BUSINESS

BUS 566  Project Management
4 Quarter Hours
Explores the tools, techniques, processes, and strategies for managing projects to successful completion. Special emphasis will be placed on tracking and monitoring project progress in order to identify and resolve difficulties as soon as possible. Included will be discussions of common problem areas and how to deal with them.
Prerequisite(s): C or better in BUS 675.

BUS 571  Compensation and Benefits
4 Quarter Hours
Examines financial rewards in organizations. Students will examine compensation, surveys, reward and incentive systems, pay equity, benefits, legal issues, and the strategic planning of compensation and reward systems in organizations.
Prerequisite(s): C or better in BUS 572.

BUS 572  Human Resource Management
4 Quarter Hours
Evaluates a variety of human resource issues facing corporations and businesses today. These include employee development, performance appraisal systems, job design, hiring and dismissal processes, career management strategies, legal issues, morale monitoring, domestic and global labor market problems, as well as how cultural and economic factors influence the effectiveness of human resource management.
Prerequisite(s): C or better in BUS 572.

BUS 573A  Labor Relations and Conflict Resolution
4 Quarter Hours
Provides students the opportunity to analyze industrial relations by examining the role of labor unions in American life and worldwide. The course will address the legal and business environment for collective bargaining and conflict resolution among both union and at-will employees. It will also address the impact of globalization and international trade agreements on the future growth of organized labor.
Prerequisite(s): C or better in BUS 572.

BUS 574A  Strategic Organizational Development
4 Quarter Hours
Examines the role and purpose that organizational development plays in creating and supporting business strategy, including change, culture, values, and environment. Evaluation of the results from organizational development initiatives will be discussed to determine contributions made and lessons learned. This course is designed to improve the knowledge and skills of persons involved in the process of business change.
Prerequisite(s): C or better in BUS 572.

BUS 576A  Employee Staffing and Development
4 Quarter Hours
Focuses on determining an organization's training needs. Emphasis will be placed on training needs analysis techniques, designing training programs, implementation of training programs, evaluation of training programs, and the cost effectiveness of training programs.
Prerequisite(s): C or better in BUS 572.

BUS 615  Human Behavior Management of Organizations
4 Quarter Hours
Provides students with an understanding of individuals, groups, and organizations as a whole. This course considers such topics as the alignment of people within an organization, as well as techniques for these individuals to manage and lead more effectively. This course will also discuss how technology, the Internet, globalization, and virtual teaming are impacting the work environment today.
Prerequisite(s): C or better in BUS 678.

BUS 630  Accounting for the Contemporary Manager
4 Quarter Hours
Focuses on the use of financial and managerial accounting information for decision-making purposes. Topics include accounting concepts, accounting systems, preparing financial statements, product costing and overhead allocation, variance analysis, budgeting, and responsibility accounting. How these topics should be applied in information based decision making is emphasized. Case analysis is used to enhance student learning of key accounting concepts.
Prerequisite(s): C or better in BUS 678.

BUS 631  Taxation
4 Quarter Hours
Focuses on special studies related to tax problems of individuals, partnerships, fiduciaries, and corporations. Emphasis is on federal taxation of corporations, trusts, and estates. Specific use of the Tax Code and the Internal Revenue Service Regulations will be an integral part of this course.
Prerequisite(s): C or better in BUS 630 and 16 hours of undergraduate accounting.

BUS 634  Non-Profit Accounting
4 Quarter Hours
Studies, comprehensively, the recording of transactions by government units and the preparation of financial statements by not-for-profit entities. City government is the basic unit of study; however, school districts, universities, and hospitals are covered to illustrate the similarity in accounting for all not-for-profit entities. The topics of the classifications of audits, auditing standards, audit procedures, the audit report, the Single Audit Act, fraud examination, and forensic accounting are also covered.
Prerequisite(s): C or better in BUS 630 and 16 hours of undergraduate accounting.

BUS 635  Global Accounting
4 Quarter Hours
Explores the impact of the cultural, social, legal, political, and economic conditions that shape the national accounting standard-setting process of the different countries with a focus on accounting practices of vital countries with diverse cultures and legal environments. The purposes of and attempts at classification of countries by their accounting characteristics are examined. The purposes and progress of regional and international harmonization programs are discussed with a focus on the international accounting standards and their impact on the economic consequences of multinational corporations. Attention is given to the accounting problems facing multinational corporations using case studies. These include foreign currency translation, auditing in the international environment, transfer pricing, international taxation, global managerial planning and control, and analyzing foreign financial statements.
Prerequisite(s): C or better in BUS 630 and 16 hours of undergraduate accounting.

BUS 640  The Financial Environment
4 Quarter Hours
Provides an understanding of corporate financial management including the introduction of key concepts in the field of finance and the environment in which they are applied. Students learn how to gauge the financial health of their company and to measure and understand the financial return in relation to risk. Capital budgeting and management of working capital are also discussed. This course emphasizes teaching students to improve their business financial decision making.
Prerequisite(s): C or better in BUS 678.

BUS 641  Money and Banking
4 Quarter Hours
Provides students the opportunity to learn and discuss the topics of money, money markets, money market participants, monetary policies and its effects, and regulation of money markets, in addition to examining banks, banking services, and the banking industry. The dynamic nature of the banking industry will be examined, highlighting recent changes and expected future developments. Students will also learn to identify and manage financial risks. Students will write a project report on how to improve some banking practices or business practices related to banking or money management.
Prerequisite(s): C or better in BUS 640.

BUS 642  Financial Accounting
4 Quarter Hours
Emphasis is on understanding and preparing financial accounting statements on past performance and projected future performance of organizations. Students will also learn to evaluate and efficiently use financial accounting statements to identify business problems and profit from business strengths. Topics include FASB’s conceptual framework, GAAP, measuring income, recording transactions, accounting for sales, inventories and cost of goods sold, long-lived assets and depreciation, liabilities and interest, valuation and accounting for bonds and leases, stockholder’s equity, statement of cash flows, accounting differences, and the International Accounting Standards.
Prerequisite(s): C or better in BUS 630 or C or better in BUS 640, 16 hours of undergraduate accounting.
BUS 643 International Business Finance
4 Quarter Hours
Introduces students international financial capital flows in the global economy, focusing on how firms can borrow from, lend to, and invest in foreign countries. The costs and benefits of international business financing are analyzed. From both short-term and long-term perspectives, considering both direct and indirect effects. Business strategies for managing financial risks are examined, including foreign exchange risk, interest rate risk, and default risk. Students will complete a project report on how his or her firm can profitably borrow from, lend to, or invest in a particular foreign country, using the international money market and international capital market. 
Prerequisite(s): C or better in BUS 640.

BUS 645 Public Finance
4 Quarter Hours
Helps students understand the principles of public finance and to show how these concepts can help students understand the complex and dynamic American economy. 
Prerequisite(s): C or better in BUS 640.

BUS 650 The Economic Environment
4 Quarter Hours
Provides an in-depth study of variables that influence all the logistic elements for determination of the places where products are being sold. Topics include government regulations, distribution, logistic elements for determination of the places where products are being sold. These are discussed. In addition, the effects of the global marketplace and managing marketing activities of multi-product firms and provides students the opportunity to make strategic business decisions. The specifics of implementing a marketing plan are discussed. In addition, the effects of the global marketplace and sources of marketing research are discussed. 
Prerequisite(s): C or better in BUS 678.

