

LEWIS COLLEGE OF BUSINESS

Contacts: Dr. Don Capener, Dean

Website: <https://www.marshall.edu/cob> (<https://www.marshall.edu/cob/>)

lcob@marshall.edu

Brad D. Smith Schools of Business Programs

Brad D. Smith School of Business

- Accountancy, M.S. (<http://catalog.marshall.edu/graduate/programs-az/business/accountancy-ms/>)
- Business Administration, D.B.A. (<http://catalog.marshall.edu/graduate/programs-az/business/business-administration-dba/>)
- Business Administration, M.B.A. (<http://catalog.marshall.edu/graduate/programs-az/business/mba/>)
- Data Analytics in Health Care, Graduate Certificate (<http://catalog.marshall.edu/graduate/programs-az/business/online-data-analytics-health-care-graduate-certificate/>)
- Health Care Administration, M.S. (<http://catalog.marshall.edu/graduate/programs-az/business/health-care-administration-ms/>)
- Health Informatics, M.S. (<http://catalog.marshall.edu/graduate/programs-az/business/health-informatics-ms/>)
- Human Resource Management, M.S. (<http://catalog.marshall.edu/graduate/programs-az/business/human-resource-management-ms/>)
- Information Systems, M.S. (<http://catalog.marshall.edu/graduate/programs-az/business/information-systems-ms/>)
- Nurse Anesthesia Practice, D.N.A.P. (<http://catalog.marshall.edu/graduate/programs-az/business/nurse-anesthesia-practice-management-dnap/>)
- Nursing Informatics, Graduate Certificate (<http://catalog.marshall.edu/graduate/programs-az/business/nursing-informatics-graduate-certificate/>)
- Sport Administration, M.S. (<http://catalog.marshall.edu/graduate/programs-az/business/sport-administration-ms/>)
- Technology Management, Graduate Certificate (<http://catalog.marshall.edu/graduate/programs-az/business/technology-management-graduate-certificate/>)

Courses

Accounting

ACC 510 Survey of Accounting 3 Credit hours

A survey of financial and managerial accounting principles and procedures that supports external financial reporting and management decision making for business entities.

Grade Mode: Normal Grading Mode

ACC 512 Govt NFP Accounting 3 Credit hours

Accounting, reporting, and analysis of both governmental entities and not-for-profit entities will be examined with the focus on the preparation and use of the information for decision makers.

Grade Mode: Normal Grading Mode

ACC 514 Corp and Partner Accounting 3 Credit hours

Accounting, reporting, and analysis of complex corporate transactions, with an emphasis on business combinations and international transactions. Accounting for and understanding issues related to partnerships is also covered.

Grade Mode: Normal Grading Mode

ACC 544 Consulting for CPAs 3 Credit hours

To acclimate students to the consulting work environment; emphasis on collecting relevant information to provide comprehensive solutions. To provide concrete examples of this process. The course will focus on estate tax calculations and planning; retirement and investment planning.

Grade Mode: Normal Grading Mode

ACC 548 Taxation of Entities 3 Credit hours

Advanced course that emphasizes the taxation of entities such as corporations, partnerships, estates, trusts, and not-for-profits. Includes state and local taxation and multinational taxation.

Grade Mode: Normal Grading Mode

ACC 580 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

ACC 581 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

ACC 582 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

ACC 612 Account Function Business 3 Credit hours

The meaning, uses, and limitations of the historical and projected quantitative data produced by the accounting process. Emphasis is given to the utilization of accounting information: (1) by marketing, production, and financial executives in planning and controlling business operations and (2) by investors, creditors, governmental agencies, and other external groups having an interest in the operating results and financial position of business firms.

Grade Mode: Normal Grading Mode

ACC 613 Profit Planning & Control 3 Credit hours

Determination, analysis, and reporting of data for planning and controlling operations. Includes flexible budgets, standard costs, and systems of determining historical costs.

Grade Mode: Normal Grading Mode

ACC 614 Theory of Accounting 3 Credit hours

History and development of accounting principles; intensive study of theoretical problems related to determination of income and presentation of financial conditions.

Grade Mode: Normal Grading Mode

ACC 615 Audit Theory & Practice 3 Credit hours

Legal and social responsibilities of the auditor. Verification of financial statements by independent public accountants and internal auditors.

Grade Mode: Normal Grading Mode

ACC 616 Adv Income Tax Procedure 3 Credit hours

A study of selected topics in the Internal Revenue code and Regulations with emphasis on tax accounting and research.

Grade Mode: Normal Grading Mode

ACC 617 Advanced Controllership 3 Credit hours

Functions of the modern corporate controller. Topics and problems demonstrating the integrative nature of the controller's role are investigative. The use of the computer is integrated into the course.

Pre-req: ACC 613 with a minimum grade of C.

Grade Mode: Normal Grading Mode

ACC 618 Accounting Research 3 Credit hours

Examination and evaluation of current theories, issues, and problems relating to accounting. Primary emphasis on accounting theory and research.

Grade Mode: Normal Grading Mode

ACC 620 Analytic Modeling Acct 3 Credit hours

Students will learn how to build accounting analytic models and analyze accounting data to increase profitability, reduce costs, and improve operational costs.

Grade Mode: Normal Grading Mode

ACC 632 Auditing AIS 3 Credit hours

An overview of accounting information systems auditing, controls, and governance. Uses both lecture and case analyses to learn about controls and identify their strengths and weaknesses.

Grade Mode: Normal Grading Mode

ACC 640 Forensic ACC Civil Litigation 3 Credit hours

This course involves the examination of various services provided by financial experts during the litigation process and the financial theory and methodology behind analytic and damage issues in civil litigation.

Pre-req: ACC 613 with a minimum grade of C.

Grade Mode: Normal Grading Mode

ACC 648 Tax Research 3 Credit hours

Examines the primary and secondary sources of income tax law. Assignments will address using paper and electronic research tools to locate, understand and interpret primary and secondary source materials.

Grade Mode: Normal Grading Mode

ACC 650 Special Topics 1-3 Credit hours

Grade Mode: Normal Grading Mode

ACC 651 Special Topics 1-3 Credit hours

Grade Mode: Normal Grading Mode

ACC 660 Independent Study 1-4 Credit hours

Independent study of a specific nature under the supervision of a faculty member with graduate status. Hours determined by the magnitude of the project. (PR: Permission of the division head and full M.B.A. admissions or permission of GSM academic advisor)

Grade Mode: Normal Grading Mode

ACC 681 Thesis 1-6 Credit hours

Permission of the department head and full M.B.A. admission.

Attributes: Thesis

Grade Mode: Normal Grading Mode

ACC 698 Ethics in Accounting 3 Credit hours

This course examines ethical issues facing professional accountants. Professional codes of conduct and corporate governance mechanisms will be applied to manage ethical situations.

Grade Mode: Normal Grading Mode

ACC 699 Bus Policy & Strategy 3 Credit hours

Study of administrative decision making under conditions of uncertainty. Policy construction are top administrative level with emphasis on strategy with consideration of major functions of the business organization.

