<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Level</th>
<th>Prerequisite(s)</th>
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<tbody>
<tr>
<td>BUAD 1043</td>
<td>Occupational Experience</td>
<td>3.00</td>
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<tr>
<td>BUAD 1103</td>
<td>Keyboarding</td>
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<tr>
<td>BUAD 1543</td>
<td>Grammar for Court Reporters</td>
<td>3.00</td>
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<tr>
<td>BUAD 2033</td>
<td>Business Communications</td>
<td>3.00</td>
<td>Lower</td>
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<td>BUAD 3043</td>
<td>Business Law I</td>
<td>3.00</td>
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<td>BUAD 3114</td>
<td>Intl Tourism: Ital Food &amp; Geog</td>
<td>4.00</td>
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<tr>
<td>BUAD 3153</td>
<td>Fundamentals of Management</td>
<td>3.00</td>
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<tr>
<td>BUAD 4004</td>
<td>Ess of Enterp &amp; Sm Bus Mgmt</td>
<td>4.00</td>
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<td>BUAD 4053</td>
<td>Business Law II</td>
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<td>BUAD 4123</td>
<td>Investments</td>
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<td>BUAD 4193</td>
<td>Insurance and Risk Management</td>
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<td>BUAD 4203</td>
<td>Intro Personal Financial Plan</td>
<td>3.00</td>
<td>Lower</td>
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<td>BUAD 4403</td>
<td>Business Computer Applications</td>
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<td>BUAD 5003</td>
<td>Management Communications</td>
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<tr>
<td>BUAD 5013</td>
<td>Principles of Leadership</td>
<td>3.00</td>
<td>Lower</td>
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This is a semester-long experience where a business student can gain hands-on work experience in a sponsor company. Students benefit from this employer-employee relationship as an extension of classroom theory/applications and learn to work within corporate rules/regulations as expected of a newly hired worker. Satisfactory completion of this training, as well as related assignments, is required.
BUAD - 5023 Human Resource Management, 3.00 Credits  
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better  
Level: Upper  
This course is designed to provide the students with an understanding of human resource management, and how they can improve their use of human resources through management tactics. It will discuss what human resource management contributes to the organization in terms of effectiveness and competitiveness. Discussion and research will take place on some of the challenges and workforce issues being faced in this area. Some of the topics covered include strategic human resource planning, staffing, training and development, compensation, employee and labor relations, and workplace safety.

BUAD - 5033 Retirement Planning, 3.00 Credits  
Prerequisite(s): BUAD 4203 with D or better  
Level: Upper  
This course provides an overview of the retirement planning process. It will describe the ongoing, systematic procedures a financial planner will utilize to assist a client in establishing meaningful retirement objectives and creating appropriate strategies. Topics will include employer-sponsored retirement plans, Social Security, Medicaid, Medicare, post retirement health and quality of life issues, as well as investment, estate, and tax planning strategies.

BUAD - 5043 Business Ethics, 3.00 Credits  
Prerequisite(s): ( BUAD 3043 with D or better or BUAD 7023 with D or better ) and ( BUAD 3153 with D or better or TMGT 7153 with D or better )  
Level: Upper  
This course explores the complex ethical issues confronted by modern business leaders and managers. It integrates perspectives from a variety of disciplines, including, but not limited to, philosophy, law, management, economics, marketing, and public policy. Course work is designed to illustrate the ethical principles applicable in a business setting while considering policies concerning employees, customers, and the general public, and while building trust, commitment, and effort within the business organization.

BUAD - 5053 Software Applications in Business, 3.00 Credits  
Level: Upper  
Software Applications in Business prepares students to analyze and solve real-life business problems using spreadsheet, database, word processing, and Web tools. It challenges students to use critical thinking, research, and analysis to find efficient and effective solutions to typical business situations. Students will be assigned case problems in accounting and finance, marketing, manufacturing, and human resources, and they will present the solutions in class.

BUAD - 5900 Directed Study - Upper Level, 1.00 TO 6.00 Credits  
Level: Upper  
A student may contract for one to six credit hours of independent study through an arrangement with an instructor who agrees to direct such a study. The student will submit a plan acceptable to the instructor and to the department chairperson. The instructor and student will confer regularly regarding the process of the study.

BUAD - 6003 Managerial Finance, 3.00 Credits  
Prerequisite(s): ( ACCT 1124 with D or better and ACCT 2224 with D or better ) or ACCT 5043 with D or better  
Level: Upper  
This course is a comprehensive examination of the theoretical and practical approaches to financial management. Analyzing, planning, controlling investment and short and long term financing are examined for decision-making purposes. Topics include: the financial environment, risk and rates of return, capital budgeting techniques, the cost of capital and capital structure, analysis of financial statements, financial planning and control, and ethics in finance.

