ACC/330 – Accounting for Decision Making ............................................................... BSB/ACC
This course introduces cost terminology and flows, standard cost systems, relevant costing, budgeting, inventory control, capital asset selection, responsibility accounting, and performance measurement.

ACC/340 – Accounting Information Systems I ......................................................... BSB/ACC
This course is designed to provide accounting students with the proper mix of technical information and real-world applications. Areas of study include fundamental concepts and technologies (what computers can do for a business), internets, intranets, electronic commerce, information systems development, basic project management principles, Decision Support Systems, and the benefits of computer/human synergy.

ACC/362/462 - Financial Accounting I ..................................................................... BSB/ACC
This course covers the fundamentals of financial accounting as well as the identification, measurement, and reporting of the financial effects of economic events on the enterprise. Financial information is examined from the perspective of effective management decision making with special emphasis on the planning and controlling responsibilities of practicing managers.

ACC/363 - Financial Accounting II ....................................................................... BSB/A
This course is a continuation of Financial Accounting I and examines the acquisition, analysis, and reporting of accounting information from the perspective of effective management decision making. Special emphasis is place on long-term investment and financial statement analysis.

This course examines the accounting conceptual framework, cash versus accrual accounting, the income statement and balance sheet, time value of money, cash, receivables, and inventory.

ACC/422 – Intermediate Financial Accounting II .................................................... BSB/ACC
This course examines accounting for property, plant and equipment, intangible assets, current liabilities and contingencies, long-term liabilities, contributed capital and, retained earnings.

This course examines dilutive securities and earnings per share, revenue recognition, accounting for income taxes, leases, accounting changes, error analysis, and the statement of cash flows.
This series of courses examines the accounting environment, financial statement preparations, technical aspects of accounting, and the objectives of financial reporting. Topics to be discussed include revenue recognition, investments, ethics and professionalism, generally accepted accounting principles, accounting changes, accounting theory, intangibles, cash flows, current assets, debt, equity, short-and long-term investments, bonds, leases pension, tax accounting, and the relationship between accounting and the environment.

ACC/439 – Corporate Tax ............................................................................................. BSB/ACC
This course is a basic analysis of the Federal tax system. The role of taxation in society, sources of tax authority, and critical areas in business income taxation are examined, as well as tax aspects of the formation, reorganization, and liquidation of corporations and the impact on shareholders. The taxation issues involved in partnerships, corporations, S corporation, and fiduciaries are examined as well as estate and gift taxes, basic tax planning and research.

ACC/440 – Advanced Financial Accounting............................................................. BSB/ACC
This course covers business combinations and diversified companies, consolidations of financial statements, home office and branch accounting, segments, foreign currency transactions, and corporate reorganizations and liquidations.

ACC/442 – Auditing I ................................................................................................. BSB/ACC
This course is the first in a two-part series that deals with auditing a company’s financial reports, internal controls, and EDP systems. Topics include audit evidence and techniques, internal control review and evaluation, and application of statistics. Students learn how to conduct and perform an audit.

ACC/445 – Auditing II ................................................................................................. BSB/ACC
This course is the second in a two-part series that deals with auditing a company’s financial reports, internal controls, and EDP systems. Topics include audit of specific components of the company’s financial system, i.e., EDP, payroll, accounts payable, and inventory, and auditors’ ethics and legal responsibilities. How to complete the audit cycle is also covered.

ACC/448 – Advanced Accounting............................................................................. BSB/ACC
This course covers reporting by business combinations and diversified companies, consolidations of financial statements, partnerships, governmental and not-for-profit entity accounting, and foreign currency transactions and subsidiaries of statistics. Students learn how to conduct and perform an audit.

ACC/451 – Managerial Accounting............................................................................. BSB/ACC
This course covers identification and development of relevant cost information for both manufacturing and non-manufacturing situations. Emphasis is given to the regulatory, analytical, and behavioral use of accounting information.
ACC/454 – Professional Ethics ................................................................. BSB/ACC
This course is designed to integrate previous course work and ethics of the accounting profession.

ACC/460 – Government and Non-Profit Accounting .............................. BSB/ACC
This course covers fund accounting, budget and control issues, revenue and expense recognition, and issues of reporting for both government and non-profit entities.

ACC/472.4 - Cost Accounting ................................................................. BSB/ACC
This course covers direct costing, activity-based costing, responsibility accounting, full absorption (variance analysis), cost-volume-profit analysis, margin analysis, budgeting, and transfer pricing.

ACC/483.3 - Income Tax ........................................................................ BSB/ACC
This course is a basic introduction to federal taxation. The purpose is to familiarize the student with fundamental tax issues and provide the student with a general understanding of the history, laws, and policies of federal taxation.

ACC/491 – Contemporary Auditing I ...................................................... BSB/ACC
This course examines auditing standards, professional ethics, evidence, legal liability, audit planning and documentation, materiality and risk, internal control, and the overall audit plan and program.

ACC/492 – Contemporary Auditing II ...................................................... BSB/ACC
This course examines auditing from a balance sheet perspective, completion of the audit, internal, operational, and compliance auditing, auditors’ reports, and other attestation services.

ACC/514 - Managerial Accounting .......................................................... MBA
This course examines the principles, techniques, and uses of accounting for use in the planning and control of business organizations from the management perspective. Identified is the budgetary process and related performance evaluation techniques, cost volume to profit relationships, and product costing methods.

ACC/515.3 - Financial Accounting .......................................................... MBA/TM/MN
This course covers fundamental accounting concepts and processes. Emphasis is on the collection and processing of accounting information for external financial reporting purposes, and on the interpretation and use of this information in business decision making. Attention is given to emerging issues in accounting for international transactions.
BSA/375 – Fundamentals of Business Systems Development ............................................. BSIT
This course introduces the fundamental logical and design considerations addressed during system and application software development. It provides a solid background in information systems analysis and design techniques through a combination of theory and application. Systems Development Life Cycle (SDLC) will fundamental to the course.

BSA/410 – Business Systems I .......................................................................................... BSIT
This course provides the student with an in-depth understanding of the various business systems used and how each system impacts others within an organization. The threads between an organization’s systems are emphasized. Systems discussed include financial, inventory, and accounting systems.

BSA/420 – Business Systems II ........................................................................................ BSIT
This course continues the in-depth analysis of business systems and their impact upon each other that was begun in Business Systems I. Systems discussed include marketing, human resource, and production/manufacturing systems.

BSA/430 – Systems Analysis Methodologies........................................................................ BSIT
This course provides the student with an understanding of several methodologies available to identify business problems and the possible information system solutions for addressing problems.

BSA/440 – Systems Analysis Tools...................................................................................... BSIT
This course builds upon the methodologies examined in Systems Analysis Methodologies by providing an emphasis on analysis tools – computer and non-computer supported. Emphasis is placed on when and how Visio may be used for analysis.

BSA/450 – Applied Business Cases ................................................................................... BSIT
This course requires the student to complete a series of business cases by using knowledge gained from preceding courses and applying it to each business case. Topics covered include problem/situation identification, selection of appropriate analysis tools and processes to apply to the situation, and actual use of the tools to develop a business case solution recommendation.

BSHS/300 – Introduction to Human Services ................................................................. BSHS
This course is an introduction to the field of human services. It includes study of the history of human services; scrutiny of the current practices in the filed; and study of the roles, functions, and skills of human service workers. Attention to ethics and career opportunities is included.
BSHS/310 – Models of Effective Helping ................................................................. BSHS
This course presents an exploration of the major theoretical areas in the helping professions; cognitive, behavioral, affective/humanistic, and systems. Students learn the theoretical basis for each of the major theories, the approach to change, and the techniques and interventions used by practitioners of these theories. The course emphasized the development of a personal theory and approach to human services and the creation of a resource file containing practical applications of theory-based techniques for use by the human services worker.

BSHS/320 – Introduction to Interpersonal Communication ................................. BSHS
This course explores the theory and practice of professional communication skills, including active listening, interviewing, non-verbal communication and presentation skills. Students will be encouraged to develop their interpersonal skills through application of communication techniques and strategies.

BSHS/330 – Technology in Human Services ....................................................... BSHS
This course is a survey of the use of communications technology in human services. It will examine how technology is affecting the delivery of human services and the use of technology in service delivery. Students must have access to the Internet to take this course.

BSHS/340 – Lifelong Learning and Professional Development ........................... BSHS
This course will examine the role of lifelong learning in the helping process. Students will develop a plan for their personal professional development. Students will also be prepared to enter their Field Experience.

BSHS/350 – Field Experience – Part I ................................................................. BSHS
This course will provide relevant information and support to assist students in their first field experience in a human services organization. Students will conduct field interviews, learn to create a learning contract, and develop an understanding of their role in the human services delivery system. Weekly seminars are provided to offer support and supervision of student activities in the field.

BSHS/360 – Research and Statistics for the Social Sciences ............................... BSHS
This course is a survey of the appropriate use of statistics in the social sciences. Rules for the application of appropriate statistics will be reviewed. Software for descriptive and inferential parametric and non-parametric statistics will be covered. Students will practice solving and interpreting statistical problems.

