M.B.A. in Business Administration

Major Program
The master of business administration (M.B.A.) program in the McCoy College emphasizes the knowledge and tools needed for professional success and is designed for those individuals who expect to pursue careers in the management of organizations in either the public or private sector. The curriculum provides broad-based, generalized education with the flexibility to meet individual needs. Students may choose an optional emphasis in one of five areas of study in a flexible format or select a full-time cohort program. The entire Flex M.B.A. program can be completed at either the San Marcos or Round Rock campus while the Full-Time Cohort program is available exclusively at the San Marcos campus.

Students in the Flex M.B.A. program with a Computer Information Systems Emphasis learn how technology has changed the way business operates and how to harness the power of technology in various business management settings.

The Flex M.B.A. with an Engineering Technology Emphasis is offered in cooperation with the Department of Engineering Technology, an academic division of the College of Science and Engineering. M.B.A. students pursuing the engineering and technology specialization should find enhanced career opportunities with companies oriented significantly toward manufacturing.

Students interested in careers related to international business may choose to seek the Flex M.B.A. degree with an International Business Emphasis. This emphasis is designed to provide focused study in international business including cultural, historical, and political issues. While this emphasis is available to all students in the M.B.A. program, it is especially well suited for undergraduate students in the international studies undergraduate program.

If a student’s interest is the healthcare industry, the Flex M.B.A. with a Health Administration Emphasis may be for them. Offered jointly with the College of Health Professions, the program combines academic content from both colleges to prepare students for a successful career in healthcare.

For those interested in the field of human resources, a Flex M.B.A. with a emphasis in human resource management is available. This option provides information on organizational change, staffing, compensation and benefits, and international HR.

The Full-Time Cohort M.B.A. is offered exclusively at the San Marcos campus. In addition to the core courses, students must complete an internship and study abroad experience in a specific semester as outlined for each cohort group.

Each of the above options require completing course work from three sets of courses:

- Courses in the first set constitute Tier 1 core courses. They are designed to give students a strong foundation in business as well as begin intensive professional development. These courses must be completed for any of the M.B.A. options selected.
- The second set of courses are the Tier 2 core courses. The purpose of the Tier 2 core courses is to ensure that all students completing a program of study have a common academic experience in all areas critical to success in a discipline. While all M.B.A. options require a similar set of Tier 2 core courses, there are some exceptions noted on the Requirements tab.
- The third set of courses for the M.B.A. options is the elective courses. In addition to the required Tier 1 and Tier 2 core courses for each M.B.A. option, the degree candidate is allowed to select a group of courses from an approved set of electives. The exact number of elective courses varies between degree options. Course requirements for each M.B.A. option are described on the Requirements tab.

Admission Policy
For information regarding admission application requirements and deadlines, please visit The Graduate College website at http://www.gradcollege.txstate.edu/bus.html.

Degree Requirements
The requirements for the M.B.A. degree program consist of satisfactory completion of the following:

1. Tier 1 and Tier 2 graduate core and elective course work as determined by the M.B.A. option selected: For students who select the general M.B.A. non-thesis option, eleven M.B.A. graduate-level core courses and three elective courses (9 hours); or
   a. For general Flex M.B.A. students who select the thesis option, eleven M.B.A. graduate-level core courses, one elective courses (3 hours) and a thesis (6 hours credit);
   b. For students who select the Flex M.B.A. with a Computer Information Systems emphasis, eleven M.B.A. graduate-level core courses, two computer information science required courses (6 hours credit), and two computer information science elective courses (6 hours credit) (36 hour program); Thesis option not available;
   c. For students who select the Flex M.B.A. with an Engineering and Technology emphasis, twelve graduate-level core courses and three engineering and technology elective courses (12 hours credit) (45 hour program). Thesis option not available;
   d. For students who select the Flex M.B.A. with an International Business emphasis, eleven M.B.A. graduate-level core courses and four international elective courses (12 hours credit) focusing either international management or international finance and economics (45 hour program); Thesis option not available;
   e. For students who select the Flex M.B.A. with a Health Administration emphasis, twelve graduate-level core courses and three health administration elective courses (12 hours credit) (45 hour program). Thesis option not available;
   f. For students who select the Flex M.B.A. with a Human Resource Management emphasis, twelve graduate-level core courses and three human resource management elective courses (12 hours credit) (45 hour program). Thesis option not available;
   g. For the Full-Time Cohort program, eleven M.B.A. graduate-level core courses, and three prescribed elective courses (9 hours) all taken in specific semesters; Thesis option not available.

2. Satisfactory completion of the comprehensive examination taken as part of the capstone course: MGT 5313 Strategic Management;

3. Acceptance of the thesis if the thesis degree option is selected.
Course Work Requirements

General Flex M.B.A. Option

The general M.B.A. degree (a 42-hour program) requires 33 semester hours of required core courses and 9 semester hours of elective courses. In addition, students enrolled in the general M.B.A. option may choose to write a thesis as part of the degree requirements. Under the thesis plan, the student must complete the same requirements as the non-thesis option except that six semester hours of electives will be replaced by six hours of thesis credit. The university requirement for a comprehensive examination is satisfied by an in-depth analysis of a case designed to integrate the M.B.A. core areas.

All general M.B.A. students must complete 33 semester hours of graduate core courses. Students must satisfy all prerequisites of a graduate course before enrolling in a course. Tier 1 core courses should be taken before other courses. QMST 5334 should be taken early in a student’s academic program. MGT 5313 should be taken in the student’s last term because it serves as the capstone course for integrating the course material in the M.B.A. program. The university-required comprehensive exam is given as part of this course.

The required core courses for this option include the following. Descriptions of these courses may be found in the Courses tab.

