

## SCHOOL OF BUSINESS COURSE ROSTER 2009-2010

### ACCOUNTING

- ACCT 5031: ACCOUNTING CONCEPTS FOR MANAGERS**  
For students with no previous training in accounting. Accounting concepts and principles for interpreting and using financial information in business decision making. May not be taken as graduate elective credit by any BUS student.
- ACCT 5131: ACCOUNTING FOR ADMINISTRATIVE CONTROL**  
Prerequisite: ACCT 5031 or equivalent. Cost concepts and behavior, performance measurement and analytical uses of accounting data for administrative decisions in merchandising, manufacturing, and service organizations. May not be taken by accounting majors for graduate elective credit.
- ACCT 5133: FINANCIAL ACCOUNTING I**  
Prerequisite: ACCT 5031 or equivalent. An in-depth study of conceptual and technical aspects of financial accounting. Emphasis is placed on valuation and measurement problems associated with financial statement preparation. May not be taken by accounting majors for graduate elective credit.
- ACCT 5134: FINANCIAL ACCOUNTING II**  
Continuation of Financial Accounting I. Prerequisite: ACCT 5133 or equivalent; An in-depth study of conceptual and technical aspects of financial accounting. Emphasis is placed on valuation and measurement problems associated with financial statement preparation. May not be taken by accounting majors for graduate elective credit.
- ACCT 5136: FINANCIAL ACCOUNTING III**  
Prerequisite: ACCT 5134 or equivalent. Continuation of Financial Accounting II. An in-depth study of conceptual and technical aspects of financial accounting.
- ACCT 5137: PRINCIPLES OF AUDITING**  
Prerequisites: ACCT 5134 or equivalent. Corequisite/Prerequisite: ACCT 5332 or equivalent. A study of the auditor's attest function with emphasis on auditing theory and standards, legal and professional responsibilities, ethics, risks and planning considerations. May not be taken by accounting majors for graduate elective credit.
- ACCT 5231: INDIVIDUAL INCOME TAX**  
Prerequisite: Principles of Accounting or equivalent. Principles of federal income tax as applied to individuals; tax consequences of business decisions and accounting procedures.
- ACCT 5234: CORPORATE INCOME TAX**  
Prerequisite: ACCT 5231 or equivalent. Comprehensive examination of federal income tax laws as applied to corporations, including Subchapter S corporations.
- ACCT 5331: ACCOUNTING ANALYSIS FOR MANAGEMENT DECISIONS**  
Prerequisites: ACCT 5131 and DSCI 5031 or equivalents. The role of cost systems in aiding short-run and strategic management decisions in manufacturing and service organizations.
- ACCT 5332: ACCOUNTING INFORMATION SYSTEMS**  
Prerequisites: ACCT 5031 and ISAM 5330 or equivalents. Concept, design and operational relationships of computerized accounting information systems to the flow of a data in business organizations.
- ACCT 5333: FUNDAMENTALS OF DATABASE DESIGN AND DEVELOPMENT**  
Prerequisite: ISAM 3034, or ISAM 5030, or 6 hours of college-level programming. Database concepts used in business systems. Applications, advantages and disadvantages of hierarchical, network and relational database systems are presented from a business perspective. (Crosslisted with ISAM 5331.)
- ACCT 5334: ADVANCED DATABASE APPLICATIONS DEVELOPMENT**  
Prerequisite: ISAM 5030 or 6 hours of college-level course work in computer programming, and ACCT 5333 or equivalent. Organization and management of complex business databases and applications such as database design and management, user interface design, application design, database processing and generation of management-oriented reports. Includes numerous hands-on projects using a leading database management system. (Crosslisted with ISAM 5632.)
- ACCT 5335: INFORMATION SYSTEMS AUDIT AND SECURITY**  
Prerequisite: ISAM 5330 or equivalent. Audit of financial statements, financial accounting systems, accounting data flows, segregation of duties in computer environment, general and application controls, data security and access controls, dial-up controls, computer security, application change control, audit of computer programs and data files and computer audit trails. (Crosslisted with ISAM 5731.)
- ACCT 5336: SYSTEMS ANALYSIS AND DESIGN**  
Prerequisite: ISAM 3034, ISAM 5030, or 6 hours of programming courses and ACCT 5333 or equivalent. Systems concepts; systems analysis and design techniques; methods used to analyze information requirements; methods used to design, evaluate and implement information systems; and a class project. (Crosslisted with ISAM 5635.)
- ACCT 5431: ADVANCED ACCOUNTING**  
Prerequisite: ACCT 5134 or equivalent. Accounting and reporting of domestic and foreign consolidated corporations and branches, governmental and other not-for-profit entities.
- ACCT 5432: ACCT FOR GOVERNMENT AND NOT-FOR-PROFIT ORGANIZATIONS**  
Prerequisite: ACCT 5134 or equivalent. The course covers the governmental and not-for-profit environment, fund accounting, budgeting, revenue and expenditure recognition, financial reporting requirements, and current issues.