BSHS/370 – Child Development ............................................................................ BSHS
This course is a survey of the physical and psychological development of children from prenatal through adolescence. Developmental problems, family issues, and child abuse will be covered. Types and symptoms of abuse, assessment, treatment, prevention and referral are also included.
BSHS/380 – Adult and Family Development .............................................................................. BSHS
This course is a survey of the physical and mental development of the adult in today’s society. The influence of culture, and socio-economic status on development will be explored. The prevention, symptoms, assessment, treatment, and referral of individuals and families with development problems will be covered. Old age and gerontological services will also be covered.

BSHS/390 – Working with Groups ............................................................................................. BSHS
This course covers critical evaluation of the theory and practice of group work in human services. Different types of group composition and purpose will be examined. Delivery of counseling, therapy, and education in group settings is also covered.

BSHS/400 – Professional, Ethical, and Legal Issues in Human Services ................................. BSHS
The ethical standards of human services, social work, counseling, marriage and family, and psychology are reviewed and compared. Major legal issues in the delivery of human services are examined. The roles, functions, and responsibilities of the human service worker are investigated.

BSHS/410 – Field Experience – Part II ..................................................................................... BSHS
Students will select placement in a community human services organization and participate in human service delivery. Weekly seminars are provided to offer support and supervision of student activities in the field. Students will learn to present cases and/or issues for supervision and staffing. Students will also demonstrate progression in the 12-Core Competency Areas.

BSHS/420 – Case Management .............................................................................................. BSHS
This course covers principles, practices, and issues in case management. The diagnosis and treatment of developmental, psychological, and psychiatric problems and treatment resources in least restrictive and most cost effective settings will be examined.

BSHS/430 – Dependency and Addictions ................................................................................ BSHS
Students will be introduced to the addictions process involved in alcohol, chemical, and other dependency areas in this course. The role of addiction to society, criminal justice and treatment will be explored.

BSHS/440 – Advocacy and Mediation ...................................................................................... BSHS
This course provides a review of the advocacy process complete with strategies and techniques to overcoming barriers of effective service delivery. An examination of the process of alternative resolution will also be covered.
BSHS/450 – Program Design and Proposal Writing
This course covers finding federal, state, and private funding for human service programs and agencies and writing proposals to secure funding. Students will practice designing programs and the evaluation of those programs.

BSHS/460 – Building Community in Organizations
This course provides a framework for understanding organizations as de facto communities. Students will learn to identify the essential elements of organizational communities, the managerial implications of considering organizations as communities, the skills necessary to effectively work in organizational communities and the powerful benefits of working in community.

BSHS/470 – Mental Health and Crisis Intervention Practices
Students will be introduced to the mental health service delivery system in this course. Appropriate protocols for assessing strategies will be examined and explored.

BSHS/480 – Advanced Interpersonal Communication
In this course, students will continue to develop counseling and interviewing skills. Special topics will include: Communication technology, group communication, clinical assessment, ethical issues and cultural differences.

BSHS/490 – Field Experience – Part III
Students will select placement in a community human services organization and participate in human service delivery. Weekly seminars are provided to offer support and supervision of student activities in the field. Students will learn to present cases and/or issued for supervision and staffing. Students will also demonstrate progression in the 12-Core Competency Areas. A Portfolio will also be created as a requirement of this course.

BUS/260 - Legal Aspects of Supervision
This course is a study of various laws and legal issues involved in managing people in organizations. Supervisors and managers are obligated (and pressured) to understand the laws applicable to managing people in the work place and to focus on legal liability issues and the recruitment and retention of qualified human resources.

BUS/421 – Contemporary Business Law I
This course is the first in a two-part business law course that reviews the American legal system, common law and its development, organizational structures, and the regulatory environment pertinent to business. This course will critically examine federal and state judicial and alternative dispute resolution systems; torts; crimes and business ethics; common law contracts; sales and lease contracts; business associations; agency and governmental regulations.
BUS/422 – Contemporary Business Law II ................................................................. BSB/A
This course is the second in a two-part business law course that critically examines negotiable instruments, securities regulations, employment and labor relations law, environmental law, property, insurance, estates and trusts, credit and bankruptcy law.

BUS/415 - Business Law .......................................................................................... BSB/A
This course covers both federal and state court systems, civil litigation, common law, contracts and torts, antitrust and consumer law.

BUS/526 - Legal Environment of Business.............................................................. MBA
This course covers the American legal system, regulation of business, legal organizational structure, contracts and torts, commercial property and consumer law.

BUS/540 - Operations Management for Total Quality............................................ MBA
This course examines principles and techniques for designing, analyzing, and managing operations processes in manufacturing and service industries. Interrelationships between operations and activities and other functional areas of the organization are stressed. The organizing theme of the course is the development of operations systems that support a total quality management objective.

BUS/550 - Conflict Management Systems............................................................. MAOM
This course provides students with both a theoretical and a practical framework for managing organizational disputes. The course will familiarize students with the criteria for designing and applying dispute resolution alternatives. Students will examine the legal rights of stakeholders and gain skills necessary to effectively resolve disputes. The course will cover principles of win-win negotiation and provide experiential learning for students through negotiation role-playing. Students will gain a practical perspective of the role of dispute resolution and win-win negotiating in the effective management of the organization.

BUS/593 - MAOM Capstone Course ..................................................................... MAOM
This course is an exercise in practical, professional management decision making and is intended to re-emphasize to the student the challenges faced by managers who must balance the needs of customers, shareholders, employees, and other stakeholders. The course requires the student to synthesize and integrate the theory and practice learned from all of the courses in the MAOM curriculum and apply them toward the development of recommended solutions for specific managerial situations found within the organization’s environment.

CIS/319 - Computers and Information Processing ................................................. BSB/M/A/IS
This course is designed to provide the student with a thorough introduction to information processing and management, via computers, in a business environment. It supports a view of the computer as a tool for use in the control of business information.
CIS/564 - *Information Management in Business* ................................................................. *MBA*
This course covers centralized and decentralized data processing, system development and implementation processes, justification for internally developed software and the need for strong service level commitments.

CMGT/320 – *Organizations and Technology* ............................................................... *BSIT*
This course examines organizational theory as it relates to technology. Included are the effects of technology on organizational structures; alignment of processes, people, and systems for organizational achievement; use of technology for informed decision-making in the organization; organizational management issues in cyberspace; and quality in a technology-driven environment.

CMGT/325 – *Organizational Communications* ............................................................. *BSIT*
This course is an overview of the methods, processes, and functions necessary for effective communication in today’s high-tech, global marketplace. The goals for this course are to develop an understanding of the need for and the requisite skills of competent communication in both the physical and electronic environments. Additionally, the course will focus on appropriate communications formats and analytical tools necessary to solve communication problems within traditional and team-based organizational structures.

CMGT/330 – *Ethics in Information Technology* ............................................................. *BSIT*
This course provides an understanding of the legal and ethical issues associated with the use of information systems in business and society. The course also explores the development and implementation of information systems in ways that satisfy legal, ethical, and business requirements.

CMGT/410 – *Project Planning and Implementation* ..................................................... *BSIT*
This course provides the foundation for understanding the broad concepts of successful planning, organization and implementation within the realm of information technology. The course uses real-world examples and identifies common mistakes and pitfalls in project management. Topics covered include project scoping, estimating, budgeting, scheduling, tracking, and controlling.

CMGT/423 - *Project Planning and Implementation* ...................................................... *BSB/IS*
This course covers the skills needed for successful project management in the CIS profession. Areas covered include identifying missions, determining performance criteria, planning systems, training and development, scheduling techniques, schedule control methods, PERT and Gantt charts, budgeting and employee problems.
CMGT/424 - Information Resource Management..................................................................... BSB/IS
This course is designed to provide an understanding and appreciation of the mission, role, organization, function, and operation of the CIS department and CIS personnel. Areas covered include: CIS organization, CIS personnel - career paths and job descriptions, current state of the computer industry, strategic planning, politics, project management, selection of hardware and software, end-user computing, quality assurance, and security requirements.

CMGT/450 – Applied Studies in Information Technology............................................... BSIT
This course provides a synthesis of all previous IT coursework to demonstrate foundation competency in all facets of the IT program. The course provides an application focus in which students demonstrate comprehension, critical thinking, and problem-solving abilities within the context of real-world applications. Case study is an integral component, as well as a student project that demonstrates the incorporation of key components from all previous courses in an applied methodology. Current and future trends in IT are emphasized.

COMM/101 - Written Communication............................................................................. ICS
This course provides guided study and extensive practice in the process and mechanics of expository writing. It is intended primarily for students with no prior college level course work in English composition.

COMM/102 - Communication Skills for Career Growth ................................................ ICS
This course covers the skills necessary for effective communication in the work environment and modern society. The course explores basic communication theory as well as the fundamentals of interpersonal, written and oral communication.

COMM/200 - Interpersonal Communication Skills...................................................... ICS
This course is designed to foster an understanding and appreciation of effective interpersonal skills. It addresses self-awareness, group process, self-disclosure, effective communication, conflict resolution, and team building.

COMM/202 – Business Communication Skills............................................................. ICS
This course covers oral reporting, management briefing, listening and conference and committee leadership.

COMM/203 – Oral Communication............................................................................... ICS
This course is designed to provide both a practical introduction to the fundamental principles of oral communication and a forum for practicing these communication skills.

