



COLLEGE OF BUSINESS AND MANAGEMENT

RONALD McNEIL, DEAN

The College of Business and Management offers a select number of programs that prepare students for challenging careers and positions in private and public sector organizations. Reflecting the historic diversity of the campus community, the college is committed to addressing through its curriculum content and delivery the needs of both traditional and nontraditional learners in the Springfield community and beyond.

THE COLLEGE MISSION

The College of Business and Management seeks to have a personal and interactive environment in which traditional and nontraditional students are given learning opportunities to prepare them for careers and positions in corporate, government, and nonprofit organizations. This mission places the highest priority on teaching, which is predominately delivered by full-time faculty members with the appropriate degree, scholarship, and service; seeks to promote learning through the continuous enhancement of the curricu-

lum and its delivery; encourages the development of professional competencies, attitudes, and ethics among students and faculty; acknowledges the effects of increasing globalization, technological advancements, and diversity in workplaces; supports the professional development and renewal of the faculty; and encourages meaningful contributions to academic, professional, and local communities through outreach and service.

DEGREES, MINORS, AND CONCENTRATIONS

Students in the College of Business and Management may earn undergraduate degrees in accountancy, business administration, economics, and management. All of these programs share certain core skill-based and knowledge-based goals essential to managerial effectiveness. Skills include communication, ethical understanding and reasoning, analysis, and problem solving. The common knowledge base addresses the following areas: ethical responsibilities in organizations and society; financial theories, analysis,

reporting, and markets; creation of values through integrated production and distribution of goods and services; group and individual dynamics in organizations; domestic and global economic environments; and understanding the multicultural setting.

Undergraduates may also earn a minor in accountancy, general business, economics, and management information systems.

The college offers master's degrees in accountancy, business administration, and management information systems. These are advanced professional programs that examine the theory and practice of organizational management in general or in particular areas of organizations.

ONLINE DEGREES

Master of Science: Management Information Systems

ACCREDITATION

The College of Business and Management is in candidacy status with AACSB International.

ACCOUNTANCY, B.A./M.A.

Faculty Leonard L. Branson, Carol M. Jessup, Bonnie M. Moe, John S. Nosari, David R. Olson, Donald F. Stanhope (emeritus), John C. Stroope

Associated Faculty Adil Mouhammed

Adjunct Faculty R. Stephen Scott

Degrees offered: Bachelor of Arts, Master of Arts, Undergraduate Minor

DEPARTMENTAL GOALS AND OBJECTIVES

The goal of the department is to prepare students for challenging careers and positions of leadership in both the private and public sectors. Specific objectives of the department are 1) to create a professionally oriented learning environment in which disciplinary competencies and professional ethics develop and grow, 2) to emphasize conceptual knowledge and the development of analytical and problem-solving skills, 3) to nurture a sense of personal, professional, and social responsibility, and 4) to serve as an information resource and a networking hub for students, alumni, employers, and professional organizations.

ADVISING

New students must contact the department for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

Contact: Information about the accountancy program is available at (217) 206-6541. Information can also be requested at acc@uis.edu.

THE BACHELOR'S DEGREE

The bachelor's program prepares students for careers in business, government, and nonprofit organizations. The objectives of the program are to develop technical competencies in each of the major areas of accounting – financial, managerial, auditing, and taxation – and to provide students with educational qualifications needed for the professional certifications of certified management accountant (CMA), certified internal auditor (CIA), and certified information systems auditor (CISA).

ENTRANCE REQUIREMENTS

All departments in the College of Business and Management require foundation knowledge in accounting, economics, mathematics, statistics, and the behavioral sciences. In addition, the accountancy pro-

gram also requires foundation knowledge in computer applications. UIS courses that satisfy the foundation knowledge requirement include:

- ACC 211 Introduction to Financial Accounting **and**
- ACC 212 Introduction to Managerial Accounting
- ECO 313 Statistics for Business and Economics
- MAT 113 Business Calculus (or other calculus or finite math equivalent)
- Either ECO 201 Introduction to Microeconomics **and**
- ECO 202 Introduction to Macroeconomics **or**
- ECO 315 Economics for Administration
- CSC 317 Software Packages
- Behavioral science course (psychology, sociology, etc.)

Coursework equivalent to the above will be accepted on approval by the adviser.

Foundation coursework does not apply toward the 60 hours of upper-division coursework required for the degree.

DEGREE REQUIREMENTS

A student must complete 60 semester hours of upper-division coursework to earn a B.A. in accountancy.

College Core **18 Hrs.**

(Required of all undergraduate College of Business and Management students)

BUS 302 Principles of Financial Management	3 Hrs.
BUS 312 Principles of Marketing	3 Hrs.
BUS 322 Principles of Operations Management	3 Hrs.
MGT 310 Managing Organizational Behavior	3 Hrs.
MIS 352 Principles of MIS	3 Hrs.
MGT 488 Strategic Management and Leadership	3 Hrs.

Accounting Core **24 Hrs.**

ACC 321 Intermediate Financial Accounting I	4 Hrs.
ACC 322 Intermediate Financial Accounting II	4 Hrs.
ACC 323 Advanced Financial Accounting	4 Hrs.

ACC 433 Intermediate Managerial Accounting	4 Hrs.
ACC 443 Federal Income Taxation	4 Hrs.
ACC 464 Auditing Concepts and Responsibilities	4 Hrs.
University requirements (AST, PACs, or LSCs)	12 Hrs.
Electives	<u>6 Hrs.</u>
Total	60 Hrs.

With adviser approval, community college transfer students may waive ACC 321 and 322 if they recently completed equivalent courses with a grade of B or better. A minimum of 22 hours of business or accounting courses must be taken at UIS. Also, a minimum of 12 hours of accountancy courses must be taken at UIS. Acceptance of accountancy core transfer credit is subject to departmental approval.

Accounting majors must have a 2.00 GPA in accounting core courses to graduate. University requirements must be taken in at least two of the three areas.

ACCOUNTANCY MINOR

To earn a minor in accountancy, students must complete a minimum of 16 semester hours, at least eight

hours of which must be upper-division coursework taken at the University of Illinois at Springfield.

Required courses (or their equivalents) include:

ACC 211 Introduction to Financial Accounting	3 Hrs.
ACC 212 Introduction to Managerial Accounting	3 Hrs.
ECO 201 Introduction to Microeconomics	3 Hrs.
ECO 202 Introduction to Macroeconomics	3 Hrs.
ACC 321 Intermediate Financial Accounting I	4 Hrs.

A minimum GPA of 2.00 (on a 4.00 scale) in accounting coursework is required for the accountancy minor. Students should consult a department faculty member to ensure that the requirements for a minor are met.

THE MASTER'S DEGREE

The goals of the master's degree in accountancy are to enhance the student's ability to perform as a professional accountant by providing advanced coursework in all areas of accounting and to serve those wishing to meet the 150-hour requirement to sit for the CPA examination.

ENTRANCE REQUIREMENTS

Applicants must have taken the following: introductory courses in financial and managerial accounting, college math through business calculus, introductory courses in micro and macro economics, statistics, and computer applications. The following courses are also required.

ACC 321 and 322 Intermediate Financial Accounting I and II
ACC 433 Intermediate Managerial Accounting
ACC 443 Federal Income Taxation
ACC 464 Auditing Concepts and Responsibilities

Students must have a G.P.A. of 2.70 (on a 4.00 scale) in accounting prerequisite courses. Students may be admitted conditionally until all admissions requirements are met.

PROGRAM REQUIREMENTS

ACC 507 Professional Research in Accountancy	4 Hrs.
Accounting topics	20-24 Hrs.
Business and administrative topics	4-8 Hrs.
ACC 581 Master's Project	<u>1 Hr.</u>
Total	33 Hrs.

GRADUATION REQUIREMENTS/ MASTER'S CLOSURE

Students must satisfy all UIS requirements and complete a master's closure exercise. The master's closure topic may be in any area of accounting in which the student has completed advanced coursework and where the topic and research proposal have been approved by the faculty. Campus policy requires that students be enrolled in at least one semester hour of master's closure credit for *each* semester after they have begun their graduate closure exercise until that exercise is completed.

CONTINUING PROFESSIONAL EDUCATION

UIS' College of Business and Management is officially recognized by the state of Illinois as a sponsor of continuing professional education (CPE) courses for accountants. Information about specific courses and CPE credit can be obtained by calling the accountancy department at (217) 206-6541.

COURSE DESCRIPTIONS

ACC 211 Introduction to Financial Accounting (3 Hrs.)
Study of the basic principles, concepts, and procedures

for collecting and recording accounting information, and preparation and analysis of financial statements. Examines the accounting cycle and accounting for assets, liabilities, and owners equity.

ACC 212 Introduction to Managerial Accounting (3 Hrs.)

Continuation of ACC 211. Study of the managerial accounting concepts and procedures that aid managers in planning operations, controlling activities, and making decisions for economic entities. Prerequisite: ACC 211.

ACC 321 Intermediate Financial Accounting I (4 Hrs.)


Development and application of accounting theory to issues related to financial statements, assets, liabilities, and measurements of income. Prerequisites: Principles of accounting, or equivalent, and familiarity with spreadsheet application software.

ACC 322 Intermediate Financial Accounting II (4 Hrs.)

Development and application of accounting measurement and reporting issues related to financial statements. Special topics include accounting for income taxes, pensions, revenue recognition, liabilities, leases, earnings per share, and price-level and current-value accounting. Prerequisite: ACC 321.

ACC 323 Advanced Financial Accounting (4 Hrs.)

Application of accounting concepts and principles to a



variety of business problems and forms of business organizations including partnerships, business combinations, consolidations, and foreign operations and developing international accounting standards. Prerequisite: ACC 322.

ACC 433 Intermediate Managerial Accounting (4 Hrs.)

Development of accounting information to assist internal management decisionmaking and use of accounting systems for control to maximize profits consistent with other management responsibilities. Prerequisite: Principles of accounting, or equivalent.

ACC 435 Accounting Information Systems (4 Hrs.)

Information system concepts, computer technology, system analysis, design, and application to computer-based accounting systems that provide adequate internal control. Prerequisite: ACC 311, or equivalent.

ACC 443 Federal Income Taxation (4 Hrs.)

Basic concepts of federal income taxation as they apply to individuals, corporations, and partnerships; study of current tax legislation and its consequences for social and economic aspects of society. Prerequisite: Principles of accounting, or equivalent.

ACC 464 Auditing Concepts and Responsibilities (4 Hrs.)

Role of the attest function in society and knowledge of concepts and techniques underlying the audit process. Includes historical evolution of the attest function, its ap-

plication to financial statement auditing, internal auditing, compliance auditing, and operational auditing. Prerequisite: ACC 321, or consent of instructor. See PAD 421.

ACC 465 Information Systems Auditing (4 Hrs.)

Study of auditing today's highly integrated information systems. Includes electronic data interchange, electronic commerce, data security, data warehousing, evaluation of all aspects of internal control, and risk assessment. Prerequisite: ACC 435, its equivalent, or consent of instructor.

ACC 507 Professional Research in Accountancy (4 Hrs.)