- ACCT 5531: INTERNATIONAL ACCOUNTING**  
Prerequisite: ACCT 5031 or equivalent. Analysis of problems of alternative corporate financial reporting, foreign currency translation principles and managerial control systems in a multinational environment.
- ACCT 5931: RESEARCH TOPICS IN ACCOUNTING**  
Identified by specific title each time course is offered.
- ACCT 5939: INDEPENDENT STUDIES IN ACCOUNTING**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Accounting.
- ACCT 6731: SEMINAR IN FINANCIAL ACCOUNTING THEORY**  
Prerequisite: ACCT 5134 or equivalent. Theoretical approaches to the solution of current problems in financial reporting.
- ACCT 6732: SEMINAR IN AUDITING THEORY AND PRACTICES**  
Prerequisites: ACCT 5137 or equivalent and DSCI 5031 or permission of the instructor. Current issues and research in auditing.
- ACCT 6735: OIL AND GAS ACCOUNTING**  
Prerequisite: ACCT 5133 or permission from instructor. Accounting for the exploration and production activities of a petroleum company. Major topics include industry background, successful efforts accounting, full cost accounting, tax accounting and required disclosures.
- ACCT 6739: INTERNSHIP IN ACCOUNTING**  
Prerequisites: Master's degree candidacy, approval of associate dean and faculty chair, and sponsoring faculty member. Supervised work experience each week in an approved accounting firm, governmental agency, or business. Written work as required by sponsoring faculty member.
- ACCT 6939; 6969 MASTER'S THESIS RESEARCH**  
Prerequisite: Master's degree candidacy and approval of advisor and dean.

### **BUSINESS AND PUBLIC ADMINISTRATION**

- BAPA 5131: THE GLOBAL ENVIRONMENT OF BUSINESS**  
Prerequisite: ECON 5031 or equivalent. Explores theories, institutions, and tools relevant to understanding and coping with globalization. Topics covered include technological change, national differences in political economy, cultural and ethical issues, trade policy, international capital flows, and the strategy of international business
- BAPA 5636: ENTREPRENEURSHIP AND SMALL BUSINESS CONSULTING**  
Prerequisites: ACCT 5031, FINC 5031, MGMT 5032, MKTG 5031 or equivalent. Application of classroom concepts, theories and principles, from all business disciplines to active operating small businesses or new business ventures. This course will qualify as a business elective.
- BAPA 5915; 5935 COOP EDUCATION IN BUSINESS**  
Prerequisites: Approved Candidate Plan of Study, completed cooperative education file and approval of the Director of Cooperative Education. Educational paid work assignment by a student in the field of his or her career interest and course of study. A technical report will be required at the end of the semester. Qualifies as a BUS elective.

### **DECISION SCIENCES**

- DSCI 5030: BUSINESS CALCULUS**  
Prerequisite: College algebra or permission of instructor. Concepts of derivatives and integrals with applications to business problems. Specific topics to be covered include limits and continuity, logarithmic and exponential functions, differentiation; finding maxima and minima, integration; the definite and indefinite integral. May not be taken as graduate elective credit by any BUS student.
- DSCI 5031: BUSINESS STATISTICS FOR DECISION-MAKING**  
Prerequisite: College algebra or equivalent. An introduction to business statistics including sampling, data measurements, descriptive statistics, probability, probability distributions, confidence intervals, hypotheses testing, correlation, simple and multiple regression, ANOVA, forecasting, and statistical process control. May not be taken as graduate elective credit by any BUS student.
- DSCI 5131: ADVANCED DATA ANALYSIS**  
Prerequisite: DSCI 5031 or equivalent. Additional topics in the analysis of variance and uses of statistical inference; alternative nonparametric tests; testing of assumptions and applications of correlational techniques.
- DSCI 5431: MANAGEMENT SCIENCE AND OPERATIONS**  
Prerequisites: DSCI 5031 and ACCT 5031, or equivalents. The scientific approach to managerial decision making. An applied management science course with applications in production/operations management. The topics covered include: decision analysis; inventory, scheduling and production models; computer simulation; queuing; linear programming; project management (PERT, CPM), and forecasting.
- DSCI 5939: INDEPENDENT STUDIES IN DECISION SCIENCE**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Decision Sciences.

### **ECONOMICS**

- ECON 5031: ECONOMIC PRINCIPLES**  
The study of human behavior from an economic perspective. Principles and analysis of microeconomic and macroeconomic issues and concepts as applied in a domestic and global setting. May not be taken as graduate elective credit by any BUS student.

- ECON 5136: ECONOMIC POLICY & APPLICATIONS**  
Prerequisite: ECON 5031 or equivalent. Analysis and application of microeconomic and macroeconomic policies including wage and price controls, regulation, anti-trust, minimum wage, tax policy and enforcement, monetary controls, tax and expenditure proposals, international trade agreements, tariffs, import duties and quotas, and the incentive effects of government policies.

