

SCHOOL OF MANAGEMENT CORE CLASSES

ECONOMICS, MANAGEMENT, AND ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCE COURSE DESCRIPTIONS

UNDERGRADUATE LEVEL/LOWER-DIVISION COURSE DESCRIPTIONS

ECONOMICS

ECON 25100 - Microeconomics

Price theory and resource allocation. Emphasis is on developing a detailed understanding of the principles of microeconomic analysis and their application to market behavior and public policy issues.

ECON 25200 - Macroeconomics

Introduction to macroeconomic theory. The course develops a theoretical framework permitting an analysis of the forces affecting national income, employment, interest rates, and the rate of inflation. Emphasis is placed upon the role of government fiscal and monetary policy in achieving full employment and stable prices.

MANAGEMENT

10000 - Management Lectures

Required for freshman management students. Open to freshman only. An introduction and survey of the field of management. Exposure to the different functional areas of management will be stressed. Focus will be on the individual development of the student in regard not only to future professional employment but also to his or her educational planning. (fall only)

20000 - Introductory Accounting

The objective of the course is to help students: (1) understand what is in financial statements and what the statements say about a business, (2) identify the business activities that caused the amounts that appear in the statements, and (3) understand how, when, and at what amount the effects of manager and employee actions will appear in the statements.

20100 - Management Accounting I

Prerequisite: MGMT 20000.

An introduction to accounting for management planning and control, including cost accounting, budgeting, accounting control systems, and use of accounting information in management decisions.

24200 - Contemporary Problems in Personal Finance for Minorities

This course is designed to allow students to make informed decisions regarding their current and future financial position. Utilizing basic tools such as financial statements and budgets, the students can learn how to plan effectively for continuous financial stability. Students also are able to acquire a basic understanding of different saving instruments, investments, and retirement planning methods, as well as the benefits of purchasing real assets and accumulation wealth to allow stability. Students also have the opportunity to explore other interesting topics of personal finance through presentations and voluntary participation in class discussion.

24300 - Contemporary Thought of Minorities in Management

The basic goal of this course is to introduce the minority student to the vast opportunities that are available in the field of management. The logic of a business education for the minority student is a reflection of the phenomenon that many corporations today are actively seeking minorities for managerial positions. Each semester, approximately 15 Fortune 500 companies are invited to the class to give presentations about entry-level opportunities with their firms. Other topics covered are: the interview, resume writing, dual career couples, work force 2000, affirmative action, minorities in the corporate world, etc. Each student is required to give a class presentation covering a business area of interest followed by class discussion over the topic.

29000 - Programming for Business Applications

This course will cover the fundamentals of business rules and logic in a business application development context. Students will use a modern programming language such as Java to reinforce logical concepts like abstraction, process flow, variable assignment, and control structures, as well as proper programming and application development practices, including documentation. By the end of the semester, students will be able to construct a business application using a high-level application development environment, including problem analysis, decomposition, solution design, and solution implementation.

UNDERGRADUATE LEVEL/UPPER-DIVISION COURSES DESCRIPTIONS

MGMT 323, 445, 455/457, OBHR 300, and ECON 511, 512, 513, and 519 may NOT be used for credit in management and may NOT be used for professional course

ECONOMICS

ECON 34000 - Intermediate Microeconomic Theory

Prerequisite: ECON 25100 and at least two calculus courses or consent of instructor

Consumer behavior and demand, decisions under uncertainty, production and cost, factor demand, market structure, general equilibrium and welfare. Emphasis on the tools used to analyze the behavior of individual economic units.

ECON 35200 - Intermediate Macroeconomics

Prerequisite: ECON 25001, 25200

Continuation of ECON 25200. A more rigorous, general equilibrium treatment of macroeconomic theory with emphasis on the components of the model: determinants of consumption, investment, net exports and foreign exchange rates, the level of unemployment, inflation and the long-run rate of economic growth.

ECON 36000 - Econometrics

Prerequisite: MGMT 30500 or equivalent

This course examines the statistical techniques used in testing economic theory. Emphasis is placed on estimating a single equation (e.g., a demand function) and the problems associated with such estimation. As part of the course, students will estimate equations on the University's computational facility.