Tier 1 Core Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>B A 5351</td>
<td>Organizational Performance and Competitive Advantage</td>
<td>3</td>
</tr>
<tr>
<td>B A 5352</td>
<td>Developing the Financial Perspective of the Firm</td>
<td>3</td>
</tr>
<tr>
<td>B A 5353</td>
<td>Understanding and Analyzing Organizational Problems</td>
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</table>

Tier 2 Core Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>ACC 5361</td>
<td>Accounting Analysis for Managerial Decision Making</td>
<td>3</td>
</tr>
<tr>
<td>CIS 5318</td>
<td>Information Technology in the Digital Economy</td>
<td>3</td>
</tr>
<tr>
<td>ECO 5316</td>
<td>Managerial Economics</td>
<td>3</td>
</tr>
<tr>
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<td>Managerial Finance</td>
<td>3</td>
</tr>
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<td>Strategic Management</td>
<td>3</td>
</tr>
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</tr>
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<td>MKT 5321</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>QMST 5334</td>
<td>Advanced Statistical Methods for Business</td>
<td>3</td>
</tr>
</tbody>
</table>

Graduate-level Electives and Optional Thesis

Select 9 hours of graduate-level electives, or 3 hours of electives and six hours of thesis if choosing the thesis option.

MGT 5199B Thesis
MGT 5299B Thesis
MGT 5399A Thesis
MGT 5399B Thesis
MGT 5599B Thesis
MGT 5999B Thesis

Total Hours

Electives are available in accounting, business law, computer information systems, economics, finance, management, marketing, quantitative methods, and disciplines outside the field of business. Each academic department may offer additional courses whenever the demand exists and resources are available. All electives are not offered every term. A maximum of six elective hours may be taken outside of business, but the courses must be approved by the Emmett and Miriam McCoy College of Business Administration graduate advisor and the dean of The Graduate College before the student enrolls in the course. Students should confer with their advisor when selecting elective courses.

Flex M.B.A. with Computer Information Systems Option

Tier 1 Core Courses

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<td>QMST 5334</td>
<td>Advanced Statistical Methods for Business</td>
<td>3</td>
</tr>
<tr>
<td>CIS 5358</td>
<td>IT Systems Project Management</td>
<td>3</td>
</tr>
<tr>
<td>CIS 5368</td>
<td>Information Security</td>
<td>3</td>
</tr>
</tbody>
</table>

Electives

Select 6 hours from the following:

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>CIS 5355</td>
<td>Database Management Systems</td>
<td></td>
</tr>
<tr>
<td>CIS 5356</td>
<td>Business Telecommunications</td>
<td></td>
</tr>
<tr>
<td>CIS 5360</td>
<td>E-Commerce: Strategies, Technologies, and Applications</td>
<td></td>
</tr>
<tr>
<td>CIS 5364</td>
<td>Data Warehousing and Mining</td>
<td></td>
</tr>
<tr>
<td>CIS 5370</td>
<td>Enterprise Resource Planning</td>
<td></td>
</tr>
<tr>
<td>CIS 5390A</td>
<td>Business Process Modeling</td>
<td></td>
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<tr>
<td>CIS 5390B</td>
<td>Business Intelligence Project</td>
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</table>

Total Hours

45

Flex M.B.A. with Engineering Technology Option

Tier 1 Core Courses

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<tbody>
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<td>B A 5352</td>
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Tier 2 Core Courses

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<td>CIS 5318</td>
<td>Information Technology in the Digital Economy</td>
<td>3</td>
</tr>
<tr>
<td>TECH 5315</td>
<td>Engineering Economic Analysis</td>
<td>3</td>
</tr>
<tr>
<td>FIN 5387</td>
<td>Managerial Finance</td>
<td>3</td>
</tr>
</tbody>
</table>
### M.B.A. in Business Administration

<table>
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<tr>
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<td>Strategic Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 5314</td>
<td>Organizational Behavior and Theory</td>
<td>3</td>
</tr>
<tr>
<td>MKT 5321</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>QMST 5334</td>
<td>Advanced Statistical Methods for Business</td>
<td>3</td>
</tr>
<tr>
<td>TECH 5364</td>
<td>Robust Product and Process Design</td>
<td>3</td>
</tr>
</tbody>
</table>

#### Electives

Select 9 hours of graduate-level technology electives

- TECH 5382: Industrial Ecology and Sustainability Engineering
- TECH 5385: Readings in Technology
- TECH 5387: Advanced Facilities Planning

**Total Hours:** 45

1. The courses and their descriptions are listed in this catalog under the Department of Technology section within the College of Science. Other graduate-level technology courses are acceptable as electives. However, courses other than the three listed above may require certain background work. Students must secure permission of their graduate advisor before enrolling in any other elective course.

### Flex M.B.A. with International Business Option

#### Tier 1 Core Courses

- B A 5351: Organizational Performance and Competitive Advantage
- B A 5352: Developing the Financial Perspective of the Firm
- B A 5353: Understanding and Analyzing Organizational Problems

**Tier 2 Core Courses**

- ACC 5361: Accounting Analysis for Managerial Decision Making
- CIS 5318: Information Technology in the Digital Economy
- ECO 5316: Managerial Economics
- FIN 5387: Managerial Finance
- MGT 5313: Strategic Management
- MGT 5314: Organizational Behavior and Theory
- MKT 5330: International Marketing
- QMST 5334: Advanced Statistical Methods for Business

**Electives**

Select 12 hours of Electives

**Total Hours:** 45

1. A description of these courses can be found in this catalog in the School of Health Administration section.

### Flex M.B.A. with Human Resource Management Option

#### Tier 1 Core Courses

- B A 5351: Organizational Performance and Competitive Advantage
- B A 5352: Developing the Financial Perspective of the Firm
- B A 5353: Understanding and Analyzing Organizational Problems

#### Tier 2 Core Courses

- ACC 5361: Accounting Analysis for Managerial Decision Making
- CIS 5318: Information Technology in the Digital Economy
- ECO 5316: Managerial Economics
- FIN 5387: Managerial Finance
- MGT 5313: Strategic Management
- MGT 5314: Organizational Behavior and Theory
- MKT 5330: International Marketing
- QMST 5334: Advanced Statistical Methods for Business
- MGT 5330: Seminar in Human Resource Management

**Electives**

Select nine hours from a set of Human Resource Management courses including the following:

- MGT 5336: Compensation and Benefits
- MGT 5337: Organizational Staffing
- MGT 5338: Human Resource Development
- MGT 5339: International Human Resource Management
- BLAW 5310: The Employment Relationship
- MGT 5310: Organizational Change Management