COMM/205 - Writing for the Professions.................................................................... BSB/M-BSB/A
This course covers business writing as part of the managerial communications process. Emphasis is on the importance of lucid writing in letters, memoranda, brief informal reports, proposals and comprehensive business reports.
COMM/310 - \textit{Public Speaking} ................................................................. \textit{ELECTIVE}
This course addresses how an effective speech is developed and delivered. Techniques for audience targeting and style development, as well as the basic techniques required to communicate effectively on television are also presented. The course is also designed to provide a maximum opportunity for practice and evaluation of speeches and presentation techniques.

COMM/315 - \textit{Diversity Issues in Communications} ................................. \textit{ELECTIVE}
This course identifies barriers to effective communication associated with racial, gender, cultural, and socioeconomic diversity in the workplace and in the community. Students will develop an understanding of why and how diversity factors influence effective communications. This course will introduce techniques for improving written, oral, and interpersonal communications skills in response to diversity concerns.

COMM/340 - \textit{Creative Writing} .............................................................. \textit{ELECTIVE}
Beginning course in imaginative writing. Students explore the creative process while strengthening their general writing skills.

COMM/400 - \textit{Management Communication Skills} ............................ \textit{BSB/M-BSB/A-ELECTIVE}
A study of interpersonal communication and conflict, particularly within organizations. Focus on group process, giving effective responses, conflict resolution and team building.

CSS/335 – \textit{Computers and Information Processing} ............................... \textit{BSIT}
This course introduces the fundamentals of computer processing and the role of information processing in today’s business environment. The concept of risk management is introduced. Subjects covered prepare the students to integrate their management expertise with information technology. The successful student will be prepared to work with information systems professionals and department computer specialists to integrate business functions with information technology.

CSS/415 - \textit{Introduction to Software Engineering} ................................. \textit{BSB/IS}
This course introduces the logical and physical design considerations that must be addressed during the development of applications software and provides a solid background in the analysis and design of information systems. Topics covered include: system development life cycle, structured requirements specification development, system modeling and analysis tools, and cost-benefit analysis.
CSS/416 - Data Design & Information Retrieval .......................................................... BSB/IS
This course covers file systems and database systems concepts from an application system perspective. Areas covered include: sequential and direct access files, record blocking, sort/merge techniques, indexing methods, file updating methods, the three major database models (hierarchical, network, and relational), logical data modeling, relationships and normalization to 3rd normal form, SQL and the relational model, and organizational concerns involving database implementations.

CSS/417 - Data Base Management Systems .......................................................... BSB/IS
This course covers file systems and database systems concepts from an application system perspective. Areas covered include: sequential and direct access files, record blocking, sort/merge techniques, indexing methods, file updating methods, the three major database models (hierarchical, network, and relational), logical data modeling, relationships and normalization to 3rd normal form, SQL and the relational model, and organizational concerns involving database implementations.

CSS/420 - Computer Architecture ........................................................................ BSB/IS
This course provides a conceptual foundation of the organization and operation of digital computers for the Information Systems professional. Areas covered include: computer components and operation, operating system concepts, program execution, operating system internals such as paging, segmentation, and virtual memory. Emphasis is on mini and mainframe computers although some microcomputer concepts are covered.

DBM/380 – Database Concepts .............................................................................. BSIT
Data storage and management plays an essential role in all information systems. This course covers data management from a business perspective, and will enable the IT manager to develop a strategy for managing and organizing corporate data to support the business activities of the organization. Areas to be emphasized include data analysis, the principal data models with emphasis on the relational model, entity-relationship diagrams, logical design, data administration and normalization.

DBM/405 – Database Management Systems ...................................................... BSIT
This course is a continuation of skills learned in DBM/380 – Database Concepts. Students will learn to transform data models into an actual database using Microsoft Access 97. This includes creating tables, forms, queries, reports, graphics, and macros.

DBM/410 – Decision Support Systems ................................................................. BSIT
This course focuses on creating a business decision support system using Microsoft Access by creating a database system with queries and reports. Spreadsheets, using Microsoft Excel, and query tools will be examined as well.
<table>
<thead>
<tr>
<th>Course Number and Title</th>
<th>Degree Program</th>
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<tbody>
<tr>
<td>DBM/420 – <strong>Enterprise Database Management Systems</strong></td>
<td><strong>BSIT</strong></td>
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<td>This course covers client/server distributed computing, middleware, and industry standards as relating to the enterprise data repository. Data warehousing, data mining and data marts will be included.</td>
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<tr>
<td>DBM/430 – <strong>Rapid Application Development</strong></td>
<td><strong>BSIT</strong></td>
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<td>This course is an overview of current methodologies with emphasis on the traditional computer-aided system engineering (CASE) method and on rapid application development (RAD).</td>
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<td>DBM/440 – <strong>Data Warehousing</strong></td>
<td><strong>BSIT</strong></td>
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<td>This is a course in designing, constructing, and maintaining a data warehouse including data mining and data marts. The course focuses on the data management issues associated with the ongoing maintenance of a data warehouse for strategic decision making.</td>
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<tr>
<td>DBM/450 – <strong>Applications Maintenance and Migration</strong></td>
<td><strong>BSIT</strong></td>
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<td>This course examines the maintenance of an enterprise’s information systems, including legacy systems. Topics include application documentation, evaluation, maintenance, upgrading, and migration. The focus is on basing maintenance and migration decisions on operational, tactical, and strategic business principles. Particular emphasis is placed on the role and management of legacy systems within an enterprise’s IS plan. Subcontracting and outsourcing are also considered.</td>
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<tr>
<td>ECO/360 &amp; ECO/361 - <strong>Economics for Business I &amp; II</strong></td>
<td><strong>BSB/A</strong></td>
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<tr>
<td>These courses provide students with the basic theories, concepts, terminology, and uses of macroeconomics. Students learn practical applications for economics in their personal and professional lives through assimilation of fundamental concepts and analysis of current economic events.</td>
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<tr>
<td>ECO/515 - <strong>Economics of the Marketplace</strong></td>
<td><strong>MAOM</strong></td>
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<tr>
<td>These courses provide the foundation for the basis of human behavior in dealing with the conflict associated with the scarcity of resources and unlimited human wants and needs. It looks at the impact of the marketplace upon the individual, the organization, and society. It helps describe and predict human behavior under the constraint of scarce resources. The course also looks at the long-term economic viability of the organization in the global environment.</td>
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<td>ECO/524.4 - <strong>Applied Microeconomics</strong></td>
<td><strong>MBA/TM</strong></td>
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<td>This course demonstrates ways in which economic theory can be applied to the analysis of market demand, production processes and costs, competitive conditions, pricing, and investment decisions. Relationships between economic concepts and the areas of finance, accounting, marketing and business strategy are highlighted.</td>
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ECO/525 - Macroeconomics for Business Decision Making..............................................MBA
This course focuses on the relationships among macroeconomic conditions, economic policies and business decisions. The principal economic institutions and public policy processes through which market activities are coordinated and controlled at the national and international levels are analyzed. Methods of using aggregate economic indicators for business decision making are presented.

FIN/320 – Corporate Finance.........................................................................................BSB/ACC
This course examines the foundations of corporate finance, valuation of stocks and bonds, investments and projects, the concepts of risk and reward, cost of capital, corporate financing, capital structuring, dividend policies, financial statement analysis, and financial planning.

FIN/324 & FIN/325 - Financial Analysis for Managers I & II.....................................BSB/M
This course is designed to frame financial issues for non-financial managers. Basic accounting and financial terminology, and purposes and formats of financial statements are introduced. In addition, the significance of the following topics to the non-financial manager are addressed: depreciation of assets, capital budgeting, cash management, lease vs. buy, and inventory management, among others. The course also covers techniques for preparing, implementing, and evaluating specific types of budgets.

FIN/465 - Investment Analysis.....................................................................................ELECTIVE
Investments as they relate to the theory and practice of finance, including portfolio management, financing alternatives and dividend decisions are studied. Also covered are the analytical techniques used in planning and selecting investments.

FIN/475 - Managerial Finance I .................................................................................BSB/A
This course is an overview of the fundamentals of financial administration. Emphasis is on techniques used in the development of financial thought, and financial decisions and risk-return relationships. The legal forms of organizations, tax implications, tools of financial analysis, working capital management, and the determination of long-term sources of capital and the use of funds are also discussed.

FIN/476 - Managerial Finance II..................................................................................BSB/A
This course is an overview of the fundamentals of financial administration. Emphasis is on using financial thought, and decisions - making skills to understand a firm’s working capital management, short-term and long-term financing policies, and special topics in the field of financial management.
FIN/510 - Managing Money - The Bottom Line ................................................................. MAOM
This course is designed to address the financial considerations and implications for profit/nonprofit organizations. Additionally, financial considerations and implications for both national and international organizations will be reviewed. The role of finance will be related to strategic planning and the overall health and success of the organization.

FIN/538.4 - Managerial Finance ................................................................................ MBA/TM
This course is an introduction to the principles of finance, including common methods used to obtain financing and manage financial assets, the mathematics of finance and basic techniques of financial analysis.

FIN/539 - Financial Analysis and Planning ................................................................... MBA
This course focuses on advanced concepts in financial management and on the application of financial techniques such as risk analysis, capital budgeting, and financial forecasting in business planning and decision making. An introduction to international capital markets is provided. The role of the finance function in building a total quality organization is also discussed.