BUAD - 6113 Strategic & Creative Prob Solv, 3.00 Credits  
Prerequisite(s): TMGT 7153 with D or better or BUAD 3153 with D or better  
Level: Upper  
The focus of this course is the analysis of issues that managers typically address in technology-based environments and application of creative problem techniques. Emphasis is on fostering creative thinking as a way to approach and solve problems, and analysis of personal thinking styles and problem solving techniques as well as computer-assisted problem solving will be used. Preparation and presentation of written and oral reports is required. The course offers an opportunity for students to practice communication of ideas and accomplishments through informal discussion, formal presentation, team decision-making and written case analysis. The applied case study problems explored in this course are based upon real and current industry problems.

BUAD - 6213 Business in the European Union, 3.00 Credits  
Level: Upper  
Applied Learning-Intl/Dom Trvl  
The course describes how economic, political and social factors interrelate, and influence business in the European Union. Students will research sustainable business practices from different European Union member state's perspective. Guest lecturers and field trips are planned for students enrolled in the study abroad program.

BUAD - 6303 Mkgt & Commung thru Soc Media, 3.00 Credits  
Prerequisite(s): ( CISY 1103 with D or better or CISY 1003 with D or better or CISY 1023 with D or better ) and ( BUAD 3153 with D or better or TMGT 7153 with D or better )  
Level: Upper  
Upon completion of this course, the student will understand the key concepts of social media and their application in today's business environment. This course is designed specifically to address business needs related to the design, development, and implementation of social media projects in areas such as customer relationship management (CRM), marketing and public relations, and internal organizational communication. In addition to the presentation of key concepts via lectures, this course will use case studies to illustrate business applications of social media, and hands-on projects in which students will create their personal social "brand" online. Students will also work on a larger team project that involves the development of a social media project for a not for profit organization that is selected and approved in coordination with the faculty.

BUAD - 6403 Proj Mgmt for Busi Profssns, 3.00 Credits  
Prerequisite(s): ( CISY 1103 with D or better or CISY 1003 with D or better or CISY 1023 with D or better or BUAD 4403 with D or better ) and ( BUAD 3153 with D or better or TMGT 7153 with D or better )  
Level: Upper  
This course provides a comprehensive introduction to the standards, principles, guidelines, and processes for project management in business, government, and non-governmental organizations. The primary focus of this course will be the business project management processes identified in the Project Management Institute (PMI) Guide to the Project Management Body of Knowledge (PMBOK Guide). With the PMBOK Guide as the primary text, students will use a personal case study to develop the key deliverables for a Project Management Plan. Microsoft Project will be used for some aspects of the case study work, but instruction in use of the software will be limited to its basic functions (task listing, sequencing, and scheduling; resource identification and allocation; and cost estimating). Students will also become familiar with the use of GANTT charts and critical path analysis related to project management in general business settings.

BUAD - 6503 Intro to Supply Chain Mgmt, 3.00 Credits  
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better  
Level: Upper  
This course is an introduction to, along with application of, theoretical approaches and practices to managing a global supply chain. Course focus will be on managing material and information outside of the factory walls including aspects of product design collaboration, demand planning and forecasting, inventory management and deployment, understanding and designing distribution channels, procurement in global economy, general logistics, and career opportunities. Supply chain management (SCM) is a system approach to managing the entire flow of information, materials, and services from raw materials suppliers through operations facilities and warehouses to the end-customer. This course stresses the need to identify and maintain customer value throughout the entire process. Students will learn how supply chain strategies support corporate strategies.

BUAD - 7003 Systems Thinking for Busi Prof, 3.00 Credits  
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better  
Level: Upper  
This course is an introduction to the key concepts of systems thinking applied to complex business challenges. The Systems Thinking course focuses on the interrelationships of elements within economic, social, political, technological, environmental, and other types of systems. This course is designed to help students understand and apply the principles of systems thinking in a business context to resolve complex issues and difficult problems.