**Total Hours:** 45

### Flex M.B.A. with Health Administration Option

#### Tier 1 Core Courses

- B A 5351: Organizational Performance and Competitive Advantage
- B A 5352: Developing the Financial Perspective of the Firm
- B A 5353: Understanding and Analyzing Organizational Problems

#### Tier 2 Core Courses

- ACC 5361: Accounting Analysis for Managerial Decision Making
- CIS 5318: Information Technology in the Digital Economy
- ECO 5316: Managerial Economics
- FIN 5387: Managerial Finance
- MGT 5313: Strategic Management
- MGT 5314: Organizational Behavior and Theory
- MKT 5330: International Marketing
- QMST 5334: Advanced Statistical Methods for Business
- HA 5300: Healthcare Organization and Delivery
- HA 5321: Healthcare Law
- HA 5325: Patient Care Management and Integrated Delivery Systems
- HA 5334: Operational Decision Making for Healthcare Managers
- HA 5335: Public Health for Healthcare Administrators
- HA 5355: Human Resource Management in Healthcare Facilities
- HA 5356: Policy Development in Healthcare Arena

**Total Hours:** 45

1. Selected from a set of internationally focused courses that are designed to support the core material for this option. Electives will allow students to concentrate either in international management or international finance and economics.
M.B.A. Full-Time Cohort

Tier 1 Core Courses

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Tier 2 Core Courses

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<tr>
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<td>Managerial Finance</td>
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<td>MGT 5314</td>
<td>Organizational Behavior and Theory</td>
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<td>ACC 5361</td>
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<td>MGT 5313</td>
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Electives

Required electives ¹

<table>
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<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 5395</td>
<td>Graduate Business Internship</td>
<td>3</td>
</tr>
<tr>
<td>Study Abroad</td>
<td></td>
<td>6</td>
</tr>
</tbody>
</table>

Total Hours 42

¹ Students must secure permission of their graduate advisor before enrolling in any other elective course.

Thesis Enrollment and Credit

The completion of a minimum of six hours of thesis enrollment is required. Enrollment for the thesis will be in course number 5399A for a student's initial thesis enrollment and a thesis B course for each subsequent thesis enrollment in the field in which the subject matter of the thesis falls, e.g., PS 5399A and PS 5399B. Preliminary discussions regarding the selection of a topic and assignment to a research supervisor will not require enrollment for the thesis course.

A student will be required to enroll in and pay the fee for at least one hour of the thesis course during any term in which the student will receive thesis supervision or guidance and/or in which the student is using university resources. Failure to register for the thesis course during a term in which supervision is received may result in postponement of graduation. After initial enrollment in 5399A, the student will continue to enroll in a thesis B course as long as it takes to complete the thesis. In the rare case when a student has not previously enrolled in thesis and plans to work on and complete the thesis in one term, the student will enroll in both 5399A and 5399B. The only grades assigned for thesis courses are PR (progress), CR (credit), W (withdrawn), and F (failing). If acceptable progress is not being made in a thesis course, the instructor may issue a grade of F. If the student is making acceptable progress, a grade of PR is assigned until the thesis is completed. The minimum number of hours of thesis credit ("CR") will be awarded only after the thesis is filed in the Alkek Library and the librarian has electronically returned the thesis card to the office of The Graduate College.

A student who has selected the thesis option must be registered for the thesis course during the term or Summer I (during summer the thesis course runs ten weeks for both sessions) in which the degree will be conferred.

Fee Reduction

A master's degree candidate for graduation may be eligible for a one-time fee reduction under V.T.C.A. Education Code, Section 54.054. Please refer to the section titled Fee Reduction in the Additional Fees and Expenses chapter of this catalog for more information.

Thesis Deadlines and Approval Process

Thesis deadlines are posted at the following web page: http://www.gradcollege.txstate.edu/Thes-Diss_Info/T-D_Deadlines.html. The completed thesis must be submitted to the chair of the thesis committee no later than 41 days before the date of the commencement at which the degree is to be conferred.

The following must be submitted to the office of The Graduate College no later than 24 days, not counting weekends or holidays, before the date of commencement at which the degree is to be conferred (see The Graduate College webpage for specific deadlines):

1. The Thesis/Dissertation Committee Approval form bearing original signatures of the student and all committee members.
2. One (1) copy of the thesis in final form, approved by all committee members, on standard paper (Hard-copy Submission Option) or PDF of the thesis in final form, approved by all committee members, uploaded in the on-line Vireo submission system (Vireo On-line Submission Option).

After the dean of The Graduate College approves the thesis, the process is as follows:

Thesis Proposal

The student must submit an official Master's Thesis Proposal form and proposal to his or her thesis committee. Thesis proposals vary by department and discipline. Please see your department for proposal guidelines and requirements. The required thesis proposal form may be obtained from The Graduate College at http://www.gradcollege.txstate.edu/docs/Thesis_Diss_Guide.pdf. After signing the form and obtaining committee members’ signatures, graduate advisor’s signature (if required by the program), and the department chair’s signature, the student must submit the thesis proposal form with one copy of the proposal attached to the dean of The Graduate College for approval before proceeding with research on the thesis. If the thesis research involves human subjects, the student must obtain exemption or approval from the Texas State Institutional Review Board prior to submitting the proposal form to The Graduate College. If the thesis research involves vertebrate animals, the proposal form must include the Texas State IACUC approval code. It is recommended the thesis proposal form be submitted to the dean of The Graduate College by the end of the student's enrollment in 5399A.