GEN/101 - Skills for Lifelong Learning I ..................................................................... ICS
This course facilitates the transition of adult learners back into the formal education process. Students explore issues related to the decision to return to school, review basic writing, presentation, and group process skills, and develop strategies for achieving educational goals. **Must have one year teaching experience with the University of Phoenix to qualify.**

GEN/102 - Skills for Lifelong Learning II ..................................................................... ICS
This course explores the variety of ways that adults can access information for educational, personal, and professional application. Topics will include not only traditional research methods, but also “virtual libraries” and the Internet. **Must have one year teaching experience with the University of Phoenix to qualify.**

GEN/205 - Assessment of Prior Learning ..................................................................... ELECTIVE
This course provides instruction in the preparation of a portfolio containing personal and professional information and documentation which can be evaluated for credit by the University Assessment Center. The course focuses on competence models and the narrative essay as a means of analyzing and presenting college-level learning.

GEN/250 - Career Assessment .................................................................................... ELECTIVE
This course provides an overview of career development strategies. Students examine career opportunities and assess and prepare to market their skills and accomplishments when seeking job opportunities. Career development within the organization is also highlighted.
GEN/300 - **Skills for Professional Transition**..............................**BSB/M - BSB/A - BSB/IS**
This course is designed to emphasize development and enhancement of professional skills. Students will analyze their strengths in written assignments, oral presentations, interpersonal relationships, group interactions and organizational skills. The focus for this course is to develop strategies for enhancing professionalism. **Must have one year teaching experience with the University of Phoenix to qualify.**

GEN/480 – **Interdisciplinary Capstone Course**.................................................**BSB/M/A/IS/BSN**
This is the capstone course for the business, accounting and nursing undergraduate students. The course provides students with the opportunity to integrate and apply learning from their general education and professional programs of study in a comprehensive and interdisciplinary manner. They will also address the impact of their educational experiences on their ethical perspective and critical thinking. Students will reflect and evaluate their personal and professional growth, the benefits of lifelong learning, and the impact of these elements on their future.

HCS/408 - **Therapeutic Health Care Communications**...........................................**BSN**
Recognizing the importance of effective therapeutic communication in the three roles of caregiver, teacher, and manager of care, this course is designed to explore the knowledge and skills required to communicate therapeutically with clients. The use of self is developed as a therapeutic agent with peers, clients, and other health care providers, taking into consideration the multi-cultural aspects of communication.

HCS/418 - **Skills for Professional Transition**.........................................................**BSN**
This course is designed to emphasize professional skills. Students will have an opportunity to analyze their strengths in writing, oral presentations, interpersonal relationships and organizational skills. Focus will be on developing strategies to enhance professionalism.

HCS/426 - **Management and Organizational Behavior in Health Care**....................**BSN**
This course includes the study of management techniques, organizational theory, leader-ship and their application to the development of the nurse's role as the manager of care. The managerial function of planning, organizing, staffing, directing, and controlling are explored in the context of both individual and group behavior as experienced in health care systems.

HCS/501 - **Introduction to Graduate Studies**.......................................................**MN**
This course introduces students to the basic knowledge and skills needed to be successful during their graduate program at UOP. Course content emphasizes professional role development, UOP's learning model, program policies and procedures, academic and ethical standards, oral and written communication skills, group dynamics and study skills resources.
HCS/505 - Advanced Pathophysiology ................................................................. FNP/WHCNP
This course provides students with advanced anatomy, physiology and pathophysiology of systems in relation to an individual’s health across the lifespan. Focus is given to the physiological and biological manifestations and adaptive and changes which occur in the individual’s and family’s health. The knowledge gained in this course lays a foundation for the management of primary care issues of the family and its members.

HCS/507 - Advanced Pharmacotherapeutics ......................................................... FNP/WHCNP
This course is designed to provide the nurse practitioner student with the information and skills to initiate and monitor drug therapy. The course will integrate advanced knowledge regarding the clinical application of pharmacology and pharmacokinetics, techniques and methods of drug prescribing, approaches to data collection and problem solving with discussions of the drug therapy of common acute and chronic diseases. The emphasis will be on the practical application of important concepts used in clinical practice for clients across the lifespan.

HCS/520 - Health Care Infrastructure ............................................................... MN
This course analyzes the central concepts related to health care regulation, economics, and politics. Students interpret the impact of legal and regulatory requirements on the process of decision making in health care. The role of economics in driving health care reform and use of alternative health care systems is critically evaluated.

HCS/523 - Health Promotion/Prevention ............................................................. FNP
Students analyze disease prevention, disease screening, risk evaluation, and health promotion theories and interventions for individuals, families, and community groups. The incidence and epidemiology of diseases as they impact individuals and groups are explored. Incorporation of health promotion interventions and programs into clinical practice is examined through clinical observation and application and the results are critically analyzed.

HCS/581.3 - Change/Negotiation/Conflict Resolution in Health Care ....................... MN
This course explores organization structure, role theory, group dynamics and change theory as they apply to the process of implementing change, negotiation and managing conflict. Students have the opportunity to utilize effective strategies to manage conflict and to negotiate in a variety of environments.

HCS/582 - Health Care Finance ........................................................................... MN
This course presents students with the financial aspects of management across health care settings. Students examine the financial issues in delivery models in such areas as managed care and explore techniques of cost benefit ratio, critical path and productivity analysis. Staffing and case mix, regulatory impacts, and financial interaction with resource allocation is included.
HCS/583 - Data Based Clinical Decision Making ................................................................. MN
This course focuses on providing students with the comprehensive knowledge and skill base necessary for making data based decisions. Methods of critical evaluation of data needed to support project planning, implementation, and evaluation will be emphasized. Students will address concerns in the professional work setting by using guidelines for analysis and evaluation of research reports and strategies for outcome measure development.

HIS/110 - U.S. History to 1865 .................................................................................. ELECTIVE
Overview of the principal social, political, economic, and global events which have shaped the American scene from Colonial times through the Civil War period.

HR/535 - Advanced Human Relations Management ...................................................... MAOM
This course examines the evolving human resources function within today’s organizations. Students will examine the changing roles and responsibilities of human resource managers, the acceptance and integration of the human resources function as a full business partner, and the higher expectations placed on human resources leadership to make a significant contribution to the successful management of the organization. Students will explore the role managers and supervisors play in the successful management or the organization’s human resources. Topics to be examined include; relevant laws and court decisions, relationships within the organization, policies and procedures, workplace diversity, conflict resolution, and the role of human resources in a global economy.

HR/565 - Human Resources Issues ............................................................................. MAOM
This course educates students on the issues and challenges that will face human resources managers well into the next century. Students will already have a basic grasp of the body of human resources knowledge. This course integrates the new challenges with the development of a new body of human resources knowledge for the human resources professional, their leadership, and line management at all organizational levels. At the completion of this course, students will be able to anticipate and manage forecasted organizational changes and they will be better able to respond to the most compelling problems, challenges, and advancements of the human resources discipline. By its very nature, this course is self-renewing and in a constant state of its own re-invention.

HUM/100 - The Ancient World to Medieval Times ....................................................... ELECTIVE
An introduction to the arts through their expression in dominant themes of western culture. Concepts of nature and the individual in society are examined in the artistic works from the Ancient World to Medieval times. The course provides a framework for understanding and evaluating contemporary artistic endeavors.
HUM/102 - Introduction to the Humanities II - Renaissance to the Present .......... ELECTIVE
An introduction to the arts through their expression in dominant themes of western culture.
Concepts of nature and the individual in society are examined in the artistic works of the
Renaissance to the present. The course provides a framework for understanding and evaluating
contemporary artistic endeavors.

HUM/300 - The Global Village.................................................................................. ELECTIVE
An overview of the humanities in the twentieth century. The course covers the fine arts, war,
philosophy, and social movements reflecting the developments of the Information Age as it
moves to the Communication Age.

HUM/301 - History of the Performing Arts ............................................................... ELECTIVE
This course examines the traditions and new developments inherent in the performing art
genres, providing participants an overview of historic elements found in the practice of live
performance today. Through a highly interactive and experiential format, the course focuses on
artistic components, which integrate to create the performance experience both “behind the
scenes” and from an audience perspective.

LIT/320 - Business Literature ................................................................. ELECTIVE
Both classic and contemporary American business literature are analyzed. Students compare
and contrast different methods and writing styles used to describe American business, and
critically analyze the impact of current business literature on the modern day business
enterprise.

LIT/400 - Literature of the Work Place ............................................................. ELECTIVE
This course will analyze stories, poems, and essays about the world of work written by business
managers.

MGT/330 – Theory, Practice, & Application ......................................................... BSB/M/A/ACC
This course explores the rich field of management in theory and practice, and as both a science
and an art. The course also addresses the role of managers in the current world of rapid change,
increased competitive forces, and increased expectations for the successful performance of
employees and organization. The focus is on some of the ways and means of achieving desired
goals. The student will leave this course with a solid background in the nature and work of
management and managers. Applications of concepts to current workplace issues will be
stressed.
MGT/331 - Organizational Behavior .................................................. BSB/M/A/ACC
This course in organizational behavior encompasses the study of individual and group behavior in organizational settings. Managing organizational behavior challenges individuals to understand and embrace workforce diversity, elements of change, effective communication, and performance systems. A comprehensive review of these processes, as well as other, allows students to examine their role in organizations of the new millennium.

MGT/431 – Human Resources Management ........................................ BSB/M
This course focuses on personnel planning and job analysis, personnel selection, performance appraisal, and training and development from the vantage point of the manager.