### **ENVIRONMENTAL MANAGEMENT**

- ENVR 5134: OIL & HAZARDOUS MATERIALS SPILLS**  
Regulations, contingency planning and spill prevention in the handling of petroleum and hazardous materials.
- ENVR 5331: ENVIRONMENTAL ECONOMICS**  
Prerequisite: ECON 5031 or equivalent. Interaction of environmental problems and the American economy; compatibility of economic progress with programs of environmental control.
- ENVR 5332: ENVIRONMENTAL LAW**  
Federal and state environmental legislation and case law; concepts of regulation and their application to management decisions.
- ENVR 5333: AIR QUALITY MANAGEMENT**  
Prerequisite: DSCI 5031 or equivalent. Standards for air quality; governmental policies and industrial practices in preventing and controlling atmospheric pollution.
- ENVR 5336: SOLID WASTE MANAGEMENT**  
Analysis of waste from commercial, institutional and residential sources; emphasis on resource recovery, control and disposal methods.
- ENVR 5337: HAZARDOUS WASTE MANAGEMENT**  
Environmental, technical and socioeconomic aspects of legislation and regulation; prevention, treatment and disposal techniques.
- ENVR 5532: WATER MANAGEMENT**  
Development and utilization of water resources; effects of ecological change and public policies on the management of water quantity and quality.
- ENVR 5533: POLLUTION CONTROL TECHNOLOGY**  
Prerequisite: Introductory chemistry. Applied processes in pollution control; emphasis on process selection factors including efficiency, cost, manpower, energy usage and practical utility.
- ENVR 5534: PERMITS AND PROCEDURES**  
Requirements for air, water, solid and hazardous waste and other environmental permits; federal, state and local administrative procedures for obtaining and keeping permits.
- ENVR 5537: MANAGING CONTAMINATED SITES**  
This course covers topics related to cleaning up environmental contamination, including: pollution prevention; emergency response and reporting; spill containment and cleanup; site assessment; remedial design; working with the public; contractor management; project management and budget; cleanup technologies; and closure and monitoring requirements.
- ENVR 5931: RESEARCH TOPICS IN ENVIRONMENTAL MANAGEMENT**  
Identified by specific title each time course is offered.
- ENVR 5939: INDEPENDENT STUDIES IN ENVIRONMENTAL MANAGEMENT**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Environmental Management.
- ENVR 6132: ENVIRONMENTAL IMPACT ASSESSMENT**  
Prerequisites: ENVR 5332 and one of ENVR 5333, 5337, 5532, or permission of the instructor. Practice in and analysis of environmental impact assessment, environmental auditing and other planning and decision tools.
- ENVR 6133: ENVIRONMENTAL RISK MANAGEMENT**  
A broad approach to risk management, incorporating risk assessment and communication and concentrating on case studies.
- ENVR 6332: ECOLOGICAL ISSUES FOR THE FUTURE**  
The relationship between man and environment in the future; limits to the exploitation of natural resources.
- ENVR 6732: ENVIRONMENTAL MANAGEMENT PRACTICES**  
Prerequisite: Approval of instructor and advisor. The use of case studies, problems and field work to analyze current practices and situations in environmental management.
- ENVR 6739: INTERNSHIP IN ENVIRONMENTAL MANAGEMENT**  
Prerequisites: Master's degree candidacy and approval of advisor and dean. Supervised internship with a public or private environmental agency; written and oral reports required.
- ENVR 6939: MASTER'S THESIS RESEARCH**  
Prerequisites: Master's degree candidacy and approval of advisor and dean.

### **FINANCE**

- FINC 5031: FINANCIAL ANALYSIS & MARKETS**  
Prerequisites: ACCT 5031, DSCI 5031 and ECON 5031, or equivalents. An introduction to and overview of the world of finance. Study of the analytical skills and quantitative techniques useful in reaching financial decisions. May not be taken as graduate elective credit by any BUS student.
- FINC 5131: THE FINANCIAL SYSTEM**  
Prerequisite: FINC 5031 or equivalent. The role of money and banking system in the economy; the implications for policy by the central monetary authority; and the role of financial markets and institutions.

- FINC 5133: FINANCIAL POLICY**  
Prerequisites: FINC 5031 or equivalent; and ECON 5136. Develop understanding of the decisions made by financial managers. These decisions are valuation of assets, measuring risk and return, choosing among investment alternatives, financing of operations, capital structure decisions, dividend policy, merger and acquisition decisions, and others.
- FINC 5134: REAL ESTATE INVESTMENT ANALYSIS AND FINANCING**  
Prerequisite: FINC 5031 or equivalent. Analytical techniques of evaluating real estate investments and exploration of the methods of financing such investments.
- FINC 5331: FINANCIAL ADMINISTRATION PRACTICES**  
Prerequisite: FINC 5031 or equivalent. Managerial methods in financial institutions; planning, acquisition and management of funds; investment projects, capital budgeting and maintaining of credit worthiness.
- FINC 5332: STRUCTURE OF FINANCIAL STATEMENTS**  
Prerequisite: FINC 5031 or equivalent. Analyzing, interpreting and forecasting financial statements for credit, investment and internal planning decisions.
- FINC 5532: BUDGET AND CONTROL-GOVERNMENT/SERVICE ORGANIZATIONS**  
Principles and practices of effective budgeting and management control in Government and Service Organizations are presented. Among the topics covered in this course are the budget cycle, alternative budgeting frameworks, designing management control structures, cost-benefit analysis, reporting and measurement, and designing management control systems.
- FINC 5733: RETIREMENT AND BENEFITS PLANNING**  
Prerequisite: Managerial Finance or equivalent. An examination of the various retirement vehicles, group life and health programs, and government required benefits. Integration into an overall financial planning process is emphasized.
- FINC 5931: RESEARCH TOPICS IN FINANCE**  
Identified by specific title each time course is offered.
- FINC 5939: INDEPENDENT STUDIES IN FINANCE**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Finance.
- FINC 6231: SECURITY ANALYSIS**  
Prerequisite: FINC 5031 or equivalent. Evaluation of capital market theory and rigorous treatment of securities evaluation to determine the probability distribution of expected returns.
- FINC 6233: OPTIONS AND FUTURES**  
Prerequisite: FINC 5031 or equivalent. Study of the principles governing the use and valuation of options, swaps and financial futures. Emphasis will be placed on using these derivative securities for hedging.
- FINC 6234: PORTFOLIO SELECTION**  
Prerequisite: FINC 6231 or equivalent. Selection of stock portfolios, measuring returns and performance. Application of concepts acquired in security analysis.
- FINC 6531: INTERNATIONAL FINANCE**  
Prerequisite: FINC 5031 or equivalent. International financial operations, including foreign trade financing, risk and credit evaluation, letters of credit and bankers' acceptances; role of political and social pressures.
- FINC 6533: SEMINAR IN INTERNATIONAL FINANCE**  
Meetings in the field are conducted with the chief financial officers of both financial and non-financial corporations operating in other countries. Discussions will concern long and short-term financial planning, including the impact of exchange rate fluctuations on planning operations.
- FINC 6731: SEMINAR IN FINANCE**  
Prerequisite: FINC 5133 or equivalent. Investment and financing decisions of individuals and businesses in the presence of taxes and uncertainty-a microeconomic approach.
- FINC 6739: INTERNSHIP IN FINANCE**  
Prerequisite: Master's degree candidacy, approval of associate dean, faculty chair, and sponsoring faculty member. Six hours of supervised work experience each week in an approved financial institution or firm.
- FINC 6939: MASTER'S THESIS RESEARCH**  
Prerequisite: Master's degree candidacy and approval of advisor and dean.