Analysis of research strategies used in conducting empirical research in the fields of financial accounting, taxation, auditing, managerial, and governmental accounting. Prerequisite: all master's degree entrance requirements.

ACC 508 Advanced Managerial Accounting (4 Hrs.)

In-depth study of planning, control, and decision making as they relate to government, not-for-profit entities, and industry. Examines the behavioral accounting literature related to long-term planning (strategic planning), short-term planning (budgeting), organizational control, and decision making. Prerequisite: ACC 433.

ACC 513 Seminar in Internal and Operational Auditing (4 Hrs.)

Study of the development of the internal audit profession and governmental auditing. Includes the study of inter-

nal audit standards, governmental audit standards, and the application of audit techniques in performing preliminary surveys, compliance, and operational auditing. Prerequisite ACC 464.

ACC 520 Governmental and Nonprofit Accounting (4 Hrs.)

Major concepts, principles, and objectives of accounting for governmental and other nonprofit entities with major emphasis on external reporting issues, including analysis of comprehensive financial reports and current developments in relevant professional literature. Prerequisite: ACC 321.

ACC 521 Seminar in Governmental and Nonprofit Accounting (4 Hrs.)

Critical analysis of the major conceptual literature in accounting and financial reporting for governmental and nonprofit entities, including such topics as disclosure quality, service efforts and accomplishments reporting, agency theory, and governmental capital markets literature. Prerequisite: ACC 520.

ACC 522 Seminar in Financial Accounting (4 Hrs.)

Objectives of financial accounting and reporting for business and non-business entities, including ethical responsibilities of reporting and disclosure. Various theories of income measurement and asset valuation studied and compared. Prerequisite: ACC 322.

ACC 524 Advanced Auditing (4 Hrs.)

In-depth study of generally accepted auditing and attestation standards as promulgated by the American Insti-

tute of Certified Public Accountants. Includes an in-depth study of the application of GAAS in public accounting practice. Prerequisite: ACC 464.

ACC 544 Advanced Corporation and Partnership Taxation (4 Hrs.)

Tax factors affecting business decisions of corporations and partnerships; special problems in reorganizations and liquidations. Advanced development of basic concepts introduced in ACC 443; includes a major project in corporate or partnership taxation. Prerequisite: ACC 443, or equivalent.

ACC 546 Tax Research (4 Hrs.)

Advanced topics in taxation with major emphasis on the development of tax research skills. Other topics include estates, gifts, and trusts; tax planning, training, and ethical responsibilities of a tax professional practitioner. Prerequisite: ACC 443, or equivalent.

ACC 550 Professional Education and In-Agency Seminars (1 to 4 Hrs.)

A maximum of four hours credit may be earned by attending professional education seminars and courses on accounting topics. To receive credit, the student must submit a proposal containing a topical outline and bibliography for approval by the program faculty before attending and prepare a project paper after attending.

ACC 562 Commercial Law (4 Hrs.)

Treatment of legal problems inherent in business trans-

actions and in-depth coverage of their accounting and auditing implications. Emphasizes topics important to professional accountants (e.g., contracts, commercial paper, Uniform Commercial Code, estates and trusts, securities regulations, property, and bankruptcy). Extensive use of case studies and analyses. Prerequisite: ACC 464. See LES 562.

ACC 581 Master's Project (1 Hr.)

The master's project is the capstone of the M.A. program and fulfills the campus' closure requirement for the master's degree. After the student studies the academic and professional literature on accounting, the master's project will lead to an increased appreciation of the benefits, problems, and limitations of accounting research as well as enhance the student's interest in and ability to carry out his or her own continuing professional education. The project should use an empirical method that requires planning and conducting original field or laboratory research. Prerequisite: ACC 507, and consent of the faculty member chosen by the student to supervise the project. **Note:** If the master's project is not completed during the initial enrollment in ACC 581, students must register to audit the course for one credit hour in *all* subsequent semesters until the project is completed.

Independent Study: Tutorial

ACC 499 Tutorial (1 to 4 Hrs.)

Independent directed study. Prerequisite: consent of the faculty member.

ACC 599 Tutorial (1 to 4 Hrs.)

Independent directed study. Prerequisite: consent of the faculty member.

Service Courses

(Not accepted toward satisfaction of accountancy department requirements)

ACC 311 Administrative Uses of Accounting (4 Hrs.)

Course available online; may also be available on campus. Refer to the current course schedule for further information.

For students whose objectives are to develop an understanding of uses of accounting information for planning, control, and decision making. Emphasizes accounting processes and measurements, significance and limitations of financial statements, and managerial accounting concepts and applications.

ACC 505 Financial Management for Nonprofit Organizations (4 Hrs.)

Financial statements, financial planning and budgeting, cash management and control, fund accounting, accounting systems and reports, cash vs. accrual accounting, presentation of financial data, and financial organization and staffing.



BUSINESS ADMINISTRATION, B.B.A.

Faculty Feng Shun (Leo) Bin, Dyanne Ferik, Daniel J. Gallagher, John Grznar, Richard Judd, Moshe Levin (emeritus), Ardeshir Lohrasbi, Paul McDevitt, Ronald McNeil, Laurel Newman, David O’Gorman, John Palmer, Xia Pan, Mark Puclik, Nancy Scannell, Ronald Spahr, Robert Wright, Tatyana Zabolina

Associated Faculty Shahram Heshmat

Adjunct Faculty Robert Maple

Degrees offered: Bachelor of Business Administration, Undergraduate Minor in General Business

DEPARTMENTAL GOALS AND OBJECTIVES

The goal of the business administration program is to provide students with a broad rather than specialized course of study that will prepare them for employment in private or public organizations of any size. Building on the core business knowledge provided to all CBM students, the department offers students the opportunity to broaden their knowledge of the business enterprise through advanced study in the areas of finance, management, marketing, and operations management. Specific objectives of the program are 1) to offer students a boundary-spanning degree program that includes selected coursework from multiple business disciplines rather than coursework from only one discipline, 2) to enable students to gain a broader understanding of the functional areas of business,

3) to build competencies in critical thinking, analysis, and decision making in the areas of marketing, finance, management and operations management, and 4) to develop an understanding of the legal, social, and ethical environment in which business operates, its impact on business, and recognition of appropriate responses to the environment.

ADVISING

New students must contact the department for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

Contact: Information about the business administration program is available at (217) 206-6780. Information can also be requested at bus@uis.edu.

THE BACHELOR’S DEGREE

The bachelor of business administration is designed

to prepare students for responsible positions in various types of business enterprises. Students may complete their coursework during the day or through evening classes at the Springfield campus. In addition, some classes are offered in other locations in Central Illinois.

ENTRANCE REQUIREMENTS

All departments in the College of Business and Management require foundation knowledge in accounting, economics, mathematics, statistics, and the behavioral sciences. UIS courses that satisfy the foundation knowledge requirement include:

ACC 211 Introduction to Financial Accounting **and**

ACC 212 Introduction to Managerial Accounting

or ACC 311 Administrative Uses of Accounting

ECO 313 Statistics for Business and Economics

MAT 113 Business Calculus (or other calculus or finite math equivalent)

ECO 201 Introduction to Microeconomics **and**
 ECO 202 Introduction to Macroeconomics **or**
 ECO 315 Economics for Administration
 Behavioral science course (psychology, sociology, etc.)

Coursework equivalent to the above will be accepted on approval by the adviser.

Foundation coursework does not apply toward the 60 hours of upper-division coursework required for the degree.

DEGREE REQUIREMENTS

A student must complete 60 semester hours of upper division coursework to earn a B.B.A.

College Core	18 Hours
(Required of all undergraduate College of Business and Management students)	
BUS 302 Principles of Financial Management	3 Hrs.
BUS 312 Principles of Marketing	3 Hrs.
BUS 322 Principles of Operations Management	3 Hrs.
MGT 310 Managing Organizational Behavior	3 Hrs.

MIS 352 Principles of Management Information Systems	3 Hrs.
*MGT 488 Strategic Management and Leadership	3 Hrs.

(*MGT 488 may not be waived and may not be taken prior to, or concurrently with, other CBM core courses).

Business Administration Core

BUS 332 Legal Environment of Business	4 Hrs.
Business electives	12 Hrs.

Electives

UIS requirements (AST, PACs, or LSCs)	12 Hrs.
General electives	<u>14 Hrs</u>
Total	60 Hrs.

At least four hours of the business electives must be BUS prefix coursework and the remaining eight hours must be within the College of Business and Management. All electives require approval of the adviser.

Other degree requirements

A GPA of 2.00 or better is required for graduation.

B.B.A. degree candidates may not take any course on a credit/no credit or a pass/fail basis. A grade of D will not be accepted for MGT 488; this includes the grades D+ and D-.

GENERAL BUSINESS MINOR

To earn a general business minor, students must complete 13 semester hours of coursework. Prerequisite coursework includes two accounting courses (ACC 211 and ACC 212 or ACC 311) and two economics courses (ECO 201 and ECO 202 or ECO 315).

Required courses (or their equivalents)

include:


BUS 302 Principles of Financial Management	3 Hrs.
BUS 312 Principles of Marketing	3 Hrs.
MGT 311 Management Skills and Organizational Behavior	3 Hrs.

Electives

Business elective (must have adviser approval)	<u>4 Hrs.</u>
Total	13 Hrs.

COURSE DESCRIPTIONS

(not accepted toward satisfaction of M.B.A. program requirements)

 *Course available online; may also be available on campus. Refer to the current course schedule for further information.*

BUS 300 Marketing Communications (4 Hrs.)

Online service course for students not in the College of Business and Management and for students with no prior coursework in business or marketing. An introduction to business and marketing is followed by several major topics within the field of marketing including targeting, advertising, two-way communications, marketing on the Internet, sales management, and the personal selling process. May not be used toward any degree awarded by the College of Business and Management.

BUS 302 Principles of Financial Management (3 Hrs.)

(CBM Core Course)

Introduction to the analysis of financial operations, decision processes, and analytic tools used in the financial management of the business enterprise. Provides special attention to areas of capital budgeting, cost of capital, ethical issues, investment decisions, and working capital management. Prerequisites: ACC 311, CSC 317, ECO 313, ECO 315, and advanced mathematics, or equivalents.

BUS 312 Principles of Marketing (3 Hrs.)

(CBM Core Course)

Covers the basic theories that guide marketing practice, and acquaints students with the fundamental concepts of marketing. The course focuses on marketers' use of price, product, promotion, and distribution strategies to create a sustainable differential for a target market segment. Prerequisites: ACC 311 and ECO 315, or equivalents.

BUS 322 Principles of Operations Management (3 Hrs.)

(CBM Core Course)

Introduction to OM techniques including their application to functional areas of the business enterprise and operations control. Topics include product and production planning, facilities layout and location planning, project evaluation and control, linear programming, waiting line and inventory modeling, production control, and quality planning and control. Prerequisites: CSC 317, ECO 313, and advanced mathematics, or equivalents

BUS 331 Business and Society (4 Hrs.)

Role of business in our society and the interactions it has with various segments of the society. Specific areas examined include the legal environment; social responsibility of business, political, and social forces; and ethical dilemmas that can occur. Prerequisite: ECO 315, or equivalent.