MGT/434 - Employment Law ............................................................... BSB/M
This course provides an overview of federal statutes and state regulated areas that impact the personnel function. Among the topics addressed are EEO and Affirmative Action, OSHA, ERISA, FMLA, and ADA; employee privacy issues (polygraph testing, drug and alcohol testing, employer searching and monitoring); and wrongful discharge.

MGT/436 - Critical Thinking and Decision Making ............................ BSB/A/M
This course develops the analytical abilities to management students and equips them with concrete skills that will allow them to solve organizational problems and provide strategic direction.

MGT/437 - Project Management .......................................................... BSB/A/M
This course examines project management roles and environments, the project life cycle, and various techniques of working, planning, control, and evaluation for project success.

MGT/448 - Global Business Strategies ................................................ BSB/M
This course will provide a survey of the importance of global business. Cultural, economic, legal, political and marketing issues will be introduced and discussed in detail.

MGT/449 - Quality Management and Productivity .............................. BSB/M
This course examines the concept of continuous improvement and views quality as a systematic process that improves customer satisfaction. The course covers methodologies that will aid managers in assuring that the company's quality system is effectively meeting the company's continuous improvement goals.

MGT/460 - Operations Planning and Control ..................................... ELECTIVE
Methods of planning and controlling operations in organizations are analyzed.

MGT/461 - Purchasing/Materials Management ................................. ELECTIVE
A study of materials procurement, coordination and inventory, and utilization control in manufacturing and service industries.
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<tr>
<th>Course Number and Title</th>
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<tbody>
<tr>
<td><strong>MGT/480 - Issues and Strategies of Research Utilization</strong></td>
<td>BSB/A/M</td>
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<tr>
<td>This course covers the development of basic research knowledge and skills to prepare</td>
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<td>students to be consumers of research by utilizing the research process in the business</td>
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<tr>
<td>environment. The focus of this course is on the use of findings from scientific</td>
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<td>investigations in responding to management problems.</td>
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<tr>
<td><strong>MGT/500 - Introduction to Technology Systems</strong></td>
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<tr>
<td>This course defines the roles of management in seeking to link business and technology</td>
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<td>factors in an integrated, systematic approach to achieve both strategic and operational</td>
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<td>objectives of the enterprise. Challenges to management are examined in an environment</td>
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<td>of global competition which is driven by continuous technological change.</td>
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<td><strong>MGT/507 - Management 2000</strong></td>
<td>MAOM</td>
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<td>This course is an examination of management and leadership as an evolving process of</td>
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<td>influence on personal and organizational effectiveness for the achievement of</td>
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<td>organizational goals. The course is all about methods of leading in contemporary</td>
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<tr>
<td>organizations. It is a self-renewing course built on information and communication</td>
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<tr>
<td>technologies designed to enhance learning through extensive use of current information</td>
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<td>to refresh the curriculum. Students will have an opportunity to examine, in-depth, the</td>
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<td>current styles and preferences of leadership, and to further refine and develop their</td>
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<td>own styles of management throughout the course.</td>
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<tr>
<td><strong>MGT/510 - Information Technology and Decision Science</strong></td>
<td>TM</td>
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<tr>
<td>The focus of this course is on the role of information technology on man and machine</td>
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<tr>
<td>decision making in support of business. The course covers materials of both a theoretical</td>
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<tr>
<td>and a practical nature in the disciplines of information theory, information technology</td>
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<td>and decision theory.</td>
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<td><strong>MGT/515 - New Venture Cost Management</strong></td>
<td>TM</td>
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<tr>
<td>This course addresses the unique dynamics, issues and challenges of cost analysis</td>
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<td>within the new technology projects and programs. This course focuses on the introductory</td>
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<td>and high-growth stages of new internal technology ventures in the critical first years.</td>
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<tr>
<td><strong>MGT/525 - Project &amp; Program Mgmt Tools for Integrated Technology Development</strong></td>
<td>TM</td>
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<tr>
<td>This course presents specific system concepts, methodologies and tools that effectively</td>
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<td>manage complex, inter-functional technology development projects and programs. The</td>
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<td>course casts the project manager in the role of systems integrator and focuses on the</td>
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<td>need for leadership, teamwork and organization skills. Important performance parameters</td>
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<tr>
<td>for planning, cost control, scheduling and productivity are introduced and are</td>
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<tr>
<td>accompanied with discussions on traditional and state-of-the-art tools and systems.</td>
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</table>
MGT/530 - Innovation Processes.................................................................TM
This course introduces the role of innovation in business. Also explored are the techniques used to stimulate and manage innovation in the work place. Culture in the work environment, management roles and responsibilities, individual participation and team dynamics are also examined.

MGT/532 - Human Relations and Organizational Behavior .....................MBA
This course covers group dynamics, motivation and productivity, organizational change, job design models and conflict resolution.

MGT/534 - Human Factors in the Changing Organization .........................TM
This course provides an orientation to general and specific Human Factor principles, models and methods of effective organizational and technology management. The course presents the art/science of Human Factors as an interdisciplinary, project-driven management approach to technology development, transfer and implementation applied in the service of organizational productivity.

MGT/535 - Strategic Planning ...............................................................MAOM
This course covers strategic planning and implementation, strategy analysis models, contingency planning and overcoming anti-planning biases.

MGT/542 - Managing Change in Operations & Manufacturing ..................TM
The focus of this course is the dynamic changes in technology and operating concepts of world class manufacturing operations. Learning outcomes are: To enable the student to understand past, current and future trends in manufacturing technology and relate them to various types of organizations and industry. To assist students in researching and understanding the current "best" operations and manufacturing practices and relating them to the industry. To introduce students to developing strategies to anticipate and respond effectively to business-linked change requirements in systems and technology.

MGT/545 - Technology and Organizations ..............................................MAOM
This course examines the history and impact of technology upon the individual, the organization, and society. Students will evaluate methods for the effective integration of information technology to improve organizational performance. They will also evaluate strategies for utilizing technology to support growth. The course will teach students how to differentiate technology from systems and systems theory.

MGT/548.2 - Executive Management in a Global Economy ......................MBA
This course emphasizes social, cultural, and political dimensions of managing resources and business transactions in a global economy.
MGT/549 - Strategy Formulation and Implementation............................MBA
This course is designed to illustrate development, implementation, and reformulation of business strategy. The course stresses the need for awareness of, and accommodation to, change in a company’s internal and external environments. Generic types of business strategies and techniques for analyzing strategies are also covered.

MGT/555 - Technology Forecasting & Strategic Planning..................TM
This course describes and demonstrates the application of technology forecasting methods, implementation within organizations and use in the development of a competitive strategic plan. Students learn the importance of a strategic plan, formulate a technology forecasting technique and examine the effects of technological change and innovation on competition.

MGT/558 - International Business Management..............................MBA
This covers socio-cultural analysis techniques, risk analysis and evaluation, international legal and financial systems and government-to-business relations in global trade.

MGT/559 - Management of the Total Enterprise..................................MBA
This course is designed to integrate and summarized MBA course work and to provide participants with interrelated cases for study analysis.

MGT/563 - Managing Change.......................................................MAOM
This course examines the role of change within organizations. Students will learn what change is, the factors that impact change, how to effectively implement change, and how to assist their organizations in adapting to change.

MGT/565 - Strategic Management of Research & Development........TM
This course presents specific system concepts, methodologies and tools to strategically plan technology developments, to effectively manage core competencies, and to integrate these technologies into existing or future products in order to remain competitive in the world economy. It casts the Research and Development (R&D) Manager into the strategic development process used in the front end of the business to provide future survival and growth for the organization as the life-cycle of existing products and/or services mature to obsolescence.

MGT/575 - Intellectual Property.....................................................TM
An introduction course for the student in essential intellectual property (IP) concepts. This survey course focuses on several forms of intellectual property (patents, copyrights, trademarks and trade secrets) and how the respective intellectual property rights are acquired, maintained, and transferred. Emphasis is on the role of IP in business strategic planning to achieve both foreign and domestic business goals. While mastery of intellectual property skills is beyond the scope of this course, the student will gain the ability to identify IP issues in the work place and recognize the importance of professional IP counseling to successful business operation.
### Course Number and Title

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<tr>
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<tr>
<td>MGT/583/584 - Applied Management Science Project Seminar</td>
<td>MBA</td>
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<td>One of the major program activities for the MBA degree is the successful completion of a managerial business plan. The MBA managerial business plan, completed in the Applied Management Science Project Seminar, is an exercise in integration of theory and practice developed throughout the student’s graduate program in business and management, and to apply that learning and experience toward the solution of a “real” business problem/situations in his/her place of employment, relative to his/her discipline in the graduate business program.</td>
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| MGT/585 - Tech Transfer & Global Strategy Mgmt in the Multinational Enterprise | TM               |
| This course is designed to introduce the student to the concept of multinational enterprises and the role of technology in the strategic management of these enterprises. This course focuses on opportunities to utilize technology transfer within a global business to meet the goals of the strategic plan. |

| MGT/590 - Planning the Organization’s Future                         | MAOM            |
| This course focuses on the analysis of an organization’s performance in both its internal and external environments. Following this analysis of organizational performance, students will learn how to craft, communicate, implement, and monitor an effective strategic plan, reformulating it as the need arises. Additional emphasis is placed on evaluating and modifying, as necessary, the elements of organizational development and culture required to successfully support the strategic plan. |

| MGT/592.3 - Managerial Ethics and Professional Responsibility        | MBA             |
| This course focuses on ethical issues confronted by individuals in carrying out their managerial and professional responsibilities. The application of moral concepts to practical ethical decision making is stressed. The obligations of business to the community and society at large are also discussed. |

| MGT/595/597 - Applications of Technology Science Seminar            | TM               |
| The MBA managerial business plan, completed in the Applied Management Science Project Seminar, is an exercise in integration of theory and practice developed throughout the student’s graduate program in business and management, and to apply that learning and experience toward the solution of a “real” business problem/situations in his/her place of employment, relative to his/her discipline in the graduate business program. |