## **HEALTHCARE ADMINISTRATION**

- HADM 5032: LEADERSHIP AND ORGANIZATION IN HEALTH SERVICES**  
To provide the student with an understanding of the leadership, organization and financing of health services in the United States, to help the student begin to become a healthcare leader, and to identify and discuss current trends in health care delivery, management and operation of hospitals, physician practices, and managed care companies.
- HADM 5131: HEALTHCARE HUMAN RESOURCES MANAGEMENT**  
Prerequisite: HADM 5032 or equivalent. To acquaint the student with concepts and methods needed to plan and forecast, recruit, train, develop and evaluate health manpower. Also to provide an understanding of the impact of licensing, regulation and labor relations activities on health care institutions.
- HADM 5132: MANAGERIAL EPIDEMIOLOGY AND HEALTH POLICY**  
Introduction to the concepts of public and personal health and disease. Problems in the measurement, analysis, organization and administration of intervention programs will be highlighted. An analysis of individual, community and institutional health efforts will be conducted.
- HADM 5133: HEALTH POLICY**  
Analysis of health policymaking, health policy and contemporary issues in health policy with emphasis on the U.S.

- HADM 5232: FINANCIAL MANAGEMENT OF HEALTHCARE ORGANIZATIONS I**  
This course is designed for students with no accounting training. Topic areas covered are accounting concepts and principles, financial statements, financial statement analysis, forms of business organizations, budgeting, cost analysis, activity based accounting, and accounting for financial decisions. This course cannot be taken by accounting majors or MBA students.
- HADM 5233: FINANCIAL MANAGEMENT OF HEALTHCARE ORGANIZATIONS II**  
Prerequisites: HADM 5032 and either HADM 5232 or FINC 5031 or equivalents. Emphasis is placed on financial concepts and practices, sources and uses of funds, fiscal policies, internal and external controls, financial statistical reporting and definition of terms.
- HADM 5234: HEALTHCARE ETHICS, VALUES, AND SOCIAL RESPONSIBILITIES**  
Prerequisites: HADM 5032 and 5132, or equivalents. Emphasis is placed on resolving ethical issues in healthcare as well as business ethics, biomedical and research ethical issues, services to be offered, distribution of resources and developing a personal value system, and relating that system to the needs of the community.
- HADM 5331: PLANNING HEALTHCARE SERVICES**  
Prerequisites: HADM 5032 and 5132, or equivalents. Analysis of the requisites, demands, processes and methods of planning health services. Community planning, program evaluation, setting objectives for health service, and business planning are examined.
- HADM 5332: EVALUATION OF HEALTH SERVICES**  
Analysis of the methods and techniques of evaluating the performance of health services and programs, including the qualitative and quantitative study of program options.
- HADM 5333: HEALTHCARE ECONOMICS**  
Examines the health care industry, production of health, insurance, government programs, supply, and demand for physicians, nurses, drugs, and technology, hospitals, legal issues, and international comparisons.
- HADM 5431: HEALTHCARE INFORMATION MANAGEMENT**  
Provides the student with knowledge and skills needed to successfully perform in a leadership role in the current information systems dependent environment. Prepares the student for management oversight; administrative design; acquisition, installation, and implementation; and operation of healthcare management information systems.
- HADM 5531: GROUP PRACTICE MANAGEMENT**  
Prerequisite: HADM 5032 or equivalent. Introduces the student to the concepts of physician practice management including procedure coding, diagnosis coding, insurance billing and documentation, personnel management, marketing, patient relations, financial management, venture planning, risk management, physician agreements, legal/tax/professional liability.
- HADM 5731: ORGANIZATIONAL CHANGE AND QUALITY IMPROVEMENT IN HEALTHCARE**  
Provides the student with knowledge and skills in organization development and change in healthcare facilities as well as total quality management and quality improvement in healthcare organizations. Prepares student for productivity improvement efforts, organization redesign and reengineering in healthcare. Also prepares student for developing and strengthening or redesigning quality improvement programs. Provides coverage of case management and care pathways.
- HADM 5911: SPECIAL TOPICS IN HEALTHCARE MANAGEMENT**  
One hour credit special topics in healthcare management to be identified each time the course is offered.
- HADM 5931: RESEARCH TOPICS IN HEALTHCARE ADMINISTRATION**  
Identified by specific title each time course is offered.
- HADM 5939: INDEPENDENT STUDIES IN HEALTHCARE ADMINISTRATION**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Healthcare Administration.
- HADM 6132: LEGAL ASPECTS OF HEALTHCARE SYSTEMS**  
To acquaint the student with the legal issues in health services administration by study of the legal system, licensing, liability and professional ethics.
- HADM 6133: HEALTHCARE FACILITY PLANNING, DESIGN AND CONSTRUCTION**  
Prerequisite: HADM 5032. Designed to introduce the student to concepts of health facility planning, design and construction and an understanding of the vocabulary and process employed by planners, architects and consultants.
- HADM 6136: EMERGING ISSUES IN HEALTHCARE**  
Acquaints the student with emerging issues in healthcare relating to the organization, financing, and delivery of healthcare services.
- HADM 6235: MANAGED CARE**  
Acquaints the student with managed care terminology, contracting for providers and payors, utilization review, case management, direct contracting, structuring and organization structure.
- HADM 6236: HOSPITAL OPERATIONS**  
Prerequisite: HADM 5032 and one other HADM course, or permission of the HADM Director. Management, clinical professional and supporting staff must recognize their core competency is providing a specific portfolio of healthcare services to a set of managers of patient populations. The learning objectives for the course include strategies for: repositioning medical services for managed care; expanding market programs to meet target customers' needs and reporting outcomes to prove the organization's value to its customers; operations strategies for managed care; and performance measures information management.
- HADM 6237: HEALTHCARE CONSULTING AND ENTREPRENEURSHIP**  
Prerequisites: HADM 5132, HADM 5233 and HADM 6132. Application of all academic business and healthcare concepts, theories and principles to consulting and new business ventures. Topics will include economic