BUS 332 Legal Environment of Business (4 Hrs.)

Introduction to the nature and function of law and legal

systems and their impact on business. Specific areas of study include private, regulatory, securities, labor, employment, and antitrust law and business organization. Prerequisite: ECO 315, or equivalent.

BUS 341 Principles of Management (4 Hrs.)

Fundamental principles and processes appropriate to understanding of management. Topics include planning, organizing, directing, controlling, and decisionmaking. Prerequisite: ECO 315, or equivalent.

BUS 351 Human Resource Management (4 Hrs.)

Introduction to the field of personnel management. Topics include employment, placement, personnel planning, training and development, performance appraisal, compensation and benefits, labor relations, and legal and ethical issues associated with health, safety, and security. These topics are examined in relation to the operational activities of the profit-seeking business enterprise. Prerequisite: ECO 313, or equivalent.

BUS 354 Entrepreneurship (4 Hrs.)

Elements of entrepreneurship, highlighting successful characteristics. Functions of the entrepreneur explained and illustrated. Students examine personal and commercial strategies that can be used in establishing new business ventures. Prerequisite: BUS 312.

BUS 355 Small Business Management (4 Hrs.)

Role of small business in the economy, characteristics of

small businesses and owner-managers, marketing and producing product or service, maintaining financial health, and the future of small business. Prerequisite: BUS 312.

BUS 356 Franchising (4 Hrs.)

History of franchising, with pros and cons and how to plan a franchise. Primary functional components explained and illustrated, including marketing, finance, legality, and operations. The franchise package, franchiser/franchisee relationships, and international franchising also addressed. Prerequisite: BUS 312.

BUS 401 Case Studies in Finance (4 Hrs.)

An in-depth study of the major concepts in financial management. Particular emphasis is placed on financial analysis and planning, working capital management, capital investment decisions, the cost of capital, and long-term financing decisions. Prerequisite: BUS 302.

BUS 433 Introduction to Marketing Management (4 Hrs.)

Introduction to marketing management including the establishment of marketing objectives, the identification of target markets, and the development, execution, and implementation of marketing mixes. Prerequisite: BUS 312.

BUS 435 Sales and Sales Management (4 Hrs.)

Principles of successful professional selling. The management aspect concerns recruitment, organization, mo-

tivation, direction, and control of the sales force. Requires access to the Internet for some assignments. Prerequisite: BUS 312.

BUS 436 Marketing Promotions (4 Hrs.)

In-depth study of the major concepts in the promotional aspect of marketing management. Particular emphasis is placed on the elements of the promotion mix (i.e., personal selling, sales promotion, direct marketing, advertising, public relations/publicity) as well as the promotion planning process and the development of promotion strategy, a vitally important element of an organization's marketing promotions. Prerequisite: BUS 312

BUS 443 Financial Investment Analysis (4 Hrs.)

Elements of an "ideal" investment and examination and testing of specific investment securities. Considers alternative approaches to management of stock and fixed-income security portfolios. Problems and cases are assigned for analysis. Prerequisite: BUS 302.

BUS 445 Financial Institution Management (4 Hrs.)

Introduction to the financial management of financial institutions. Provides broad knowledge and skills in the practices of commercial bank, pension fund, thrift, insurance, and finance company management. An analysis of the nature, purposes, and objectives of the American financial system is stressed. Topics also include "non-banks" and financial regulation/deregulation. Prerequisite: BUS 302.

BUS 446 Capital Budgeting (4 Hrs.)

Examination of the theory and application of a firm's investment in fixed assets and current asset accounts as necessary to support fixed asset acquisitions. Prerequisite: BUS 302.

BUS 449 Production Planning and Quality Control (4 Hrs.)

Selected topics from production theory, application of quantitative methods to current production problems, and integration of production planning within overall objectives of the firm. Prerequisite: BUS 322.

BUS 458 Quality Management (4 Hrs.)

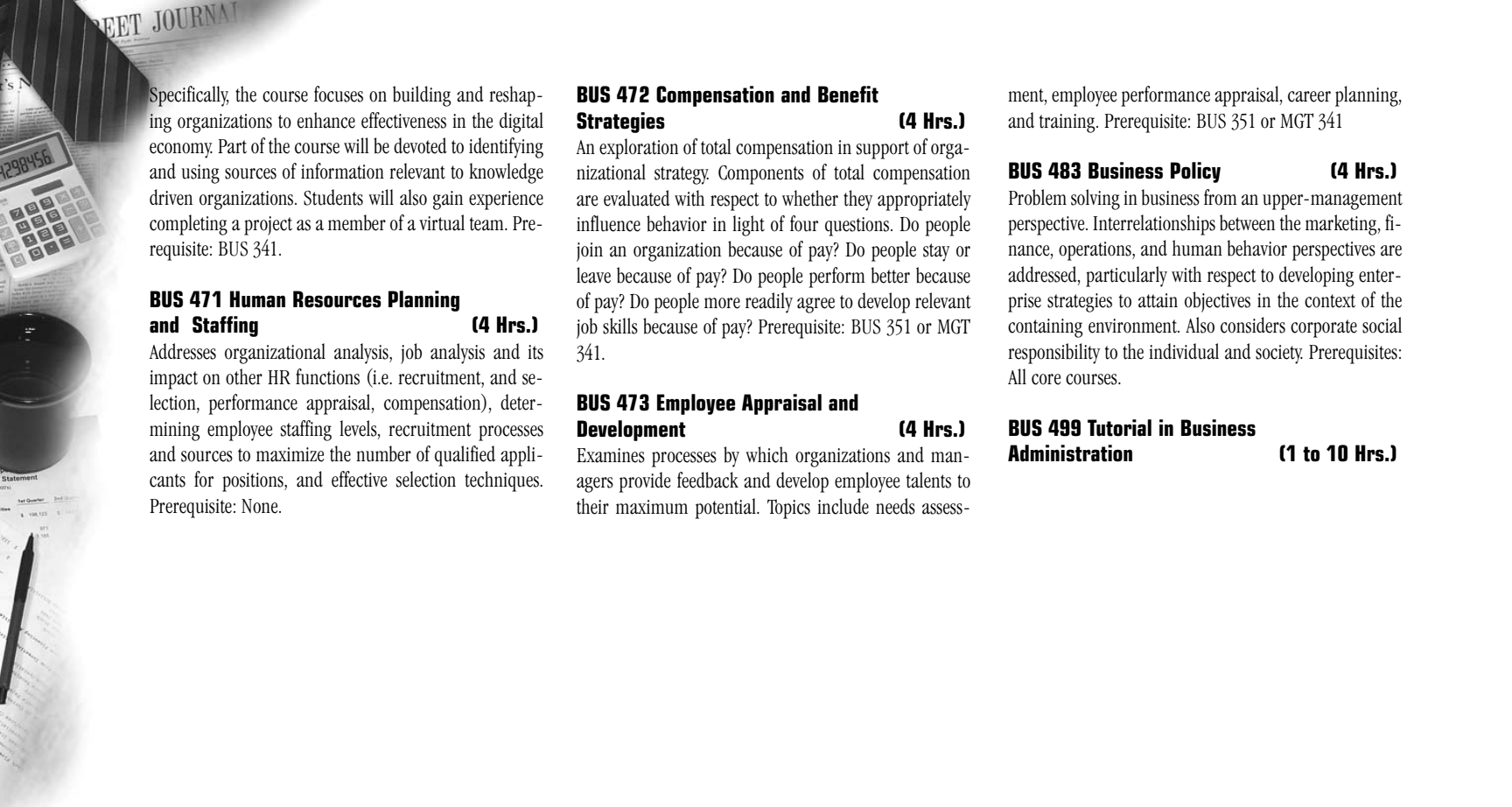
Examines the theory, history, and management of quality management programs in business organizations in the U.S. and abroad. The primary focus will be on the management of quality in the areas of operations and human resources in manufacturing and service industries. Prerequisite: BUS 341 or MGT 310. See MGT 458.

BUS 459 Production and Inventory Management (4 Hrs.)

Models used for materials management and control of purchased goods and services. Includes EOQ models, simulations, cases, exercises, and problems. Prerequisite: BUS 322.

BUS 461 The Digital Economy: Organizing for a Competitive Advantage (4 Hrs.)

An exploration of the current and anticipated impact of technology on the effectiveness of today's organizations.



Specifically, the course focuses on building and reshaping organizations to enhance effectiveness in the digital economy. Part of the course will be devoted to identifying and using sources of information relevant to knowledge driven organizations. Students will also gain experience completing a project as a member of a virtual team. Prerequisite: BUS 341.

BUS 471 Human Resources Planning and Staffing (4 Hrs.)

Addresses organizational analysis, job analysis and its impact on other HR functions (i.e. recruitment, and selection, performance appraisal, compensation), determining employee staffing levels, recruitment processes and sources to maximize the number of qualified applicants for positions, and effective selection techniques. Prerequisite: None.

BUS 472 Compensation and Benefit Strategies (4 Hrs.)

An exploration of total compensation in support of organizational strategy. Components of total compensation are evaluated with respect to whether they appropriately influence behavior in light of four questions. Do people join an organization because of pay? Do people stay or leave because of pay? Do people perform better because of pay? Do people more readily agree to develop relevant job skills because of pay? Prerequisite: BUS 351 or MGT 341.

BUS 473 Employee Appraisal and Development (4 Hrs.)

Examines processes by which organizations and managers provide feedback and develop employee talents to their maximum potential. Topics include needs assess-

ment, employee performance appraisal, career planning, and training. Prerequisite: BUS 351 or MGT 341

BUS 483 Business Policy (4 Hrs.)

Problem solving in business from an upper-management perspective. Interrelationships between the marketing, finance, operations, and human behavior perspectives are addressed, particularly with respect to developing enterprise strategies to attain objectives in the context of the containing environment. Also considers corporate social responsibility to the individual and society. Prerequisites: All core courses.

BUS 499 Tutorial in Business Administration (1 to 10 Hrs.)

MASTER OF BUSINESS ADMINISTRATION, M.B.A.

Associated Faculty Feng Shun (Leo) Bin, Dyanne Ferk, Carol Jessup, Richard Judd, Ardeshir Lohrasbi, Paul McDevitt, Ronald McNeil, Bonnie Moe, Adil Mouhammed, Laurel Newman, John Nosari, David O’Gorman, Donald O’Neal, John Palmer, Mark Puclik, Nancy Scannell, Ronald Spahr, Robert Wright

Degree offered: Master of Business Administration (M.B.A.)

PROGRAM GOALS AND OBJECTIVES

The goal of the MBA program is to provide a professional graduate degree program for individuals who hold or will hold positions of managerial responsibility in organizations. Specific program objectives are to enable students to 1) possess a contemporary knowledge base in areas of managerial decisionmaking, including marketing, finance, operations management, and general administration; 2) understand the impacts of key external environmental contingencies on businesses and the industries in which they operate; 3) develop professional competencies in the areas of teamwork, communication, critical thinking, decision-making, and cross-functional business applications; and 4) be aware of societal expectations of organizations and the importance of making managerial decisions within an ethical framework.

