

on leadership, organizational change, and motivational issues. Lectures, discussions, case studies, and experiential exercises.

MBA 211. Management Information Systems (3)

Prerequisites: MBA 200 and 201. Management and technical aspects of computer-based information systems. Emphasis is on issues for non-IS managers in the areas of inter- and intra-organizational systems; system development, acquisition, and implementation; software, hardware, and data resource management and control.

MBA 212. Financial Management (3)

Prerequisites: MBA 200, 201, and 203. Theories, concepts, and techniques in financial management; financial analysis, planning, forecasting, and working capital; risk and return analysis, valuation models, cost of capital and capital budgeting; capital structure, dividend policy and long-term financing. Special contemporary topics in financial management.

MBA 213. Managerial Accounting (3)

Prerequisites: MBA 200 and 201. In-depth consideration of several topical areas in accounting analysis related to both profit and not-for-profit organizations, with emphasis on currently controversial issues. Analysis includes budgetary planning, cost analysis, internal control and case studies.

MBA 214. Marketing Management (3)

Prerequisites: MBA 200-204; 203 or concurrently. Analysis of the concept of marketing, the marketing strategy development process at strategic business unit level, and segmentation and positioning strategies. The development of product, price, promotion, and distribution strategies. Examination of product, price, promotion, sales, and distribution management topics and issues through case analysis.

MBA 215. Regulatory and Ethical Environment of Business (3)

Prerequisites: MBA 210-214 or concurrently. Relationships among personal ethics, corporate social responsibility, and regulatory policy on business decision making. Evaluation of business decisions, corporate goals, and regulatory statutes and process in terms of their ethical quality and adherence to sound policy.

MBA 216. Business Research (3)

Prerequisites: MBA 200-205. Logic and methods of survey and experimental research methods for business. Multivariate analytical methods for interpretation of

survey and experimental results. Research using secondary data for business decisions. Preparation of a plan for thesis, project, or other business research.

MBA 230. Seminar in Advanced Financial Management (3)

Prerequisite: MBA 212. An applied case-method analysis of theories, concepts, and analytical techniques of financial management, financial analysis and planning, capital budgeting, leasing, refunding, mergers and acquisitions, corporate restructuring, financial engineering, derivative securities. Lecture and cases.

MBA 231. Seminar in International Finance (3)

Prerequisite: MBA 212. An advanced study of theories and techniques in global finance and investment. The international financial system; currency markets; risks and exposure management; balance of payments; political risks; international banking and capital markets; euro-currencies; portfolio and foreign direct investment.

MBA 232. Seminar in Investments and Portfolio Management (3)

Advancement analysis of equity and fixed-income securities and mutual funds; operation of financial markets and investment environments; contemporary theories and techniques of security selection and management available to the institutional portfolio manager; and portfolio performance evaluations. Lectures and cases.

MBA 233. Seminar in Management of Financial Institutions (3)

Prerequisite: MBA 212. Comprehensive analysis of the role of financial institutions and markets in allocating capital. Application of economic and financial analytical techniques to the managerial problems of financial institutions. Lecture and cases.

MBA 234. Seminar in Options, Futures, and Other Derivatives (3)

Introduction to the use and pricing of derivative assets such as options, futures, swaps, and option-like features embedded in corporate securities. It covers mathematical concepts underlying derivative markets and contracts and basic pricing models. The use of derivatives for speculative purposes, hedging purposes, and arbitrage will be discussed. Lecture and cases.

MBA 240. Managing Human Capital — Applications of Human Resource Management Theory to Practice (3)

Analysis of theories and application of the major human resource management functions that affect managerial decisions. Particular emphasis on strategy, program evaluation, legal issues, employee and labor relations, and managing human resources in a global environment. Lecture and cases.

MBA 242. Seminar in Human Resource Planning, Recruitment, and Selection (3)

Prerequisite: MBA 240. Analysis of theories/techniques for “getting the right people into the right jobs at the right time.” Specifically, recruiting, selecting, and placing employees to meet strategic goals, while developing/maintaining a diverse workforce, addressing legal issues, and staffing in an evolving environment. Lecture and cases.

MBA 243. Seminar in Training, Compensation, and Performance Appraisal (3)

Prerequisite: MBA 240. Analysis of the behavioral, social, legal, and economic issues involved in designing, administering, and evaluating effective orientation and training programs, employee compensation programs, and employee performance management systems to maintain a qualified and motivated workforce. Lecture and cases.

MBA 244. Seminar in Applications of Technology in Human Resource Management (1-2; max total 3 if no topic repeated)

Analysis of the use and implications of technology in human resource management. Topics include human resource information systems, employee monitoring and telecommuting.

MBA 245. Seminar in Negotiation and Conflict Resolution Topics (3)

Analysis of resolving conflicts in the workplace. Addresses the behavior of individuals, groups, and organizations in the context of organizational conflict. Topics include negotiation, dispute resolution systems in the workplace, and employee relations.