<p>| MKT/421 - Marketing                                                 | BSB/A/M          |
| This course involves an integrated analysis of the role of marketing with the total organization. Specific attention is given to the analysis of factors affecting consumer behavior, the identification of marketing variables, the development and use of marketing strategies, and the discussions of international marketing issues. |</p>
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<tr>
<td>MKT/438 - Public Relations</td>
<td>BSB/M</td>
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<tr>
<td>This course provides an introduction to the field of public relations. Topics covered are media relations; promotion; tools used in developing public relations and publicity, and improving customer satisfaction; relationship building strategies; and ethics and public relations.</td>
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<tr>
<th>MKT/463 - Buyer Behavior</th>
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<tr>
<td>Introduction to the analysis of the consumer as the basis for the development of the marketing mix. Economic, social, psychological and cultural factors are considered.</td>
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<tr>
<th>MKT/464 - Advertising</th>
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<tr>
<td>This course explores advertising's role in marketing and includes an examination of the relationships between the planning process, creative strategies and media selection.</td>
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<tr>
<th>MKT/469 - Sales Management</th>
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<tr>
<td>The responsibilities of the sales manager in relationship to the sales force and customers are studied. Techniques for organizing, forecasting, planning, managing and evaluation are covered.</td>
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<tr>
<th>MKT/520 - Marketing - The Quest for the Consumer</th>
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<tr>
<td>This course focuses on individuals whose primary function in their organization is complementary with, but not exclusively related to, the marketing activity. It provides a comprehensive overview of marketing activities for managers of private sector, for-profit, and non-profit organizations. The course combines discussion of basic marketing principles, case studies, individual analysis, and the study group construction of a marketing plan as elements of both traditional and experiential learning. The course utilizes the latest marketplace developments to insure that students are in touch with the most up-to-date marketing strategies.</td>
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<tr>
<th>MKT/541 - Advanced Marketing Management</th>
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<tr>
<td>This course is a study of advanced marketing management, especially product, price promotion and distribution problem solving. The legal and social environments within which marketing problems occur are also studied.</td>
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<tr>
<th>MTH/101 - Introduction to College Mathematics</th>
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<tr>
<td>This course focuses on the development of basic mathematical skills needed for the study of algebra, statistics and other quantitative methods at the college level.</td>
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<tr>
<th>MTH/199 - College Algebra I</th>
<th>BSB/M-BSB/A-ELECTIVE</th>
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<tr>
<td>This course begins a demonstration and examination of various concepts of basic algebra which will serve as a foundation for subsequent quantitative business coursework. Real world applications are emphasized. This course is the precursor to MTH/200.</td>
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</table>
MTH/200 - College Algebra II .........................................................BSB/M-BSB/A-ELECTIVE
This course continues the demonstration and examination of various basic algebra concepts
which was begun in

MTH/401 - History of Mathematics ......................................................ENTRY SEQUENCE
This one-credit course introduces students to a comprehensive survey of classical mathematical
history, including background on famous mathematicians from ancient to modern times and
their specific contributions to mathematics. The format and content of the course is conceptual
rather than technical.

NRP/502 - Role of the Nurse Practitioner..............................................FNP/WHCNP
This course explores the many facets of the role of the nurse practitioner including role
transition, legal parameters, liability, and team relationships. Students will evaluate and discuss
different practice settings, as well as become familiar with community resources and regulating
and professional groups. Aspects of quality assurance and peer review will be emphasized.
Communication theories related to interviewing and counseling techniques and the role of nurse
practitioner are also discussed. Ethical issues and the impact of social, cultural, and economic
influences will be critically analyzed. Students will also refine their writing and communication
skills, as well as critique nursing literature.

NRP/514 - Advanced Health Assessment..............................................FNP/WHCNP
Emphasis is placed on the advanced practice of history taking, conducting a physical
examination, and obtaining and assessing diagnostic data for clients across the lifespan.
Students will learn to justify actual and potential health problems through interpretation and
integration of the history, health assessment, and diagnostic data. Appropriate interventions and
consultations will be derived from the identified health problems. This course incorporates 48
hours of practice laboratory experience, allowing students to utilize the techniques and
equipment to perform physical examinations.

NRP/515 - Contraceptive Management.................................................WHCNP
This course is designed to provide students with the skills to manage the health care of men and
women requesting family planning and fertility control. Emphasis is on understanding all
methods of contraception and their appropriate utilization.

NRP/518 - Nursing Management of the Childbearing Client.....................WHCNP
This course provides students with the assessment and management skills related to the low risk
childbearing client. Students develop a systematic approach to prenatal health care.
Appropriate educational needs and strategies for childbearing women will be explored. Clinical
skills will be developed simultaneously with theoretical knowledge. A minimum of 25
concurrent hours of approved preceptored clinical experience and case conferences is required.
**Course Number and Title**  
**Degree Program**

**NRP/521 - Nursing Management of the High Risk Childbearing Client**  
**WHCNP**

This course provides the student with the skills to screening high risk pregnancies and pregnancy complications. Management through referral and physician collaboration are taught. Appropriate education needs and strategies for the high risk childbearing family will be explored. Clinical skills will be developed simultaneously with theoretical knowledge.

**NRP/523 - Nursing Management of Women’s Health Issues**  
**WHCNP**

This course develops competencies in recognizing gynecologic deviations from normal. Students are taught the management of these deviations as well as those of women’s ambulatory episodic health care needs. Clinical skills will be developed simultaneously with heretical knowledge.

**NRP/524 - Family I: Pediatric and Adolescent Populations**  
**FNP**

This combined theory and clinical course focuses on management of normal and common pathological conditions for children (from birth through adolescence), both as an individual and as a family member. Theory and clinical experiences emphasize assessment, prevention and management utilizing a holistic model of care. Growth and development, anticipatory guidance, and behavioral theories and emphasized. Identification and application of pharmacological therapies is incorporated. The effects of culture on development, parenting, and health care practices are also evaluated.

**NRP/525 - Family II: Adult and Geriatric Populations**  
**FNP**

This combined theory and clinical course focuses on management of normal and common pathological conditions for adult women, men and geriatric populations, both as individuals and within the family. Theory and clinical experiences emphasize assessment, prevention and management utilizing the nursing model. Identification and application of pharmacological therapies is incorporated. Emphasis is placed on various roles for the individual, aging theories, and on the effects of culture on these roles.

**NRP/526 - Nursing Management of Complex Women’s Health Issues**  
**WHCNP**

This course explores care of women with significant reproductive health problems. Evaluation, management and referral strategies will be examined in depth. Complex gynecological issues will be addressed as students learn to prioritize problems and develop solutions which promote clients’ homeostatic functions.
NRP/528 - Family III: Women’s Health Issues  
This combined theory and clinical course focuses on management of normal and common pathological conditions that occur in women’s health across the life-span. Special emphasis is placed on disease prevention, reproductive health issues, contraceptive therapies, episodic problems, and childbearing. Students develop a systematic approach to prenatal health care and hormonal therapy based on physiology and pharmacology. Appropriate educational and collaborative skills for the individual and their families will be explored. Management of pharmacological issues will also be addressed.

NRP/533 - Preceptorship  
In this experience, students complete 425 hours of preceptored clinical experience in a clinical setting. Students will consolidate and refine their acquired skills in assessment and client management in order to attain a level of competency and proficiency that allows them to function safely in the role of nurse practitioner upon completion of the preceptorship.

NRP/533 - Preceptorship  
Students will complete 460 hours of preceptored clinical experience in a clinical setting. They will consolidate and refine their acquired skills in assessment and client management in order to attain a level of competency and proficiency that allows them to function independently in the nurse practitioner role.

NTC/360 – Network and Telecommunications Concepts  
This course provides an overview of telecommunication systems in a business environment. Topics covered include telecommunication applications, standards, transmission, networks, computer telephony and management. The course also prepares students to perform an analysis of a company’s tele/data communications requirements, to evaluate possible solutions, and to select and present a solution.

NTC/410 – Networks and Telecommunications II  
This course provides an in-depth analysis of telecommunication systems in a business environment. Topics include telecommunication applications, standards, transmission, networks, computer telephony and management.

NTC/440 – Advanced Windows NT  
This course provides an in-depth analysis of Windows NT facilities, controls, and architecture of the operating system.
NUR/401 - Theoretical Foundations of Professional Nursing
This course is designed to focus entering baccalaureate students on the behaviors, attitudes, and values necessary for theory-based nursing practice. The nursing process is operationalized in the role of case manager, and Lippett’s change theory is presented as a means of managing individual and system change. Discussion of nursing informatics is included. Orem’s Theory of Self-Care is introduced and used as the unifying framework for all course concepts.