ECON 36100 - Antitrust and Regulation

Prerequisite: ECON 25100

The course studies the influence of laws and regulations on the behavior of firms, focusing on two types of government intervention in the market; antitrust law and economic regulation. Antitrust laws define the rules by which firms must compete. Economic regulation more tightly constrains the actions of firms, requiring that they obtain approval to set prices and/or enter new markets. The focus is on current topics in both areas, including antitrust cases against Microsoft and deregulation of telecommunications and electricity.

ECON 3680 - Values, Markets, and Norms

Prerequisite: ECON 25100

An interdisciplinary approach to the issues of market efficiency, ethical behavior, and cultural differences in a pluralistic world. Using examples, debates, case studies, readings, and lectures, this course will try to clarify how individual personality type, cultural background, concepts of knowledge, and logical boundaries on rational thought combine to create conflict and misunderstanding at all levels of society. This will be directly related to discussions of efficiency in capitalist economies. The second half of the course will use the case studies to look at aspects of different global economies and communities.

ECON 37000 - International Trade

Prerequisite: ECON 25100 and 25200

Aspects of international economic behavior of households, firms, and national governments. Develops and uses tools of intermediate economic theory to discuss the benefits and costs of international economic interdependence and the implications of increasing international linkages of households and firms on the role of national governments.

ECON 37100 - International Monetary Problems

Prerequisite: ECON 25100 & 25200

Analysis of historical changes in the world's monetary system. International financial markets and capital flows. Influences on components of the balance of payments. International transmission of business fluctuations with fixed and flexible exchange rates.

ECON 38000 - Money and Banking

Prerequisite: ECON 25100 and 25200

The course analyzes the economics of money, monetary systems, and financial intermediaries in modern industrial economies. Topics considered can include the origin of money and the banking industry, the properties of various monetary systems, the operation of central banks, the regulation of financial intermediaries, and the effects of various monetary policies.

ECON 38500 - Labor Economics

Prerequisite: ECON 25100

The focus of this course is on the functioning of labor markets. Topics to be considered can include supply decisions, investments in human capital, compensating wage differentials, labor contract theory, unions, labor-managed firms, signaling in labor markets, the economics of unemployment, and government employment policies.

ECON 41500 - Economic Policy

Prerequisite: ECON 25100 and 25200

An application of the principles of economics developed in ECON 25100 and 25200 to contemporary controversies in public policy. Half of the semester is devoted to microeconomics issues and half to controversies in macroeconomics policy

ECON 45100 - Game Theory

Prerequisite: ECON 25100

Examines the market forces which lead to the development, growth, and size of cities. In addition, this course covers the theory of location and land use, principles of local public finance, policy problems in the areas of urban housing, transportation, crime, and pollution.

ECON 46100 - Industrial Organization

Prerequisite: ECON 25100

This course will examine firm behavior under different market structures and how this behavior is altered by governmental regulation. Particular attention will be given to traditional examples of regulated industries, public utilities, and to antitrust. Emphasis will be placed on the theoretical modeling of industry equilibrium and optimal governmental policy.

ECON 46600 - International Economics

Topics in international economics, with emphasis on real, rather than monetary, aspects. Coverage typically requires more advanced techniques or more detailed treatment than in ECON 37000.

ECON 47100 - Behavioral Economics

This course studies how human decision-makers act in various economic situations. It uses the class members as "human guinea pigs" to discover many of the key behavioral principles, in weekly lab sessions. Students learn about behavior in a variety of markets--for example, markets with price controls, markets for trading long-lived assets and auction markets. Students also learn about social dilemmas that arise when people try to provide public goods voluntarily or when sellers try to conspire to fix prices, and how people bargain and coordinate with each other.

ECON 49900 - Senior Honors Thesis

Prerequisite: ECON 36000 (Spring only)

Execution by economics honors students of a senior honors thesis under the direction and supervision of the faculty. In addition to a paper, completion of the research project may involve the presentation of the findings in a seminar or workshop setting.

MANAGEMENT

30100 - Career Opportunities in Management

Workshops and lecture involving students in the decision-making process for career planning. Visiting executives discuss career opportunities in their fields. Emphasis is on future academic planning, exploring careers, search strategy, interviewing, career progression, and other career and academic issues.

30500 - Business Statistics

Prerequisite: STAT 22500

Introduction to business statistics as it relates to facilitating managerial decision making. Topics include descriptive statistics, probability models, estimation, hypothesis testing, and regression analysis. Students use software to do their own analyses.