Thesis Committee

The thesis committee must be composed of a minimum of three approved graduate faculty members.
ACC 5315. Selected Topics in Financial Accounting.
The study of specialized financial accounting topics, existing and prospective, necessary for an advanced understanding of financial reporting. Topics include: pensions and post-retirement benefits, deferred taxes, derivatives, share-based payments, interim and segment reporting and emerging issues of the Emerging Issues Task Force. Prerequisite: ACC 3314 with a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

ACC 5316. Advanced Accounting.
A study of accounting for business combinations and consolidated financial statements. Additional selected topics may include accounting for multinational operations, interim reporting, SEC reporting, partnership and governmental and not-for-profit accounting. Prerequisite: ACC 3314 with a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

ACC 5320. Auditing.
A study of the underlying theory of external financial auditing including professional ethics, auditing standards and procedures, and the role of auditor's judgment. (Suggested for CPA eligibility). Prerequisites: ACC 3314 and ACC 4313 with grades of “B” or better. Co-requisite: ACC 5315
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

ACC 5340. Individual Income Tax.
A study of the tax concepts and issues involved in an individual's employment and personal life, and in sole proprietorships, property transactions, tax administration and tax practice. Regulatory and ethical issues are incorporated into the discussion. This course may not count as an elective in any master's program in the McCoy College of Business. Prerequisite: ACC 3313 with a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5350. Professional Accounting Research.
This course provides a study of the sources of authoritative standards in financial accounting. The course develops procedures for identifying the applicable accounting issues, locating appropriate authority, and communicating the results of professional research. Prerequisite: ACC 3314 with a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5352. Financial Statement Reporting and Analysis.
A study of financial statement reporting and analysis. Use of tools and skills will be used to analyze and interpret financial reports for assessing financial performance of firms to facilitate investment, lending, and other financial decisions in a variety of business contexts. Prerequisite: ACC 3313, or ACC 5303, or ACC 5361 or equivalent
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5355. IT Auditing.
A study of the IT audit: the process of collecting and evaluating evidence of an IT system practices and operations. The course develops understanding of the procedures to test whether the systems are safeguarding assets, maintaining data security and operating effectively and efficiently. Prerequisite: ACC 5371
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

ACC 5360. Advanced Accounting.
A study of accounting for business combinations and consolidated financial statements. Additional selected topics may include accounting for multinational operations, interim reporting, SEC reporting, partnership and governmental and not-for-profit accounting. Prerequisite: ACC 3314 with a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.

ACC 5361. Accounting Analysis for Managerial Decision Making.
Use of accounting information for improving managerial decision making. Emphasis is on understanding the practice of business management, budgeting, cost behavior, and operational, internal, and management control. Prerequisite: BA 5352
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5362. Cost and Managerial Accounting Theory.
A study of recent developments and topics in the area of cost and managerial accounting. Includes a discussion of quantitative techniques and their applicability to accounting problems. Prerequisites: ACC 3365 or ACC 5361 with a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5366. Business Entity Taxation.
Federal income tax provisions affecting business decisions, with an emphasis on C Corporations, Limited Liability Companies, and Partnerships. An introduction to the choice, formation, organization, operation and distribution rules or the preceding business entities. Prerequisites: ACC 3314 and ACC 4328 (or equivalents) with grades of "B" or better. Co-requisite: ACC 5315
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
ACC 5367. Seminar in Auditing.
A continuing study of the underlying theory of auditing with an emphasis
on professionalism, ethics, and legal liability. Coverage will also extend to
the responsibilities and standards of external auditing, internal auditing,
governmental auditing, and international auditing, including exposure to
current developments in these areas. Practical applications will focus
on risk assessment, the use of analytical procedures, and the use of the
computer as an audit tool. Prerequisite: ACC 5320
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5369. Special Studies in Accounting.
Directed study and research on selected accounting topics, including
the development of accounting thought and research in; advanced tax
topics, international accounting, professional ethics and managerial and
financial accounting. Courses will be offered as independent instruction.
Prerequisite: Consent of instructor and department chair
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5370. Internship in Accounting.
Experiential learning during which the students work in accounting. This
work experience may be in public, industry, or governmental accounting
units. The student is immersed in a variety of intensive work assignments
with increasing levels of responsibility. Students taking ACC 5370 for
credit may not take ACC 5680 for credit. Graded on a credit (CR), no credit
(F) basis. Prerequisite: Specified by employer with consent of instructor
and department chair
3 Credit Hours. 0 Lecture Contact Hours. 20 Lab Contact Hours.
Grade Mode: Credit/No Credit

ACC 5371. Accounting Information Systems.
This course studies various accounting information systems
technologies used to enhance business process operations. It also
explores management of risks and controls, and management of
information resources. Prerequisite: ACC 3385 with a grade of "B" or
better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5372. Tax Research.
An examination of the sources of tax authority, which include its
primary sources (legislative, judicial, and administrative), as well as
secondary sources. The course also develops procedures for identifying
the applicable tax issues, locating appropriate tax authority, and
communicating the results of tax research. Prerequisites: ACC 3314 and
ACC 4328 (or equivalents) with grades of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5373. Fraud Detection and Prevention.
This course provides and in-depth study of how and why fraud is
committed. It explores red flags that may help in detecting fraudulent
activities, how fraudulent conduct can be deterred, and how allegations
of fraud should be investigated and resolved. Prerequisite: ACC 3313 with
a grade of "B" or better
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5375. Business Information Consulting.
Integrative capstone for the MSAIT program using principles and
concepts applied through the analysis and presentation of case studies
dealing with current issues or emerging trends in the fields of accounting
and information technology for the accounting professionals serving as
consultants. Prerequisite: ACC 5371
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5377. Partnership Taxation.
A comprehensive study of the tax implications of conducting a business
as a partnership or as a limited liability company. Life-cycle analysis and
tax planning considerations are emphasized. Prerequisite: ACC 5340
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

This course focuses on the procedural aspects of tax planning and
tax return preparation. Coverage includes IRS enforcement tools and
respective taxpayer rights, audits and appeals, civil and criminal
penalties, and statutory relief provisions. Professional standards and
ethical considerations in tax practice are emphasized. Prerequisite:
ACC 5366 or concurrent enrollment
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5379. State and Local Taxation.
This is a survey of state and local income tax systems emphasizing
income and franchise taxes on individuals and business entities, sales
and use taxes, and property taxes. Coverage includes business nexus and
multistate allocation and apportionment issues. Prerequisite: ACC 4328
or ACC 5340. Corequisite: ACC 5366
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5381. Advanced Business and Regulation Concepts.
An in-depth study of business environment and regulation concepts in
preparation for professional accounting exams. Either ACC 5380 or 5381
must be taken in the final semester of the Master of Accounting program.
Prerequisites: ACC 5360 and ACC 5366
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