Most program classes are held in the evening on the main campus. The MBA is also offered by cohort in an accelerated weekend format in Peoria.

ADVISING

New students must contact the program office for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

Contact: Information about the MBA program is available at (217) 206-6780. Information can also be requested at mba@uis.edu.

THE MASTER’S DEGREE

The MBA program is designed to provide students with a comprehensive understanding of contemporary organizational theories and practices and to provide students with enhanced capabilities in analytical problem solving, decisionmaking, and leadership skills.

ENTRANCE REQUIREMENTS

Admission is granted by the program faculty on the basis of an evaluation of an applicant’s complete file. To apply for admission, an applicant must have the following items sent directly to the Office of Admissions and Records and a copy of all items sent directly to the MBA office: 1) official GMAT scores, 2) a complete set of official undergraduate transcripts indicating that the applicant has earned an undergraduate degree from an accredited university, 3) reference forms from three people who are in a position to judge the applicant’s potential for success in graduate work, and 4) a single-spaced essay of no more than two pages. The essay should outline the applicant’s reasons for considering the degree, how the M.B.A. degree fits in with his/her personal objectives and short- and long-term goals, as well as any other information that demonstrates the applicant’s potential for successful completion of the degree. Admission to the M.B.A. program will be granted to applicants who have

demonstrated potential for success in graduate business studies at UIS.

PREREQUISITES

Before taking specific courses toward the M.B.A. degree, students must complete all prerequisites for that course. Program prerequisites include ECO 315 Economics for Administration and ACC 311 Administrative Uses of Accounting or their equivalents. Computer literacy is also expected. Prerequisites or their equivalents must have been completed no more than five calendar years from the date of application to the program. Generally, students complete prerequisites before entry into Phase I coursework. However, students may concurrently enroll in Phase I coursework during a term as long as all prerequisite coursework is completed by the end of that term.

Equivalent coursework for ECO 315 is two semesters of introductory economics (macro and microeconomics). Equivalent coursework for ACC 311 is two semesters of introductory accounting (principles I and II).

DEGREE REQUIREMENTS

The M.B.A. degree requires successful completion of a minimum of 48 semester hours of graduate credit.

Program Requirements

Phase I Courses

BUS 500 Business Perspectives	4 Hrs.
BUS 525 Quantitative Techniques for Managers	4 Hrs.
BUS 531 Legal Issues in Business	<u>4 Hrs.</u>
Total Phase I	12 Hrs.

Phase II Courses

BUS 502 Managerial Finance	4 Hrs.
BUS 512 Marketing Management	4 Hrs.
BUS 521 Research Methods and Statistical Analysis	4 Hrs.
BUS 522 Production and Operations Management	4 Hrs.
BUS 541 Organizational Behavior	<u>4 Hrs.</u>
Total Phase II	20 Hrs.

Phase III Courses

Advanced elective coursework	12 Hrs.
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Phase IV Courses

*BUS 583 Business Strategy	<u>4 Hrs.</u>
Total	48 Hrs.

At least eight hours of 500-level elective coursework

from the College of Business and Management must be taken to satisfy Phase III requirements.

* BUS 583 Business Strategy must be taken during the student's final semester of coursework.

CLOSURE REQUIREMENT

The M.B.A. degree requires completion of BUS 583 with a grade of B (3.00) or better. (B- is not acceptable in this course.) BUS 583 is the graduate closure course consistent with campus policy on completion of a master's degree. That policy requires that students not completing BUS 583 during the first enrollment of four hours must enroll to audit the course for one credit hour *each* semester (excluding summer terms) until the course requirements are met.

COURSE DESCRIPTIONS

Required Courses

BUS 500 Business Perspectives (4 Hrs.)

Designed to be the gateway course for students entering the M.B.A. program. Major emphasis will be on student exposure to the predominate business themes of globalization, diversity, ethics, environmental issues, quality, productivity, innovation, and cross-functional perspectives as they relate to the administration of organizations.

Competency development will be stressed in the areas of leadership, teamwork, communication, problem solving, decision making, creativity, change management, strategic thinking, and technological applications. Prerequisites: Completion of or concurrent enrollment in ACC 311 and ECO 315, or equivalents. This course must be taken prior to or concurrently with other Phase I course requirements.

BUS 502 Managerial Finance (4 Hrs.)

Concepts and variables used in financial analysis, planning, and control. Topics include financial forecasting, capital budgeting, leverage, valuation, cost of capital, asset/liability management, and capital market instruments. Prerequisite: Completion of or concurrent enrollment in any remaining Phase I coursework.

BUS 512 Marketing Management (4 Hrs.)

Study of the conceptual foundations and practices of contemporary marketing as well as the planning, implementation, and control of the marketing function. Topics include situation analysis; marketing objectives; target market selection; and product, promotion, pricing, and physical distribution decisions. Prerequisite: Completion of or concurrent enrollment in any remaining Phase I coursework.

BUS 521 Research Methods and Statistical Analysis (4 Hrs.)

Methods used for collection, analysis, and interpretation of various types of business research data from the perspective of design, execution, and evaluation of research projects as well as requests for research. Emphasis is

given to using research analysis methods for decision making within business organizations. Prerequisites: Completion of or concurrent enrollment in any remaining Phase I coursework or completion of ECO 313, or equivalent, for students seeking other degrees.

BUS 522 Production and Operations Management (4 Hrs.)

Managerial techniques for planning, scheduling, and controlling resources, cost, quality, productivity, and efficiency in product and service organizations. Topics such as project scheduling and management, forecasting, and constraint optimization are covered. Prerequisite: Completion of or concurrent enrollment in any remaining Phase I coursework.

BUS 525 Quantitative Techniques for Managers (4 Hrs.)

Techniques of management decision making including statistical analysis, decision theory, systems theory, operations research, mathematical programming techniques (linear, nonlinear, dynamic), modeling, forecasting techniques, and simulation techniques. Prerequisite: Completion of or concurrent enrollment in BUS 500.

BUS 531 Legal Issues in Business (4 Hrs.)

Review and analysis of current laws and regulations that frame the external environment for private business operations in the U.S. Emphasis on state and federal regulations; agency governance and surveillance; and business requirements, costs, and response. Special applica-

tions to the production, distribution, and financial functions of the firm are considered along with trends and major developments in case law. Prerequisite: Completion of or concurrent enrollment in BUS 500 or completion of ECO 315, or equivalent, for students seeking other degrees.

BUS 541 Organizational Behavior (4 Hrs.)

Structure and function of an organization as a sociotechnical system and of individual group and leadership processes and behavior within the organization. Historical development, leadership, decision making, group dynamics, motivation, job satisfaction, authority, influence and power, organizational change, communications, conflict, and organization structure and design. Prerequisite: Completion of or concurrent enrollment in any remaining Phase I coursework or completion of ECO 315, or equivalent, for students seeking other degrees.

BUS 583 Business Strategy (4 Hrs./1 Hr.)

For business administration students. Emphasizes the level of analysis necessary for top management decisions and policy formulation for a firm operating in an uncertain environment. Satisfactory completion meets the UIS graduation requirement of a problem-solving exercise. Prerequisite: Completion of Phase II coursework. Must be taken during student's final semester of coursework. **Note:** Campus policy requires that students not completing BUS 583 during the first enrollment of four hours must enroll to audit the course for one credit hour *each* semester (excluding summer terms) until the course requirements are met.



Finance Electives

BUS 505 Investments (4 Hrs.)

A perspective on the timing, instruments, and choices available to the personal investor who seeks to build a wealth base over time. Shows the investment network that assists and facilitates the efforts of the individual, including the role of security analysts, portfolio managers, the organized markets, and the so-called over-the-counter arena. Current regulations and investor safeguards in law and regulations are reviewed. Prerequisite: BUS 502.

BUS 507 Advanced Financial Management (4 Hrs.)

In-depth study of theories and cases dealing with investment and financial decisions of the firm: capital budgeting under uncertainties, cost of capital, dividend policies, capital structure management, international financial management, and acquisitions and mergers. Prerequisite: BUS 502.

BUS 508 Portfolio and Security Analysis (4 Hrs.)

Study and application of analytical techniques in the analysis of financial statements of firms with traded securities, including development of efficient security portfolios. Prerequisite: BUS 505.

BUS 509 Small Business Finance (4 Hrs.)

Application of various financial theories to problems facing small businesses. Topics include profit forecasting

and planning, cash management, budgeting, working capital management, leasing, sources of financing, investment decision making, financial leverage, and valuation. Prerequisite: BUS 502.

BUS 510 Topics in Finance (2 or 4 Hrs.)

Advanced study in specific topics, to be announced when offered. May be repeated for an indefinite number of credit hours, but a particular topic may not be repeated for credit. Prerequisite: BUS 502.

Marketing Electives

BUS 515 Marketing Strategy (4 Hrs.)

Advanced study of the role of marketing in the strategic business planning process, including strategic environmental analysis, organizational mission and objectives, organizational strategy, identification of strategic business units, and analysis and evaluation of organizational business portfolios. Prerequisite: BUS 512.

BUS 520 Topics in Marketing (2 or 4 Hrs.)

Advanced study in specific topics, to be announced when offered. May be repeated for an indefinite number of credit hours, but a particular topic may not be repeated for credit. Prerequisite: BUS 512.

BUS 536 Promotional Strategy (4 Hrs.)

In-depth study of the communications function of marketing. In addition to the traditional promotion mix elements (direct marketing, advertising, sales promotion, personal selling, and publicity/public relations), the

course examines the underlying consumer behavior, communication, and psychological theories that serve as a foundation for the promotion planning process and the development of promotional strategy, a vitally important part of an organization's marketing program. Prerequisite: BUS 512.

Operations Management and Quantitative Analysis Electives

BUS 524 Project/Program Management and Control (4 Hrs.)

Techniques and methods for planning, managing, and controlling one-time major projects and programs. Topics include systems theory and analysis, stochastic planning and control methods, and simulation. Emphasis on PERT/CPM techniques, decision trees, and Monte Carlo processes. Prerequisite: BUS 522.

BUS 528 Computer Applications in Business Decision Making (4 Hrs.)

Techniques of management science with computer software applications including problem-solving and decision-making processes in business. Emphasis on skills and techniques of individual and group problem solving including creative and critical thinking in the business world using computer applications. Prerequisite: BUS 522.

BUS 529 International Operations (4 Hrs.)

Introduces the student to globalization. International policy issues of global operations, strategic considera-

tions, global sourcing and purchasing operations, global logistics, and global diversity of manufacturing operations will be explored through the use of modules. Prerequisite: BUS 522.

**BUS 530 Topics in Production/
Operations Management (2 or 4 Hrs.)**

Advanced study in specific topics, to be announced when offered. May be repeated for an indefinite number of credit hours, but a particular topic may not be repeated for credit. Prerequisite: BUS 522.

External Environment Electives

BUS 534 Labor Law (4 Hrs.)

Major pieces of legislation in labor law and their impact on both management and labor. Special emphasis is given to the court's interpretation of legislation. Topics include injunction, strike activity, certification of bargaining representation, and collective bargaining. Prerequisite: BUS 531.