30600 - Management Science

Prerequisite: MGMT 30500

Use of optimization, simulation, and decision theory models to support management decision making. Emphasis on modeling and interpreting results for managerial applications of linear and integer programming models, network problems, simulation models, and decision analysis. Computer applications are stressed.

31000 - Financial Management

Prerequisite: MGMT 20100 and ECON 25200.

Management of the financial affairs of the industrial enterprise. Working capital management, current asset management, capital budgeting, stock and bond valuation, and capital structure decisions.

32400 - Marketing Management

Prerequisite: MGMT 20100 and ECON 25200

The objective of this course are to expose students to the problems commonly faced by marketing managers and to develop skills in analyzing marketing problems and preparing implemental plans of action based on analyses of given business situations. Cases and a marketing simulation are used to focus the discussion and to reinforce learning of key marketing concepts.

35000 - Intermediate Accounting I

Prerequisite: MGMT 20100

Financial reporting for interested external parties. Emphasis on asset valuation, income measurement, and preparation of financial statements, and appreciation of discretion available to preparers.

35100 - Intermediate Accounting II

Prerequisite: MGMT 35000 with a grade of C or higher

Continuation of Intermediate Accounting I. An examination of additional problems in financial reporting, including long-term assets, liabilities, owners' equity, income taxes, earnings per share, leases, and pensions.

35400 - Legal Foundation of Business I

An examination and study, for management students, of the nature and place of law in our society, both national and international, the social and moral bases of law enactment, regulation of business, legal liability, enforcement procedures, and the legal environment for managers.

36100 - Operations Management

Prerequisite: STAT 22500

This course provides an understanding of the issues involved in designing and managing manufacturing and service systems. Topics include manufacturing strategy, quality management, inventory systems, aggregate planning, just-in-time manufacturing, and operations scheduling. Case studies and articles integrate these topics and highlight managerial implications.

38200 - Management Information Systems

Prerequisite: Junior Standing; MIS minors should complete programming before enrolling in Mgmt 382.

This case-oriented course is designed to familiarize students with existing and emerging technologies and their business applications. It also covers issues, problems, and opportunities that information systems (IS) executives and general managers face when managing IS resources in their organizations. Includes lectures, presentations, case analyses and discussions, and a World Wide Web project. Case discussions cover real situations and deal with the operational and strategic decisions that every IS manager has to make in managing and exploiting the available information technology.

40100 - Krannert Executive Forum

A lecture-discussion course featuring executive from business firms and other organizations. Emphasis is placed on the actual practice of management in corporate America, on career selection and mobility, on styles of management, and on other topics not normally covered in undergraduate courses.

40500 – Six Sigma/Quality Management

Prerequisite: MGMT 30500

The course is an undergraduate elective offered as part of the Center for Manufacturing Management Enterprises (CMME) quality initiatives. Provides an overview of various tools and methods for total quality management.

41100 - Investment Management

Prerequisite: MGMT 31000 (with a grade “C” or higher)

Examination of investment alternatives relevant to the individual and /or family-unit investor. Operations of the markets in which securities are traded. Theory and application of security valuation, portfolio construction, capital markets, and performance evaluation. Particular attention given to fixed income securities, common stocks, options, investment companies, and other popular investment alternatives.

41200 - Financial Markets and Institutions

Prerequisite: MGMT 31000 (with a grade of “C” or higher); Pre/co-requisite: MGMT 41100

Introduction to financial markets and management of financial institutions. Emphasis on determinants of interest rates, and measurement and management of financial risk. Concentration on management of depository firms such as banks and savings and loans.

41300 - Advanced Corporate Financial Management

Prerequisite: MGMT 31000 and 35000 (with grade of “C” or higher); Pre/co-requisite: MGMT 41100

The course provides the theoretical and problem-solving tools needed in entry-level financial analysis positions in a corporate, commercial lending, or investment banking setting. Topics include corporate valuation, cash flow forecasting, project evaluation, capital structure, dividend policy, capital acquisition, and mergers/acquisition.

41500 - International Financial Management

Prerequisite: MGMT 31000, Pre/co-requisite: MGMT 41100

The course explores financial decision-making in an international framework from the perspective of the management of a multinational corporation. Topics covered include the international financial markets, the measurement and management of exchange risk and political risk, and the financial aspects of the decision to set up cross-border operations.