The use of information technology for integrating enterprises for
operational control and strategic business intelligence is examined via
ERP applications in customer relationship management, accounting
and finance, purchasing and production control, sales and marketing,
and human resource management. Managerial issues surrounding the
selection, design and implementation of ERP systems are emphasized
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ACC 5384. IT Systems Project Management.
an in-depth study of the project management body of knowledge as
applied to Information Technology with emphasis on the management
of scope, costs, schedules, quality and risks. Includes program
management, system methodologies, material procurement, and human,
cultural, and international issues and their impact on the organization
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
**ACC 5385. Database Management Systems.**
Explains the concepts, principles, issues and techniques for managing corporate data resources using database management systems. The course includes techniques for analysis, design, and development of database systems, creating and using logical data models, database query languages, and procedures for evaluating database management software. Student will use a relational database management system to develop a management information system
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

**ACC 5389. Corporate Governance and Ethics.**
A study of the corporate governance and ethical issues in accounting, including ethical reasoning, integrity, objectivity, independence, core values and professional issues. Prerequisites: ACC 3314 (or equivalent) with a grade of "B" or better, and ACC 3363, ACC 3365, ACC 3385, ACC 4313, and ACC 4328 or ACC 5340
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

**ACC 5390A. International Accounting.**
A study of the impact of international business activity on the profession of accounting. The course will investigate the development of international accounting standards and compare those standards to existing United States standards. Students taking ACC 4390A for credit may not take ACC 5390A for credit. Prerequisite: ACC 5315. (MULT)
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content|Topics
Grade Mode: Standard Letter

**ACC 5390F. Mergers, Acquisitions, and Consolidations Taxation.**
This course on mergers, acquisitions and consolidations will examine the tax ramifications and corporate strategies considerations of buying, selling and combining different companies; the consolidated tax return consequences of those affiliated groups; and the residual outcomes and tax attributes that result from corporate divisions. Prerequisite: ACC 5366
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

**ACC 5390G. Sustainability Reporting.**
This course on sustainability reporting strategies will examine analytical methods and reporting techniques used by for-profit and non-profit companies to support sustainable operations. Prerequisite: ACC 5303 or equivalent
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

**Business Administration (B A)****

**B A 5100. Business Professional Development Seminar.**
This course is designed to contribute to the development of the business professional. Academic content is supplemented by training in soft skill topics to better prepare the students for a successful business career. Prerequisite: MBA students only
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

**B A 5351. Organizational Performance and Competitive Advantage.**
This course is designed to provide an integrative understanding of the firm. A variety of organizational models and perspectives will be incorporated to facilitate understanding of the complexities of the firm, its environments, and its relationships with stakeholders. Includes focus on case analysis issues and communication skills. Prerequisite: MBAs only
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

**B A 5352. Developing the Financial Perspective of the Firm.**
Development of the theoretical basis and presentation of accounting and finance. Topics include understanding the basic elements of financial statements, the use of accounting information in decision making, and the techniques for the acquisition and management of the firm’s financial resources. Prerequisite: B A 5351 or concurrent enrollment
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

**B A 5353. Understanding and Analyzing Organizational Problems.**
An introduction to the concepts of economic theory and statistics, with an emphasis on developing skills in data and economic analysis to solve business problems. Coverage includes prices, costs, market structures, macroeconomic policies, central tendencies in data, confidence intervals, hypothesis testing, and regression. Prerequisite: B A 5351 or concurrent enrollment
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

**B A 5355. MBA Full Time Cohort International Experience.**
This course will focus on developing an understanding and analysis of issues related to business challenges in another country. Students will gain first-hand experience with the business practices, culture and economy of another country
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

**Business Law (BLAW)****

**BLAW 5308. The Legal, Ethical, and Regulatory Environment of Business.**
A broad based course on the fundamentals of business law, as viewed from the managerial standpoint. Topics include court systems, constitutional law, contracts, sales, consumer rights, employment, antitrust, agency and ethical considerations. This course does not earn graduate degree credit
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from Graduate GPA|Leveling
Grade Mode: Leveling/Assistantships
BLAW 5368A. Judicial and Legislative Trends in the Legal Environment of Business.
An examination of recent court cases and legislation enacted or that may be pending before Congress in order to understand the impact of current laws on business activity
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368B. Law and Ethics in the Business Environment.
An examination of the ethical dimensions of management decision-making. Problems are viewed through the lens of a value system determined, in part, by the legal system
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368D. Business Dispute Administration.
Course describes civil and religious law systems, both in the U.S. and abroad, alternative dispute resolution programs
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368E. Environmental Law and Policy.
Course attempts to integrate the study of environmental law w/ concepts from other disciplines necessary to an assessment of the law, primarily economics
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368F. Business Law for Entrepreneurs.
Course explores steps that an entrepreneur who is contemplating leaving an employer can take to make the departure amicable
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368G. Legal Issues in International Business Law.
Emphasis in Latin American Business
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368H. Legal Issues of Sustainability and Responsibility.
Diverse frameworks and analytical methods underlying our understanding of sustainability are explored, including the legal aspects & impact on business, society, environment and economy. Topics include corporate governance, globalization, urbanization, energy, human population, food, natural resources, water and equity
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368J. Commercial Law.
A traditional business law course which examines sales, negotiable instruments, creditor's rights and remedies, secured transactions, bankruptcy law, personal property, bailments, real property and landlord-tenant relationships. Prerequisites: BLAW 2361, graduate status, and good academic standing
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

BLAW 5368K. Business Organizations and Government Regulations.
A traditional business law course which examines agency, employment law, partnerships, limited liability companies, corporations, securities law, law for small business, administrative law, consumer law, environmental law, antitrust law, and insurance. Prerequisites: BLAW 2361, graduate status, and good academic standing
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

Computer Information Systems (CIS)