Grade Mode: Normal Grading Mode

Economics**ECN 501 Economic Analysis 3 Credit hours**

A survey of essential economics principles and techniques, including both microeconomic and macroeconomics topics. For students who have not had a two semester principles of economics sequence as undergraduates.

Grade Mode: Normal Grading Mode

ECN 515 Regional Economics 3 Credit hours

A study of location theory and regional development within a framework of economic theory.

Grade Mode: Normal Grading Mode

ECN 561 Economic Educ Workshop 3 Credit hours

Intensive review of subject matter and teaching methods in economics for elementary and high school teachers.

Grade Mode: Normal Grading Mode

ECN 580 Special Topics 1-4 Credit hours

Members of the department may teach, when necessary, any economics subject not listed among the current course offerings.

Grade Mode: Normal Grading Mode

ECN 630 Managerial Economics 3 Credit hours

Utilization of microeconomic theory and optimization techniques for management decision making.

Pre-req: (MGT 601 with a minimum grade of C or MGT 500 with a minimum grade of C) and ECN 501 with a minimum grade of C.

Grade Mode: Normal Grading Mode

ECN 650 Special Topics 1-3 Credit hours

Members of the department may teach, when necessary, any economics subject not listed among current course offerings.

Grade Mode: Normal Grading Mode

ECN 651 Special Topics 1-3 Credit hours

Members of the department may teach, when necessary, any economics subject not listed among current course offerings.

Grade Mode: Normal Grading Mode

ECN 660 Independent Study 1-4 Credit hours

Independent study of a specific nature under the supervision of a qualified faculty member. Hours of credit are determined by the magnitude of the project. (PR: Permission of division head and of GSM academic advisor)

Grade Mode: Normal Grading Mode

ECN 681 Thesis 3-6 Credit hours

(PR: Permission of division head and full M.B.A. admissions)

Attributes: Thesis

Grade Mode: Normal Grading Mode

ECN 699 Bus Policy & Strategy 3 Credit hours

Study of administrative decisions making under conditions of uncertainty. Policy construction at top administrative level with emphasis on strategy with consideration of major functions of the business organization.

Grade Mode: Normal Grading Mode

Entrepreneurship**ENT 680 Entrepreneurship 3 Credit hours**

The management of small business emphasizes how they are started and financed, how they produce and market their products and services and how they manage their human resources.

Grade Mode: Normal Grading Mode

Finance

FIN 510 Prin Business Finance 3 Credit hours

Business finance from the viewpoint of the financial manager. Use of financial statements, tools, and concepts for measuring and planning for profitability and liquidity. (PR: Permission of MBA director).

Pre-req: ACC 510 with a minimum grade of C and ECN 501 with a minimum grade of C and MGT 500 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 532 Fin Advising FINRA S-7 3 Credit hours

This course prepares students for the Series 7 exam that entitles the holder to sell all types of securities products with the exception of commodities and futures.

Grade Mode: Normal Grading Mode

FIN 556 Income Tax Planning 3 Credit hours

This course focuses on principles and current law of income taxation and its impact on financial planning for individuals, couples and families as investors, employees and business owners.

Pre-req: FIN 551 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 558 Estate Planning 3 Credit hours

Estate Planning focuses on the efficient conservation and transfer of wealth, consistent with the client's goals such as trusts, wills, probate, advanced directives, charitable giving, wealth transfers and related taxes.

Pre-req: FIN 551 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 580 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

FIN 581 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

FIN 620 Financial Management 3 Credit hours

An examination of business corporations practicing at the level of the individual firm with emphasis on quantitative analysis of the variables which affect liquidity and profitability.

Pre-req: MGT 601 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 623 Investments 3 Credit hours

A study of fundamental investment principles, modern portfolio theory, and portfolio formation process and the evaluation of portfolio performance.

Pre-req: FIN 501G with a minimum grade of C or FIN 501 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 625 Financial Prob Business 3 Credit hours

Recognizing and solving financial problems through the use of case presentations and/or corporate annual and interim reports.

Pre-req: FIN 620 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 626 Sec Anlysis-Portfolio Mgt 3 Credit hours

Analytical procedures used by institutional portfolio managers to measure both past performance of holdings and anticipated market performance of current offerings. Emphasis in this course may be expected to be more centralized in the area of fundamental analysis.

Pre-req: FIN 620 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 627 Fin Institution & Markets 3 Credit hours

An in-depth study of the flow of funds in the aggregate financial systems, with emphasis on those in the United States. Because interest rates, and bank reserve requirements of Federal Reserve System are all dynamic in character, the content of this course may be expected to vary as financial events of the future dictate.

Pre-req: FIN 620 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 630 Multinational FIN MGT 3 Credit hours

This course analyzes the challenges of multinational corporations' financial management. It covers three areas: foreign exchange market transactions, exchange rate risk and hedging, and corporate financial decisions of an MNC.

Grade Mode: Normal Grading Mode

FIN 650 Special Topics 1-3 Credit hours

(Permission of the division head, full M.B.A. admission, and permission of GSM academic advisor)

Pre-req: FIN 501G with a minimum grade of C or FIN 510 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 651 Special Topics 1-3 Credit hours

Pre-req: FIN 620 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 660 Independent Study 1-4 Credit hours

Independent study of a specific nature under the supervision of a qualified faculty member. Hours of credit are determined by the magnitude of the project. (PR: FIN 620 and permission of division head or permission of GSM academic advisor)

Pre-req: FIN 620 with a minimum grade of C.

Grade Mode: Normal Grading Mode

FIN 681 Thesis 1-6 Credit hours

(PR: Permission of the division head and full M.B.A. admission)

Attributes: Thesis

Grade Mode: Normal Grading Mode

FIN 699 Business Policy & Strategy 3 Credit hours

Study of administrative decisions making under conditions of uncertainty. Policy construction at top administrative level with emphasis on strategy with consideration of major functions of the business organization.

Grade Mode: Normal Grading Mode

Health Care Administration

HCA 600 The Health Care System 3 Credit hours

This course is designed to provide managers with in-depth knowledge of the current health care system, covering the structure and delivery of care, the providers and payers, and the various players in the system. The internal and external forces impacting the system are discussed. Problems in the health care system are explored and evaluated with respect to the issues of access, cost, and effectiveness. (PR: GSM admission or permission of GSM academic advisor)

Grade Mode: Normal Grading Mode

HCA 610 Health Care Financial Mgt 3 Credit hours

Course provides an overview of health care financial management, with special emphasis upon the aspects of financial systems in hospitals that differ from typical financial systems. It includes analysis of capital formation cash flow management and determination of working capital requirements. (PR: HCA 600)

Pre-req: HCA 600 with a minimum grade of C.