BUS 664 International Marketing
4 Quarter Hours
Introduces students international financial capital flows in the global economy, focusing on how firms can borrow from, lend to, and invest in foreign countries. The costs and benefits of international business financing are analyzed. From both short-term and long-term perspectives, considering both direct and indirect effects. Business strategies for managing financial risks are examined, including foreign exchange risk, interest rate risk, and default risk. Students will complete a project report on how his or her firm can profitably borrow from, lend to, or invest in a particular foreign country, using the international money market and international capital market. 
Prerequisite(s): C or better in BUS 640.

BUS 666 Marketing Research
4 Quarter Hours
Provides an in-depth study of variables that influence all the logistic elements for determination of the places where products are being sold. Topics include government regulations, distribution, transportation, organizational structure, competition, and buyer behavior. A logistics model/plan is required for this course. 
Prerequisite(s): C or better in BUS 660.

BUS 678 Research and Statistics for Managers
4 Quarter Hours
Emphasizes the use of data collection and analysis in business environments to facilitate decision making. Research designs will be addressed so that students can ask and answer specific questions. Students will learn to properly use basic descriptive and inferential statistics. This course will offer an applications-oriented perspective to conducting and critically evaluating primary research. 
Prerequisite(s): C or better in BUS 640.

BUS 685 Dynamics of Leadership
4 Quarter Hours
Examines issues within the leadership area including the following: managing cultural diversity, team building, project management, roles and responsibilities of the leader, leadership theories, the leadership/follower relationship, supervisory techniques, stress management, problem solving, and various concepts related to human behavior. This course also examines the evolution of leadership thought, the various methods for improving the worker performance through analytical decision making, and current issues in leadership. 
Prerequisite(s): C or better in BUS 640.

BUS 686 Leadership Theory and Practice
4 Quarter Hours
Provides an applied and comprehensive view of the leadership experience in today's world. This course integrates recent ideas and applications with established scholarly research. The implications and demands on leaders due to ethical scandals, global crises, emergence of e-commerce, learning organizations, virtual teams, and globalization are examined. 
Prerequisite(s): C or better in BUS 640.

BUS 688 Profiles in Leadership
4 Quarter Hours
Examines leadership styles through leader biographies covering several management eras. Both domestic and global views of leadership are considered. Leadership practices and philosophies of both past and present leaders are examined and critiqued. 
Prerequisite(s): C or better in BUS 640.

BUS 690 Strategy in a Global Environment
4 Quarter Hours
Integrates the theories, skills, and knowledge gained from previous courses and provides students the opportunity to make strategic business decisions. Students will analyze the strategies of current public corporations. Students will also complete a decision-making business simulation. This is the capstone course of the Baker College MBA program. 
Prerequisite(s): C or better in BUS 678. Corequisite(s): BUS 572, BUS 615, BUS 630, BUS 650, BUS 660, BUS 675 or BUS 755 or MIS 511, BUS 640 or BUS 759.

BUS 750 Healthcare Programs and Policies
4 Quarter Hours
Examines various healthcare policies and the related impact on diverse populations. Students will analyze population health and status assessment information and develop appropriate healthcare program recommendations. Major future trends, such as major causes of disease, expanding role of hospice, and the role of preventative medicine and wellness programs, will be investigated. 
Prerequisite(s): C or better in BUS 675.

BUS 752 Healthcare Administration
4 Quarter Hours
Studies comprehensively, managerial problem-solving and decision-making techniques, organizational design, human resources management, the healthcare system, quality improvement, organizational change, and strategic planning. 
Prerequisite(s): C or better in BUS 675.
### BUS 810 - The Scholar Practitioner

4 Quarter Hours

Focuses on the connection that exists between the role of learner and practitioner. At the heart of the DBA program is the belief that ideas will improve professional practices and reflection on professional practices to create new ideas. These relationships are explored in this course. Students will use readings, assessment tools, experiential exercises, and reflection on past and current experiences to develop a deeper understanding of the extent of knowledge of business and management, learning styles and skills, and professional strengths and weaknesses. Students will also explore the nature of scholarly inquiry and scientific method as well as explore connections between theory and practice and the importance of these considerations in doing applied research. This course also provides practical guidance on how to critically read scholarly articles, how to formulate researchable questions, and how to ensure scholarly integrity and avoid plagiarism.

### BUS 811 - Managing in a World-Wide Context

4 Quarter Hours

Addresses how regardless of whether you work in a large or small company, a governmental agency, a nonprofit or community-based organization, or run your own small business, you must function in a new and highly interconnected world of work. Students will examine issues related to leadership, strategic planning, customer focus, measurement/analysis/knowledge management, workforce focus, operations focus, and results. Case studies and self-assessments will allow for practical application of these criteria. 

Prerequisite(s): BUS 800, BUS 801

### BUS 812 - Knowledge Management and Information Systems

4 Quarter Hours

Addresses how the digital age has created new opportunities and new challenges for the business enterprise. In this course, students will explore the strategic importance of knowledge and information systems. Students will examine the emerging field of knowledge management and how it addresses the demands of global competition and the needs of 21st century organizations. Students will learn how knowledge is developed, collected, organized, stored, retrieved, disseminated, and applied across organizations; and how information systems are used to make evidence-based decisions as well as examine theories and research drawn from organizational behavior, information sciences, and management to create an interdisciplinary perspective on these critical organizational processes.

Prerequisite(s): BUS 800, BUS 801

### BUS 813 - Quality Improvement and Organizational Change

4 Quarter Hours

 Discusses how understanding system variation and establishing clear metrics are essential to ensure successful change initiatives. In this course, students will examine total quality, ISO 9000, Malcolm Baldrige, process re-engineering, benchmarking, Six Sigma, lean development, and other techniques for quality improvement, and will examine these initiatives in the broader framework of organizational change.

Prerequisite(s): BUS 800, BUS 801

### BUS 814 - Corporate and Personal Ethics

4 Quarter Hours

Reviews how socially responsible and innovative corporate governance is required to meet the challenges of global warming, the stewardship of scarce resources, and the distribution of income among various stakeholders. Students will examine how ethical principles can be integrated into corporate strategies. The responsibility to a wide array of stakeholders is examined as well as factors that should be considered in guiding a company's philanthropic, community development and sustainable business practices. Students will also focus on individual ethics and how managers and leaders can build congruency between their values and actions. Finally, students will examine best practices in corporate social innovation by such firms as Ben and Jerry's, KLD, Plug Power, PwC, UN Global Compact, and Schlumberger SEED.

Prerequisite(s): BUS 800, BUS 801

### BUS 840 - Statistics for Executives

4 Quarter Hours

Focuses on the concepts of statistical analysis with application to the functional areas of business. It is rich in applications from accounting, finance, marketing, management, and economics. This course will also serve as a refresher on the basic concepts and statistical techniques used in business and prepare the student for more advanced quantitative methods introduced later in the program, laying a foundation for analytic literacy.

Prerequisite(s): BUS 800, BUS 801

### BUS 841 - Introduction to Research Design

4 Quarter Hours

Gives students the opportunity to learn the purpose and rationale for conducting scientific research, critical technology used in research, and the basic elements of research design. Elements covered include measurement, sampling, variables, validity, reliability, and causation. Different research designs will be covered including experimental and quasi-experimental survey, field, designs utilizing existing data, and evaluation research. Ethics involved in research are covered including the protection of human subjects as required by the Baker College Institutional Review Board (IRB). It is recommended that the course be taken before or concurrently with BUS844.