BUAD - 7004 Small Business Planning & Mgmt, 4.00 Credits  
Prerequisite(s): MKTG 2073 with D or better or BUAD 3153 with D or better or TMGT 7153 with D or better  
Level: Upper  
This course offers the student a step-by-step approach to starting and managing a small business. The course covers the fundamental principles of marketing, law, management, and office administration as applied to beginning a new venture. Each student will prepare a comprehensive business plan to include a market profile, site analysis, competitive analysis, financials, goals and objectives, pricing and marketing strategies, and executive summary. A major focus of this course is to explore each step necessary in structuring and launching a new venture, and discussing ways of recruiting the necessary resources to accomplish this venture.
offering.

global business strategies, and the contrasting international management and ethical issues managers may face. Guest lecturers and field trips are planned for students enrolled in this study abroad trip applications. Major topics include the examination of how businesses and managers focus and succeed in the global economy including an overview of the economic, political, legal, social, and cultural systems involved. Emphasis is given to the scope and theories of international business, the framework for international transactions, relations with host countries and host cultures, global business strategies, and the contrasting international management and ethical issues managers may face. Guest lecturers and field trips are planned for students enrolled in this study abroad offering.

BUAD - 7033 Operations Management, 3.00 Credits
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better
Level: Upper
Upon completion of this course, the student will understand modern (quantitative and qualitative) concepts in production management and their application to problems relevant to today's workplace, for both industrial and service organizations. This course specifically addresses the impact of operational decisions on the firm and emphasizes cross-functional decision making. The course essentially deals with the process design, delivery systems, quality management, ERP, inventory control, scheduling and management of transformation processes to create and deliver value to customers by identifying opportunities and direction for change. This course will cover the terminology, problems, concepts and tools associated with managing operations. Special topics include: supply chain management, e-operations, service blueprinting, competency-based strategy, Six Sigma, lean systems, and mass customization.

BUAD - 7273 Organizational Behavior, 3.00 Credits
Prerequisite(s): TMGT 7153 with C or better or BUAD 3153 with C or better
Level: Upper
This course is designed to create an understanding of the behavior of people in organizations. The purpose of this course is to improve the effectiveness of human resources, both at the individual's level and organizational level. Students will integrate their learning through active participation in experiential exercises, personal experiences, case analysis, and general behavior experiments and study. The course will also focus on personal growth and development.

BUAD - 8003 Management Info Systems - MIS, 3.00 Credits
Prerequisite(s): ( CISY 1003 with D or better or CISY 1103 with D or better or CISY 1023 with D or better ) and ( BUAD 3153 with D or better or TMGT 7153 with D or better )
Level: Upper
This course focuses on a management perspective of information systems activity from development through implementation. The goal of this course is to help business students learn how to use and manage information technologies to revitalize business processes, improve business decision making, and gain competitive advantage. This course places major emphasis on up-to-date coverage of the essential role of Internet technologies in providing a platform for business, commerce, and collaboration processes among all business stakeholders in today's networked enterprises and global markets. This course places a major emphasis on the strategic role of information technology in providing business professionals with tools and resources for managing business operations, supporting decision making, and gaining competitive advantage.

BUAD - 8013 International Business, 3.00 Credits
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better
Level: Upper
This course is an application of theoretical approaches to the globalization of business. Major concepts, tools, and processes will be explored through lecture, readings, team activities, and case study applications. Major topics include examining how businesses and managers focus and succeed in the global economy including an overview of the economic, political, legal, social, and cultural systems involved. Emphasis is given to the scope and theories of international business, the framework for international transactions, relations with host countries and host cultures, global business strategies, and the contrasting international management and ethical issues managers may face.

BUAD - 8023 Strategic Management, 3.00 Credits
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better
Level: Upper
This course is an application of theoretical approaches to Strategic Management. Major concepts, tools, and processes will be explored through lecture, readings, team activities, and case study applications. Major topics include creating a competitive advantage, analyzing the external and internal environment of an organization, recognizing an organization's intellectual assets, developing business level, corporate level, and international level strategies. In addition the course will cover strategic control and corporate governance, creating organizational designs, creating a learning/ethical organization, as well as managing innovation and fostering corporate entrepreneurship.

BUAD - 8033 Intl’l Business w/Study Abroad, 3.00 Credits
Prerequisite(s): BUAD 3153 with D or better or TMGT 7153 with D or better
Level: Upper
Applied Learning-Intl/Dom Trvl
This course is an application of theoretical approaches to the globalization of business. Major concepts, tools, and processes will be explored through lecture, readings, team activities, and field trip applications. Major topics include the examination of how businesses and managers focus and succeed in the global economy including an overview of the economic, political, legal, social, and cultural systems involved. Emphasis is given to the scope and theories of international business, the framework for international transactions, relations with host countries and host cultures, global business strategies, and the contrasting international management and ethical issues managers may face. Guest lecturers and field trips are planned for students enrolled in this study abroad offering.