42300 - New Product Development

Prerequisite: MGMT 32400 (Spring only)

This course provides an overview of the new product development process. Detailed insights are provided into the "fuzzy front end" of this process. Targeting, positioning, and product decisions are also covered. The second half of the course completes the marketing mix and covers various market testing and product launch issues.

42500 - Marketing Planning and Research

Prerequisite: MGMT 30500 and 32400.

The purpose of this course is to develop skills in the planning and execution of market research studies designed to acquire useful information for marketing decisions. It aims to familiarize students with techniques of research design, data collection, and analysis. Emphasis is placed on evaluating the results obtained from such investigations.

45100- Managerial Policy

Prerequisite: MGMT 31000 and 32400 and senior standing

The course focuses on Understanding competitive forces and how organizations strive to build sustainable competitive advantages through business- and corporate-level strategies. It integrates and builds upon previous training in functional areas and presents new analytical tools for developing an understanding of the strategic decisions that determine future directions and effectiveness of the organization.

45200 - Manufacturing Strategy

Prerequisite: MGMT 45100 and 36100 (spring)

This course examines the management challenges posed by the growth in worldwide manufacturing capabilities, markets, and competition and by rapid advances in technology and the concomitant decline in product life cycles. The manufacturing function is considered within a broader context encompassing design, engineering, purchasing, marketing, and customer service in an effort to assess the degree to which existing management structures successfully meet the challenges arising from the changing manufacturing environment.

45300 – Labor and Employment Law

A study of the common law and statutory law affecting union-management relations, with emphasis on current labor legislation including such areas as the National Labor Relations Act and amendments, the Railway Labor Act, wage and hour legislation, workmen's compensation, unemployment compensation, Occupational Health and Safety Acts and social security laws.

45600 - Legal Background for Business II

Prerequisite: MGMT 35400.

A study of commercial law as prescribed by the Uniform Commercial Code, including the law of sales, documents of title, negotiable instruments, and the law relating to security interests. Additional material is presented covering the legal aspects of real estate transactions and personal property transfer.

45800 - The Regulatory Process, Consumerism, and Public Policy

Prerequisite: MGMT 35400

A legal analysis of the administrative process and regulatory agencies as they influence business decisions. Included will be a discussion of (1) concepts of the regulatory process from legal, economic, and social aspects; (2) administrative agencies and regulatory process; (3) legal and social implications of consumerism movement; and (4) impact of antitrust legislation on business decisions and conduct.

45900 - International Management

Pre/Co-requisite: MGMT 45100

This course focuses on the challenges top managers face in developing strategies and management policies in multinational corporations (MNCs). Major topics usually covered include foreign market entry strategies, motivations and organizational challenges of internationalization, analyzing global industries, managing MNC/host government relations, building competitive advantage in global industries, international alliances and acquisitions, structuring and controlling MNCs, risk management, and the country manager role.

46200 - Advanced Manufacturing Planning and Control Systems

Prerequisite: MGMT 36100. (fall)

An intensive individual computer lab supplements lectures examining the role of computerized information and control systems in manufacturing. An elaborate series of case studies, enlivened by advanced computer simulations, bring together production planning, production floor execution, and quality control. Students plan and execute the production and purchasing of all parts, aided by an integrated MRP/capacity planning/shop-floor control system built into the computer simulation.

48400 - Management New Entrepreneurship

Prerequisite: MGMT 31000, 32400, Senior standing. (fall only)

Analysis of problems and opportunities associated with starting and managing new and small firms. Topics include developing and appraising new business plans, raising capital, purchasing an established business, and dealing with problems of growth.

48800 - Electronic Commerce and Information Strategies

Co-requisite: MGMT 38200

Our goal in this class is to discuss the new business models in electronic commerce that have been enabled by Internet technologies, and to analyze the impact these technologies and business models have on industries, firms and people. We will inform our discussions with insights from data and conceptual frameworks that can guide us.

49000 – Advanced Spreadsheet Modeling and Simulation

Over more than a decade, electronic spreadsheets have become the standard tool that business people use to model and analyze quantitative problems. The latest versions of these spreadsheet packages contain powerful analytical tools that could be possible only with mainframe computers and mathematically trained personnel a decade ago. This course covers up-to-date and practical spreadsheet modeling tools that can be applied to a wide variety of business problems from finance, marketing, operations, and strategy.