Prerequisite(s): BUS 800, BUS 801

### BUS 850 - Data Mining and Machine Learning

4 Quarter Hours

Focuses on the application of data mining and machine learning techniques to real-world business problems. Students will work on projects that involve collecting, cleaning, and analyzing large datasets to uncover patterns and insights. Techniques covered may include association rules, clustering, classification, regression, and neural networks. Emphasis is placed on practical applications and case studies in various business domains.

Prerequisite(s): BUS 800, BUS 801
designs of dissertation studies; produces a clear statement of the research problem based on a detailed review of the literature, and produces research questions to be answered or hypotheses to be tested. Students will include these in a dissertation prospectus, which can be used to select members for their dissertation committee.

Prerequisite(s): BUS 840, BUS 860.

**BUS 860 Doctoral Specialization Seminar I**

4 Quarter Hours

Focuses on the first of two seminars in the successful completion of a qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, the student will investigate a topic of their choice within their selected field of study. Chapter I includes a definition of the research problem, identification of the research questions, a description of the purpose of the study, and an explanation about its significance. A brief summary of the literature review as well as a description of the research methodology, identification of relevant terminology, and limitations will be included. The seminar will include the development of a bibliography of major theorists or theories in the field of study.

Prerequisite(s): BUS 844.

**BUS 861 Doctoral Seminar in Finance I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within your selected field of study. Chapter I includes a definition of the research problem, identification of the research questions, a description of the purpose of the study, and an explanation about its significance. A brief summary of the literature review as well as a description of the research methodology, identification of relevant terminology, and limitations will be included. The seminar will include the development of a bibliography of major theorists or theories in the field of study.

Prerequisite(s): BUS 844.

**BUS 862 Doctoral Seminar in Marketing I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within your selected field of study. Chapter I includes a definition of the research problem, identification of the research questions, a description of the purpose of the study, and an explanation about its significance. A brief summary of the literature review as well as a description of the research methodology, identification of relevant terminology, and limitations will be included. The seminar will include the development of a bibliography of major theorists or theories in the field of study.

Prerequisite(s): BUS 844.

**BUS 863 Doctoral Seminar in Management Information Systems I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within Management Information Systems. Building on this research problem or application, students will compare and contrast major theories relevant to the topic from primary sources and synthesize these concepts to form a theoretical basis for research. The seminar will include a bibliography of major theorists in the field of study to provide a starting point. Students will go beyond this initial set of references as they develop their theoretical foundation. The initial portions of the Qualifying Paper are developed in this seminar. The seminar is normally taken concurrently with either the qualitative or quantitative design research course.

Prerequisite(s): BUS 844.

**BUS 864 Doctoral Seminar in Human Resource Management I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within Human Resource Management. Building on this research problem or application, students will compare and contrast major theories relevant to the topic from primary sources and synthesize these concepts to form a theoretical basis for research. The seminar will include a bibliography of major theorists in the field of study to provide a starting point. Students will go beyond this initial set of references as they develop their theoretical foundation. The initial portions of the Qualifying Paper are developed in this seminar. The seminar is normally taken concurrently with either the qualitative or quantitative design research course.

Prerequisite(s): BUS 844.

**BUS 865 Doctoral Seminar in Leadership I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within Leadership. Building on this research problem or application, students will compare and contrast major theories relevant to the topic from primary sources and synthesize these concepts to form a theoretical basis for research. The seminar will include a bibliography of major theorists in the field of study to provide a starting point. Students will go beyond this initial set of references as they develop their theoretical foundation. The initial portions of the Qualifying Paper are developed in this seminar. The seminar is normally taken concurrently with either the qualitative or quantitative design research course.

Prerequisite(s): BUS 844.

**BUS 866 Doctoral Seminar Self Designed I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within their Self Designed field of study. Building on this research problem or application, students will compare and contrast major theories relevant to the topic from primary sources and synthesize these concepts to form a theoretical basis for research. The seminar will include a bibliography of major theorists in the field of study to provide a starting point. Students will go beyond this initial set of references as they develop their theoretical foundation. The initial portions of the Qualifying Paper are developed in this seminar. The seminar is normally taken concurrently with either the qualitative or quantitative design research course.

Prerequisite(s): BUS 844.

**BUS 867 Doctoral Seminar Public and Nonprofit Management I**

4 Quarter Hours

Focuses on the successful completion of a Qualifying Paper, which is Chapter I and Chapter II of the dissertation proposal. In this initial doctoral seminar, students will complete Chapter I Introduction and Statement of Problem. Specifically, you will investigate a topic of your choice within Public and Nonprofit Management. Building on this research problem or application, students will compare and contrast major theories relevant to the topic from primary sources and synthesize these concepts to form a theoretical basis for research. The seminar will include a bibliography of major theorists in the field of study to provide a starting point. Students will go beyond this initial set of references as they develop their theoretical foundation. The initial portions of the Qualifying Paper are developed in this seminar. The seminar is normally taken concurrently with either the qualitative or quantitative design research course.

Prerequisite(s): BUS 844.
BUS 870  Doctoral Specialization Seminar II  
4 Quarter Hours  
Focuses on the completion of Chapter II or Literature Review. Specifically, the student will expound on their research problem by analyzing, comparing, and contrasting major theories relevant to their chosen topic. The student will synthesize these concepts to develop a literature review, which provides a connection between the research problem and the research questions. The student's Qualifying Paper is completed in this seminar.  
Prerequisite(s): BUS 870.

BUS 871  Doctoral Seminar in Finance II  
4 Quarter Hours  
Focuses on the completion of Chapter II or Literature Review. Specifically, the student will expound on their research problem by analyzing, comparing, and contrasting major theories relevant to their chosen topic. The student will synthesize these concepts to develop a literature review, which provides a connection between the research problem and the research questions. The student's Qualifying Paper is completed in this seminar.

BUS 872  Doctoral Seminar in Marketing II  
4 Quarter Hours  
Gives students the opportunity to continue the investigation of a research topic of their choice within Marketing. Students will analyze, compare, and contrast related concepts from current research literature and apply these results to their application. This includes identifying the significance and benefits of this research. The final Qualifying Paper is developed in this seminar.

BUS 873  Doctoral Seminar in Management Information Systems II  
4 Quarter Hours  
Gives students the opportunity to continue the investigation of a research topic of their choice within Management Information Systems. Students will analyze, compare, and contrast related concepts from current research literature and apply these results to their application. This includes identifying the significance and benefits of this research. The final Qualifying Paper is developed in this seminar.

BUS 874  Doctoral Seminar in Human Resource Management II  
4 Quarter Hours  
Gives students the opportunity to continue the investigation of a research topic of their choice within Human Resource Development. Students will analyze, compare, and contrast related concepts from current research literature and apply these results to their application. This includes identifying the significance and benefits of this research. The final Qualifying Paper is developed in this seminar.

BUS 875  Doctoral Seminar in Leadership II  
4 Quarter Hours  
Gives students the opportunity to continue the investigation of a research topic of their choice within Leadership. Students will analyze, compare, and contrast related concepts from current research literature and apply these results to their application. This includes identifying the significance and benefits of this research. The final Qualifying Paper is developed in this seminar.

BUS 876  Doctoral Seminar Self Designed II  
4 Quarter Hours  
Gives students the opportunity to continue the investigation of a research topic of their choice within their Self Designed field of study. Students will analyze, compare, and contrast related concepts from current research literature and apply these results to their application. This includes identifying the significance and benefits of this research. The final Qualifying Paper is developed in this seminar.

BUS 877  Doctoral Seminar Public and Nonprofit Management II  
4 Quarter Hours  
Gives students the opportunity to continue the investigation of a research topic of their choice within Public and Nonprofit Management. Students will analyze, compare, and contrast related concepts from current research literature and apply these results to their application. This includes identifying the significance and benefits of this research. The final Qualifying Paper is developed in this seminar.