CIS 5318. Information Technology in the Digital Economy.
Provides an understanding of the issues involved in the strategic management of the information assets of organizations. Examines the issues and challenges that users face within the Information Technology (IT) management arena as part of a firm's business and IT strategy. Focus is on managerial rather than technical issues. Prerequisite: BA 5351
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CIS 5354. Decision Support Models in Management.
This course is designed to give students the skills to design, implement, analyze, and present the results of an executive decision model. Students will gain hands-on experience both by preparing applications-oriented projects/cases and also by designing selected parts of DSS using Graphical User Interface (GUI) tools. Prerequisites: A strong working knowledge of personal computers and the Windows operating environment
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CIS 5355. Database Management Systems.
Explores the concepts, principles, issues and techniques for managing corporate data resources using database management systems. The course includes techniques for analysis, design and development of database systems, creating and using logical data models, database query languages, and procedures for evaluating database management software. Students will use a relational database management system to develop a management information system
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CIS 5356. Business Telecommunications.
Explores the technology that is revolutionizing the manner in which business and government conduct their operations and the effects new developments in communication media have on computing systems. This course reflects the current state-of-the-art in data communication networking
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
CIS 5358. IT Systems Project Management.
An in-depth study of the project management body of knowledge as applied to information Technology with emphasis on the management of scope, costs, schedules, quality and risks. Includes program management, system methodologies, material procurement, and human, cultural, and international issues and their impact on the organization.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

This course is designed to familiarize students with current and emerging e-commerce technologies. Topics include Internet technology for business advantage, reinventing the future of business through e-commerce, business opportunities in e-commerce, and social, political, global, and ethical issues associated with e-commerce.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CIS 5364. Data Warehousing and Mining.
Familiarizes students with current and emerging data warehousing and mining technologies that are likely to play a strategic role in business organizations. Topics include data mining techniques, data warehouse development life cycle, data warehouse navigation, data quality, and performance issues. Prerequisites: QMST 5334, QMST 2333 or equivalent.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

This course covers the analysis, design, development, implementation, and maintenance of information security systems. Topics include legal, ethical, professional, personnel issues; risk management; technology; cryptography; and physical security.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

The use of information technology in integrating enterprises for operational control and strategic business intelligence is examined via Enterprise Resource Planning (ERP) applications in customer relationships management, accounting, finance, purchasing, production control, sales, marketing, and human resource management. Emphasizes managerial issues surrounding the need, selection, and implementation of ERP systems.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

CIS 5390A. Business Process Modeling.
A study of tools and techniques for analyzing requirements of business process oriented systems. The course emphasizes a model driven approach and its usage for developing information controls. Unified Modeling Language (UML) is introduced to specify the user/system interaction, business logic, and data storage.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

CIS 5390B. Business Intelligence Project.
Development of a system used for the implementation of analytics to diverse areas of interest, including: marketing, financial risk analysis, quality management in manufacturing, health care management, and geographic information systems. Prerequisite: CIS 5355, CIS 5364.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

Economics (ECO)

An intensive study of micro-and macroeconomic concepts; the price system as it functions under competition, monopoly, monopolistic competition and oligopoly; national income measurement and determination; business cycles; money and banking; monetary policy; fiscal policy and economic stabilization. May not be counted as an elective MBA course. This course does not earn graduate degree credit.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from Graduate GPA|Leveling
Grade Mode: Leveling/Assistantships

Examination of the patterns of trade and finance among nations, integrating the topics of exchange rates, trade barriers, customs unions, and macroeconomics policy into a unified treatment of international economic relations. Prerequisite: B A 5353. (MULT)
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

ECO 5316. Managerial Economics.
The application of economic theory and analysis to the formulation of business policy, including demand analysis, production theory, linear programming, and pricing policy. (MBA with Technology Emphasis students complete TECH 5315.) Prerequisite: QMST 5334.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

The course focuses on the structural characteristics of the emerging market economies, with an emphasis on analyzing the salient economic challenges and opportunities facing contemporary emerging market economies. Prerequisites: BA 5353.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

ECO 5378. Macroeconomic Theory and Policy.
An analysis of theory and policy questions relating to the rate of economic growth. The theory of national income, employment and the price level from the point of view of dynamics. Students may take either BA 5378 or BA 5316. Prerequisite: BA 5302 or equivalent.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
Finance (FIN)

FIN 5307. Financial Analysis.
Development of the theoretical basis and presentation of the techniques for the acquisition and management of the firm's financial resources. Topics include working capital management, capital budgeting, and internal and external financing decisions. May not be counted as an MBA elective course. This course does not earn graduate degree credit.
Prerequisite: B A 5301
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from Graduate GPA|Leveling
Grade Mode: Standard Letter

FIN 5322. Investment Analysis.
This course provides an introduction to the basic concepts of investments and investment management. It is designed to develop a framework within which to view the investment process in a global environment and an understanding of the institutional setting in which investment decisions are made. Prerequisite: FIN 5322.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

This course is designed to provide students with an overview of the strategies for creating and managing portfolios. At the end of this course, students should understand the tools for investment management. Topics covered include portfolio construction and analysis, risk analysis, asset class management, derivatives, and portfolio performance analysis. Prerequisite: FIN 5322.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

FIN 5337. International Finance.
Examination of economic incentives and rationale for multinational firms, exchange rate risk exposure and management, investment decision strategy, and the general economic impact of multinational firm activity. Prerequisite: B A 5352. (MULT)
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

Examination of economic incentives and rationale for international investment and financing. Topics include exchange rate risk exposure and management, global debt and equity investment and financing, foreign currency derivative markets, and general investment and financing strategy in global capital market. Prerequisite: B A 5352. (MULT)
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

FIN 5347C. Real Estate Investment.
An application of capital budgeting to real estate investment decisions. Prerequisite: FIN 5387
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

This course provides student with an understanding of the relationship between psychology, investor behavior, and financial market efficiency. While market participants may believe that they are acting rationally when making investment decisions, often they are influenced by irrelevant information or ignore pertinent factors. Students will be presented with recent research in the field of behavioral finance. Attention will be given to sports betting markets; such markets provide a useful model for analyzing investor behavior. The course also includes an in-depth examination of sports as a business. Specifically, students will analyze financial decision-making in the NFL, MLB, NHL, NBA, and horse racing.
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