49000 – Business Ethics and Law

An examination of metaethics, normative ethics, and applied ethics as they relate to decision making by business managers.

49000 – Logistics: Concepts and Models

Our emphasis this semester is on the operation of distribution and manufacturing information systems within supply chains. Specifically, the course will provide 2 virtual systems. Mock Factory is a simple manufacturing operation using Legos, and we will compare three different approaches to controlling its operation: base stock, MRP, and Kanban. Log Game is a computer simulation of a simple 3-level supply chain. A principal objective of these modules is to not only gain experience planning, but to execute and control a plan. Assignments will be based upon these make-believe processes and will be done in teams.

49000 – Brand Management

Designed to provide an understanding of how to manage a brand, product, or product category. The course focuses on issues related to customer behavior and customer decision making, with an emphasis on how to utilize such customer-oriented knowledge, especially as it relates to developing ideal forms of advertising and communications, product and/or service adjustments or extensions, and appropriate decisions related to distribution and pricing, all of which must be concerned both with customer acquisition and retention.

49000 – Ethics and Corporate Social Responsibility

Three areas that are typically described as a corporation's social responsibility related to environmental issues, labor issues, and human rights. Leaders of public companies are charged with pleasing shareholders, attracting investors, and building a brand, all while preserving a pristine reputation in the public eye. The common refrain among managers is that a corporation's primary responsibility is to act on the behalf of shareholders who own the company, who want the best possible return on their investment. At the same time, managers increasingly face pressures from government, nongovernmental organizations, media and the public to take action that demonstrates a social conscience.

49000 – Technology Strategy

Prerequisite: Senior standing (Fall)

In this course, we will focus of the key factors that drive competition in high tech industries and how firms succeed in such environments. Over the course of the term, we will discuss many important issues, including the environmental factors influencing the development and diffusion of new technologies, competitive and corporate strategy in technology-driven industries, organizational and managerial issues in technological innovation, as well as technology strategy for new & emerging firms. A combination of case discussions, lectures, written analyses, and independent student projects will be used as vehicles to drive the learning process.

49000 – Business Data Mining

This course provides an introduction to an array of state-of-the-art business data mining methodologies that include statistical methods, machine learning, neural networks, database techniques, and visualization including industry-standard software applications such as *MINITAB and SAS Enterprise Miner*. Further, the course will equip the students with Knowledge, Skills, and Abilities (KSA) to become analytically competitive and successful in the business worlds.

49000 - International Marketing

Most US businesses, large and small, are becoming deeply involved in international business. The trend is going to grow even stronger because of the influence of the World Trade Organization & regional trade blocks. Under these circumstances, it is imperative that business managers possess the skill set to adapt their marketing strategies to the needs of international markets. The course will cover the concepts and theories pertaining to international marketing, and provide the tools necessary to develop an international marketing plan.

49000 – Marketing Engineering

This course will look at how you effectively evaluate marketing research proposals, interpret, review and criticize the subsequent marketing reports and appraise its usefulness to management. The objective of this course is to equip you with tools required to address fundamental marketing decision problems. It will also train you to view marketing processes and relationships systematically and analytically. Topics that will be covered are: *Discriminant and Logit Analysis, Cluster Analysis, Factor Analysis, and Conjoint Analysis*. These techniques are useful in market segmentation, targeting, and mapping market structure and product design.

49000 – Competitive Strategy

50300 - Advanced Accounting

Prerequisite: MGMT 35100 or 60000 with a grade of C or higher

Contemporary issues in financial reporting, such as business combination decisions, direct investments, consolidations, merger/acquisition design, leveraged buy-outs, governmental and nonprofit accounting. Course is relevant to professional certification and especially the CPA, CMA, and CFA exams. Both technical proficiency and user orientation are achieved by use of “what if: spreadsheet templates on microcomputers.

50400 - Tax Accounting

Prerequisite: MGMT 35000 with a grade of C or higher

Basic course in the concepts of federal income taxation. Topics covered include tax income, tax deductions, tax credits, taxation of property transactions, and taxation of individuals and corporations. The course objective is to give the student a basic knowledge of the tax consequences of most transactions entered into by individuals and businesses.