BUS 880  First Year Professional Residency  
2 Quarter Hours  
Requires students to attend at least one professional conference in the first year. The Academy of Management annual meeting is an example. Approved conferences will be identified and program faculty will also attend. The DBA program will host a seminar at these events. A list of approved conferences will be developed by the faculty each year. Students will be required to document attendance and write a short paper describing what was learned at the conference.  
Prerequisite(s): BUS 800, BUS 801.

BUS 881  Second Year Professional Residency  
2 Quarter Hours  
Requires students to attend at least one professional conference in the second year. The Academy of Management annual meeting is an example. Approved conferences will be identified and program faculty will also attend. The DBA program will host a seminar at these events. A list of approved conferences will be developed by the faculty each year. Students will be required to document attendance and write a short paper describing what was learned at the conference.  
Prerequisite(s): BUS 880, BUS 801.

BUS 880A  Professional Development I  
2 Quarter Hours  
Requires students, in preparation for the Comprehensive Essay and the first year assessment, to develop and maintain a reading asset library of annotations, to explore possible topics for their dissertation through the presentation of cases, and to engage in scholarly dialogue with colleagues.  
Prerequisite(s): BUS 800, BUS 801.

BUS 881A  Professional Development II  
2 Quarter Hours  
Requires students, in preparation for the Comprehensive Essay and the first year assessment, to develop and maintain a reading asset library of annotations, to explore possible topics for their dissertation through the presentation of cases, and to engage in scholarly dialogue with colleagues.  
Prerequisite(s): BUS 880A.

BUS 882  Comprehensive Essay  
2 Quarter Hours  
Prepares students to complete the Comprehensive Essay at the end of the first year after the completion of BUS801, BUS810, BUS811, BUS813, BUS890, and BUS891. It provides evidence that the student has mastered foundational theories and concepts in the field of business administration, has an interdisciplinary understanding of the complex nature of business problems, and is able to synthesize and analyze scholarly research publications. The essay requires students to summarize the annotations collected in the Reading Asset Library. The annotations are submitted with the essay.  
Prerequisite(s): BUS 810, BUS 813, BUS 891A.

BUS 883  Qualifying Paper  
2 Quarter Hours  
Allows students to prepare a scholarly paper suitable for publication, in order to qualify for the dissertation phase of the DBA program. Normally this occurs at the end of the second year after all your coursework in the program has been completed except for BUS814 Corporate and Personal Ethics and all that remains is the dissertation. The purpose of the paper is to demonstrate mastery of scholarly writing, research methodology, and a depth of knowledge in a field covered by the program. It will provide evidence that the student is able to plan, execute, and apply scholarly research, and be able to communicate management and business theories, research findings, and best practices through scholarly publication.  
Prerequisite(s): BUS 870.

BUS 884  Dissertation Proposal I  
4 Quarter Hours  
Allows students to work toward the completion of their dissertation proposal with the support of their chair and committee. The final dissertation is composed of five chapters (Chapter I Introduction and Statement of the Problem; Chapter II Literature Review; Chapter III Methodology; Chapter IV Results; and Chapter V. Conclusions and Recommendations). The proposal is composed of the first three chapters and must be approved before data can be collected and analyzed.  
Prerequisite(s): BUS 870.

BUS 885  Dissertation Proposal II  
4 Quarter Hours  
Allows students to complete their dissertation proposal with the support of their chair and committee. The final dissertation is composed of five chapters (Chapter I Introduction and Statement of
the Problem; Chapter II Literature Review; Chapter III Methodology; Chapter IV Results; and Chapter V. Conclusions and Recommendations). The proposal is composed of the first three chapters and must be approved before data can be collected and analyzed. The proposal oral must be successfully completed to pass the course.

**Prerequisite(s):** BUS 893, BUS 894.

**BUS 898B** **Dissertation I**
4 Quarter Hours
Allows students to work toward the completion of their dissertation with the support of their chair and committee. A successfully completed dissertation provides evidence that you have the ability to plan, execute, and apply scholarly research, have mastered foundational theories and concepts, and have an in-depth knowledge of theory and practice in one area of specialization. It is also evidence that you are able to conceptualize and carry out research and to communicate the results of that research in a coherent document, which addresses an important problem and makes a significant contribution to the profession’s theory or practice.

**Prerequisite(s):** BUS 895.

**BUS 897B** **Dissertation II**
4 Quarter Hours
Allows students to continue working toward the completion of their dissertation with the support of their chair and committee. A successfully completed dissertation provides evidence that you have the ability to plan, execute, and apply scholarly research, have mastered foundational theories and concepts, and have an in-depth knowledge of theory and practice in one area of specialization. It is also evidence that you are able to conceptualize and carry out research and to communicate the results of that research in a coherent document, which addresses an important problem and makes a significant contribution to the profession’s theory or practice.

**Prerequisite(s):** BUS 896B.

**BUS 898B** **Dissertation III**
4 Quarter Hours
Allows students to continue working toward the completion of their dissertation with the support of their chair and committee. A successfully completed dissertation provides evidence that you have the ability to plan, execute, and apply scholarly research, have mastered foundational theories and concepts, and have an in-depth knowledge of theory and practice in one area of specialization. It is also evidence that you are able to conceptualize and carry out research and to communicate the results of that research in a coherent document, which addresses an important problem and makes a significant contribution to the profession’s theory or practice.

**Prerequisite(s):** BUS 897B.

**BUS 899B** **Dissertation IV**
4 Quarter Hours
Allows students to successfully complete their dissertation oral with the support of their chair and committee. A successfully completed dissertation provides evidence that you have the ability to plan, execute, and apply scholarly research, have mastered foundational theories and concepts, and have an in-depth knowledge of theory and practice in one area of specialization. It is also evidence that you are able to conceptualize and carry out research and to communicate the results of that research in a coherent document, which addresses an important problem and makes a significant contribution to the profession’s theory or practice. The dissertation oral must be successfully completed to pass the course.

**Prerequisite(s):** BUS 899B.

**BUS 900** **Dissertation V**
4 Quarter Hours
Emphasizes the successful completion of the students’ dissertation with the support of their chair and committee. A successfully completed dissertation provides evidence that the student has the ability to plan, execute, and apply scholarly research, has mastered foundational theories and concepts, and has an in-depth knowledge of theory and practice in one area of specialization. It is also evidence that the student is able to conceptualize and carry out research and to communicate the results of that research in a coherent document, which addresses an important problem and makes a significant contribution to the profession’s theory or practice. The dissertation must be successfully completed and submitted to UMI to pass the course.

**Prerequisite(s):** BUS 899B.

**CENTER FOR GRADUATE STUDIES**

**EDU 511** **Data Analysis for Educators**
4 Quarter Hours
Provides candidates with a basic understanding of statistics and data analysis, with emphasis on using data for decision making. Topics will include significance testing, interpreting data, reading charts and graphs, reading quantitative research, dashboards, and data in an education setting. Content will also incorporate using technology for data analysis.

**Prerequisite(s):** C or better in EDU 501.

**EDU 521** **Assessment and Evaluation for Educators I**
4 Quarter Hours
Introduces candidates to a broad spectrum of assessment types. Candidates will design assessments and scoring protocols, including rubrics. Hands-on experience with item analyses, reliability, validity, standard setting, and data disaggregation. Technology used to support decision making will be reviewed.