FIN 5347F. Money, Banking, Financial Markets & Institutions.
This course will examine the important relationships between money, depository institutions, financial markets and non-depository financial institutions. It is designed to equip managers with intellectual tools necessary to critically evaluate changing and evolving financial market conditions and their impact on managerial decision making. Prerequisite: B A 5352
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

Management (MGT)

MGT 5199B. Thesis.
This course represents a student's continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding. Graded on a credit (CR), progress (PR), no credit (F) basis
1 Credit Hour. 1 Lecture Contact Hour. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
MGT 5299B. Thesis.
This course represents a student’s continuing thesis enrollments. The student continues to enroll in this course until the thesis is submitted for binding. Graded on a credit (CR), progress (PR), no credit (F) basis
2 Credit Hours. 2 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit

MGT 5301. Graduate Assistant Development.
Completion of this course is required as a condition of employment for graduate assistants. The course is seminar based and covers topics related to employment responsibilities. This course does not earn graduate credit. Graded on a credit (CR), no-credit (F) basis. Prerequisite: McCoy College Graduate Assistant
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Graduate Assistantship Exclude from Graduate GPA
Grade Mode: Leveling/Assistantships

MGT 5310. Organizational Change Management.
Presents an overview of the process of change in an organization and stresses the key issues involved in reengineering and renewing organizations. Problems dealing with stress and conflict during major change will be explored along with practical ideas on building effective teams to make change possible and sustainable
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5311. Process Improvement Management in Organizations.
Learn existing and latest developments in process improvement techniques for continuous improvement and the role of quality as a system for establishing an organization’s competitive advantage. Process mapping is emphasized and assessment of effectiveness in the interactions of the managerial and technical systems of organizations is also studied
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5312. Seminar in Management.
Development of philosophy, strategy, and tactics in managing an enterprise. Administrative processes common to all enterprises, such as entrepreneurship, business and society, leadership and group behavior in organizations, business ethics, and international management. (Course may be repeated for credit with different course focus.)
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5313. Strategic Management.
An integrative approach to policy formulation and administration (decision making) to achieve organization objectives. Should be taken the last semester of student’s MBA program. Prerequisites: QMST 5334, MKT 5321, ACC 5361, FIN 5387
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5314. Organizational Behavior and Theory.
Organizational behavior and structure as influenced by environmental variables and system relationships. Prerequisite: B A 5351
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5315. New Venture Management.
This course provides an overview of the entrepreneurial process from the initial idea through start-up, growth, and harvest. Students learn how to write a business plan, manage all the elements of an entrepreneurial business, and develop a better understanding of the requirements of the entrepreneurial life path
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5318. Cross-Cultural Management.
The global environment requires sensitivity to and the adaptation of leadership and management skills and practices, and the culture-bound differences in workplace behavior and attitudes. Explores how differences in cultural core values shape behavior and attitudes of workers, managerial colleagues, and negotiating partners. Prerequisites: B A 5351
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5321. Supply Chain Management.
A variety of tools and frameworks provide students and understanding of the basis behind supply chain decision making. Topics include supply management concepts, demand-supply management, pull/push system, capacity and resource allocation, performance measurement, relationship assessment, and outsourcing in an integrated supply chain. Require graduate standing
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5325. Managing Business Creativity.
This course focuses on the means by which businesses and individuals foster and maintain their creative and innovative skills. Key topics include: idea generation and refinement, idea screening, prototype development, and feasibility analysis. Objectives are met through classroom exercises, case analysis, guest speakers, and individual and team projects
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

A study of current developments and practices in human resource management, including employment laws; planning, recruitment and selection; training and development programs; wage and benefits administration; performance management, human relations and productivity; labor relations; safety and health; and current contributions to human resource management theory
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5333. Problems in Business Administration.
The student is here given the opportunity to work in the field of his special interest, particularly in the subjects of accounting, business law, marketing, statistics, finance, and insurance. The course will be conducted by conferences between the student and instructors concerned. Problems will be assigned as nearly as possible for the needs of the individual student
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter
MGT 5335. New Venture Launch.
The purpose of this class is to ensure students gain a full understanding of what it takes to start and grow a business. Students learn the process of creating a new venture from the inside by planning, organizing and launching an actual business. Prerequisite: MGT 5315
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5336. Compensation and Benefits.
This course addresses the rewards systems in organizations. Strategic and technical considerations in designing, administering and managing compensation and benefits plans in organizations, including job analysis and evaluation, wage levels and structures, legal issues, individual and group incentives, and benefits are considered. Prerequisites/corequisite: MGT 5330
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5337. Organizational Staffing.
A study of the methods involved in recruitment and selection of employees with an emphasis on measurement, job analysis, performance appraisal, legal issues, and the role of human resource planning and strategy. This course relies on statistics to teach students to make reliable and valid employment decisions. Prerequisite: MGT 5330
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

A study of theoretical and applied perspectives on needs assessment, design, development delivery and evaluation of training and development as well as organizational change and development. Prerequisite/ corequisite: MGT 5330
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

A study of challenges that decision makers consider when managing their human resources across the globe. Drawing on theories and models from cross-cultural and international management areas, this course covers such topics as globalization, culture, emerging international assignments, and expatriate recruitment, selection, training, repatriation, and career management. Prerequisite/corequisite: MGT 5330
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5345. Integrative Field Project.
Student teams work directly with organizations and managers to solve significant managerial problems. Students apply their skills and knowledge acquired in the program in a real world setting. Results of the project are summarized in a comprehensive written report and a formal oral presentation. Prerequisites: Permission of the instructor
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5375. International Management-Latin America.
A study of the cultural, economic, regulatory, and political factors impacting international business. Emphasis is placed on theory and research of management phenomena in Latin America and on issues mediating commercial and governmental relations between the United State and Latin American countries. (MULT)
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Multicultural Content
Grade Mode: Standard Letter

MGT 5380A. Business Ethics Leadership.
This course examines a variety of ethical issues in business from multiple stakeholder perspectives (top management, employees, community members, etc.). The course is designed to enhance moral awareness and facilitate individual development with respect to making ethical decisions that contribute to effective corporate management and leadership
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