Grade Mode: Normal Grading Mode

HCA 611 QUANT METHODS IN HEALTH CARE M	1 Credit hour	HCA 651 Health Care Operations	3 Credit hours
HCA 615 Health Care Econ	3 Credit hours	Investigation of the use of operations management techniques and methodologies that are useful in the health care industry.	
The health care industry is unique. Unlike in other markets, the consumer finds it difficult to evaluate quantity, quality, and pricing. Traditional market forces are modified by government, third-party payers, and professional interests. This course applies economic principles to this unique environment.		Grade Mode: Normal Grading Mode	
Pre-req: HCA 600 with a minimum grade of C.		HCA 652 Health Care Finance	3 Credit hours
Grade Mode: Normal Grading Mode		Examination of the various financial systems present within the American health care systems. Special emphasis placed upon the management of assets, cost control, and budgeting.	
HCA 620 Ethical Dimensions/Hlth Care	3 Credit hours	Grade Mode: Normal Grading Mode	
Emphasis in this course is on the way managers in health care settings incorporate ethical dimensions into their decision-making. It looks at the wide variety of ethical issues faced by these managers, focusing on those related specifically in the decisions they make about their organization, personnel, and services. Specifically covered are issues regarding all allocation of scarce resources, the type and availability of care for special populations, and conflicts of interest. (PR: HCA 600)		HCA 653 Integrated Health Care Del Sys	3 Credit hours
Pre-req: HCA 600 with a minimum grade of C or HCA 600G with a minimum grade of C.		Provides an in-depth knowledge of health care delivery systems with emphasis on the major managerial issues faced by integrated delivery systems.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
HCA 622 Utilization of HSR	3 Credit hours	HCA 654 Human Res Manage in Hlth Care	3 Credit hours
Provides an introduction to methods of undertaking research and program evaluation within health services organizations and delivery systems.		Investigation of the human resource function found within contemporary health care provision systems. Discussion of future challenges facing the function in this turbulent environment.	
Pre-req: HCA 600 with a minimum grade of C and MKT 511 with a minimum grade of C.		Grade Mode: Normal Grading Mode	
Grade Mode: Normal Grading Mode		HCA 655 Health Care Marketing	3 Credit hours
HCA 630 Legal Issues/Health Care Mgt	3 Credit hours	An investigation of the role of marketing in today's health care organizations. Specific topics include market segmentation, consumer behavior, promotion, and environmental analysis.	
This course provides students with a legal framework to analyze health care organizations and their operations. The federal and state legal systems are reviewed and regulatory programs and their requirements discussed. Topics include: tax exemptions, antitrust laws, corporate liability, provider-patient legal issues (contracts and negligence), patient rights, facilities licensure and accreditation, and reimbursement issues. Court cases, as well as governmental agency rulings and findings, are analyzed for their applications to health care management. (PR: HCA 600)		Grade Mode: Normal Grading Mode	
Grade Mode: Normal Grading Mode		HCA 656 Mgt of Medical Technology	3 Credit hours
HCA 640 The Health Care Professional	3 Credit hours	An investigation of the place technology, primarily hard technology plays in the formulation of health care policy and strategies. Special emphasis placed on the management of medical information systems.	
This course presents an overview of various professional and managerial topics relevant to the health care professional. Each offering of the course focuses on a particular health profession. Emphasis is on defining the profession, understanding its historical development and evolution, examining professional roles, tasks, responsibilities, and accountabilities in current practice, studying the interaction with other professionals, delineating the parameters of the professional in ethical decision-making, and recognizing and responding to challenges faced in contemporary practice and in planning for the future. (PR: HCA 600)		Grade Mode: Normal Grading Mode	
Grade Mode: Normal Grading Mode		HCA 657 Health Care Law and Policy	3 Credit hours
HCA 641 Clinical Experiences at CAMC	3-9 Credit hours	An examination of the legal, regulatory, and policy-making interactions between government, society, and health care organizations and providers.	
Grade Mode: Credit/No Credit Grade Only		Grade Mode: Normal Grading Mode	
HCA 650 Comparative Health Systems	3 Credit hours	HCA 658 Long Term Care	3 Credit hours
A survey of health care provision systems throughout the world.		Examination of the range of health and social services that are needed to compensate for the functional disabilities of people. Review of available services and governmental policies and regulations.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
		HCA 659 Rural Health Care	3 Credit hours
		An investigation of how health care is provided to rural Americans. Special attention given to the health care systems that provide medical care to the peoples of Appalachia.	
		Grade Mode: Normal Grading Mode	
		HCA 671 Health Care Practicum	1-6 Credit hours
		Project-oriented experience in health care operations and organizations. Intended for those students with insufficient experience in the field.	
		Grade Mode: Normal Grading Mode	

HCA 695 Fld Res/Health Care Mgt 3 Credit hours

In this course, each student selects an in-depth organizational research project on a particular management problem in a health care organization. In this "hands-on" project, the student services as a consultant to the health care organization, conducting research, analyzing data, and making recommendations for the solution(s) to the management problem. Projects focus on such topics as strategic planning, productivity, quality assurance, risk management, and joint ventures. Field research projects are selected in conjunction with the program coordinator during the semester prior to course enrollment. (PR: Completion of all 600-level required HCA courses, plus permission of program director)

Grade Mode: Normal Grading Mode

HCA 697 Topics Health Care Admin 3 Credit hours

The course is designed to allow group study of selected topics of current interest in health care management. (PR: Consent of instructor)

Grade Mode: Normal Grading Mode

HCA 698 Indpdnt Study-Hlth Care Admn 1-3 Credit hours

Pre-req: HCA 600 with a minimum grade of C or HCA 600G with a minimum grade of C.

Grade Mode: Normal Grading Mode

HCA 699 Seminar in Health Care Admin 3 Credit hours

Grade Mode: Normal Grading Mode

HCA 750 Field Research/Health Care Mgt 3 Credit hours

Pre-req: (HCA 610 with a minimum grade of C or HCA 610G with a minimum grade of C) and (HCA 620 with a minimum grade of C or HCA 620G with a minimum grade of C) and (HCA 630 with a minimum grade of C or HCA 630G with a minimum grade of C).

Grade Mode: Normal Grading Mode

HCA 797 Thesis 6 Credit hours

Attributes: Thesis

Grade Mode: Normal Grading Mode

Health Informatics**HIN 535 Applied Healthcare DB 3 Credit hours**

To understand the logical and physical design of data stored and retrieved from relational databases, how it applies to healthcare, and how HIM professionals can effectively communicate business requirements.

Grade Mode: Normal Grading Mode

HIN 545 Healthcare Data Analytics 3 Credit hours

The course focuses on the systems, techniques, strategies and methods of big data analysis, data mining and machine learning algorithms and data visualization in healthcare settings.

Grade Mode: Normal Grading Mode

HIN 605 The Role of EHR and PHR 3 Credit hours

Students will be introduced to the main concepts and software applications of Electronic Health Records and Personal Health Records.

Grade Mode: Normal Grading Mode

HIN 610 Intro to Health Informatics 3 Credit hours

Introductory health informatic tools for data analysis and administrative decision-making including for example, Excel, Tableau, and machine learning.

Grade Mode: Normal Grading Mode

HIN 615 Health Quality and Safety 3 Credit hours

Provide an experience that will prepare students to work effectively in professional positions, and to bridge the learning gained in course work with the world of practice.

Grade Mode: Normal Grading Mode

HIN 620 Legal Health & Informat 3 Credit hours

The course will introduce students to IT governance, health information ethic and legal requirements to improve health care processes, customer response and business competitiveness.