**BUS 540 Topics in External
Environment (2 or 4 Hrs.)**

Advanced study in specific topics, to be announced when offered. May be repeated for an indefinite number of credit hours, but a particular topic may not be repeated for credit. Prerequisite: BUS 531, or approved equivalent.

Organizational Behavior Elective

**BUS 550 Topics in Organizational
Behavior (2 or 4 Hrs.)**

Advanced study of specific topics, to be announced when offered. May be repeated for an indefinite number of credit hours, but a particular topic may not be repeated for credit. Prerequisite: BUS 541.

Human Resource Management Electives

**BUS 551 Human Resource
Management (4 Hrs.)**

Operational approach to managing people at work,

drawing from behavioral sciences. Builds on the concept of reconciliation and integration of worker-organizational interests through supportive situation-oriented leadership by both line and staff managers. Focuses on emerging issues and concepts relating to management of human resources of an organization. Prerequisite: BUS 541, or equivalent.

**BUS 560 Topics in Human Resource
Management (2 or 4 Hrs.)**

Advanced study in specific topics, to be announced when offered. May be repeated for an indefinite number of credit hours, but a particular topic may not be repeated for credit. Prerequisite: BUS 551.

**BUS 599 Tutorial In Business
Administration (1 to 10 Hrs.)**

ECONOMICS, B.A.

Faculty Michael Ayers (emeritus), Adil Mouhammed, Baker Siddiquee, Leroy Wehrle (emeritus)

Associated Faculty Shahram Heshmat, Nancy Scannell, Robert Sipe

Adjunct Faculty Mohammed Shahidullah

Degrees offered: Bachelor of Arts, Undergraduate Minor

DEPARTMENTAL GOALS AND OBJECTIVES

The goal of the economics program is to help students build strong conceptual thinking and problem-solving skills by understanding and applying economic theory to real world problems. Specific program objectives include the development of 1) basic knowledge of micro- and macroeconomic theory and quantitative methods of analysis, 2) skills in research using the theories and methods of economic analysis, and 3) skills for communicating the theories and applications of economic theory.

ADVISING

New students must contact the department for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

Contact: Information about the economics program

is available at (217) 206-7174. Information can also be requested at eco@uis.edu.

THE BACHELOR'S DEGREE

The B.A. in economics is designed to meet the standards set by the profession. Through its curriculum and faculty resources, the department seeks to prepare its graduates with the requisite skills and knowledge to perform successfully in careers in many settings – private enterprise as well as government or not-for-profit enterprises.

ENTRANCE REQUIREMENTS

All departments in the College of Business and Management require foundation knowledge in accounting, economics, mathematics, statistics, and the behavioral sciences. UIS courses that satisfy the foundation knowledge requirement include:

ACC 211 Introduction to Financial Accounting **and**

ACC 212 Introduction to Managerial Accounting

or ACC 311 Administrative Uses of Accounting

ECO 313 Statistics for Business and Economics

MAT 113 Business Calculus (or other calculus or finite math equivalent)

ECO 201 Introduction to Microeconomics **and**

ECO 202 Introduction to Macroeconomics **or**

ECO 315 Economics for Administration

Behavioral science course (psychology, sociology, etc.)

Foundation coursework does not apply toward the 60 hours of upper-division coursework required for the degree. A minimum GPA of 2.00 (C) is required in the foundation coursework for entry to the program core courses.

DEGREE REQUIREMENTS

A student must complete 60 semester hours of upper-division coursework to earn a B.A. in economics.

College Core

18 Hrs.

(Required of all undergraduate College of Business and Management students)

BUS 302 Principles of Financial

Management

3 Hrs.

BUS 312 Principles of Marketing	3 Hrs.
BUS 322 Principles of Operations Management	3 Hrs.
MGT 310 Managing Organizational Behavior	3 Hrs.
MIS 352 Principles of Management Information Systems	3 Hrs.
MGT 488 Strategic Management and Leadership	3 Hrs.

Economics Core	20 Hrs.
ECO 301 Intermediate Microeconomics	4 Hrs.
ECO 302 Intermediate Macroeconomics	4 Hrs.
ECO 314 Quantitative Methods for Business and Economics	4 Hrs.
ECO 408 History of Economic Thought	4 Hrs.
ECO 413 Econometrics	4 Hrs.
Electives	10 Hrs.
University requirements (AST, PACs, or LSCs)	<u>12 Hrs.</u>
Total	60 Hrs.

An average GPA of 2.00 (C) or better is required for all UIS coursework to graduate. In addition, students must maintain an average GPA of 3.00 (B) or

better in the two theory courses, ECO 301 and ECO 302.

ECONOMICS MINOR

To earn a minor in economics, students must complete 16 semester hours of coursework. Prerequisite coursework includes ECO 315 Economics for Administration or two courses in principles of economics (micro and macro). Required courses (or their equivalents) include:

ECO 301 Intermediate Microeconomics	4 Hrs.
ECO 302 Intermediate Macroeconomics	4 Hrs.
Two upper-division economics courses	<u>8 Hrs.</u>
Total	16 Hrs.

COURSE DESCRIPTIONS

Service Courses

Not accepted toward satisfaction of upper-division economics degree requirements at UIS.

ECO 313 Statistics for Business and Economics (4 Hrs.)

Methods for collecting, analyzing, and interpreting numerical data for the purpose of making better decisions in business and management. Includes basic probability theory, analysis of variance, index numbers, seasonal

analysis, parametric and nonparametric tests, and regression and correlation analysis.

ECO 315 Economics for Administration (4 Hrs.)

Essential micro- and macroeconomic concepts as they apply to administrative decisions. Principal theories and analysis of efficient resource allocation are related to economic decisions of individuals, public and private organizations, and society. Primarily for students who have had no prior college-level work in economics.

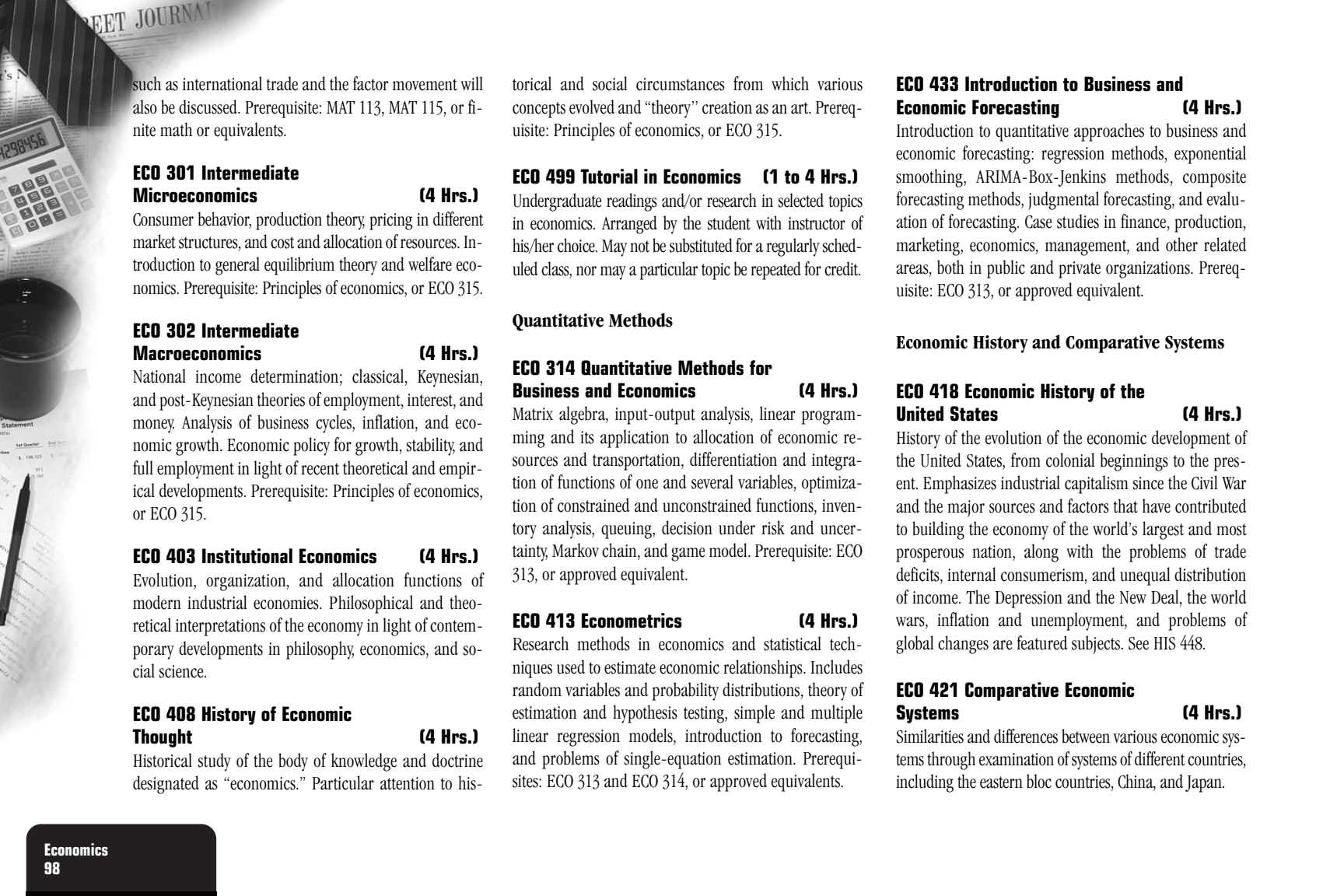
Theory

ECO 201 Introduction to Microeconomics (3 Hrs.)

Provides students with fundamental issues related to the market price system, allocation of economic resources, cost and production of private firms, various market structures, prices of economic resources, and some issues related to welfare economics. Prerequisite: MAT 113, MAT 115, or finite math or equivalents.

ECO 202 Introduction to Macroeconomics (3 Hrs.)

Provides the student with materials related to business cycles, productivity, consumer expenditure, investment expenditure, the classical macro economic system, Keynesian theory, monetarism, and supply side economics. Also covers materials related to fiscal policy and monetary policy, as well as the budget. Globalization issues



such as international trade and the factor movement will also be discussed. Prerequisite: MAT 113, MAT 115, or finite math or equivalents.

ECO 301 Intermediate Microeconomics (4 Hrs.)

Consumer behavior, production theory, pricing in different market structures, and cost and allocation of resources. Introduction to general equilibrium theory and welfare economics. Prerequisite: Principles of economics, or ECO 315.

ECO 302 Intermediate Macroeconomics (4 Hrs.)

National income determination; classical, Keynesian, and post-Keynesian theories of employment, interest, and money. Analysis of business cycles, inflation, and economic growth. Economic policy for growth, stability, and full employment in light of recent theoretical and empirical developments. Prerequisite: Principles of economics, or ECO 315.

ECO 403 Institutional Economics (4 Hrs.)

Evolution, organization, and allocation functions of modern industrial economies. Philosophical and theoretical interpretations of the economy in light of contemporary developments in philosophy, economics, and social science.

ECO 408 History of Economic Thought (4 Hrs.)

Historical study of the body of knowledge and doctrine designated as "economics." Particular attention to his-

torical and social circumstances from which various concepts evolved and "theory" creation as an art. Prerequisite: Principles of economics, or ECO 315.