50500 - Management Accounting II

Prerequisite: MGMT 35100 with grade of C or higher

The focus of the course is managerial decision-making and the economic role of information. Topics covered include profit maximization, input/output cost analysis, financial planning, decentralization, performance evaluation and formal models of incentives.

50600- Auditing

Prerequisite: MGMT 35100 with a grade of C or higher

An examination of the systematic process of objectively obtaining and evaluating evidence and then attesting to assertions about economic actions and events. Primary emphasis is on financial statements audits conducted by independent certified public accountants. Course also covers external audits of other assertions and internal auditing.

50700 – Advanced Federal Income Taxes

Prerequisite: MGMT 50400

Advanced course in federal income taxes, with a brief study of gift and estate taxes. Some issues covered in MGMT 50400 are studied in more depth, particularly taxation of corporations and partnerships. The course, which is taught in seminar format, gives the student considerable practice in doing tax research and reporting conclusions. It is especially appropriate for the student entering a career in a tax environment.

50900 – International Accounting

Prerequisite: MGMT 351 with a 'C' or higher

Provides insight into and an understanding of the many accounting problems and issues faced in an international business environment. The material is approached from two compatible and overlapping perspectives: the perspective of accounting or financial management in a U.S. multinational corporation and the perspective of an investor interested in understanding the international business environment.

54400 - Database Management Systems

Prerequisite: CPT 17500, CS 18000, Programming.

Intensive study of computer-based tools and methods for developing information systems for accounting and other managerial applications. The course has a highly practical orientation; it concentrates on data management techniques as the foundation for constructing information systems. Specific topics include the concept of information as a corporate resource; role of database management systems (BDMS) in management information systems (MIS); data modeling; comparative study of major data models; database design, organization, administration, and evaluation; tool selection criteria; current trends in database systems; and study of some commercial DBMS.

54500 - Systems Analysis and Design

Prerequisite: MGMT 38200

Deal with analysis and design of computer-based information systems for organizations using computer-aided software engineering (CASE) tools. The concepts of structured methodologies are highlighted through practical, "real-life" projects. Specific topics include systems development life cycle, structured methodologies, fourth-generation languages (4GL's), Computer-aided software engineering (CASE), prototyping, end-user computing, data modeling, information architecture, and project management.

54700 - Computer Communication Systems

Prerequisite: Mgmt 38200

Explores the convergence of telecommunications and computer technology, framed in terms of their strategic impact in the business environment. Components of a computer communication systems are surveyed. Major design and analysis issues in the development, implementation, and management of computer communication systems are examined. Relevant emerging trends are highlighted. The advantages of Open Systems are discussed. Specific topics include the motivation for communication and networking, local area networks, teleconferencing, and distributed computing systems. The course is devoted to technical issues, applications, and case studies covering telecommunication systems used in business. New products such as Fame Relay, SMDS, ATM (Asynchronous Transfer Mode) are introduced, and CLIENT/SERVER and IRIDIUM, TELESISIC, CELESTRI (LEOS = Low Earth Orbit Satellite) systems are explored. Design and operational issues with network management are discussed. Internet, Electronic commerce, E-cash and pricing of Information goods are analyzed.

56100 – Logistics

Prerequisite: MGMT 36100

Examines the distribution and delivery functions in a manufacturing or service industry. Topics include inventory control in distribution, transportation planning, distribution requirements planning, analysis of waiting lines, distribution system design and facility location and layout analysis.

56200 – Project Management

Prerequisite: MGMT 36100

Emphasizes the use of PC-based project management software and its applications, particularly in manufacturing organizations and especially new product development projects. Extensive use is made of several case studies to illustrate the planning and monitoring of a project. Class is held in a computer lab.

56400 – Management of Service Operations

Special characteristics of services require an interdisciplinary approach to analyzing operations. This course draws upon concepts from accounting, management science, and marketing. Differences and similarities between the service and manufacturing organizations are analyzed. Case studies of service organizations are used extensively.

59000 – Management Control Systems and Auditing

Prerequisite: MGMT 50600 with a 'C' or higher

This course provides a fundamental understanding of corporate governance systems and how such systems are designed, maintained, and used. The course includes an overview of critical control objectives relating to the Sarbanes-Oxley Act, and develops a fundamental understanding of seemingly disparate management control concepts embedded in "balanced scorecard", "economic value added", "management by objective", "management by exception", and similar methods. Particular emphasis is placed on the role of accounting information systems in management control, how the adequacy of management control systems can be evaluated, and how modern auditing techniques are used in maintaining the integrity of such systems. As a result, this is an important course for students interested in careers in public accounting and auditing, as well as for those interested in careers in corporate accounting and internal auditing.