Grade Mode: Normal Grading Mode

HIN 630 Research Methods and Data 3 Credit hours

The course will introduce a compendium of methods for evaluation of IT-based systems and solutions within health care. Students will acquire knowledge in research process.

Grade Mode: Normal Grading Mode

HIN 650 Health Informatics Practicum 3 Credit hours

Provide an experience to prepare students to work effectively in professional positions, and bridge the learning gained in course work with the world of practice.

Pre-req: HIN 605 with a minimum grade of C and HCA 656 with a minimum grade of C.

Grade Mode: Normal Grading Mode

HIN 664 Advanced Health Informatics 3 Credit hours

Advanced aspects and use of health informatic tools, including management and analysis of data, modeling and simulation, data communications, on-line databases, clinical decision analysis, and enterprise systems.

Grade Mode: Normal Grading Mode

HIN 665 Health Care Enterpr Info Syste 3 Credit hours

A hands-on introduction to using a health care enterprise information system providing students opportunity to work with elements of an EIS.

Grade Mode: Normal Grading Mode

HIN 685 Independent Study 1-4 Credit hours

Independent Study relates to projects that do not fall specifically within an individual department's curriculum.

Grade Mode: Normal Grading Mode

HIN 686 Independent Study 1-4 Credit hours

Independent Study relates to projects that do not fall specifically within an individual department's curriculum.

Grade Mode: Normal Grading Mode

HIN 687 Independent Study 1-4 Credit hours

Independent Study relates to projects that do not fall specifically within an individual department's curriculum.

Grade Mode: Normal Grading Mode

HIN 688 Independent Study 1-4 Credit hours

Independent Study relates to projects that do not fall specifically within an individual department's curriculum.

Grade Mode: Normal Grading Mode

Human Resources Management**HRM 600 Development of Labor Relations 3 Credit hours**

An historical survey of the organized labor movement in the United States and review of legislation affecting the American worker. Attention is given to the industrial relations system of the United States as it relates to those of Western Europe and other nations. (PR: GSM admission or permission of GSM academic advisor)

Grade Mode: Normal Grading Mode

HRM 605 Human Resource Economics 3 Credit hours

Economic issues in the employment and compensation of labor. Topics emphasized include labor force composition and growth, structure and functioning of labor markets, unemployment, wage theories, wage levels and structures, the economic influence of unions, income distribution, and human capital models. (PR: ECN 253 or ECN 501 plus GSM admission)

Grade Mode: Normal Grading Mode

HRM 610 Collective Bargaining 3 Credit hours

A comprehensive survey of collective bargaining with special emphasis given to philosophy, structure and the process of negotiations. Attention is also given to important developments and emerging trends in collective bargaining. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 615 Arbitration/Grievance Procedur 3 Credit hours

A study of grievance procedures and arbitration as formalized in labor-management relations, including an analysis of principles and practices of complaint handling, review of concepts and methodology in such grievance handling, review of the role of arbitration as a dispute resolution mechanism, utilization of factfinding and mediation as alternate mechanisms, the preparation and handling of materials in briefs or oral presentations, and the function or role of the arbitrator, impartial chairman, umpire, or similar neutral. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 625 HRIS and Knowledge Mgmt 3 Credit hours

The development, use, and impact of Human Resource Information Systems and the management of organizational knowledge including knowledge management systems, procedures, policies, and other issues.

Grade Mode: Normal Grading Mode

HRM 630 Labor Law 3 Credit hours

A survey and analysis of the labor relations law; examination of the extent to which the law regulates and protects concerted action by employees in the labor market; considerations and analysis of the legal framework within which collective bargaining occurs; and analysis of major aspects of employer-employee law, such as wrongful discharge, discrimination, and safety and health law. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 632 HR for Special Population 3 Credit hours

An introduction to disabilities focusing on adulthood and employment. The course includes a survey of disability laws, disabilities (physical, sensory, and cognitive), and workplace impacts (accessibility, assistive technology, accommodations).

Grade Mode: Normal Grading Mode

HRM 650 Industrial Psychology 3 Credit hours

Survey of the applications of psychological principles and of research methodologies to the various human problems in industry, such as personnel selection and appraisal; the organizational and social context of human work; the job and work situation; human errors, accidents, and safety; and the psychological aspects of consumer behavior. (PR: GSM admission)

Grade Mode: Normal Grading Mode

HRM 660 Adm of Compen/Fringe Benefits 3 Credit hours

The development and administration of wage and salary programs, and an analysis of both private and public health, welfare and pension plans. Topics investigated include motivation theory, factors influencing compensation levels, forms of compensation, including incentive plans and fringe benefits, a critical examination of financing, administration, and general effectiveness of the plans, special issues of managerial compensation, comparable worth, special and related issues. (PR: MGT 620 and GSM admission)

Grade Mode: Normal Grading Mode

HRM 670 Personnel Select & Trng 3 Credit hours

A study of the personnel employment and selection processes. Emphasis is placed on the rationale for selection and placement; the procedures and problems in recruitment and selection; and the use of tests, interviews, and other selection devices. Special attention is given to the criterion problem and legislation and/or governmental regulations affecting selection procedures. (PR: GSM admission)

Grade Mode: Normal Grading Mode

HRM 671 Human Resource Internship 3 Credit hours

Project-oriented experience in Human Resources intended for those students with insufficient experience in the field. (PR: Permission of program director and HRM 600)

Pre-req: HRM 600.

Grade Mode: Normal Grading Mode

HRM 675 Human Resource Devel & Trng 3 Credit hours

This course teaches students how to develop management training modules and materials. Students also learn and use advanced techniques in training design and group facilitation. (PR: GSM admission)

Grade Mode: Normal Grading Mode

HRM 680 Labor Rel in Public Empl 3 Credit hours

An examination of the development, practices and extent of collective bargaining between federal, state, and local governments and their employees. Emphasis is on the public issues related to sovereignty, unit determinations, impact on budgetary and financing processes, representation procedures, unfair practices, scope of bargaining, impasse resolution, and the strike. Some attention is devoted to the legal and ethical problems inherent in these issues. (PR: HRM 600)

Grade Mode: Normal Grading Mode

HRM 698 Independent Study in Ind Rel 1-3 Credit hours

Independent study of a specific nature under the supervision of a qualified faculty member. Hours of credit are determined by the magnitude of the project. (PR: Permission of division head or GSM academic advisor)

Grade Mode: Normal Grading Mode

Marketing

MKT 511 Marketing and Management 3 Credit hours

A comprehensive survey of the fundamental principles of management and marketing applicable to all organizations. Provides the student with a basis for analyzing appropriate situations in a management/marketing framework.