ECO 499 Tutorial in Economics (1 to 4 Hrs.)

Undergraduate readings and/or research in selected topics in economics. Arranged by the student with instructor of his/her choice. May not be substituted for a regularly scheduled class, nor may a particular topic be repeated for credit.

Quantitative Methods

ECO 314 Quantitative Methods for Business and Economics (4 Hrs.)

Matrix algebra, input-output analysis, linear programming and its application to allocation of economic resources and transportation, differentiation and integration of functions of one and several variables, optimization of constrained and unconstrained functions, inventory analysis, queuing, decision under risk and uncertainty, Markov chain, and game model. Prerequisite: ECO 313, or approved equivalent.

ECO 413 Econometrics (4 Hrs.)

Research methods in economics and statistical techniques used to estimate economic relationships. Includes random variables and probability distributions, theory of estimation and hypothesis testing, simple and multiple linear regression models, introduction to forecasting, and problems of single-equation estimation. Prerequisites: ECO 313 and ECO 314, or approved equivalents.

ECO 433 Introduction to Business and Economic Forecasting (4 Hrs.)

Introduction to quantitative approaches to business and economic forecasting: regression methods, exponential smoothing, ARIMA-Box-Jenkins methods, composite forecasting methods, judgmental forecasting, and evaluation of forecasting. Case studies in finance, production, marketing, economics, management, and other related areas, both in public and private organizations. Prerequisite: ECO 313, or approved equivalent.

Economic History and Comparative Systems

ECO 418 Economic History of the United States (4 Hrs.)

History of the evolution of the economic development of the United States, from colonial beginnings to the present. Emphasizes industrial capitalism since the Civil War and the major sources and factors that have contributed to building the economy of the world's largest and most prosperous nation, along with the problems of trade deficits, internal consumerism, and unequal distribution of income. The Depression and the New Deal, the world wars, inflation and unemployment, and problems of global changes are featured subjects. See HIS 448.

ECO 421 Comparative Economic Systems (4 Hrs.)

Similarities and differences between various economic systems through examination of systems of different countries, including the eastern bloc countries, China, and Japan.

ECO 426 Political Economy (4 Hrs.)

Analysis of competing theories and models of explanation in political science and economics as they comprise the basis for contemporary policy disputes and alternatives. Emphasis on the crisis tendencies/contradictions of the political economy of the United States and impact on the rest of the international economic order. See LAR 426 and POS 426.

Labor Economics**ECO 425 Labor Economics (4 Hrs.)**

Application of economic principles to problems in American labor, including employment, unemployment, and manpower policies; wage determination and wage policy; development and organization of trade unions in private and public sectors; social legislation; and policy for the labor market as these relate to contemporary social and economic problems. Prerequisite: Principles of economics, or ECO 315. See LAR 425.

Money and Finance**ECO 335 Money, Banking, and Financial Markets (4 Hrs.)**

Concentrates on principles of banking and financial markets with emphasis on commercial banks, Federal Reserve System, and other depository institutions and regulatory agencies. Monetarist and Keynesian monetary theories and empirical evidence on the effectiveness of monetary policy is presented. Money and capital markets,

risk and term structure of interest, and other topics in the area of financial markets are discussed. Prerequisite: Principles of economics, or ECO 315.

ECO 431 Financial Economics (4 Hrs.)

Economic analysis of the basic workings of financial markets, particularly measurement and pricing of risk and the intertemporal allocation of funds; theory of firm; time value of money; asset pricing; working capital policy and management of cash, receivables, and inventory positions; capital budgeting; risk return analysis; and introduction to options and futures. Prerequisite: ECO 335, or approved equivalent.

ECO 435 Theory of Finance and Applications (4 Hrs.)

Elements of finance theory and its application to real world problems. Covers investment decision under certainty and uncertainty, the theory of choice, utility theory given uncertainty, state preference theory, mean-variance theory, market equilibrium, CAPM and APT, option pricing theory, theory of efficient capital market, theory of capital structure and cost, theory of dividend policy, economics of leasing, and economic theory of mergers and tender offers. Prerequisite: ECO 313, ECO 314, and ECO 335, or approved equivalent, or permission of instructor.

ECO 437 Securities Markets (2 Hrs.)

Examination of the functional contributions of securities markets to economic activity. Particular reference to the

institutions and instruments that facilitate capital formation and economic activity at the national and international level. Prerequisite: ECO 335, BUS 302, or approved equivalent.

ECO 438 Futures and Options (2 Hrs.)


Primary examination of the futures and options markets and their contributions to economic activity. Discusses mechanics and use of the markets with particular emphasis on the financial instrument components. Prerequisite: ECO 437, or approved equivalent.

ECO 448 International Finance (4 Hrs.)

Provides basic understanding of the literature in international finance and reviews basic literature in multinational finance. Topics include foreign exchange markets, parity conditions in international finance, international investment, balance of payments, international monetary arrangements, Eurocurrencies and international money markets, multinational finance, foreign exchange risk management, multinational working capital, and foreign investment and financing. Prerequisite: Principles of economics or ECO 315 and ECO 313, or approved equivalent.

ECO 585 Business Cycles (4 Hrs.)

Characteristics of business cycles; measuring business cycles; classical and modern theories of business cycles; non-orthodox theories of business cycles (such as those of Veblen, Mitchell, and Kalecki); real business cycle; political business cycle; impacts of business cycles; and the role



of monetary and fiscal policy in business cycles analysis. Prerequisites: Principles of economics or ECO 315.

International and Development Economics

ECO 445 Economic Development (4 Hrs.)

Overview of principal economic problems of the Third World. Some major theories of causes of low income, various applications of economic analysis to specific policy issues and social and political considerations. Prerequisite: Principles of economics, or ECO 315.

ECO 447 International Trade and Finance (4 Hrs.)

Survey of pure theory of trade: classical trade theory, Heckscher-Ohlin-Samuelson theorem, and related topics; international trade and growth; theory of tariffs, protection, and customs union; and movement of factors of production. Survey of theory and policy of international finance: exchange rate theories, balance of payments, international financial markets, macroeconomic policy mix for external and internal equilibrium, LDC debt problem, and international cooperation. Prerequisite: Principles of economics, or ECO 315.

ECO 449 International Business (4 Hrs.)

Designed for graduate and undergraduate students of

economics interested in the field of international economics as well as the MBA who wants a specialty in the field of global business. Covers different approaches to international business; theory of direct foreign investment; multinational enterprises; and their strategies in marketing, production, management, and finance. Also covers the cultural aspect of global business and business-government interactions. Prerequisite: Principles of economics, or ECO 315.

Public Economics

ECO 456 Public Finance (4 Hrs.)

Microeconomic analysis of public finance and the role of government in a mixed economy, with attention to public goods theory, cost-benefit analysis, and taxation. Examines the economic basis of government and its functions; analyzes alternative government expenditures, regulations, and finances, including the Social Security and food stamp programs. Prerequisite: ECO 301 for majors, ECO 315 for non-majors.

Industrial Organization/Public Policy

ECO 461 Industrial Organization (4 Hrs.)

Structure, conduct, and performance of American industry: historical evolution, alternative industrial systems,

anti-trust policies and their alternatives. Technological change and its impact on both industrial performance and conventional economic theory.

ECO 462 Public Policy Toward Business (4 Hrs.)

Through the tools of economics, examination of how and why the government involves itself in the U.S. capitalist system and an assessment of the possible impacts or implications of that involvement to business enterprise within a global marketplace. Prerequisite: ECO 315, or equivalent.

ECO 474 Environmental Economics (4 Hrs.)

Basic theoretical tools necessary to examine current environmental problems from an economic standpoint. Covers externalities, cost assignment, and environmental problems associated with economic growth. Prerequisite: ECO 301, or approved equivalent. See ENS 421.

ECO 487 Health Policy (4 Hrs.)

Analytic and descriptive study of national health policy in America in terms of philosophy, history, politics, economics, sociology, and administration of health care. Emphasis on social setting in which health policy is made and complex workings of system by which health care is provided. Prerequisite: Principles of economics, or ECO 315.

MANAGEMENT, B.A.

Faculty Alfred Arkley (emeritus), Rodney Dinges (emeritus), Judith Ettinger, George Gruendel (emeritus), Marya Leatherwood, Donald O'Neal, Sangeeta Parameshwar, Donald Vanover (emeritus), Joe Wilkins (emeritus)

Degree offered: Bachelor of Arts in Management

DEPARTMENTAL GOALS AND OBJECTIVES

The goal of the management program is to develop the critical conceptual and interpersonal skills that are essential to employment in management positions in all types of organizations. In addition to requiring a theoretical foundation, the curriculum provides students with numerous opportunities to integrate and apply these concepts in a variety of situations. Specific program objectives are to enable students to 1) assess power situations and implement appropriate responses; 2) develop competence and understanding in strategic human resource development, including human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning; 3) acquire knowledge of theories and applications of organizational change, and recognize appropriate developmental strategies for leading change; and 4) acquire

knowledge of the process that leads to the organization of people and other resources most effectively.

ADVISING

New students must contact the department for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

Contact: Information about the management program is available at (217) 206-6712. Information can also be requested at mgt@uis.edu.

THE BACHELOR'S DEGREE

The bachelor of arts in management prepares students to become organizational leaders, in the sense that today's organizations need leaders at all levels. The program philosophy is based on the premise that organizational leaders do more than just manage. They understand that success, for individuals as well as organizations, is largely based on how effective they are in developing people and that organizational success

requires leaders who know how to coach, mentor, and facilitate, rather than simply monitor and control.

Leaders in business, not-for-profit, and governmental organizations face similar problems and challenges and thus need the same core of leadership knowledge and skills to be effective. Therefore, this degree is designed to develop critical conceptual and interpersonal skills for successful performance in all types of organizations.

ENTRANCE REQUIREMENTS

All departments in the College of Business and Management require foundation knowledge in accounting, economics, mathematics, statistics, and the behavioral sciences. UIS courses that satisfy the foundation knowledge requirements include:

ACC 211 Introduction to Financial Accounting **and**
ACC 212 Introduction to Managerial Accounting
or ACC 311 Administrative Uses of Accounting
ECO 313 Statistics for Business and Economics

- MAT 113 Business Calculus (or other calculus or finite math equivalent)
- ECO 201 Introduction to Microeconomics **and**
- ECO 202 Introduction to Macroeconomics **or**
- ECO 315 Economics for Administration
- Behavioral science course (psychology, sociology, etc.)

Coursework equivalent to the above will be accepted on approval by the adviser.

DEGREE REQUIREMENTS: ORGANIZATIONAL LEADERSHIP CONCENTRATION

A student must complete 60 semester hours of upper - division coursework to earn a B.A. in management.

- | | |
|---|----------------|
| College Core | 18 Hrs. |
| (Required of all undergraduate College of Business and Management students) | |
| BUS 302 Principles of Financial Management | 3 Hrs. |
| BUS 312 Principles of Marketing | 3 Hrs. |
| BUS 322 Principles of Operations Management | 3 Hrs. |
| MGT 310 Managing Organizational Behavior | 3 Hrs. |

- MIS 352 Principles of Management Information Systems 3 Hrs.
- MGT 488 Strategic Management and Leadership 3 Hrs.