59000 – Forensic Accounting

Prerequisite: MGMT 351 with a ‘C’ or higher

The corporate scandals of recent years, including Enron, Worldcom, Tyco, and their resultant cost to society have had a big impact on the accounting profession. Auditing standards have been revised to increase professional skepticism and put a stronger emphasis on the detection of corporate fraud during the audit process. This course will cover a variety of topics including: definition of fraud and forensic accounting, fraudulent financial reporting: common forms of financial reporting fraud, financial restatements, and early detection, employee fraud and asset misappropriation, money laundering, corruption, consumer fraud, bankruptcy, divorce and tax fraud, fraud prevention techniques, investigative auditing and auditor responsibility for fraud detection, rules of evidence and litigation support, civil and criminal litigation, being an expert witness.

59000 - Accounting for Nonprofit and Governmental Entities

Prerequisite: MGMT 351 with a ‘C’ or higher

This course is intended to provide comprehensive coverage of accounting and financial reporting for governmental and not-for-profit entities that follow the relatively new financial reporting models prescribed by GASB. This course will examine the accounting and financial reporting issues of federal government agencies, the federal government at state and local levels, and not-for-profit organizations as they demonstrate accountability for financial and operational performance and compliance with regulations to resource providers and other interested parties.

59000 – Financial Statement Analysis

Prerequisite: MGMT 350 with a ‘C’ or higher

The course is aimed to expose students to the issue of how investors and creditors use accounting numbers for making their investment and credit decisions. Specifically, the course attempts to help students learn and understand: (1) the content of corporate financial reports, (2) the use of various financial ratios and some important issues involved in financial ratios analysis, (3) the use of accounting numbers for company (business) valuation, (4) the importance of accounting earnings relative to (free) cash flows and some other measures of company performance and growth potential such as EBITDA (earnings before interest, taxes, depreciation & amortization), (5) how to forecast revenues, earnings and cash flows and other key accounting numbers, and (6) the use of accounting numbers for assessing the financial risk of companies.

59000: Advanced Data Management for Decision Making

Prerequisite: CS 18000 or programming and MGMT 38200 (Spring Semester)

This course will introduce and familiarize students to the data management issues relevant to and required for supporting managerial decision-making activities such as Knowledge Management, Supply Chain Management and Customer Relationship Management. The data management issues to be covered include, but are not limited to, data warehousing and data management for use in knowledge discovery, knowledge management, enterprise resource management, supply chain and customer relationship management. The topics of database security and data administration will also be covered. The course will encompass both managerial issues related to advanced data management as well as appropriate technical issues.

ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCE MANAGEMENT

33000 - Organizational Behavior

This course investigates the impact that individuals, groups, and organizational structure have on behavior within organizations for the purpose of applying such knowledge toward improving an organization’s effectiveness. Attention is given to such topics as motivation, leadership, group processes, organizational structure, technological innovation, and conflict management. Emphasis is placed on developing management skills and application of organizational behavior theories.

42800 - Human Resource Management

Prerequisite: MGMT 30500 and OBHR 33000

Survey of the techniques and practices used in human resource management. Emphasis is on legal requirements, cost/benefit considerations, and strategic needs in managing human resources. Topics include recruitment, selection and placement, compensation, work design, and reactions to work. Specific techniques reviewed include assessment centers, incentive plans, structured interviewing, and autonomous work groups. Current issues and managerial decision making are emphasized.

42900 - Labor Relations

The course focuses on employee-employer relations. Attention is given to topics in legal aspects of union organizing and collective bargaining, labor unions history and structure in the U.S., labor management negotiations, dispute resolution procedures, international labor relations, and labor-management cooperation.

47000 – The Management of Advanced Manufacturing Organizations

This course provides a framework for effectively managing employees in advanced manufacturing organizations. Emphasis is given to (a) understanding the relationship between technology, work system design, employee behavior, and manufacturing effectiveness, and (b) the processes involved in initiating and implementing changes in management policies, products, and technologies.