feasibility studies, business plan writing, practice valuations, practice evaluations, operations assessments, reengineering studies and other consulting and business startup projects. The course will utilize healthcare consultants, public accounting firm partners, turnaround consultants and other practitioners.

**HADM 6519: SEMINAR IN HEALTHCARE COMPETENCIES**

Prerequisites: Permission of program director and instructor. This course is designed to introduce students to the professional requirements necessary for success in the healthcare field. Students will be familiarized with the professional competencies, including skills and behaviors required of the healthcare executive. Focus is on healthcare executive leadership development and personal effectiveness relating to the external environment of healthcare organizations. Emphasizes relationships with physicians, governing boards, regulatory bodies, donors, and other key stakeholders.

**HADM 6539: GRADUATE RESIDENCY IN HEALTHCARE ADMINISTRATION**

Prerequisites: Master's degree candidacy, HADM 6519, approval of dean and approval of instructor. Permission of instructor dependent upon language requirement, Oral TOFEL (if student does not hold a Bachelors degree from a U.S. institution), minimum GPA of 3.3, current MHA or MHA/MBA student, one semester of Internship or healthcare work experience, and other criteria (see HADM program list). Supervised residency with an approved health agency or organization: written and oral reports required.

**HADM 6738: SEMINAR IN HEALTHCARE POLICY AND LEADERSHIP**

Prerequisite: All other degree requirements prior to the residency. Designed to provide the student with an opportunity to apply and integrate previous courses, readings and research in a problem-solving environment. By the use of case studies, problems, field work, case presentations and simulation students will analyze situations and present their findings orally and in written form.

**HADM 6739: INTERNSHIP IN HEALTHCARE ADMINISTRATION**

Prerequisite: Master's degree candidacy and approval of advisor and dean. Must have completed at least one semester in the program. Supervised internship with position or project in a healthcare facility. Written and oral reports required. No more than 3 hours of internship credit can be applied toward degree.

**HADM 6939; 6969: MASTER'S THESIS RESEARCH**

Prerequisites: Master's degree candidacy and approval of advisor and dean.

### **HUMAN RESOURCE MANAGEMENT**

**HMRS 5131: HUMAN RESOURCE MANAGEMENT PROCESSES**

Theory and processes of effective development and management of human resources in organization.

**HMRS 5136: GROUP PROCESSES IN ORGANIZATIONS**

Understanding the complexities of social interaction, group behavior and interpersonal influence in organizational environments. Topics include intragroup and intergroup behavior, leadership, power, conflict and decision-making.

**HMRS 5231: LEGAL ENVIRONMENT OF HUMAN RESOURCE MANAGEMENT I**

The constitutional and procedural aspect of the employee/employer relationship with special reference to discrimination, wages and hours, pensions, unemployment insurance, health and safety and workers' compensation.

**HMRS 5433: COMPENSATION AND BENEFITS**

Review and analysis of traditional and nontraditional compensation benefit systems.

**HMRS 5434: PERFORMANCE REVIEW AND PRODUCTIVITY**

Overview of productivity measurement and analysis as applied to organizations and introduction to performance appraisal, job analysis and measurement techniques used in assessing individual work performance.

**HMRS 5435: EMPLOYEE PLANNING, STAFFING AND SELECTION**

Prerequisite: HMRS 5131. Techniques for planning and recruiting human resource needs in the context of organizational requirements. Staffing and selection techniques and practice relative to organizational strategy, legal concerns, and labor market considerations.

**HMRS 5437: HUMAN RESOURCE INFORMATION SYSTEMS**

Principles and procedures used in the development of information systems to aid human resource decision making.

**HMRS 5531: TRAINING AND DEVELOPMENT**

An overview of personnel training and development in organizations to include program development.

**HMRS 5931: RESEARCH TOPICS IN HUMAN RESOURCES**

Identified by specific title each time course is offered.

**HMRS 5939: INDEPENDENT STUDIES IN HUMAN RESOURCES**

Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Human Resources.

**HMRS 6735: SEMINAR IN HUMAN RESOURCE MANAGEMENT**

Prerequisites: HMRS 6733 and Last Semester. The concepts and practices of strategic human resource management including the development of frameworks to integrate human resource functions and the relationship between human resource strategies and business strategy with a focus on ethical and international issues.

**HMRS 6739: INTERNSHIP IN HUMAN RESOURCES**

Prerequisites: Master's degree candidacy and approval of advisor and dean. Supervised internship with a public or private agency; written and oral reports required.

**HMRS 6839: MASTER'S PROJECT RESEARCH**

Prerequisite: Master's degree candidacy and approval of advisor and dean.

**HMRS 6939: MASTER'S THESIS RESEARCH**

Prerequisite: Master's degree candidacy and approval of advisor and dean.