**Prerequisite(s):** EDU 511.

**EDU 522** **Assessment and Evaluation for Educators II**
4 Quarter Hours
Applies assessment and evaluation results to the decision-making process. Candidates will develop goals that support the mission of programs and institutions, incorporating assessment data into planning cycles and decision making. Candidates will discuss using assessment data for program evaluation, accreditation and grant writing. Additional topics include writing and analyzing survey data and data disaggregation. Data management software and other technology used to support decision making will be reviewed.

**Prerequisite(s):** C or better in EDU 521.

**EDU 523** **Research in Education**
4 Quarter Hours
Explores the philosophy and history of education in the context of emerging research. Topics include educational leadership, information literacy, and technology. Candidates will focus on reading and interpreting research studies, research controversies in education, relationship between research and public policy, and emerging trends in teaching and learning. The course will emphasize both qualitative and quantitative research, using best practices for research for improving education.

**Prerequisite(s):** C or better in EDU 521.

**EDU 531** **Learning Theory and Instruction for Educational Improvement**
4 Quarter Hours
Reinforces best practices in curriculum and instruction leading to improved learning, including pedagogy and andragogy. Candidates will integrate curriculum, assessment and instruction to create a coherent picture of the educational process. Strategies examined include weaving curriculum across grades or programs of study and applying formative assessment techniques for improvement. Applications of grading systems, learning centered instruction and backward design will be included.

**Prerequisite(s):** C or better in EDU 523.

**EDU 601** **Leadership for Accountability**
4 Quarter Hours
Explores approaches to educational leadership which emphasize continuous improvement, project management, and leading change. Candidates will focus on learning communities, data-driven decisions, assessment as planning, strategic planning, systems theory, goal setting, self-reflection and vision. Additional topics include the history of educational leaders, educating for the common good, conflict resolution, problem solving and using technology to lead. 30 hours of fieldwork required.

**Prerequisite(s):** C or better in EDU 523.
DESCRIPTI ONS OF GRADUATE COURSES

EDU 602  Organizations, Innovation and Accountability
4 Quarter Hours
Develops organizational planning skills through effective communication, human resource management, and conflict resolution, while managing for improvement. Explores the leader's role in organizational culture. 30 hours of fieldwork required.
Prerequisite(s): C or better in EDU 601.

EDU 603  Faculty Evaluation and Growth to Improve Student Learning
4 Quarter Hours
Researches professional development systems that focus on improving teaching and learning. Candidates will assess and critique best practices in faculty evaluation and learn how to engage faculty in a growth process that results in a measurable action plan for improvement. 30 hours of fieldwork required.
Corequisite(s): C or better in EDU 601.

EDU 611  Fiscal, Facilities and School Management
4 Quarter Hours
Applies accounting principles to leadership and management in schools. Candidates will focus on using strategic planning, accountability and vision to set financial goals. Emphasis is placed on budgeting priorities based on improving learning, prioritizing operations, creating safe and secure environments, and overall accountability. 30 hours of fieldwork required.
Prerequisite(s): C or better in EDU 602.

EDU 612  Public Policy, Values, and Legal and Ethical Issues in Accountability
4 Quarter Hours
Researches legal and ethical issues in educational leadership. Candidates will focus on public policy and the impact on day-to-day school operations along with studying current issues in education such as Common Core, faculty evaluation, No Child Left Behind, alternative teacher preparation. Candidates will develop a code of ethics and examine the impact of one's practice on treating people with respect. Additional topics include considering schools in context through political, social, cultural, global, policy development, diversity and equity issues. Locating reliable information on best practices, professional development, and other information relevant for practice in education will also be included.
Prerequisite(s): C or better in EDU 601.

EDU 613  School and Community Relations - Diversity and Communities
4 Quarter Hours
Locates and maximizes resources within a community including relationship building, capitalizing on people's strengths, and working with diversity to enrich the school. Topics include marketing, business and government partnerships, having an informed public, and working with families as partners. Candidates will learn to create and maintain media relationships. 30 hours of fieldwork required.
Prerequisite(s): C or better in EDU 601.

EDU 621  Technology for Improving Education
4 Quarter Hours
Gives students the opportunity to develop an understanding of emerging and innovative technologies and how they can support educational improvement efforts. Candidates will learn how to effectively manage technologies in the area of assessment, data analysis, and communication. In addition, candidates will gain an understanding of confidentiality and privacy laws, policies and procedures, copyright laws, and intellectual property restrictions.
Prerequisite(s): C or better in EDU 601.

EDU 641  Instructional Design for Higher Education
4 Quarter Hours
Develops the ability to create and implement an instructional design process. Candidates will research best practices in instructional design including: addressing stakeholder needs in program, course and curriculum development, creating quality curriculum, utilizing common assessment of student work, and incorporating technology to maximizing student learning.
Prerequisite(s): C or better in EDU 531.

EDU 642  Course Facilitation in Higher Education
4 Quarter Hours
Analyzes multiple adult learning theories as they construct a student centered teaching philosophy. Candidates will develop the resources necessary to select and use a variety of instructional strategies to effectively address varying learning situations. In addition, candidates will model the facilitation of a learning environment focused on improved retention and student learning.
Prerequisite(s): C or better in EDU 531.

EDU 643  Effective Distance Learning Programs
4 Quarter Hours
Researches and analyzes the organizational commitment and resources required to effectively serve students in a distance education environment. Candidates will explore the quality benchmarks and parameters essential for addressing the emerging educational trends and challenges of distance education.
Prerequisite(s): C or better in EDU 531.

EDU 691  Educational Effectiveness Capstone Experience
4 Quarter Hours
Creates a data-driven solution for solving a current educational problem. Candidates will develop a plan that is grounded in research and theory, and relies on established best practices. The plan will include recognition of all stakeholders, the establishment of benchmarks and targets for improvement, and a detailed implementation strategy. 50 hours of fieldwork required.
Prerequisite(s): Program Director/Dean approval.

LAW

LAW 711  Contracts I
4 Quarter Hours
Focuses on the creation of binding, legally enforceable contractual obligations, including the requirements of mutual assent, consideration, and the statute of frauds.

LAW 712  Contracts II
4 Quarter Hours
Focuses on the effects of contractual obligations of Contracts A. Topics covered include determining the parties' obligations, limits on the bargain and its performance, impracticability, and frustration of purpose.
Prerequisite(s): LAW 711.

LAW 713  Contracts III
4 Quarter Hours
Describes remedies for breach of contract and performance; and third party beneficiaries (including topics pertaining to the assignment and delegation of contractual duties).
Prerequisite(s): LAW 712.

LAW 721  Criminal Law I
4 Quarter Hours
Sets the foundation for the exploration of the substantive criminal law rules and begins with an overview of the theories of punishment, then covers acts reus and mens rea, homicide, and causation.

LAW 722  Criminal Law II
4 Quarter Hours
Covers justifications and excuses applicable to criminal acts (with emphasis placed on the doctrines of self-defense, necessity, intoxication, insanity and diminished capacity). Attempt, solicitation, complicity, and conspiracy are covered.
Prerequisite(s): LAW 721.

LAW 731  Torts I
4 Quarter Hours
Covers the elements of a cause of action under theories of intentional tort causes of action (intent, battery, assault, false imprisonment, trespass to chattel/conversion, and intentional infliction of emotional distress); defenses to intentional torts; the concepts of joint and several liability; and damages.

LAW 732  Torts II
4 Quarter Hours
Covers specific causes of action arising under strict liability and products liability theories, as well as causes of action stemming from theories of nuisance and trespass. The course also covers defamation, invasion of privacy and related "privacy" torts.
Prerequisite(s): LAW 731.