Management Core 16 Hrs.

- MGT 422 Power and Negotiation 4 Hrs.
- MGT 431 Human Resource Management 4 Hrs.
- MGT 441 Organization Development 4 Hrs.
- MGT 461 Organization Theory 4 Hrs.


- General electives 14 Hrs.
- University requirements (AST, PACs, or LSCs) 12 Hrs.
- Total 60 Hrs.

Lower-division and transfer credit is not given for management core courses.

MGT 310 Managing Organizational Behavior is a prerequisite for the program core courses. MGT 488 Strategic Management and Leadership is the program's closure course, which may only be taken after a student has completed all other core courses. Management majors must earn a grade of C or better in every concentration core course to enroll in the capstone course and to graduate. If a student

earns a lower grade, he or she may repeat the course only once.

COURSE DESCRIPTIONS

 Course available online; may also be available on campus. Refer to the current course schedule for further information.

Management Core

MGT 310 Managing Organizational Behavior (3 Hrs.)

(CBM Core Course)

Examines and analyzes the organization and the organizational environment as a social system. The impact of its various components on individuals and groups within the organization will also be considered. Topics include individual differences, perceptions, attitudes, emotions, motivation, performance, job design, culture, innovation, change, strategy and structure, and leadership.

MGT 422 Power and Negotiation (4 Hrs.)

Theories and applications of power and negotiation as related to the leadership of organizations. Examines how people behave in systems, both at the micro and macro levels, including the role of organizational politics. Power, negotiation, and conflict management theories and skills are used in power simulations. Ethics, trust, and self-motivation are central to the process. Simulation activity and personal inventory fees are required.

Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

 **MGT 431 Human Resource Management (4 Hrs.)**

Theories and applications of the leadership and development of people in organizations. Topics include human resource planning, recruitment, selection, orientation, training, career development, performance appraisal, compensation, incentives, union-management relations, ethics, diversity, and succession planning. Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

MGT 441 Organization Development (4 Hrs.)

Theories and applications of organizational change and development as related to the leadership of change in organizations. Topics include resistance to change, diagnosis, change strategies, interventions, group development, team building, organizational culture, ethics, diversity, the external environment, and socio-technical issues. Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

MGT 461 Organization Theory (4 Hrs.)

Theories and applications of organization theory relative to the design of organizational structure. Topics include organizational analysis, structure, culture, technology, organization size and life cycle, mechanistic and organic organizations, organizational effectiveness, measuring organizational performance, conflict, power, politics, ex-

ternal environment, ethics, and diversity. Prerequisite: MGT 310 and all foundation courses are prerequisites for management majors.

MGT 488 Strategic Management and Leadership (3 Hrs.)

(CBM Core Course)

Theories and applications of strategic management as related to the leadership of organizations. Focuses on developing a better understanding and demonstrated application skills in the areas of organizational vision and mission, goals and objectives, environmental scanning and analysis, issue identification and problem solving, and integration of functional competencies into cohesive organizational strategies. Prerequisite: All organizational leadership and college core courses are prerequisites for management majors.

Electives

MGT 311 Management Skills and Organizational Behavior (4 Hrs.)

Theories and applications of managerial functions, roles, and skills as related to organizational behavior and theories. Topics include communication, motivation, leadership, group dynamics, and decisionmaking.

MGT 371 Social Responsibility and Ethics: Corporate and Public (4 Hrs.)

Theories and applications of social responsibility and ethical issues related to the corporate, governmental, and nonprofit sectors. Areas covered include consumerism,

ecology, labor relations, diversity, government regulations, philanthropy, and stockholder/stakeholder relations. Prerequisite: MGT 311 is a prerequisite for management majors.

MGT 406 The American Presidency (4 Hrs.)

Nature and scope of the American presidency — both historically and analytically. Topical attention given to the views of the framers of the Constitution and to problems of presidential management, leadership, and prerogative. See POS 406.

MGT 423 Labor Management Relations (4 Hrs.)


Behavioral, economic, social, political, and institutional forces affecting the character and quality of employer union-management relationships and objectives in both public and private employment. See LAR 423.

MGT 430 Managerial Communication Skills (4 Hrs.)

Examination of the arena of managerial communication. Application of managerial communication skills necessary for success in current and future organizations will be studied and practiced. Topics include listening, non-verbal communication, various employee development issues, and making presentations.

MGT 458 Quality Management (4 Hrs.)

Examines the theory, history, and management of quality management programs in business organizations in the U.S. and abroad. The primary focus will be on the man-



agement of quality in the areas of operations and human resources in manufacturing and service industries. Prerequisite: MGT 310, or BUS 341. See BUS 458.

MGT 463 Report Writing for Managers (4 Hrs.)

Develops expertise in report writing according to individual needs. Emphasis on techniques of planning, organizing, writing, and editing.

MGT 474 Leadership and Motivation (4 Hrs.)

Major leadership theories, characteristics of leaders, leadership styles, delegation, decision-making, communication, and subordinate development examined. Motivational methods and techniques studied as potential tools for those assuming leadership roles.

MGT 481 Management Applications (1 to 8 Hrs.)

Provides students with an opportunity to complete an internship and develop a project applying their management

skills and knowledge in an organizational setting. Includes both seminar and actual field experience. Recommended for management majors who elect to take an applied study term. Prerequisite: Three management core courses.

MGT 485 International Management (4 Hrs.)

Gives a perspective of the global marketplace, compares the management of similar companies in different nations, analyzes public/private sector relationships, and examines the social and economic impact of various internal and external cross-border issues.

MGT 486 Group Management Techniques (4 Hrs.)

Issues and applications related to the management of group formation and development. Primary focus on the knowledge and skills needed to transform groups into effective teams. Additional topics will relate to the management of the interdependencies needed to design and implement team-based organizations. An outdoors experiential learning fee may be required.

MGT 487 Leadership and Strategy: The Capstone (4 Hrs.)

Leadership theories and applications as related to the development of strategic policy for the management of organizations. This course is usually taken in the student's last semester. Prerequisites: All core courses.

MGT 490 Topics in Managerial Concepts and Skills (1 to 4 Hrs.)

Each topic covers a different managerial concept and includes an intensive workshop. May be repeated for up to eight hours.

MGT 499 Tutorial in Management (1 to 4 Hrs.)

MANAGEMENT INFORMATION SYSTEMS, M.S.

Faculty Apiwan Dejnaronk Born, Rassule Hadidi, James Hall, David Larson, Xiaoqing Li, Amir Parssian, George Rompot

Associated Faculty Burks Oakley II, David O'Gorman

Adjunct Faculty Lawrence Dale, Neil Matkin

Degrees offered: Master of Science, Undergraduate Minor

DEPARTMENTAL GOALS AND OBJECTIVES

The goal of the MIS program is to prepare students for challenging positions in the application of information technology to solving business problems. Specific objectives of the program are 1) to provide students with the analytical and practical frameworks and methodologies necessary to analyze, design, implement, and manage complex information systems in contemporary organizational structures, 2) to provide knowledge of the principles necessary for understanding basic computer hardware and software systems to ensure the data quality, transmission, processing, and storage necessary to facilitate organizational decision making and general operations, 3) to enable students to develop competencies in applying systems analysis and design strategies and techniques in realistic marketplace environ-

ments, and 4) to provide a balance between technical and organizational knowledge for a variety of professional organizations.

The master of science degree in management information systems may be earned online, on campus, or through a combination of online and on-campus courses.

ADVISING

New students must contact the department for initial advising to plan a program of study that reflects their interests and satisfies degree requirements.

Contact: Information about the MIS program is available at (217) 206-6067. Information can also be requested at mis@uis.edu.

THE MASTER'S DEGREE

The management information systems program is designed to provide the professional administrator/man-

ager a balance between technical expertise and organizational knowledge in the application of information technology to solving business problems.

ENTRANCE REQUIREMENTS

Applicants must complete the following (or equivalent) coursework: introductory courses in managerial and financial accounting (or ACC 315), one semester of production/operations management (such as BUS 322 Operations Management), one semester of statistics (such as ECO 313 Statistics for Business and Economics), one semester of college algebra or mathematics, and competency in a structured high-level programming language such as Java, C++, Visual Basic, COBOL, C, Fortran, etc., either through coursework, such as MIS 322 Structured Programming, or practical experience. All students applying for admission to the MIS department are expected to submit a Graduate Management Admissions Test (GMAT) score or a Graduate Record Exam (GRE) score. Students

may take their required prerequisite courses while they are waiting to submit either of these test scores.

COMMUNICATION SKILLS

Entering students are required to pass a diagnostic writing examination administered by the Center for Teaching and Learning. Students with deficiencies in writing may be required to take ENG 375 Expository Writing or ENG 474 Professional and Technical Writing.

DEGREE REQUIREMENTS

MIS 502 Technical Foundations of Information Systems	4 Hrs.
MIS 513 Management Information Systems	4 Hrs.
MIS 523 Managerial Decision Support Systems <i>or</i>	
MIS 531 Strategic Decision Support Systems	4 Hrs.
*MIS 542 Management of Database Systems <i>or</i>	
CSC 572 Advanced Database Concepts	4 Hrs.
*MIS 552 Systems Analysis and Design	4 Hrs.
MIS 564 Telecommunications	4 Hrs.
MIS 573 Project Management	4 Hrs.
One approved non-MIS elective (see important notes below)	4 Hrs.
One approved course in organizational behavior (see important notes below)	4 Hrs.

MIS 583 Graduate Project and Seminar <i>or</i>	4 Hrs.
MIS 584 MIS Capstone	4 Hrs.
**One approved MIS elective	4 Hrs.
<i>or</i>	
MIS 585 MIS Thesis and Seminar	8 Hrs.
Total	44 Hrs.

*Students must take MIS 552 before MIS 542.

**Those who write a thesis are not required to complete the MIS elective.

Important Notes:

Electives: MIS 571 Electronic Commerce: Business Uses of the Internet and MIS 574 Marketing on the Internet may be taken either as MIS electives or non-MIS electives.

Organizational Behavior: Students may take BUS 541 Organizational Behavior, PAD 502 Organization Dynamics, MIS 575 Technology Management and Organizational Transformation, or an approved alternative. Students who have equivalent experience in all but MIS 583, MIS 584, or MIS 585 may substitute an approved elective but must complete 44 hours for the degree.

GRADUATION REQUIREMENTS

1. Selection or assignment of a management information systems faculty adviser.

2. Fulfillment of all the prerequisites for the master's degree in MIS.

3. A minimum B average (3.00) in MIS 502, MIS 513, and MIS 523 or MIS 531.

At least 24 hours of the courses required for the degree must be completed following matriculation into the department.