Grade Mode: Normal Grading Mode

MKT 580 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

MKT 581 Special Topics 1-4 Credit hours

Grade Mode: Normal Grading Mode

MKT 600 Marketing Management	3 Credit hours	MKT 749 Research Paper	3 Credit hours
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
MKT 610 Mkt/Nonprofit Organizations	3 Credit hours	MKT 797 THESIS	6 Credit hours
Grade Mode: Normal Grading Mode		Attributes: Thesis	
MKT 625 Hosp and Tourism Marketing	3 Credit hours	Grade Mode: Normal Grading Mode	
Examinatio of marketing principles and the unique aspects of services marketing for the purpose of strategic decision making, marketing management and developing marketing plans in the tourism and hospitality industry.			
Grade Mode: Normal Grading Mode			
MKT 650 Special Topics	1-4 Credit hours		
Pre-req: MKT 501 with a minimum grade of C.			
Grade Mode: Normal Grading Mode			
MKT 651 Special Topics	1-3 Credit hours		
Grade Mode: Normal Grading Mode			
MKT 660 Independent Study	1-4 Credit hours		
Pre-req: MKT 682 with a minimum grade of C.			
Grade Mode: Normal Grading Mode			
MKT 681 Thesis	1-6 Credit hours		
Attributes: Thesis			
Grade Mode: Normal Grading Mode			
MKT 682 Adv Marketing Management	3 Credit hours		
An integrated approach to marketing from a managerial point of view-making use of economic, quantitative, and behavioral concepts in analyzing and developing a framework for the dicsion-making and implementation of the firm's marketing program.			
Pre-req: MKT 511 with a minimum grade of C.			
Grade Mode: Normal Grading Mode			
MKT 683 Adv Marketing Research	3 Credit hours		
A study of research methods and procedures used in the marketing process; emphasis will be given to the sources of market data, sampling, preparation of questionnaires, collection and interpretation of data.			
Pre-req: MKT 682 with a minimum grade of C and MGT 601 with a minimum grade of C.			
Grade Mode: Normal Grading Mode			
MKT 684 Global Marketing	3 Credit hours		
This course provides a decision-oriented approach to global marketing; focus will be placed on market entry strategies, segmentation techniques, and marketing mix decisions in a multi-national environment.			
Grade Mode: Normal Grading Mode			
MKT 685 Marketing Problems	3 Credit hours		
Determination of the marketing mix within the framework of the problem-solving and decision-making process.			
Pre-req: MKT 682 with a minimum grade of C.			
Grade Mode: Normal Grading Mode			
MKT 686 IMC for Prof Services	3 Credit hours		
The importance and application of integrated marketing communications in marketing professional services are examined. Information is drawn from business and other areas of study and experiential learning activities are incorporated.			
Pre-req: MKT 501 with a minimum grade of C.			
Grade Mode: Normal Grading Mode			
MKT 698 Independent Study in Marketing	1-3 Credit hours		
Grade Mode: Normal Grading Mode			
		Management	
		MGT 500 Analytic Methods & Tech	3 Credit hours
		Provides competency in some of the basic quantitative skills necessary for analytical work in business administration. Required of all candidates who have had little or no undergraduate background in mathematics.	
		Grade Mode: Normal Grading Mode	
		MGT 578 Import Export Management	3 Credit hours
		Students will learn the general and specific information relevant to conducting import/export business to/from the United States to different parts of the world.	
		Grade Mode: Normal Grading Mode	
		MGT 580 Special Topics	1-4 Credit hours
		Grade Mode: Normal Grading Mode	
		MGT 601 Quant Methods-Business	3 Credit hours
		The use of quantitative methods for managerial decision making. A review of basic calculus and statistics as required in business. Other topics include decision analysis, linear programming and queuing. (PR: Full MBA Admission or Permission of MBA Director)	
		Pre-req: MGT 500 with a minimum grade of C.	
		Grade Mode: Normal Grading Mode	
		MGT 610 OPERATIONS MANAGEMENT	3 Credit hours
		Grade Mode: Normal Grading Mode	
		MGT 611 Military Management I	3-9 Credit hours
		MGT 611 concerns the theory and practice of a military officer's management plans to attain outcomes consistent with the organization's mission and goals including strategy formulation, implementation and control.	
		Grade Mode: Credit/No Credit Grade Only	
		MGT 612 Military Management II	3-9 Credit hours
		MGT 612 concerns the theory and practice of a military officer's strategic human resource management plans to attain outcomes consistent with the organization's mission and goals including strategy formulation, implementation and control.	
		Grade Mode: Credit/No Credit Grade Only	
		MGT 613 Military Management III	3-9 Credit hours
		MGT 613 concerns the theory and practice of a military officer's quantitative and analytical management plans to attain outcomes consistent with the organization's mission and goals including strategy formulation, implementation and control.	
		Grade Mode: Credit/No Credit Grade Only	
		MGT 615 Mgmt of Innovation & Tech	3 Credit hours
		Provides a comprehensive introduction to technology and innovation management. Considers issues relating to international markets, innovation, and rapidly changing technology. Also covers effective organizational and managerial approaches to technology.	
		Grade Mode: Normal Grading Mode	

- MGT 620 Human Resource Management** **3 Credit hours**
The study of policies, methods, and techniques utilized in personnel management and human relations. Specific attention is given to problems of recruitment, selection, compensation, motivation, communications, training, service and benefit programs, performance evaluation, safety, discipline, business ethics, and community relations. (PR: MGT 320 or MKT 511; and GSM admission or permission of GSM academic advisor)
Pre-req: MKT 511 with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 630 Mgt & Supervisory Skills Devel** **3 Credit hours**
An analysis and application of personal and organizational skills associated with the effective management of both public and private sector organizations. Skills to be developed or refined include time management, decision making, delegation, stress management, oral and written communication, team-building and others. Applied exercises, case studies, simulation, role play, films, and other learning methods are emphasized. (PR: MGT 672)
Pre-req: MGT 672 with a minimum grade of C or MGT 503G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 650 Special Topics** **1-4 Credit hours**
PR: Permission of the division head and full M.B.A. admission or permission of GSM academic advisor.
Pre-req: MGT 503 with a minimum grade of C or MGT 503G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 651 Special Topics** **1-3 Credit hours**
PR: Permission of the division head and full M.B.A. admission or permission of GSM academic advisor.
Grade Mode: Normal Grading Mode
- MGT 655 Management of Small Business** **3 Credit hours**
Pre-req: MGT 501 with a minimum grade of C or MGT 501G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 660 Independent Study** **1-4 Credit hours**
Independent study of a specific nature under the
Grade Mode: Normal Grading Mode
- MGT 665 MANAGEMENT INFORMATION SYSTEMS** **3 Credit hours**
Grade Mode: Normal Grading Mode
- MGT 670 Management Consulting Skills** **3 Credit hours**
Pre-req: MGT 672 with a minimum grade of C or MGT 503G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 671 Business Admin Internship** **3 Credit hours**
Project-oriented experience in business operations and organizations intended for those students with insufficient experience in the field. (PR: Full Admission and permission of program director)
Grade Mode: Normal Grading Mode
- MGT 672 Organizational Behavior** **3 Credit hours**
Basic ideas and concepts for the effective management of an organization. Major topics include motivation, communication and decision-making processes, group dynamics, leadership study, conflict management, work and organizational design, and organization development. Emphasis on the organizational behavior and theory.
Grade Mode: Normal Grading Mode
- MGT 673 Prob Personnel Management** **3 Credit hours**
Principles and procedures of the personnel system in the firm; selected areas of recruitment and selection; training and development; performance appraisal and evaluation; general communications system; role of government in manpower administration.
Pre-req: MGT 672 with a minimum grade of C or MGT 503G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 674 Prod/Operation Management** **3 Credit hours**
The study of operations management methods used in production, manufacturing, services and other business operations. Includes project management, capacity planning and transportation problems. (PR: MGT 601 and Full MBA Admission or Permission of MBA Director)
Pre-req: MGT 601 with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 675 Prob Labor-Mgt Relations** **3 Credit hours**
Comprehensive coverage of the development of the field of industrial relations. The impact of organized labor and federal social legislation of management decision. Alternative directions for future developments are studied.
Pre-req: MGT 672 with a minimum grade of C or MGT 503G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 676 Organization Theory Desgn** **3 Credit hours**
Analysis of organizational systems and subsystems incorporating, traditional, behavioral, and situational approaches to organizational and work unit design. Emphasizes environmental interface and interdependencies as function of internal systems phenomena.
Pre-req: MGT 672 with a minimum grade of C or MGT 503G with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 677 Supply Chain Management** **3 Credit hours**
This course is a study of efforts to optimize actions of manufacturers, suppliers, distributors, retailers, and other selected modes in their endeavors to serve the ultimate customers.
Grade Mode: Normal Grading Mode
- MGT 680 Entrepreneurship** **3 Credit hours**
The management of small business emphasizes how they are started and financed, how they produce and market their products and services and how they manage their human resources.
Grade Mode: Normal Grading Mode
- MGT 681 Thesis** **1-6 Credit hours**
Attributes: Thesis
Grade Mode: Normal Grading Mode
- MGT 692 Ethics/Global Aspects Bus** **3 Credit hours**
An examination of the Manager's social, ethical, and environmental responsibilities, not only to their domestic constituents, but also in the increasingly competitive international arena.
Pre-req: MGT 672 with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MGT 696 Admin Policy & Strategy** **3 Credit hours**
Capstone graduate business course for Master of Science students (HRM & HCA). Emphasis on policy and strategy issues in a service and/or public setting instead of within a "for-profit" environment.
Grade Mode: Normal Grading Mode
- MGT 698 Independent Study in Mgmt** **1-3 Credit hours**
Grade Mode: Normal Grading Mode