LAW 733  Torts III
4 Quarter Hours
Focus on the concept of negligence, including the reasonable person standard of care, the determination of unreasonableness, including breach of duty, custom and the role of the jury; proof of breach; statutory standards of care (negligence per se); duty in negligence cases, land occupier duties; cause-in-fact, and proximate (legal) cause and applicable defenses (contributory negligence, comparative negligence, assumption of the risk, and immunities).
Prerequisite(s): LAW 732.
LAW 741  Introduction to Legal Research and Writing  
4 Quarter Hours  
Provides students with the baseline research and analytical skills necessary to excel in their upper division courses. Students learn how to convey legal analysis of a problem in a written form that adheres to the conventions of the legal profession. Students gain proficiency with the basic legal research skills essential for successful law practice. Topics include sources of law and types of authority, secondary sources, case law, statutes, administrative regulations, legislative history, authority verification, computer-assisted legal research, and developing and implementing a successful legal research plan.

LAW 751  Business Associations I  
4 Quarter Hours  
Introduces business organization and agency concepts. It introduces the law of partnerships (including formation, management, and liability of partners), and the formation of corporations (including the concepts of the internal affairs doctrine, the role of the articles of incorporation, and the consequences of defective incorporation). It also covers the allocation of power between owners and managers.

LAW 761  Civil Procedure I  
4 Quarter Hours  
Introduces the essential steps in handling a case, using both federal and California rules of civil procedure to introduce the concepts of personal jurisdiction, venue, service, removal, and transfer.

LAW 762  Civil Procedure II  
4 Quarter Hours  
Builds upon Civil Procedure A and focuses on joinder of parties and claims; the Erie Doctrine; the theory and rules governing the litigation process, including pleadings, class actions, motion practice, discovery, pretrial conferences, trial procedure, post-trial motions, preclusive effects of judgments, and relief from judgments and principles of appellate review.

Prerequisite(s): LAW 761.

LAW 771  Community Property I  
4 Quarter Hours  
Introduces the principles governing classification of property as community or separate; management and control of community property; liability of marital property for debts; and division of property upon divorce or death.

LAW 772  Community Property II  
4 Quarter Hours  
Builds on the general principles introduced in Community Property A and covers the rights of opposite-sex and same-sex persons who cohabit without marriage or registration. Conflict of laws issues unique to this field are covered, as is federal preemption.

Prerequisite(s): LAW 771.

LAW 781  Constitutional Law I  
4 Quarter Hours  
Covers judicial review, Article III requirements, federal legislative power, state regulatory powers, presidential powers, adoption of post-Civil War amendments, the incorporation controversy, the state action requirement, and procedural and substantive due process and equal protection.

LAW 782  Constitutional Law II  
4 Quarter Hours  
Covers First Amendment liberties, and focuses specifically on Freedom of Speech. Topics that will be covered include: the history and philosophy of freedom of speech; speech that incites action; fighting words; libel; obscenity and sexually explicit speech; commercial speech; content-based and content-neutral regulations of speech; vagueness and overbreadth; prior restraints upon speech; freedom of association; the right not to speak; campaign contributions as speech; freedom of association; freedom of the press; and, the broadcast media judicial review.

Prerequisite(s): LAW 781.

LAW 791  Criminal Procedure I  
4 Quarter Hours  
Introduces the field of criminal procedure and the sources of criminal procedure. It introduces how the Fourth, Fifth, and Sixth Amendment constitutional restraints on the activities of law enforcement officers during the investigatory stage of the criminal process. It specifically covers searches and seizures, stop and frisk, probable cause and arrest, search and seizure of property, and inspections and regulatory searches.

LAW 792  Criminal Procedure II  
4 Quarter Hours  
Continues with the specific examination of constitutional restraints applicable during the investigatory stage of the criminal process. It covers interrogations and confessions, eye witness and scientific identifications, the exclusionary rule and entrapment, civil and criminal remedies for constitutional violations, the legal process (bail, the right to counsel, pre-trial and trial processes); and ends with sentencing and appeals. Rights in the context of counterterrorism are also introduced.

Prerequisite(s): LAW 791.

LAW 801  Evidence I  
4 Quarter Hours  
Introduces federal evidence, and also highlights certain differences between the federal evidentiary rules and the rules applicable in California. It introduces the structure of trials, as well as pre-trial preparation and the role of the lawyer, judge and jury. It begins substantive coverage with the topic of relevance (including authentication, the best evidence rule, and rules of exclusion). It also covers character and other habit and routine evidence in the context of relevance.

LAW 802  Evidence II  
4 Quarter Hours  
Continues on specific evidentiary rules, and covers the examination of witnesses (competency, direct examinations, objections, cross-examination, and expert witnesses). It concludes by covering the hearsay rule and evidentiary privileges.

Prerequisite(s): LAW 801.

LAW 811  FYLSE Preparation  
4 Quarter Hours  
Prepares students to sit for the First Year Law Students' Examination (the "FYLSE") administered by the Committee of Bar Examiners of the State Bar of California. Although it serves as a review course of the substantive subjects covered on the FYLSE, it focuses on test preparation strategies and skills such as issue spotting, outlining, time management techniques, and multiple choice question preparation.

Prerequisite(s): Completion of first year curriculum.

LAW 821  Intellectual Property I  
4 Quarter Hours  
Introduces the concept of liability, including limited liability companies, piercing the corporate veil, equitable subordination, as well as a brief overview of federal proxy rules. It also examines closed corporations and voting arrangements, and directors' voting agreements, fiduciary protection, and dissolution. The fiduciary obligations of officers and directors are explored in depth, as well as the issuance of shares and dividend and share repurchases. Derivative suits are introduced as well.

LAW 822  Intellectual Property II  
4 Quarter Hours  
Continues with the specific examination of constitutional restraints applicable during the investigatory stage of the criminal process. It covers interrogations and confessions, eye witness and scientific identifications, the exclusionary rule and entrapment, civil and criminal remedies for constitutional violations, the legal process (bail, the right to counsel, pre-trial and trial processes); and ends with sentencing and appeals. Rights in the context of counterterrorism are also introduced.

Prerequisite(s): LAW 791.

LAW 831  Professional Responsibility I  
4 Quarter Hours  
Introduces the regulation of lawyers through rules of professional conduct and codes of judicial conduct, such as the American Bar Association (ABA) Model Rules of Professional Conduct, the California Supreme Court's Rules of Professional Conduct, the ABA Code of Judicial Conduct and the California Code of Judicial Conduct. Substantive coverage in this course includes issues that affect the attorney-client relationship such as confidentiality, conflicts of interest, duties to former clients, handling corporate clients, and duties to prospective clients.

LAW 832  Professional Responsibility II  
4 Quarter Hours  
Continues the exploration of the rules of professional conduct, and covers the limits of appropriate advocacy actions, including the special responsibilities of a prosecutor, candor toward the tribunal,
and fairness to opposing party and counsel. It explores rules applicable to transactions with persons other than clients and surveys rules applicable to law firms and associations (including the responsibilities of supervising lawyers, non-lawyer assistants, and restrictions on the right to practice law. It also covers rules applicable to providing legal services, such as the rules applicable to advertising, and contact with prospective clients.

Prerequisite(s): LAW 831.

**MIS 521**  
Real Property I  
4 Quarter Hours  
Introduces basic property concepts and focuses on the acquisition of property rights (including gifts, capture, and the effect of labor), as well as the right to exclude others. It introduces concepts relevant to real estate transactions such as the power of the owners, transfers, and security interests. Easements, covenants and zoning are covered as well.