NUR/417 - Pathophysiology and Health Assessment I
This course is the first of two courses that integrate pathophysiology and health assessment. Orem’s Theory of Self-Care is used as a framework for designing a nursing system with the nurse as caregiver, teacher, and manager of care. Students develop health maintenance and disease prevention strategies, knowledge, skills, and educational techniques for individuals with specific pathological conditions or predispositions to these conditions.

NUR/418 - Pathophysiology and Health Assessment II
This course is the second of two courses that integrate pathophysiology and health assessment. Orem’s Theory of Self-Care is used as a framework for the continuation of designing a nursing system with the nurse as caregiver, teacher, and manager of care. Students develop health maintenance and disease prevention strategies, knowledge, skills, and educational techniques for individuals with specific pathological conditions or predispositions to these conditions. Students are required to develop a multidisciplinary case management plan that encompasses the health assessment and pathophysiology of a chose chronic condition.

NUR/429 - Issues and Strategies in Nursing Research Utilization
This course covers the development of basic research knowledge and skills to prepare the professional nurse to be a consumer of research by utilizing the research process in the nursing, client and health care systems. The focus of this course is on the use of findings from scientific investigations in responding to nursing problems. Ethical issues in research and critique of nursing and health care research studies are also included.

NUR/452 - Health Law and Ethics
The legal and ethical aspects of the roles of care giver, teacher, and manager of care are examined. Emphasis is placed on professional and legal accountability and responsibility, professional liability, advocacy, collective action and the ethical responsibilities and decision making in the client and health care system.
NUR/464 - Concepts of Family Nursing Theory ................................................................. BSN
This course provides the foundations for developing and utilizing theory-based practice for managing the continuum of care required for families. Based on Orem’s Theory of Self-Care and the nursing process, the student develops the skills necessary to provide family-centered, outcome-oriented nursing care across the lifespan. Students are assisted in the integration of the multi cultural diversity of families into the nursing plan of care. The course provides the framework for the development of the professional roles of caregiver, teacher, and manager of care in nursing, client, and health care systems.

NUR/465 - Clinical Integration: Nursing Management of Families ............................... BSN
This course focuses on the utilization of theory-based practice to manage the continuum of care required by families. Based on Orem’s Theory of Self-Care and the nursing process, the student will complete nine workshops and 75 hours of clinical practicum that provide the framework for development of the professional roles of caregiver, teacher, and manager of care in the health care, family, and nursing systems. Clinical practicum provides experiences across the lifespan which take place in a variety of settings, and which address the health care needs of families. The clinical integration and application of theories and concepts introduced in the family theory course will be the focus of this course.

NUR/471 - Dimensions of Community Nursing Practice ................................................ BSN
This course provides the foundation for developing and using theory based practice in the health promotion of population aggregates and communities. Based on community health nursing standards and nursing conceptual frameworks, students learn skills to address populations at risk. Utilizing the epidemiological model, students identify levels of prevention and apply health promotion strategies to community health problems. Current social and economic issues are explored. Journaling and group activities facilitate the exploration of social responsibility as a professional value. This course provides the framework for the development of skills for community focused nursing practice.

NUR/472 - Clinical Integration: Partnerships in Community Practice ............................... BSN
This course focuses on the utilization of theory-based practice to promote the care of population aggregates and communities. Students complete seven workshops and 60 hours of practicum which provide experiences with aggregates in a variety of settings to develop the professional roles of caregiver, teacher, and manager of care. Through the clinical practicum the student develops beginning skills in community education, coalition building, community assessment and the use of computerized data bases. Violence as a health care problem and health care financing are examined as examples of current issues affecting communities. Social responsibility as a professional value is facilitated. Clinical integration and application of theories introduced in the community course are the framework of this course.
NUR/485 - Nursing Leadership and Management in Healthcare................................................. BSN
This course focuses on the utilization of theory and research to develop skills in nursing management and leadership. Emphasis is placed on the acquisition of leadership skills that are effective in a turmoil of change. Components of this course are transformational leadership, process of change, case management, and aspects of teamwork including delegation and management concepts. Course content is applied in the completion of 30 hours of clinical experience.

NUR/515.3 - Advanced Nursing Theory ..................................................................................... MN
This course focuses on the critical analysis on concepts and theories basic to the development and utilization of nursing knowledge. Students explore the implications of the variety of ways to organize nursing knowledge and examine the use of nursing knowledge in professional environments.

NUR/540 - Advanced Nursing Management: Individuals & Families........................................ MN
This course analyzes the management of individual and family health in relationship to theoretical concepts and the current managed health care environment. Students integrate the cultural, socioeconomic, ethnic, and related health beliefs that influence the approach to family interactions by nurses and health professionals. This course builds on the baccalaureate nursing education of delivering nursing care to individuals and families.

NUR/543 - Advanced Nursing Management: Communities..................................................... MN
In this course students analyze the theory and role of nurses working with aggregates, including assessing communities through use of epidemiological methods, defining and prioritizing health problems, and developing proposals for resolution of diagnosed problems. Course content is designed to build on baccalaureate education to further promote critical thinking skills necessary to perform autonomously in community health environments. Students will use the course concepts in clinical application projects.

NUR/576 - Ethical Issues in Nursing......................................................................................... MN
This course focuses on ethical models and decision making in nursing. Students evaluate client and organization related situations and determine appropriate action within an ethical framework. Implications of decisions are discussed in relation to legal, economic, environmental, technological and religious issues.

NUR/584 - Dynamics of Nursing Administration...................................................................... MN
This course provides student with opportunities to critically analyze leadership and management in nursing. Nursing delivery systems, the role and challenges of nursing management, and provider relationships and interactions are explored in depth. Through a clinical application project, student will develop strategies to facilitate professional practice and human resource functions in health care organizations.
NUR/586.3 - *Curriculum Development and Program Design* ....................................................... *MN*
This course focuses on the theories and models for conducting needs assessments, developing curriculum and designing programs in nursing and health care. Students have an opportunity to develop a program utilizing instructional design methodology and appropriate teaching methods and learning resources.

NUR/590 - *Nursing Practicum* ........................................................................................................ *MN*
This course allows students to apply what they have learned in their program through a 60 hour practicum. Students develop specific learning objectives which they are able to achieve as a result of placement with a preceptor in a variety of nursing settings.

NUR/597-A/B - *Nursing Project* .................................................................................................. *MN*
This two part course provides students with the opportunity to synthesize theoretical content into proposed solutions for a work-related problem. The research process will be examined as well as critical analysis and utilization of research in practice. Students will develop a research based change project for professional publication.

ORG/510 - *The Culture of Organizations* ................................................................................. *MAOM*
This course focuses on defining the origins of organizational culture, why they are important, and how leadership, individuals, and stakeholders affect culture. The goal of the course is to provide frameworks, tools and techniques for understanding organizational culture. These are then applied to dealing with the changes that occur as a result of global competition, economic fluctuation, generational norms, social values, technology, and leadership. Emphasis is place on developing skills and strategies needed to achieve organizational agility for the 21st century.

ORG/525 - *The Learning Organization* .................................................................................... *MAOM*
This course examines the concept of learning organization, viewing learning from both an individual and an organizational perspective. The course covers conditions for readiness to implement and maintain the principles, applications, and practices of a learning organization. The overall goal of the course is to focus on creating and maintaining an environment conducive to organizational agility and competitiveness.

ORG/530 – *Human Behavior in the Technological Organization* ............................................. *MBA/TM*
Human Behavior in the Technological Organization is a six workshop, graduate-level course which focuses on providing managers in technical environments with an understanding of the impact of job design, group dynamics, and personal motivation on human behavior and organizational productivity. This course also focuses on providing managers with a set of practical tools to facilitate decision making, conflict resolution, and organizational change.
PHL/251 - Critical Thinking.................................................................ICS
This basic logic course helps to develop the ability to think clearly and critically, primarily in the disciplines of inductive and deductive logic. Emphasis is placed on the recognition of fallacious reasoning, unclear or misleading language and manipulative techniques in various forms of communication.

PHL/323 - Ethics in Management....................................................BSB/A-BSB/M-ELECTIVE
This course entails the study of the role of ethics in the corporation. Emphasis is placed on the way ethics affect policy formation and professional conduct in the business and public community.

PHL/443 - Mind and Machine..............................................................ELECTIVE
This course examines the similarities and differences between human and artificial intelligence, the practical and logical difficulties of comparing the two and the social and ethical implications of future development in artificial intelligence.

PHL/466 - Foundations of the Free Market System .........................ELECTIVE
This course is a study of the philosophical and historical foundations of the free market system. Students will study the theories of Plato, Adam Smith, George Hegal, Karl Marx, etc., and examine their influences on the development of the free market economy, the rise of the middle class and the concept of individual freedom. The origins of business organizations and international trade and commerce will also be discussed. This course provides an example of how ideals are formed and how they change the world.

POL/443 - Wealth and Power in America.............................................BSB/M-BSB/A
This course presents ideas concerned with the distribution of wealth and power in America and the validity of those ideas tested against accepted rules of investigation and evidence. Conflicting ideas, including publications and public statements, are examined and tested for validity. The techniques of misinformation and disinformation are discussed and their use in arousing irrational or emotional responses are examined.

POS/355 – Introduction to Operating Systems ...............................BSIT
This course provides a conceptual foundation of the organization and operation of computers for the information systems professional. Topics covered include computer components and operation, operating system concepts, program execution, and operating system internals such as paging, segmentation, and virtual memory.

