covers the basic regions of distinctive American cuisine including: The Northeast, Midwest, the South, the Southwest, Louisiana and California. The background, ingredients and techniques of each region will be explored and produced in the kitchen lab. Flavor profiles, cooking techniques, plating presentations will be assessed by professional staff instructor. This course is offered in-person at the Main Campus, based on student need.

**HOSP 400 Internship (5 credit hours)**

This course provides opportunities for real-life culinary industry experience in local professional restaurants, caterer or similar businesses. Previous learning and developed skills are tested in commercial establishments. Classroom hours to assess and maximize opportunity.

**LIT 100 Composition and Communication 1 (2 credit hours)**

This course is designed to develop and refine writing, reading and thinking skills for success on a college and professional level. Emphasis will be on grammar, sentence structure, and paragraph formation. What constitutes a well written, clear and logical essay? Weekly reading and writing assignments will enhance their skills. Students will focus on writing essays built on outlines, drafts and revisions.

**LIT 200 Composition and Communication 2 (2 credit hours)**

This course explores various forms of creative writing, expository writing and literature. Self-knowledge and the awareness of other ways of being and interacting in the world, come through sharing and discussing literature. Assigned readings will include essays, memoirs, poetry, short stories, blogs and plays. Writing skills developed in ENG 100 will be employed throughout this course in further expository writing and critiques of readings. *Prerequisite: LIT 100*

**LIT 370 Public Speaking (2 credit hours)**

This course gives students the opportunity to learn techniques to successfully present material before an audience. Students develop speech preparation and presentation techniques, audience awareness and self-awareness. Objectives include reducing students' anxiety in public presentations with emphasis speech preparation; enhancing public speaking skills; and improving students' ability to evaluate their own performance and that of others.

**MATH 100 College Mathematics (4 credit hours)**

This course is designed to review basic mathematic functions including the use of decimals, fractions, ratios and proportions, percentages, basic statistics, and measurements and units. This is a skill-building course that enables the student to be confident in the competencies s/he will need for the employment world. This class reinforces the specific formulas needed for converting recipes and measurements pertinent to culinary procedures.

**MATH 200 Introductory Statistics (4 credit hours)**

Students will be introduced statistical thinking and statistical methods. Emphasis is on statistical literacy, conceptual understanding and active learning in the classroom. Students will learn how to access and analyze data critically, and how to think and reason using data. They will learn to develop a "data habit of mind" because statistics is an essential life skill that extends beyond the classroom. Students will be able to organize and store data, interpret graphs, find theoretical probabilities, learn the importance of hypothesis testing, the Central Limit Theorem and about normal and binomial model applications.

*Prerequisite: MATH 100*

**PSYC 220 Industrial Psychology (2 credit hours)**

This course is designed to learn and recognize basic human behavior in workplace settings and organizations. Class discussions and homework assignments will be based on the concepts of motivation

in the workplace, leadership, employee training and recruitment techniques, basic organizational structures, performance evaluations, and the balance between work life and personal life issues.

**SCI 120 The Science of Nutrition (2 credit hours)**

This course is designed to provide students with a foundational knowledge of nutrition including aspects of biology, chemistry and physics. It includes the functions of the basic components: vitamins, minerals, water and other nutrients necessary for health and growth. The effects of nutrition and malnutrition on the human metabolism. The roles of proteins, carbohydrates, fats and sugars in the digestive system. Description of food allergies and the impact they have on health, the food economy, the culinary system.

**SOC 101 Sociology (2 Credit Hours)**

Sociology is an introductory course that covers the concepts and methods of sociology as well as the social dynamics we experience in our society. Social institutions will also be explored, coupled with the ever-present issue of social change and the impact of these changes on society and the individual.

# Workforce Development Faculty and Staff Directory

Culinary Call-off Line: 216-658-4633 (message to all areas)

**Bass, Gary**

Adjunct Instructor  
BS, Cleveland State University  
[gbass@lutheranmetro.org](mailto:gbass@lutheranmetro.org)

**Bass, Kaylyn**

Adjunct Instructor  
M. ED, Cleveland State University  
[kbass@lutheranmetro.org](mailto:kbass@lutheranmetro.org)

**Campbell, Laura**

Adjunct Instructor  
AAS, Culinary Institute of America  
BA, Wooster College  
[lcampbell@lutheranmetro.org](mailto:lcampbell@lutheranmetro.org)

**Ciarallo, Joe**

Career Development Specialist  
216-658-8457  
[jciarallo@lutheranmetro.org](mailto:jciarallo@lutheranmetro.org)

**Fox, Rebekah**

Culinary Instructor  
AAS, Culinary Institute of Michigan  
216-696-2715  
[rfox@lutheranmetro.org](mailto:rfox@lutheranmetro.org)

**Kidd, Malika**

Program Director  
BA, Cleveland State University  
216-658-8432  
[mkidd@lutheranmetro.org](mailto:mkidd@lutheranmetro.org)

**LaBenne, Adam**

Culinary Instructor  
BA, The Culinary Institute of America  
BA, Hiram College  
216-696-2715  
[alabenne@lutheranmetro.org](mailto:alabenne@lutheranmetro.org)

**Marks, Ian**

Vice President  
MBA, Cleveland State University  
216-658-4608  
[imarks@lutheranmetro.org](mailto:imarks@lutheranmetro.org)

**Parsons, Sam**

Culinary Instructor  
BAS, Culinary Institute of Michigan  
[sparsons@lutheranmetro.org](mailto:sparsons@lutheranmetro.org)

**Riccio, Melissa**

Adjunct Instructor  
BS, University of Dayton  
[mriccio@lutheranmetro.org](mailto:mriccio@lutheranmetro.org)

**Stiles, Elizabeth**

Academic Programs Manager  
BA, Allegheny College  
216-658-4632 x158  
[estiles@lutheranmetro.org](mailto:estiles@lutheranmetro.org)

**Teaman, Scott**

Executive Chef  
AAS/BA, Johnson and Wales University  
216-658-4632 x276  
[steaman@lutheranmetro.org](mailto:steaman@lutheranmetro.org)