MGT 699 Strategic Management 3 Credit hours

The study and application of top management's plan to attain outcomes consistent with the organization's mission and goals, including; strategy formulation, implementation and control. (PR: Permission of GSM academic advisor)

Grade Mode: Normal Grading Mode

MGT 749 RESEARCH PAPER 3 Credit hours

Grade Mode: Normal Grading Mode

MGT 797 THESIS 6 Credit hours

Attributes: Thesis

Grade Mode: Normal Grading Mode

MGT 799 Business Policy 3 Credit hours

Grade Mode: Normal Grading Mode

Management and Practice, Nurse Anesthesia**MPNA 700 Health Policy and Delivery 3 Credit hours**

This course is designed to provide the student with an overview of the development of health policy and delivery in the United States. Emphasis is placed on the evolution of the structure, financing and function of the current delivery system in America and how these aspects compare to those of other countries.

Grade Mode: Normal Grading Mode

MPNA 710 Fin Mgmt for Health Care Prof 3 Credit hours

Application of financial management techniques to decision making for health care providers. Focus is on financial statement analysis, working capital management, capital budgeting, evaluating financial risk and return, long-term debt financing, and developing a financial portfolio.

Grade Mode: Normal Grading Mode

MPNA 711 Mkt & Mgt for Health Care Prof 3 Credit hours

This course will provide an overview of the basic components of marketing such as the marketing mix and SWOT analysis. It will also enlighten the students regarding the various established basic management theories.

Grade Mode: Normal Grading Mode

MPNA 715 Health Economics 3 Credit hours

Economic analysis applied to the health services sector. Traditional concepts such as efficiency, production and distribution are discussed within the context of the unique health care environment. The micro/macro economic impacts of health insurance, government participation, credentialing and regulation are analyzed.

Grade Mode: Normal Grading Mode

MPNA 724 Evidence Based Rsrch Mthds I 3 Credit hours

This course is designed to provide the student with the necessary foundation to participate in the design, implementation and evaluation of field and/or clinical research. Upon completion of this course, the student will understand the basics of the scientific method and its application to research design. The role of the Institutional Review Board, including the Belmont Report, will be discussed. Student will be IRB certified by the end of the course.

Pre-req: MPNA 700.

Grade Mode: Normal Grading Mode

MPNA 725 Evidence Based Rsrch Mthds II 3 Credit hours

To provide the student with an understanding of the appropriateness, benefits and limitations of statistical methods when applied to field and/or clinical research. Upon completion of the course, the student will understand the theory behind parametric and nonparametric statistical techniques. At this point, students will begin to conceptualize their research projects.

Pre-req: MPNA 724.

Grade Mode: Normal Grading Mode

MPNA 726 Statistical Methods for Resear 3 Credit hours

To provide the student with the skills necessary to apply the appropriate statistical techniques for field and/or clinical research. Topics include analysis of variance, correlation and regression, chi-square, t-tests, etc.

Pre-req: MPNA 700.

Grade Mode: Normal Grading Mode

MPNA 730 Medical/Legal Issues 3 Credit hours

Legal aspects of corporate liability, medical malpractice, informed consent, patient rights, privacy, fraud and abuse, plus governmental regulation of health professionals and health facilities. The legislative process, legislative oversight and regulatory agencies are discussed in depth.

Grade Mode: Normal Grading Mode

MPNA 734 Principles of Anesthesia Prac 4 Credit hours

Principles of patient assessment, airway management, anesthesia machine, monitoring devices, fluid and blood therapy, positioning, and prevention of infection. Recognition and management of selected anesthetic complications.

Grade Mode: Normal Grading Mode

MPNA 734A Simulation Lab 1-5 Credit hours

In this course students will apply knowledge of the basic principles of anesthesia to "hands on" experience in the simulation lab. Areas covered include the anesthesia machine and other equipment, monitoring modalities, airway management, and all phases of anesthetic management.

Co-req: MPNA 734

Grade Mode: Normal Grading Mode

MPNA 735 Senior Seminar 3 Credit hours

Management decisions related to complex anesthesia situations including but not limited to: unusual co-existing disease, uncommon operative procedure, adverse complications or unexpected events.

Grade Mode: Normal Grading Mode

MPNA 743 Management and Leadership 6 Credit hours

The application of management and leadership principles via clinical job rotation, implementation of advanced management principles to the delivery of nurse anesthesia patient care in various settings.

Pre-req: NUR 741.

Grade Mode: Normal Grading Mode

MPNA 745A Pediatrics for Nurse Anesth I 3 Credit hours

In-depth study of the specialty of pediatric anesthesia. Subject matter will include: anatomy, physiology, and pathophysiology of the pediatric patient, preoperative evaluation and preparation, airway management, implications of rare pediatric disorders, and management for painful procedures.

Grade Mode: Normal Grading Mode

MPNA 745B Obstetrics for Nurse Anesth II 3 Credit hours

Course takes an in-depth look at the normal physiological changes associated with pregnancy. It will investigate management issues starting from the basic advancing to the complex. Issues include maternal fetal physiology, fetal monitoring, anesthetic techniques, high-risk pregnancy, emergency management, and fetal and neonatal resuscitation.