Prerequisite(s): LAW 841.

**MIS 522**  
Real Property II  
4 Quarter Hours  
Covers land transactions, title, assurance, nuisance, servitude, zoning, and takings. It introduces concepts relevant to real estate transactions such as the power of the owners, transfers, and security interests. Easements, covenants and zoning are covered as well.

Prerequisite(s): LAW 841.

**MIS 523**  
Remedies I  
4 Quarter Hours  
Considers the kinds and nature of relief afforded by courts to litigants in civil litigation. It focuses on a study of the theory and general principles governing the award of equitable remedies and damages. There is also some consideration of restitution. The course examines these remedies in the tort, constitutional law, family law, property, and contract contexts.

Prerequisite(s): LAW 851.

**MIS 524**  
Remedies II  
4 Quarter Hours  
Focuses on the major forms of equitable relief including temporary restraining orders, preliminary injunctions, and permanent injunctions, including the issuance and modification of such orders. It also covers contempt. Equitable defenses are also covered (laches, unclean hands, for example).

Prerequisite(s): LAW 851.

**MIS 525**  
Trusts, Wills and Estates I  
4 Quarter Hours  
Covers an overview of family and intestacy rules (including intestate succession and community property issues). It then continues with an introduction to wills and trusts, including the requisite California formalities and forms, and how trusts are created. Powers of appointment, special purpose and spendthrift trusts, and the interpretation of wills and other instruments are covered in detail.

Prerequisite(s): LAW 861.

**MIS 526**  
Trusts, Wills and Estates II  
4 Quarter Hours  
Covers trust administration, the powers and duties of trustees, and the remedies beneficiaries may pursue for breaches of trust. It also covers probate, and the applicable tax consequences, as well as the rules pertaining to capacity and contests. Will substitutes and intestate succession and community property issues are covered.

Prerequisite(s): LAW 861.

Prerequisite(s): C or better in MIS 521, C or better in MIS 531, C or better in CGS 501.

**MIS 527**  
Management Information Systems  
4 Quarter Hours  
Provides an overview for students of Information System, and prepares them to be successful in their professional roles as well as for future academic studies in the field. An emphasis is placed on how management can use information and information technology to gain competitive advantage, increase productivity, and make better and timelier decisions particularly when formulating business strategy and policy.

Prerequisite(s): C or better in CGS 501.

**MIS 528**  
Information Systems Project Management  
4 Quarter Hours  
Guides an IS project manager through the what, when, and how of the work necessary to take a project from its fledging idea to successful deployment in an efficient and effective manner. This course will provide the tools, skills and knowledge for successful planning, organization, and implementation of information systems and emphasizes the use of real-world examples and applications. Common mistakes and pitfalls in project management when used in designing information systems will be discussed. Topics covered include project scoping, estimating, scheduling, tracking and controlling.

Prerequisite(s): C or better in MIS 521, C or better in MIS 531, C or better in MIS 511.

**MIS 529**  
Fundamentals of Business Intelligence  
4 Quarter Hours  
Business Intelligence Systems are integrated software solution that include advanced analytical and data management solutions to support decision making in an organization. They relate to strategic planning and decision support. The course covers the technical components of business intelligence, including data warehousing, data mining and artificial intelligence concepts.

Prerequisite(s): C or better in MIS 511.

**MIS 530**  
Database Design and Management  
4 Quarter Hours  
Provides a baseline level of knowledge for success in industry and preparation for networking certifications, including the MCSE, MCSE, CNA and CCNA designations. Students are exposed to new industry topics such as Networked Attached Storage (NAS), Cable Installation and Management, as well as Fixed and Mobile WiMAX. With a focus on networking operating systems, this course provides up-to-date coverage of Microsoft Windows XP and Server 2003 technologies along with UNIX, Red Hat Linux, and Novell Netware operating systems.

Prerequisite(s): C or better in MIS 511.

**MIS 531**  
Data Communications and Networking  
4 Quarter Hours  
Focuses on tools necessary for quantifying risk as well as costs and benefits of mitigation methods and technologies. Topics covered include software, access control systems and methodology, business continuity and disaster recovery planning, legal issues in information system security, ethics, computer operations security, physical security and security architecture. The course seeks to provide a balance between the managerial role and the technical role.

Prerequisite(s): C or better in MIS 501.

**MIS 532**  
Systems Architecture  
4 Quarter Hours  
Examines a variety of different types of computer supported systems including transactional systems, knowledge systems, management systems, e-systems among others. We will be concerned with being able to understand how to represent systems of various types. Starting with requirements, one may ask, how do we create some representation of a system - either “to-be” or “as-is”. The answer to this question will take us to the world of functional analysis and object oriented analysis with some stops in between to look at requirements analysis and the user interface.

Prerequisite(s): C or better in MIS 511.

**MIS 533**  
Systems Design and Analysis  
4 Quarter Hours  
Addresses the relationships and tradeoffs associated with computer hardware and software. Emphasis will be placed on system architecture including data and file structures, data storage, data communications, systems analysis and design, the operator-machine interface, input/output devices and operating systems. Other topics include system architectures for single-user, centralized, and networked computing systems and single-user and multi-user operating systems. Primarily, however, this course will focus on software system architectures.

Prerequisite(s): C or better in MIS 521, C or better in MIS 531, C or better in MIS 611.
MIS 624  Data Warehousing  
4 Quarter Hours  
Addresses design issues related to data warehousing and techniques for using data warehouses for business intelligence. In this course, a variety of tools will be used to demonstrate design, implementation, and utilization (e.g., mining) of data warehouses. Students will learn how data warehouses are used to help managers successfully gather, analyze, understand and act on information that has been stored in data warehouses, and will gain hands-on experience in creating and querying a data warehouse.  
Prerequisite(s): C or better in MIS 531.

MIS 626  Decision Support and Dashboarding  
4 Quarter Hours  
Introduces performance dashboards and decision support concepts and tools that help guide decision making in the business environment. The course includes use advanced analytics and involves data models associated with Business Intelligence (BI). Performance dashboards make use of BI to help analyze decisions and options available for decision making. The course covers the architecture, metrics and design components of the various types of performance dashboards. Illustrative case studies are examined and through a course-long project, students propose and design a performance dashboard.  
Prerequisite(s): C or better in MIS 526.

MIS 671  Information Systems Integration Project I  
4 Quarter Hours  
Helps students integrate the knowledge and skills acquired during class work in the MSIS program. MIS 671 is the first of two capstone courses (the other being MIS 672). For most students, these courses will be undertaken with industry sponsorship, often their own employers, which will involve the development of an information systems project of appropriate scope. This course focuses on project initiation, which includes scope and stakeholder definition, the software system management plan, delivery approach and development of the Software Requirement Specification (SRS) for a system that students will develop in MIS 672.  
Prerequisite(s): C or better in MIS 521, C or better in MIS 611.  
Corequisite(s): Business Intelligence majors: BUS 615, BUS 630, BUS 640, BUS 678, MIS 526, MIS 531, Information Systems majors: BUS 615, BUS 630, BUS 640, BUS 678, MIS 531, MIS 541.

MIS 672  Information Systems Integration Project II  
6 Quarter Hours  
Focuses on finishing the analysis, design, implementation, and documentation of their system, followed by a presentation to their industry sponsor and the instructor. The project is considered to be successfully complete when the system meets the requirements as specified can the project sponsor is satisfied with the results. This course can be repeated up to 3 times until project completion.  
Prerequisite(s): C or better in MIS 671. Corequisite(s): Business Intelligence majors: MIS 624, MIS 626. Information Systems majors: MIS 601, MIS 621.