CLOSURE REQUIREMENT

All MIS graduates must complete MIS 583 Graduate Project and Seminar (4 hours) or MIS 584 MIS Capstone (4 hours) or MIS 585 MIS Thesis and Seminar (8 hours). The nature of the project is contingent on the individual's career goals and may or may not include a practicum experience. Projects may involve, for example, design/analysis of an information system for an existing organizational need; development of one or more databases for a potential organizational need; analysis of managerial needs or uses for information that is accessible in an existing database; or analysis, design, security, and management of networks. If the project/thesis/capstone is not completed during these initial four or eight hours, students must register for one credit hour of MIS 583/585 on an audit basis for *each* semester the project/thesis remains incomplete. UIS policy

precludes students who are not registered from using campus resources. If a leave of absence is requested and approved, continuous registration is not required. Failure to obtain a leave of absence will require retroactive registration of one credit hour per semester.

GRADING POLICY

MIS department majors must maintain a minimum 3.00 grade-point average in all MIS degree requirements. Two successive semesters of probation may lead to a one-year suspension. One C (2.00) in an MIS course is acceptable. An MIS master's degree candidate may not take any of the 44 semester hours required for the degree on a credit/no credit or pass/fail basis. A grade of C (2.00) is not acceptable for a project (MIS 583), MIS capstone (MIS 584), or a thesis (MIS 585).


UNDERGRADUATE MIS MINOR

To earn an undergraduate minor in management information systems, students must complete a minimum of 14 semester hours, at least 11 hours of which must be upper-division coursework taken at the University of Illinois at Springfield. Prerequisites include proficiency in a spreadsheet and/or a database pack-

age or completion of CSC 317 Software Packages. Required courses include:

ACC 311	Administrative Uses of Accounting (or two semesters of elementary accounting) <i>or</i>	
ECO 315	Economics for Administration <i>or</i>	
MGT 310	Managing Organizational Behavior	3-4 Hrs.
MIS 352	Principles of Management Information Systems	3 Hrs.
MIS 423	Decision Support Systems	4 Hrs.
MIS 424	End User Systems Development and Implementation	4 Hrs.
	Total	14-15 Hrs.

COURSE DESCRIPTIONS

 *Course available online; may also be available on campus. Refer to the current course schedule for further information.*

MIS 352 Principles of Management Information Systems (3 Hrs.)

(CBM Core Course)

Introduces students to fundamental concepts in management information systems (MIS), the role of computers in MIS, and some details of how the computer functions. Topics include various types of information systems, use of information by management, and information systems

applications. The students will also be exposed to the application of MIS technologies in the development of business solutions through end user computing and topics such as computer hardware and software, operating systems, and security. Access to the Internet is required.

MIS 423 Decision Support Systems (4 Hrs.)


Provides non-majors an opportunity to develop personal computer skills that will help support organizational decisionmaking. Students analyze real world examples of decision support systems and design small systems to support their own decision-making activities associated with using a computerized business simulation. Computer lab time required. Access to the Internet is required. Prerequisite: MIS 352.

MIS 424 End User Systems Development and Implementation (4 Hrs.)

Establishes a foundation for developing information systems in organizations. Fundamental concepts considered include system analysis and design, application and development of databases, troubleshooting problems, and the behavioral considerations for implementing information systems. Access to the Internet is required. Prerequisite: MIS 423.

MIS 502 Technical Foundations of Information Systems (4 Hrs.)

Introduces details of computer hardware and software technologies necessary for information systems professionals. Particular hardware architectures (CISC, RISC), operating systems fundamentals, and concepts of object



orientation will be described. Programming skills in an object-oriented language will be developed. Access to the Internet is required. Prerequisite: Proficiency or coursework in a high level programming language such as Java, C++ , Visual Basic, COBOL , C, Fortran, etc., or MIS 322.

 **MIS 513 Management Information Systems (4 Hrs.)**

Provides a foundation for understanding and analyzing information in organizations. Fundamental concepts of systems and information are covered. Topics include computer-based information systems, user requirements, and analysis and specification of systems requirements, life cycle, and security. Access to the Internet is required. Open to non-majors.

MIS 523 Managerial Decision Support Systems (4 Hrs.)

Covers a variety of related decision support systems topics. Gives participants a flexible definition of DSS technology and introduces some principles of DSS design and use. Equips students with fundamental concepts and techniques of expert systems. Special emphasis is placed on microcomputer-based decision support systems. Access to the Internet is required. Prerequisites: MIS 513 or equivalent, and one semester of production operations management.

 **MIS 531 Strategic Decision Support Systems (4 Hrs.)**

Theoretical and practical aspects of collecting and interpreting strategic information and using the results in or-

ganizational decision making. Includes computerized and noncomputerized sources of external data, selection and reprocessing of internal data, alternative means of storage and retrieval, and effective use of information in dynamic strategic decision processes. Access to the Internet is required. Open to non-majors.

 **MIS 542 Management of Database Systems (4 Hrs.)**

The management of database systems within organizational settings. Includes features of database management systems, various data models, database schema design, normalization, relational algebra, relational calculus, SQL, query optimization, and various indexing techniques. Access to the Internet is required. Prerequisites: MIS 502, MIS 552.

 **MIS 552 Systems Analysis and Design (4 Hrs.)**

System life cycles, including planning requirements, analysis, components acquisition, installation, maintenance, and enhancement; emphasis on distributed systems, prototyping, and CASE tools. Individual and/or team project involving reports and walk-throughs. Access to the Internet is required. Prerequisite: MIS 502, or equivalent.

 **MIS 561 Competitive Information Systems (4 Hrs.)**

Explores the use of modern technology, including the Internet, to gain a competitive edge in the marketplace. Within the context of the need for having an adaptive or-

ganization, includes the examination of modern theories of competitive strategy, gathering and use of competitive intelligence, the role of the sales force in competitive strategy formulation and execution, and the ethics of competitive intelligence. Access to the Internet required. Open to non-majors. Prerequisite: Graduate standing.

 **MIS 564 Telecommunications (4 Hrs.)**

The principles and applications of telecommunications are emphasized. Technical and managerial aspects of telecommunications within a business are covered. International standardization efforts are introduced, and the development of local and public networks are compared. LAN and PBX standards, implementations, and performance are compared. Other topics include comparison between voice and data traffic and between analog and digital transmission methods and integration of voice, data, facsimile, and video. Access to the Internet is required. Prerequisite: MIS 502.

MIS 570 Topics in Management Information Systems (1 to 4 Hrs.)

An advanced topic from the current literature of MIS. May be repeated for an indefinite number of hours, but particular topics must differ. Access to the Internet is required.

 **MIS 571 Electronic Commerce: Business Uses of the Internet (4 Hrs.)**

Tools and technologies needed for electronic commerce are reviewed. Business opportunities, challenges, and strategies for use of the information superhighway will be explored, as will strategies and vision on how to leverage

the emerging national and global information infrastructure. Other topics include the impact of the emerging electronic market and commerce reengineering in today's corporations. Access to the Internet is required. Prerequisite: Graduate standing and familiarity with a computer and the Internet.

MIS 572 Neural Networks and Business Applications (4 Hrs.)

Study of neural networks technology and exploration of its potential applications in business and management through hands-on class projects. Neural network tools such as Brainmaker (for Windows) and Neural Ware (for DOS). Topics include biological neurons and connections, expert systems vs. neural networks, fuzzy logic, machine learning, perceptron, back propagation, training and testing techniques, and others. Access to the Internet is required. Prerequisite: Graduate standing and a college-level statistics course.

MIS 573 Project Management (4 Hrs.)

Managing projects within an organizational context, including the processes related to initiating, planning, executing, controlling, reporting, and closing a project. Covers topics such as project integration, scope, time, cost, quality control, risk management, and earned value management. Students will be exposed to knowledge base needed for Project Management certification. Access to the Internet is required. Open to non-MIS majors. Prerequisite: BUS 322, or equivalent, or permission of instructor.

MIS 574 Marketing on the Internet (4 Hrs.)

Offered only online as an MIS elective. Focuses on how the Internet is affecting traditional marketing activities and functions such as market segmentation, the marketing mix, and global marketing. Includes consideration of new Internet marketing models in business-to-consumer marketing (B2C) and business-to-business (B2B) marketing, with particular emphasis on advertising on the Internet. Open to graduate non-majors, if space is available, with permission of the instructor and their advisers. MBA students may not use this course as a substitute for BUS 512. Access to the Internet is required. Prerequisite: Graduate standing.

MIS 575 Technology Management and Organizational Transformation (4 Hrs.)

Provides participants with knowledge and skills in the concepts of managing technological change within for profit and not-for-profit types of organizations. Examines how information technology makes possible new business models, new organizational structures, and new management processes. Presents different approaches and current practices in dealing with the organizational and human aspects of effective technology transition initiatives. Topics covered include change management, new information technology-based business models, planning for technology transition, managing change agents, and managerial decisions about information technology. Major emphasis on discussion of current situations faced by today's organizations and extended case studies. Access to the Internet is re-


quired. Prerequisite: MIS 513, or equivalent, or permission of instructor.

MIS 583 Graduate Project and Seminar (4 Hrs./1 Hr.)


Closure experience involving an advanced problem or need in MIS; may or may not involve a practicum. For project examples, see "Closure Requirement" above. Project topic must be approved in advance by the MIS Department Committee; written report and oral presentation required. Students are required to participate in a regularly scheduled seminar that covers the process of project design and methods in MIS. Course may be repeated, but only four hours may be used to satisfy degree requirements. Access to the Internet is required. Prerequisite: 24 hours of 500 level coursework in MIS. **Note:** If the project is not completed during the initial four-hour enrollment, students must register for one credit hour on an audit basis in *all* subsequent semesters until the project is completed.

MIS 584 MIS Capstone (4 Hrs./1Hr.)

Covers current topics in MIS including issues related to areas of business environment, technology, globalization, politics, ethics, legal, regulatory, and demographic diversity. The role of MIS in those areas will be addressed. In each semester, these selected topics may not be the same depending on what topics are current and emerging. Assignments include paper critiques, group discussions, and a final paper or project. This course is primarily for MIS majors and should be taken in the last semester of the MIS



degree program. Access to the Internet is required. Prerequisite: 32 hours of 500-level coursework in MIS. **Note:** If the project is not completed during the initial four-hour enrollment, students must register for one credit hour on an audit basis in *all* subsequent semesters until the project is completed.

 **MIS 585 MIS Thesis and Seminar (8 Hrs./1 Hr.)**

Academic study of a student-selected topic in MIS that involves a survey of relevant literature and empirical analysis. Thesis topic must be approved in advance by the MIS Department Committee; written report and oral presentation required. Students are required to participate in a regularly scheduled seminar that covers the

process of conducting research in the field of MIS and phases of the research process. Course may be repeated, but only eight hours may be used to satisfy degree requirements. Access to the Internet is required. Prerequisite: 24 hours of 500-level coursework in MIS. **Note:** If the thesis is not completed during the initial eight-hour enrollment, students must register for one credit hour on an audit basis in *all* subsequent semesters until the thesis is completed.

Service Course

MIS 322 Structured Programming (4 Hrs.)

The concept of structured programming is used in practical exercises involving a contemporary programming

language. The course provides an understanding of algorithm development, programming, computer concepts and the design and application of data and file structures. The course also covers the logical and physical structures of both programs and data. This is an intensive course and requires a large amount of outside classroom programming. Access to the Internet is required. Prerequisite: One semester of college algebra or college mathematics, or equivalent.