Grade Mode: Normal Grading Mode

MPNA 745C Case Seminar 6 Credit hours

Management decisions related to complex anesthesia situations including but not limited to: unusual co-existing disease, uncommon operative procedure, adverse complications or unexpected events. Study of the anesthetic care of specialized patient populations requiring advanced planning, decision making and case management proficiency.

Pre-req: NUR 741.

Grade Mode: Normal Grading Mode

MPNA 753 Mgmt Complex Health Care 3 Credit hours

In this course, emphasis is placed on the management of complex health care institutions representing the organizational spectrum from horizontally integrated group practices to large integrated health centers.

Pre-req: MPNA 700.

Grade Mode: Normal Grading Mode

MPNA 755 Mkt Goods/Serv Med Env 3 Credit hours

An investigation of the role of marketing in today's health care environment. Topics include traditional marketing concepts such as segmentation and promotion blended with unique issues like health services marketing, direct to consumer pharmaceutical advertising, mass media ethics, the role of the Internet in health product/services marketing etc.

Pre-req: MPNA 700.

Grade Mode: Normal Grading Mode

MPNA 756 Clinical and Admin IS 3 Credit hours

Foundations of clinical information use starting with information collection, processing, decision making and recording. Special emphasis on management information systems to support the nurse's work and health care delivery.

Pre-req: MGT 678.

Grade Mode: Normal Grading Mode

MPNA 772 Organizational Behavior 3 Credit hours

Advanced level theories of effective organization management as they relate to health care organizations will be provided. Topics include: managing diverse work groups in the health care system, planning and organizing, decision making models, various leadership styles, and controlling and evaluating management effectiveness.

Grade Mode: Normal Grading Mode

MPNA 777 Moral Management 3 Credit hours

A discussion of the concept of Moral Management. Guidelines for how to make ethical decisions and tough choices are included. Cases relevant to ethical/unethical scenarios will be analyzed. Students will view ethics videos and write a Credo term paper.

Grade Mode: Normal Grading Mode

MPNA 796 Policy Strategy Entrepreneur 3 Credit hours

The study of administrative decision making under conditions of uncertainty. Policy construction at top administrative levels with emphasis on strategy and ethics with consideration of major functions of an organization. Includes developing a business plan, assessing the environment, evaluating markets, securing financing, marketing services, analyzing and negotiating managed care, and insurance contracts.

Grade Mode: Normal Grading Mode

MPNA 799 Research Project 3 Credit hours

This is a 9 credit hour sequence of three (3 credit hours) courses. The student is required to apply the principles of scientific research methods to a field and/or clinical investigation. Students are required to design, implement, evaluate and present (written and oral) a research project approved and guided by the student's research project committee. Each student will have a research project committee chair and two other designated committee members.

Grade Mode: Normal Grading Mode

Management Information Systems**MIS 600 Management Information Systems 3 Credit hours**

The course examines personal, work group, and enterprise information systems with respect to their value, their components, and the process of developing them.

Grade Mode: Normal Grading Mode

MIS 605 Systems Analysis and Design 3 Credit hours

Introduction to information systems from system implementor's viewpoint; information systems life cycle; techniques of analysis; data dictionaries and data flow diagrams; computer-oriented system description. (PR: Admission to program)

Grade Mode: Normal Grading Mode

MIS 610 Systems Quality Assurance 3 Credit hours

This course will cover the steps in developing enterprise IT policies, standards, guidelines and procedures while ensuring quality and compliance responsible for the design, implementation, and evaluation, and monitoring of a comprehensive system. Physical design of information systems; hardware selection; software design; database considerations; program development; software structuring techniques; cost/performance trade-offs; system implementation; evaluation and optimization techniques.

Pre-req: MIS 605 with a minimum grade of C.

Grade Mode: Normal Grading Mode

MIS 612 ITM Capstone Project 3 Credit hours

Tools and techniques for analyzing companies and their financial statements and for evaluating financial alternatives, including discounted cash flow, net present value and returned on investment.

Grade Mode: Normal Grading Mode

MIS 615 Info Tech Strategies 3 Credit hours

This course provides sound principles for managing information technology computers and telecommunications systems as well as the processes and procedures for applying the principles.

Grade Mode: Normal Grading Mode

MIS 620 Technology Planning 3 Credit hours

Methods of technology planning, strategic management, and forecasting for use in technology intensive organizations are discussed, including technology life cycles and strategies for commercializing products.

Grade Mode: Normal Grading Mode

- MIS 621 Information Structures I** **3 Credit hours**
Representation and manipulation of numeric and non-numeric information, linear lists, strings, multilinked structures; sorting and searching; storage management; data structures in programming language. Relevant aspects of discrete mathematics.
Grade Mode: Normal Grading Mode
- MIS 622 Emerging Tech in Info Systems** **3 Credit hours**
This course will explore the emerging technologies in information systems. These technologies are generally new but include older technologies that are still controversial and relatively undeveloped in potential. A continuation of MIS 621. Tree, graph, and set structures; file structures for secondary storage; aspects of discrete mathematics.
Pre-req: MIS 621 with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MIS 623 Database Management** **3 Credit hours**
Review of information structures and of relationships among data elements and objects. Relational database theory; design and organization of databases, retrieval structures, and query mechanisms.
Grade Mode: Normal Grading Mode
- MIS 624 Data Warehousing** **3 Credit hours**
A hand-on introduction to the concepts and techniques of data warehousing and data mining.
Pre-req: MIS 623 with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MIS 630 Qual & Prod Methods** **3 Credit hours**
Study of quality and productivity improvement methods with emphasis on applications to knowledge worker organizations. Examines total quality management, and personal and organizational productivity improvement processes.
Grade Mode: Normal Grading Mode
- MIS 647 IT Disaster Plan and Recovery** **3 Credit hours**
This course provides the skills necessary to manage IT disaster recovery planning. The course focuses on the protection of information. Students will analyze risk, design a plan, and explore available technologies.
Grade Mode: Normal Grading Mode
- MIS 650 Special Topics** **1-4 Credit hours**
Permission of the division head and full MBA admission.
Grade Mode: Normal Grading Mode
- MIS 651 Special Topics** **1-4 Credit hours**
Permission of the division head and full MBA admission
Grade Mode: Normal Grading Mode
- MIS 659 Digital Access Pol & Strats** **3 Credit hours**
An introductory course for creating digital accessibility policies and plans for the workplace. Includes strategies to create accessible documents, evaluate web site accessibility, and investigate assistive technologies.
Grade Mode: Normal Grading Mode
- MIS 660 Computing & Info Sys Tech** **3 Credit hours**
Provides a board understanding of computing and information systems technologies with emphasis on development, current trends, strategic and tactical management, and legal and regulatory issues.
Grade Mode: Normal Grading Mode
- MIS 670 Business Sys Proj Mgt** **3 Credit hours**
This course presents concepts, structures and experiential learning strategies to help lead and participate in successful business systems projects using the Project Management Institute's (PMI's) methodology.
Grade Mode: Normal Grading Mode
- MIS 678 Management Infor Systems** **3 Credit hours**
To familiarize students with the characteristics and functions of management information systems, as well as the benefits, limitations, and applications for advanced management information systems.
Grade Mode: Normal Grading Mode
- MIS 680 Health Comm Telematics** **3 Credit hours**
A presentation and analysis of the primary and emerging technological means of communication, collaboration, and information search and retrieval within the healthcare and medical fields.
Grade Mode: Normal Grading Mode
- MIS 681 Thesis** **1-6 Credit hours**
Investigate a research problem of theoretical interest and practical value under mentorship of a management information systems faculty.
Attributes: Thesis
Grade Mode: Credit/No Credit Grade Only
- MIS 685 Bus Intel/Analytics** **3 Credit hours**
Introduction to methods to improve fact-based managerial decision making. Focus on analytics types and data manipulation to discover patterns and generate information associated with products and services.
Pre-req: MIS 678 with a minimum grade of C.
Grade Mode: Normal Grading Mode
- MIS 688 Independent Study** **1-4 Credit hours**
An approved study of special interests concerning information technology management, under the supervision of a faculty member.
Grade Mode: Normal Grading Mode
- MIS 698 Internship** **3 Credit hours**
Supervised on-the-job experience. The student will work in a technology company or technical department within an organization. (PR: Permission)
Attributes: No Textbook Required
Grade Mode: Credit/No Credit Grade Only
- MIS 699 Capstone** **3 Credit hours**
An individualized information technology management capstone project, which will be planned and carried out under the supervision of a faculty member. (PR: Full Admission to the ITM program, and completion of 28 hours min toward ITM degree).
Grade Mode: Credit/No Credit Grade Only
- Sport, Tourism and Hospitality Management**
- STHM 505 Sport Psychology** **3 Credit hours**
An examination of theory, research, and application of psychological principles related to sport and exercise.
Grade Mode: Normal Grading Mode
- STHM 511 Ethics in Sports** **3 Credit hours**
A philosophical examination of both the fundamental ethical principles, as well as, the most common ethical dilemmas and controversies found in sports.
Grade Mode: Normal Grading Mode
- STHM 516 Facility Design & Management** **3 Credit hours**
This course covers quantity, location, and design standards for facilities. Includes safety, functionality, durability, and maintenance requirements in planning and design.
Grade Mode: Normal Grading Mode