OCC 501  Program Planning/Intervention (Childhood)  
5 Quarter Hours  
Covers assessment and the development of treatment strategies using current frames of reference in detail. Students are prepared to apply theoretical concepts in practice settings serving children.

OCC 505  Assessment and Treatment Interventions for Mental Health Practice  
4 Quarter Hours  
Covers mental health assessment and treatment strategies using psychosocial frames of reference and evidence based research. Therapeutic use of self, occupation, and group processes are emphasized.

OCC 511  Occupational Therapy Research  
4 Quarter Hours  
Provides students with skills in utilizing methodologies of research by applying them to occupational therapy practices. Students will analyze research literature and learn how to prepare research proposals.

OCC 512  Qualitative and Quantitative Research Techniques  
4 Quarter Hours  
Focuses on participation in data collection, analysis, and interpretation for both qualitative and quantitative research methodologies. A research proposal will be completed at the end of the course and submitted for approval which will allow students to conduct a final research project.

OCC 513  Independent Study in Occupational Therapy Research  
6 Quarter Hours  
Allows students the opportunity to design, develop, and implement a research project utilizing skills from occupational therapy experiences and the statistical course sequence.

OCC 521  Upper Extremity Anatomy  
4 Quarter Hours  
Builds on knowledge gained in clinical kinesiology. Students will learn upper extremity anatomy in detail through lecture and clinical application. Emphasis will be on using knowledge of the upper extremity to develop clinical reasoning skills for the rehabilitation of upper extremity dysfunction.

OCC 522  Splinting and Related Hand Therapy Topics  
4 Quarter Hours  
Focuses on the selection, fit, and fabrication of splints. This course includes related topics of hand therapy assessment and treatment, modalities, and wound care.

OCC 530  Case Based Clinical Reasoning  
4 Quarter Hours  
Utilizing a problem-based approach, students are guided through the process of applying clinical reasoning principles to a variety of cases. Clinical observations and case assignments will be utilized to reflect on and process experiences. Ethical issues related to treatment and service provision will be discussed.

OCC 541  Healthcare Policy and Finance  
4 Quarter Hours  
Focuses on the examination of the national and state healthcare policy as it relates to the provision of occupational therapy. Students will study trends in reimbursement, professional credentialing, and quality improvement.

OCC 561  Level I Fieldwork (Psychological and Social Factors)  
4 Quarter Hours  
Provides supervised opportunities in the community to design, deliver, and evaluate service programming in traditional and emerging areas of practice that has as its focus psychological and social factors. Emphasis will be on the application of knowledge in real world settings.

OCC 571  Occupational Therapy Level II Fieldwork  
6 Quarter Hours  
Provides a full-time, three-month clinical affiliation in a setting which provides students with experience in an occupational therapy practice. Students must complete all OT major coursework and gain approval by the program director of the Occupational Therapy program before enrolling in this course.  
Prerequisite(s): Student background check.

OCC 572  Occupational Therapy Level II Fieldwork  
6 Quarter Hours  
Provides a full-time, three-month clinical affiliation in a setting which provides students with experience in an occupational therapy practice. Students must complete all OT major coursework and gain approval by the program director of the Occupational Therapy program before enrolling in this course.  
Prerequisite(s): Student background check.

OCC 691  Graduate Seminar in Certification Preparation  
1 Quarter Hour  
Provides the opportunity to synthesize the academic and clinical learning experience by focusing on a comprehensive review for the National Board Certification in Occupational Therapy (NBCOT) examination. The review will include the domain areas of the examination and test taking strategies.

PSYCHOLOGY

PSY 511  History and Systems in Psychology  
4 Quarter Hours  
Provides a survey of the historical foundations of the science of psychology, including an examination of the major systems of thought and theoretical applications. Key contributions of other sciences to the field of psychology are explored. Behavioral, cognitive, psychoanalytic, humanistic, and other approaches to psychology are analyzed in regard to social changes and historical events. Contemporary issues in the field of psychology are also investigated.  
Prerequisite(s): C or better in CGS 501.
PSY 621 Psychology of Performance and Motivation
4 Quarter Hours
Provides an in-depth overview of various psychological theories, concepts, and principles of motivation. Students will evaluate the application of the psychological principles of motivation that influence performance. A detailed analysis of current theory in motivation and emotion as it relates to the workplace will also be reviewed. Emphasis will be placed on theoretical knowledge, measurement, and application using current literature in the field.
Prerequisite(s): C or better in PSY 511, C or better in PSY 521.

PSY 631 Psychology of Cognition and Learning
4 Quarter Hours
Provides an overview of the theories of cognition and learning. The implications of these theories as they relate to intellectual functioning will be explored. Included will be the analysis of major theories of learning, cognition, and emotion, with emphasis given to the application of these theories within organizational settings.
Prerequisite(s): C or better in PSY 511, C or better in PSY 521.

PSY 641 Psychology of Personnel Management and Human Resources
4 Quarter Hours
Examines psychological theories, methods, and approaches related to personnel and human resource management, and application to professional practice. Students will explore and apply evidence-based practices in regard to personnel selection and placement, employee performance, appraisal, job analysis, organizational effectiveness, design and evaluation of training programs, and change management within organizations. Ethical, legal, cultural, technological, and global factors related to HR and personnel management will be explored.
Prerequisite(s): C or better in PSY 511, C or better in PSY 521.

PSY 651 Social Psychology
4 Quarter Hours
Provides an overview of social, group, and multicultural factors affecting individual behavior. Topics include the development of attitudes, leadership roles, social perception/cognition, social influence, group dynamics, sources of conflict, emotion, and personality.
Prerequisite(s): C or better in PSY 511, C or better in PSY 521.

PSY 661 Evidence Based Coaching
4 Quarter Hours
Examines psychological theories, methods, and approaches that create the framework for evidence-based executive coaching. Various coaching applications, models and techniques are examined and practiced. Executive coaching will be explored as a significant strategy for accelerating individual, team, and organizational performance. Topics include applying principles of group process and personality theory, leadership development, planning and goal setting and addressing factors that may interfere with effective performance. Must complete with a C or better.
Prerequisite(s): C or better in PSY 531, C or better in PSY 571.

PSY 671 Industrial/Organizational Psychology Residency
4 Quarter Hours
Provides students the opportunity to attend a residency in order to build skills that will support their transition into the field of I/O psychology. The experience will take place in a learning-centered environment, with ongoing collaboration and interaction among all participants. The primary mode of learning will be experiential and will include team exercises, hands-on learning, and interaction with current I/O Psychology professionals. Must complete with a C or better.
Prerequisite(s): Program Director/Dean approval.

PSY 699 Integrative Capstone in Psychology
4 Quarter Hours
Integrates theories, skills, and knowledge gained from previous courses. Students will be required to demonstrate their ability to analyze and apply psychological theory, models, research, and best practices to a comprehensive series of cases and tasks related to I/O psychology. This is the capstone course for the Master of I/O Psychology.
Prerequisite(s): C or better in PSY 551, C or better in PSY 561, C or better in PSY 571, C or better in PSY 621, C or better in PSY 631, C or better in PSY 641, C or better in PSY 651.
ST. FRANCIS

SF 501 SF Seminar

Prepares students for success in the Juris Doctor program. Topics include JD program policies, training in the use of Blackboard and Adobe Connect, technological requirements, an overview of the First Year Law Students Exam, case briefing, understanding of IRAC form, and the organization of the American legal system.