## **INFORMATION SYSTEMS ADMINISTRATION AND MANAGEMENT**

- ISAM 5030: FUNDAMENTALS OF BUSINESS PROGRAMMING**  
Common program logic and structures inherent in business application programs; programming using a business-oriented high-level language; overview of program design and development methodologies; management and control of program design and development activities. Includes numerous hands-on class projects. Cannot be taken as ISAM or BUS elective. May not be taken as graduate elective credit by any BUS student.
- ISAM 5330: MANAGEMENT INFORMATION SYSTEMS**  
Prerequisite: MGMT 5032 or equivalent. Principles and procedures used in the development of information systems to facilitate the management functions of planning, integrating, measuring and controlling. (Previously ISAM 5631.)
- ISAM 5331: FUNDAMENTALS OF DATABASE DESIGN AND DEVELOPMENT**  
Prerequisite: ISAM 5030 or 6 hours of college-level programming. Database concepts used in business systems. Applications, advantages and disadvantages of hierarchical, network and relational database systems are presented from a business perspective.
- ISAM 5332: DATA WAREHOUSING AND DATA MINING**  
Prerequisite: ISAM 5331 or equivalent. This course provides the knowledge and skills necessary to design and develop a data warehouse as well as extract strategic business intelligence through the application of data mining tools and techniques. Students will examine all phases and tasks of the data warehouse design process, including data structure, dimensional modeling such as star schema, data cube, and data aggregation. They will also perform hands-on exercises with the latest data warehouse and data mining tools to load existing data, preparing data marts, and apply On-Line Analytical Processing (OLAP) tools to obtain business intelligence.
- ISAM 5333: BUSINESS DATA COMMUNICATIONS**  
Telecommunications hardware and infrastructure, global telecommunications systems, roles and uses of telecommunications systems and computer networks in modern business management.
- ISAM 5334: APPLICATION DEVELOPMENT**  
Prerequisite: ISAM 5030 or equivalent. This is an application development course featuring the .NET computing platform. This course will cover .NET Framework fundamentals, data structures and storage mechanisms, application security issues and other interfaces between programs and operating system components.
- ISAM 5335: ADVANCED APPLICATIONS PROGRAMMING WITH VISUAL BASIC**  
Prerequisite: ISAM 5030 or 6 hours of college-level course work in computer programming. Tools, techniques, and management methodologies used in the development of client-server-based business software, graphic user interface, and business reports. Includes numerous hands-on class projects.
- ISAM 5337: INTERNET APPLICATIONS DEVELOPMENT**  
Use and control of Internet systems in business; development of HTML-based Web site creation tools; roles/functions of TCP/IP, cabling systems and servers in Internet connectivity. Includes numerous hands-on class projects.
- ISAM 5338: ADVANCED INTERNET APPLICATIONS DEVELOPMENT**  
Prerequisite: ISAM 5331, ISAM 5335 and ISAM 5337, or equivalents. Client-Server applications development for the World Wide Web using the latest tools and technologies such as setting up a Web Server, development of server-side and client-side scripts, Web forms processing, XML documents processing, use of DTD and XHTML, development of ASP.NET pages with HTML and Web controls, and Web-database applications development. Numerous hands-on projects.
- ISAM 5339: FUNDAMENTALS OF COMPUTER NETWORKING**  
Prerequisite: ISAM 5030 or 6 hours of college-level course work in computer programming. Basic concepts of networking, OSI and TCP/IP architectures, data link layer protocols, LAN technologies, serial link protocols, WANs, network layer issues, protocols, connection oriented and connectionless protocols, transport layer protocols, internetworking concepts, fundamentals of application layer protocols. Hands-on exercises on protocols, protocol analysis, LANs, WANs, etc.
- ISAM 5439: COMPUTER NETWORK SECURITY**  
Prerequisite: ISAM 5339. Fundamental computer network security concepts and secure network implementations, security threats to computers and computer networks. Methods to counter security threats, concepts of firewalls, their design and implementation, pre-emptive hacking tools, intrusion detection systems, some aspects of host security using computers with Unix operating systems.
- ISAM 5531: CLIENT/SERVER SYSTEM ADMINISTRATION**  
Prerequisite: ISAM 5339 or ISAM 5636 or equivalent. Exploring and determining how emerging client-server technology, Internet-based technology, tools and techniques work and how they can be integrated in modern business management.
- ISAM 5632: ADVANCED DATABASE APPLICATIONS DEVELOPMENT**  
Prerequisites: ISAM 5030 or 6 hours of college-level course work in computer programming, and ISAM 5331 or equivalent. Organization and management of complex business databases and applications such as database design and management, user interface design, application design, database processing and generation of management-oriented reports. Includes numerous hands-on projects using a leading database management system.