STHM 525 Sport in Film	3 Credit hours	STHM 643 Sport in Social Process	3 Credit hours
The relationship between sports and feature motion pictures are analyzed in the historical, social and cultural contexts.		An in depth analysis of the processes by which sport evolved as a significant component of modern American life.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
STHM 530 Sport Law	3 Credit hours	STHM 652 Organ Behav Sprt Leis Indus	3 Credit hours
The study of the basic principles of the legal system as they operate in the environment of American sport.		Examine the complexity of human behavior in organizational settings in sport and leisure industry, and the role of managers and leaders in affecting that behavior.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
STHM 540 Women in Sport	3 Credit hours	STHM 660 Internship	3-6 Credit hours
The history of women in sport, gender equity, opportunities for women in intercollegiate and professional sports (such as participant, coach, trainer, journalist, agent and promoter), and physiological perspectives.		The placement of an individual into a Sport, Tourism and Hospitality agency to observe and participate in its operation.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
STHM 552 Sports Analytics	3 Credit hours	STHM 671 Research in Sports Studies	3 Credit hours
By using various tools such as sport analytics, key performance indicators (KPI), balanced scorecard, and other techniques, this course focuses on exploring, identifying and solving problems using data.		This course provides student with a fundamental understanding of research principles, concepts, methods, techniques, and application related to sports studies.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
STHM 575 Sem Sport MGT MKT	3 Credit hours	STHM 674 Sport Finance Economics	3 Credit hours
This course is designed to provide students with an overview of all aspects involved in the Sports Management and Marketing field through classroom lectures, guest speakers, and field trips.		This course will provide students with an understanding of financial and economic principles relevant to the sport industry. The course also provides a comprehensive coverage of current economic and financial issues confronting the sport industry.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
STHM 580 Special Topics	1-4 Credit hours	STHM 675 MKT MGT of Sport Industry	3 Credit hours
Special topics are experimental courses that offered by the Sport, Tourism and Hospitality Management department.		Advanced level of marketing concepts in sports industry.	
Grade Mode: Normal Grading Mode		Grade Mode: Normal Grading Mode	
STHM 581 Special Topics	1-4 Credit hours	STHM 681 Thesis	1-6 Credit hours
Special topics are experimental courses that offered by the Sport, Tourism and Hospitality Management department.		Research opportunities in the STHM field are broad. Students can choose to work with one of the faculty members on a research direction which the faculty and student choose.	
Grade Mode: Normal Grading Mode		Attributes: Thesis	
STHM 582 Special Topics	1-4 Credit hours	Grade Mode: Normal Grading Mode	
Special topics are experimental courses that offered by the Sport, Tourism and Hospitality Management department.		STHM 685 Independent Study	1-4 Credit hours
Grade Mode: Normal Grading Mode		Independent studies are tutorials, directed and independent readings, directed and independent research, problem reports, and other individualized activities which allow students to explore in depth a specific aspect.	
STHM 583 Special Topics	1-4 Credit hours	Grade Mode: Normal Grading Mode	
Special topics are experimental courses that offered by the Sport, Tourism and Hospitality Management department.		STHM 686 Independent Study	1-4 Credit hours
Grade Mode: Normal Grading Mode		Independent studies are tutorials, directed and independent readings, directed and independent research, problem reports, and other individualized activities which allow students to explore in depth a specific aspect.	
STHM 596 Olympic Games	3 Credit hours	Grade Mode: Normal Grading Mode	
Exploring the important role of the Olympic Movement in politics since the modern Olympic Movement in 1896.		STHM 687 Independent Study	1-4 Credit hours
Grade Mode: Normal Grading Mode		Independent studies are tutorials, directed and independent readings, directed and independent research, problem reports, and other individualized activities which allow students to explore in depth a specific aspect.	
STHM 615 Legal Concerns in STHM	3 Credit hours	Grade Mode: Normal Grading Mode	
This course is designed to prepare students with the knowledge and the ability to apply the legal doctrines that will enhance their ability to problem-solve effectively and make prudent management and operational decisions.		STHM 688 Independent Study	1-4 Credit hours
Grade Mode: Normal Grading Mode		Independent studies are tutorials, directed and independent readings, directed and independent research, problem reports, and other individualized activities which allow students to explore in depth a specific aspect.	
STHM 624 Current Issues in STHM	3 Credit hours	Grade Mode: Normal Grading Mode	
An in-depth look at current issues affecting all areas of the Sport, Tourism and Hospitality Management field.			
Grade Mode: Normal Grading Mode			

STHM 696 Seminar in STHM

3 Credit hours

Course is designed to provide students with an overview to all aspects involved in the Sport, Tourism and Hospitality field through classroom lectures, guest speakers, and field trips.

Grade Mode: Normal Grading Mode