MGT 5380B. Human Resource Information Systems.
This course provides an overview of functional areas in an HRIS system with a focus on the acquisition of skills with respect to the software as well as knowledge regarding the implementation process, associated benefits and costs, and the application of HRIS to manage critical HRM processes. Prerequisite/corequisite: MGT 5330
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

MGT 5380D. Labor Relations and Negotiation.
This graduate level course is a study of labor organizations and their impact as well as negotiation and conflict resolution issues. The course will examine the National Labor Relations Act (NLRA), union and employer rights under the NLRA, union organizing, collective bargaining, negotiation, contract administration, mediation and arbitration. Prerequisite or Co-requisite: MGT 5330
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from 3-peat Processing
Topics
Grade Mode: Standard Letter

Designed to aid graduate students in analyzing reports, evaluating research and in planning research reports. Involves the selection of research problems, sources of data, analysis, presentation, report writing, directed reading, class reports, and a research problem
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

The study and application of theory and psychology of managerial communication using written, oral, and technological modes to communicate within the business environment. The course includes the process and product approach to graphics, leadership, problem solving, prioritizing, interviewing, and communicating change
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5395. Graduate Business Internship.
Integration of professional and academic experience through internship with an external employer. Prerequisites: MBA students only; must have completed 12 or more hours of graduate business courses; enrollment subject to availability and approval
3 Credit Hours. 0 Lecture Contact Hours. 15 Lab Contact Hours.
Grade Mode: Standard Letter

MGT 5399A. Thesis.
This course represents a student’s initial thesis enrollment. No thesis credit is awarded until student has completed the thesis in MGT 5399B.
Graded on a credit (CR), progress (PR), no credit (F) basis
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Credit/No Credit
MKT 5311. Current Developments in Marketing.
Advanced study of marketing functions and institutions, marketing strategies, policies, and problems. Students will be given an opportunity to examine developments of special interest to them. Prerequisite: B A 5351
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5321. Marketing Management.
A study of the planning and coordination of marketing functions, marketing policies, and the analysis of marketing administration. Prerequisite: B A 5351
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5322. Marketing Research Methods.
An advanced study of the marketing research process to include problem formulation, determination of sources of information and research design, design of data collection forms, design of the sample, collection of the data, analysis and interpretation of the data, preparation of the research report, and oral presentation of the research findings. Prerequisites: MKT 5321 and QMST 5334
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5325. Global Marketing and the Value Chain.
To understand the value chain concept and the linkages between value chains in the global marketplace. This will include evaluating the various value chains: supplier, firm, channel, and buyer in the global context. Topics will include procurement, operations, logistics, negotiation, marketing channels, and customer service
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5330. International Marketing.
An application of marketing concepts to the global business environment. Examines marketing in the light of international economic, social, cultural, business, and environmental factors. Prerequisite: B A 5351
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5331. Integrated Marketing Communications.
An analysis of consumer behavior in the marketplace and its application to the preparation & presentation of a complete integrated marketing communications plan for a local, regional, and/or national client. Prerequisite: MKT 5321
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5335. Services Marketing.
Services dominate the U.S. economy and are becoming critical for competitive advantage in companies across the globe in all industry sectors. This course examines the foundations of services marketing, which are necessary to create, promise, and deliver a successful, interactive customer experience. Prerequisite: MKT 5321
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5395. Independent Study in Marketing.
Individual problems or topics will be designed and completed to emphasize selected areas of study in Marketing. Requires approval of instructor and program director
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

MKT 5397A. Sports Marketing.
Examines four components of sports marketing, including: (1) the foundation of sports marketing, (2) marketing through sports, including sponsorship, endorsement, and licensing strategies, (3) the marketing of sports, including marketing mix strategies, and (4) emerging topics in sports marketing, including relationship marketing, technology, and controversial issues. Prerequisite: MKT 5321
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

MKT 5397B. Social Marketing.
Social marketing is the use of marketing principles and techniques to influence a target audience to voluntarily accept, reject, modify, or abandon a behavior for the benefit of individuals, groups, or society as a whole. This course examines current applications of social marketing to solve societal problems. Prerequisite: MKT 5321
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

MKT 5397C. Technology and Marketing.
Technology & Marketing covers the impact of new information technologies on marketing and marketing industries undergoing high levels of technological change. Subject areas such as social media, e-commerce, database marketing, business-to –business marketing, and customer contact management are examined and illustrated in industry settings that emphasize innovation through new technologies. Prerequisite: MKT 5321
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter
MKT 5397D. Marketing Metrics and Analysis.
To understand the measurement, analysis, and interpretation of marketing metrics that are critical for marketing strategy development and firm performance. Topics will include metrics associated with customers, brands, marketing mix decisions, online strategy and social media, firm profitability, and marketing dashboards. Prerequisite: Graduate standing; MKT 5321
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Topics
Grade Mode: Standard Letter

Quantitative Methods and Statistics (QMST)
QMST 5309. Statistical Methods for Business Analysis.
A study of probability, statistical reference, and regression analysis, and the use of these tools for the purpose of decision making in business and economics. This course does not earn graduate degree credit
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Course Attribute(s): Exclude from Graduate GPA|Leveling
Grade Mode: Leveling/Assistantships

QMST 5332. Quantitative Methods.
A study of management science/operations research emphasizing theory and applications of evaluative, predictive, and optimizing models as applied to the management of product and service-oriented operations
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

QMST 5334. Advanced Statistical Methods for Business.
The course provides the quantitative foundation for business analysis and decision making. Topics include: regression analysis, mathematical programming, simulation and other analytical/modeling techniques with wide applicability in decision-making and problem solving in all functional areas of business. Prerequisite: B A 5353
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter

QMST 5335. Introduction to Forecasting and Simulation.
Introduction to the concepts and principles of forecasting and simulation techniques as applies to planning and decision making in organizations. Topical coverage includes time series forecasting, casual forecasting, discrete event simulation, and continues-event simulation techniques
3 Credit Hours. 3 Lecture Contact Hours. 0 Lab Contact Hours.
Grade Mode: Standard Letter