POS/370 – Programming Concepts....................................................BSIT
This course provides the conceptual foundation for the logical structures necessary to develop business-related computer software programs. Topics include logic structures, control structures, variables, design considerations, I/O operations, and others.
POS/400 – *Introduction to Object-Oriented Programming* ............................................................... *BSIT*
This course introduces object-oriented programming in the context of business applications development. It uses introductory Visual Basic to develop the skills and knowledge necessary to produce beginning event-driven programs with graphical user interfaces (GUI). Topics include standard Windows-compatible forms, controls, and procedures.

POS/405 – *Advanced Visual Basic* .................................................................................................. *BSIT*
This course presents the facilities and command sets of the Visual Basic programming system for Windows. Topics covered include designing Visual basic applications, forms and menus, event-driven procedures, writing programs/debugging, and conditional logic/loops, processing data files, and printing. ActiveX is included as well.

POS/410 – *SQL for Business* ........................................................................................................... *BSIT*
This course covers Structured Query Language (SQL) which provides a unified language for queries, manipulation, and/or controlling data in a business applications environment.

POS/420 – *Introduction to Unix* ................................................................................................. *BSIT*
This course is a survey of the Unix operations. The student will gain an understanding of the internal operations of the Unix system, which enables the user to make efficient use of files, file systems, and processes. Commands for efficient management of Unix system files, file systems, and processes are also examined.

POS/425 – *Introduction to Windows NT* ...................................................................................... *BSIT*
This course provides an overview of Windows NT facilities, controls and architecture of the operating system. It also provides an overview for both a Window server and client. Includes an optional installation of Windows NT.

POS/429 - *Programming Concepts* ............................................................................................ *BSB/IS*
This course introduces computer programming concepts and procedures. Simple, commonly encountered data processing algorithms will be used as examples. Program organization will be introduced from the perspective of sequence, selection, iteration and modular programming techniques. The development of effective documentation will be introduced and required with each programming assignment.

POS/431.1 - *Structured Programming Techniques Using the C Language* ......................... *BSB/IS*
The objectives and principles of structured programming are emphasized, using top-down and modular programming techniques. This course is essential for the student who is planning to take the graduate "C" language course and who does not have a strong background in programming. While basic elements of the C language are used, the intent is to use these elements to illustrate appropriate programming techniques rather than get into the details of the syntax. Class assignments consist of weekly programming projects.
POS/440 – *Introduction to C++* .................................................................*BSIT*
This course introduces the student to C++ using Visual C. Topics include Visual C applications, forms and menus, event-driven procedures, writing programs/debugging, conditional logic loops, processing data files and printing.

POS/450 – *C++ Programming* .................................................................*BSIT*
This course builds upon the concepts in Introduction to C++ in order to design and build business applications.

PSY/200 - *Introduction to Psychology* ......................................................*ICS*
This course will provide an overview of basic psychological principles that will allow for an understanding and appreciation of the wide variety of human behavior that effects everyday life. From a historical perspective, and with attention to research-based behavioral science, students will be provided an opportunity to hone their critical thinking skills in relation to psychology.

PSY/250 - *Psychology of Personality* .......................................................*ICS*
This course is a systematic overview of the approaches to work motivation, along with assessments of the quantity and quality of the research and practice evidence supporting their scientific validity and applicability to the work environment.

PSY/260 - *Motivation and Productivity* ....................................................*ICS*
This course is a systematic overview of the approaches to work motivation, along with assessments of the quantity and quality of the research and practice evidence supporting their scientific validity and applicability to the work environment.

PSY/350 - *Adult Development* .................................................................*ICS*
Study of physical, mental, emotional, and social phases of adult development from age 20 to death. Roles and responsibilities associated with career, marriage, parenthood and retirement are discussed.

PSY/425 - *Chemical Dependency in the Work Place* ...............................*ELECTIVE*
This course studies the disease of chemical abuse including dependency and addiction as it evolves and relates it to the individual family and society with an emphasis on the employer and work environment. The legal and ethical implications of chemical dependency in the work place are addressed.

PSY/442 - *The Psychology of Motivation* .................................................*ELECTIVE*
This course is a systemic study of various theories and approaches to work motivation, with assessments of the quantity of the research and practice evidence supporting their scientific validity and applicability to the work environment.
QNT/321 & QNT/322 - Statistics in Business I & II ..............................................BSB/M/A/IS
This course surveys descriptive statistics with emphasis on practical applications of statistical analysis. It includes an examination of the role of statistics in research, statistical terminology, the appropriate use of statistical techniques, and the interpretation of statistical finding in business and business research.

QNT/436.3 - Statistics in Health Care.................................................................BSN
This course surveys descriptive and inferential statistics with emphasis on practical applications of statistical analysis. Examination of the role of statistics in research, statistical terminology, the appropriate use of statistical techniques and interpretation of statistical findings in nursing and health care research are also included.

QNT/522.3 - Statistics in Business .................................................................MBA
This course introduces basic concepts in statistics needed for quantitative thinking about managerial decisions. Topics include descriptive statistics, probability, sampling, and introductory estimation and hypothesis testing.

QNT/523 - Statistical Applications for Business .............................................MBA
This course provides in-depth treatment procedures that are widely used in the analysis of business problems. Major topics include correlation and regression, and analysis of variance, chi-square analysis of categorical data, and non-parametric procedures. Applications of statistical procedures in quality control and business forecasting are highlighted.

REL/333 - World Religious Traditions I............................................................ELECTIVE
A survey of the major historical developments, doctrines, values and practices of Hindu, Buddhist, Confucian and Taoist traditions.

REL/334 - World Religious Traditions II ........................................................ELECTIVE
A survey of the historical developments, doctrines, values and practices of the Judaic, Christian and Islamic traditions.

SCI/220 - Human Nutrition............................................................................ELECTIVE
This course provides an overview of nutrition concepts as they relate to basic therapeutic dietary planning. Physiological and socio-cultural aspects of human nutrition are explored.

SCI/300 - Paradigms of Health.................................................................ELECTIVE
This course provides an overview of health and wellness in today’s society. Emphasis is placed on the role of the individual in attaining his or her personal level of wellness through a holistic preventive model.
SCI/360 - Environmental Science ................................................................. ICS
This course explores the application of the fundamental concepts of air and water pollution, solid and hazardous wastes, radiation, occupational safety and health and environmental law in the business organization.

SCI/484 - Pathophysiology........................................................................... BSN
This course analyzes the effects of pathological processes on Universal Self-Care Requisites across the life span. Disruption of normal physiology is analyzed by manifestation, laboratory finds and predicted impact of the altered physiology upon the well-being of the individual. The interrelationship of structural, functional, and behavioral components of disease will be examined with reference to the influence of Development Self-Care Requisites.

SOC/101 - Contemporary Issues in American Business ............................... ICS
This course is a study of management techniques and their application to the issues of today’s workplace.

SOC/315 - Cultural Diversity....................................................................... ICS
This course focuses on the issues, challenges, and opportunities presented by U.S. population diversity. Emphasis is placed on workplace issues related to employee diversity in terms of gender, race/ethnicity, socioeconomic class, and cultural background.

TCM/420 - Telecommunications................................................................. BSB/IS
This course provides the fundamental knowledge used by the CIS professional to understand and develop basic data communications systems. Topics covered include data communications concepts, data communications hardware, voice communications, network configurations, the OSI model and an overview of local area networks and PC communications.

WEB/350 – The Internet: Concepts and Applications ................................. BSIT
This course is an introduction to business to business use of the Internet, including the history, facilities and services, browsers, search engines, architecture, and intranets. Also included is an overview of development tools and security. The student will be able to use the World Wide Web to research business problems and understand the role of the Internet to support business operations such as marketing, data transfer, and customer service.

WEB/410 – Web Programming I..................................................................... BSIT
This course covers the design and application of hypertext markup language (HTML), which is used to create documents on the World Wide Web. The topics include structure, presentation format, lists, links, images, tables, and frames. The student will create static Web pages.
WEB/420 – Web Programming II ......................................................................................... BSIT
Building upon Web Programming I, this course introduces CGI, HTML forms, Perl, VBScript, and ActiveX. Emphasis is placed upon the appropriate use of the programming tools introduced. The student will create dynamic Web pages.

WEB/430 – Web Programming III........................................................................................ BSIT
Building upon Web Programming I and II, this course introduces Java, JavaScript, and C in Web programming. Emphasis is placed upon the appropriate use of the programming tools introduced. The student will create dynamic Web pages.

WEB/445 – Web Server Administration................................................................................ BSIT
This course familiarizes the student with the client/server architecture associated with the World Wide Web and Intranets. Topics will include security and performance issues, firewalls, and Web server software products.

WEB/450 – The Web: Current Topics .................................................................................. BSIT
The World Wide Web is one of the most dynamic computer environments. Web technologies are constantly changing. This course is based upon current topics dealing with the Web, in order to provide a means of staying abreast of that constant change. Topics include the latest programming languages, security developments, network and telecommunication technologies, and business applications.

Far better it is to dare mighty things, to win glorious triumphs even though checkered by failure, than to rank with those poor spirits who neither enjoy nor suffer much because they live in the gray twilight that knows neither victory nor defeat. — THEODORE ROOSEVELT