- ISAM 5633: ORACLE DATABASE ADMINISTRATION**  
Prerequisite: ISAM 5632 or equivalent. This course introduces students to Oracle Database Administration. The topics covered include components of a database, creating a database, database backup and recovery, database performance tuning and database administration. The course also includes extensive hands-on exercises related to Oracle database administration.
- ISAM 5635: SYSTEMS ANALYSIS AND DESIGN**  
Prerequisite: ISAM 5030 or 6 hours of programming courses and ISAM 5331. Systems concepts; systems analysis and design techniques; methods used to analyze information requirements; methods used to design, evaluate and implement information systems; and a class project.
- ISAM 5636: ADVANCED COMPUTER NETWORKING**  
Prerequisite: ISAM 5339 or equivalent. The course covers serial and shared link layer protocols, principles of transport and network layer design and analysis, principles of routing in computer networks, routing algorithms, routing protocols, analysis of application level protocols, basic concepts of network security, packet filters, network address translation, port address translation, virtual local area network, etc. Hands-on exercises on building and implementing LANs and WANs, internets, routing protocols, filters and network, advanced protocol analysis, etc.
- ISAM 5637: INFORMATION SYSTEMS PROJECT MANAGEMENT**  
Prerequisite: ISAM 5635 or equivalent. This course is a follow-up of the systems analysis and design course. It combines theory and practice to present an understanding of the concepts, skills, tools and techniques involved in an information technology project management. The course includes nine knowledge areas of project management-project integration, scope, time, cost, quality, human resource, communication, risk and procurement management.
- ISAM 5638: ADVANCED APPLICATIONS PROGRAMMING WITH JAVA**  
Prerequisite: ISAM 5030 or at least 6 hours of programming courses. This is an advanced programming course using the JAVA programming language. Students learn how to design and construct Interactive Java programs for business applications. This course covers program design, coding for Applets and Applications, etc.
- ISAM 5639: SQL SERVER DATABASE ADMINISTRATION**  
Prerequisite: ISAM 5331 or equivalent. Microsoft SQL Server is a prime relational database management system. This course introduces students to topics such as creating, interacting with, administering, backing up, recovering, and troubleshooting a database using Microsoft SQL Server in a hands-on environment.
- ISAM 5731: INFORMATION SYSTEMS AUDIT AND SECURITY**  
Prerequisite: ISAM 5330 or equivalent. Audit of financial statements, financial accounting systems, accounting data flows, segregation of duties in computer environment, general and application controls, data security and access controls, dial-up controls, computer security, application change control, audit of computer programs and data files and computer audit trails.
- ISAM 5732: FUNDAMENTALS OF WINDOWS ADMINISTRATION**  
This course introduces students to various windows operating system platforms and integrating these platforms to build domains that serve the needs of an organization. The topics covered include domain designs, domain trees and forests, user administration, file system administration, registry management, file and printing performance management, etc. The course includes extensive hands-on components.
- ISAM 5733: ADVANCED WINDOWS ADMINISTRATION**  
Prerequisite: ISAM 5732 or equivalent. The topics covered include Windows server maintenance and tuning concepts, active directory design and operation, designing and administering windows client server systems, and building a comprehensive networked Windows environment. The course includes comprehensive hands-on exercises and projects.
- ISAM 5931: RESEARCH TOPICS IN INFORMATION SYSTEMS**  
Identified by specific title each time course is offered.
- ISAM 5939: INDEPENDENT STUDIES IN INFORMATION SYSTEMS**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Information Systems.
- ISAM 6739: INTERNSHIP IN MANAGEMENT INFORMATION SYSTEMS**  
Prerequisite: Master's degree candidacy, completion of foundation courses and at least 18 hours of MS in MIS required courses, and approval of academic advisor, faculty chair and associate dean. Supervised work experience related to management information systems with an approved business, industrial firm, or governmental agency; written and oral reports as required.

### LEGAL STUDIES

- LEGL 5131: LEGAL CONCEPTS FOR THE BUSINESS PROFESSIONAL**  
This course examines the legal implications of business transactions and will be of particular value to students seeking degrees in accounting, finance and business. Explores legal issues emphasized by the AICPA and other national professional organizations.
- LEGL 5931: RESEARCH TOPICS IN LEGAL STUDIES**  
Identified by specific title each time course is offered.

### MANAGEMENT

- MGMT 5032: HUMAN BEHAVIOR IN ORGANIZATIONS**  
Behavioral problems associated with innovation, resistance to change and the development of complex organizations and administrative processes. Formerly MGMT 5132; Credit may not be received for both MGMT 5132 and MGMT 5032. May not be taken as graduate elective credit by any BUS student.

- MGMT 5131: BUSINESS AND SOCIETY**  
Prerequisite: MGMT 5032 or equivalent. Role of the firm in society; business responsibilities to society from ethical, political, economic and societal points of view.
- MGMT 5133: TEAMWORK AND LEADERSHIP SKILLS: THEORY IN PRACTICE**  
Prerequisite: SHOULD be taken early in the MBA program. Focus on knowledge-based skill and competency development in effective teamwork, teambuilding, and leadership as well as diagnosing and intervening effectively in problematic team situations. Formerly MGMT 5031; Credit may not be received for both MGMT 5031 and MGMT 5133.
- MGMT 5135: CORPORATE ORGANIZATIONAL DESIGN**  
Prerequisite: MGMT 5032 or equivalent. Surveys theory and research on organizational factors affecting the design and management of complex corporate systems.
- MGMT 5331: PERSONNEL MANAGEMENT**  
Prerequisite: MGMT 5032 or equivalent. The employment, understanding and management of people, aspects of employee morale and productivity.
- MGMT 5332: LABOR RELATIONS**  
Prerequisite: MGMT 5032 or equivalent. Relationships between unions and management and the structure of industrial bargaining; legal dimensions of employee relations, strikes and settlements.
- MGMT 5636: MANAGEMENT OF TECHNOLOGY**  
Prerequisite: MGMT 5032 or equivalent. This course is designed to introduce a broad range of topics and issues related to the management of technology and technological innovation. The course includes discussions of technology development in industry, academia and government; the process of innovation; the drivers of innovation in a global environment; organizing and leading innovation; and incorporating technology change into company structure and strategy.
- MGMT 5638: MANAGING TECHNICAL AND PROFESSIONAL PEOPLE**  
Prerequisite: MGMT 5032 or equivalent. This course discusses issues in managing and leading scientists, engineers, and other professionals. It provides ideas on the most effective methods for increasing individual invention and organization innovation. Topics include knowledge management, creativity, leadership, cultural diversity, negotiation, organizational design, global virtual teaming and work/life issues for professionals.
- MGMT 5931: RESEARCH TOPICS IN MANAGEMENT**  
Identified by specific title each time course is offered.
- MGMT 5939: INDEPENDENT STUDIES IN MANAGEMENT**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Management.
- MGMT 6237: LEADERSHIP**  
The course will examine and focus on proven executive leadership best practices across a range of complex organizations.
- MGMT 6331: ORGANIZATIONAL DEVELOPMENT**  
Prerequisite: MGMT 5032 or equivalent. Measures for guiding change in the industrial setting; impacts on the labor force and the production process. Change models, diagnostic techniques, intervention strategies and the ethics of change agent client system relationship.
- MGMT 6332: INTERNATIONAL MANAGEMENT**  
Prerequisite: MGMT 5032 and BAPA 5131, or equivalents. The course focuses on the challenges of international management including topics of global strategy, organizational design, cross-cultural communication, and human resources.
- MGMT 6333: SEMINAR IN INTERNATIONAL MANAGEMENT**  
Meetings in the field are conducted with the officers of companies operating in other countries. Sessions will be concerned with cultural and legal considerations that make labor relations, resource coordination and other management considerations different from the American experience.
- MGMT 6731: STRATEGIC MANAGEMENT SEMINAR**  
Prerequisites: Other degree requirements and LAST SEMESTER. Introduction to corporate-level and business-level strategy. Study of the strategic management process and factors necessary for competitive success in industries.
- MGMT 6739: INTERNSHIP IN MANAGEMENT**  
Prerequisites: Master's degree candidacy and approval of advisor and dean. Supervised internship with an approved firm or with an industrial or governmental agency; written and oral reports required.

## MARKETING

- MKTG 5031: MARKETING ESSENTIALS FOR THE 21<sup>ST</sup> CENTURY: CREATING CUSTOMER VALUE**  
Explores how product, distribution, promotion and pricing strategies are determined in a dynamic environment to create customer value. May not be taken as graduate elective credit by any BUS student.
- MKTG 5332: EXECUTIVE DECISIONS IN MARKETING**  
Prerequisites: ACCT 5031, MGMT 5133, and MKTG 5031, or equivalents. Making information-based strategic and tactical marketing decisions related to target market selection, product, price, distribution and promotion that increase the probability of success in a competitive marketplace.
- MKTG 5333: ENTREPRENEURSHIP AND SMALL BUSINESS CONSULTING**  
Prerequisite: ACCT 5031, FINC 5031, MGMT 5032 and MKTG 5031, or equivalents. Application of classroom concepts, theories and principles from all business disciplines to active operations of small businesses or new business ventures.

- MKTG 5532: INTERNATIONAL MARKETING STRATEGY**  
Prerequisite: MKTG 5031 or equivalent, and BAPA 5131. Begins with a discussion of incentives for and barriers to international trade, and foreign market selection and entry strategies. Then examines product, price, distribution, and promotion decisions in an international context. Involves secondary marketing research and developing a marketing plan for product introduction into a foreign market.
- MKTG 5533: SEMINAR IN INTERNATIONAL MARKETING**  
Meetings with the chief marketing people at major firms in several countries are conducted. Sessions will concentrate on their approaches to market development and analysis. Emphasis will be placed on problems and on solutions to those problems that are peculiar to other cultures.
- MKTG 5534: ADVANCED PROFESSIONAL SERVICES MARKETING**  
Prerequisite: MKTG 5031 or equivalent. Central issues involved in planning, implementing and controlling professional services marketing strategies. Examines positioning and use of information technology as a means of achieving differential.
- MKTG 5931: RESEARCH TOPICS IN MARKETING**  
Identified by specific title each time course is offered.
- MKTG 5939: INDEPENDENT STUDIES IN MARKETING**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Marketing.

### **POLITICAL SCIENCE (formerly GOVT)**

NOTE: POLS courses have been transferred to the School of Human Sciences and Humanities. Please see that school's Course Roster section of the Catalog.

### **PUBLIC AND PRIVATE MANAGEMENT**

- PPRM 5131: THE STUDY OF ADMINISTRATION**  
Management theory applied to organization, staffing, planning and control in government and in organizations where public-private cooperation is important.
- PPRM 5132: TRANSFORMING DATA INTO INFORMATION**  
Techniques for analyzing and evaluating performance; information and power in public-private organizations; qualitative and quantitative study of policy consequences.
- PPRM 5133: DECISION SUPPORT SYSTEMS**  
Principles and procedures used in the development of information systems to aid decision-making in public-private organizations.
- PPRM 5231: BUDGET AND CONTROL-GOVERNMENT/SERVICE ORGANIZATIONS**  
Principles and practices of effective budgeting and management control in government and service organizations are presented. Among the topics covered in this course are the budget cycle, alternative budgeting frameworks, designing management control structures, cost-benefit analysis, reporting and measurement, and designing management control systems.
- PPRM 5535: GOVERNMENT AND BUSINESS**  
Prerequisite: PPRM 5131. Government strategies for shaping business operation in the United States. Effect of government business interrelations on decision-making in both the public and private sectors.
- PPRM 5931: RESEARCH TOPICS IN PUBLIC AND PRIVATE MANAGEMENT**  
Identified by specific title each time course is offered.
- PPRM 5939: INDEPENDENT STUDIES IN PUBLIC AND PRIVATE MANAGEMENT**  
Prerequisite: Approval of instructor, Faculty Chair and Associate Dean required. Independent directed study in Public and Private Management.