SPAN 204. INTRODUCTION TO THE SPANISH LANGUAGE INTERMEDIATE II (3). This course is an introduction to linguistics. It covers the historical evolution of the Spanish language and includes Grammar review, vocabulary enrichment, and written communication. Scores between 91-100% on the SUAGM Test. Language lab required. NOTE: Elective Credit Only.

SPAN 215. READING, WRITING, AND ORAL IN SPANISH I (3). Comprehension and use of the Spanish language from a communicative perspective approach. The study and analysis of the written text is integrated. Language lab required. Score between 81-90%.

SPAN 216. READING, WRITING, AND ORAL IN SPANISH II (3). Comprehension and use of the Spanish language from a communicative perspective approach. The study and analysis of the written text is integrated. Language lab required. Score between 91% or above.

SPAN 350. TECHNIQUES FOR WRITING IN SPANISH (3). This course will provide the essential tools needed to develop college level writing skills for letters, paragraphs, and essays in the Spanish language.

SPAN 355. SPANISH FOR WRITING AND RESEARCH (3). This course concentrates on the study and analysis of Spanish readings and texts. The course provides the necessary tools for the development of oral and writing skills. Prerequisite(s): SPAN 215, SPAN 216, and SPAN 350.

GRADUATE

ENGLISH – DUAL LANGUAGE PROGRAM

Student must be admitted into the Dual Language Program to take these courses.

ENGL 500. ENGLISH IMMERSION (3). Conversation and grammar based semi-immersion course prepares students for dual-language curriculum.

ENGL 501. ACADEMIC WRITING GRADUATE STUDENTS I (3). Focuses on organization and development of ideas through learning how to demonstrate a command of academic writing skills at the graduate level.

ENGL 502. ACADEMIC WRITING GRADUATE STUDENTS II (3). Focuses on skills to develop fluency, accuracy and maturity in academic writing as well as analyzing a variety of common rhetorical modes.

MASTER OF ARTS: CORE (MAPC)

MAPC 601. GRADUATE RESEARCH (3). Explores strategies, methods and skills for locating and evaluating graduate research literature. Familiarizes students with specialized academic journals and literature within specializations. Explores graduate research methods, including qualitative and quantitative research paradigms.

MAPC 602. ETHICS AND MULTICULTURALISM (3). Focuses on multicultural ethics. Introduces ethical theories for analyzing ethical situations and for making ethical decisions within and across cultures. Explores role of ethics in various academic disciplines and professional fields. NOTE: MA Program students only.

MAPC 603. GRADUATE INTERDISCIPLINARY STUDIES (3). Includes attendance and participation in graduate seminars, preparation and presentation of graduate portfolio, degree planning, assessment of learning outcomes and documenting progress toward learning goals. NOTE: MA Program students only.

MAPC 688. MA CAPSTONE PLANNING (3). Explores a variety of research methodologies, capstone proposal design, and facilitation of strategies for assessment, analysis and synthesis. A proposal for a capstone project to thesis is to be submitted for faculty approval. Prerequisite(s): Permission of advisor required. NOTE: MA Program students only.

MAPC 694. MA COMPREHENSIVES (3). Students design discipline specific deep questions and write graduate level responses, integrating course work and research as necessary to provide a comprehensive response to each question. Questions include specific connections to the Regis mission.

MAPC 696. MA CAPSTONE (3). Demonstrates mastery of the student's declared and approved specialization. Projects may include applied research projects, services learning projects, internship projects or other capstone projects as approved by the faculty. Prerequisite(s): MAPC 688. Approval of Capstone Proposal required.

MAPC 697A. MA THESIS A (3). Thesis project part 1: focuses on the introduction, literature review, and explanation of the methods used in the student's thesis. Co-requisite: MAPC 697B. Prerequisite(s): MAPC 688. Approval of Thesis Proposal required.

MAPC 697B. MA THESIS B (3). Thesis project part 2: focuses on results, analysis, discussion and conclusions of the student's thesis. Co-requisite: MAPC 697A.

MASTER OF ARTS: FINE ARTS (MAFA)

MAFA 605. EXPRESSIVE ARTS PRAXIS (3). Examines theory and practice of the expressive arts in educational and studio settings, and analyzes these in relation to each student's fine arts specialization. Focuses on the etiology and development of art expression from individual and cultural perspectives.

MAFA 606. ART HISTORY (3). Integrates reports in discussions about the power and place of art through history. Includes research processes, art critique and analysis, integration of art, culture and history, common art themes and the ways they are expressed. Art History research required.

MAFA 607. PHILOSOPHY OF ART (3). Examines the nature and value of art and artistic activity. Aesthetics and major theories of art, artistic expression and artistic creation as a human universal are explored, through the media of visual arts, literature and music.

MAFA 608. ADVANCED STUDIO I (3). The course is a continuation of a guided investigation and studio experience to an advanced level (I, II, or III) and focusing on Exploring and demonstrating advanced artistic skills and techniques.

MAFA 609. ADVANCED STUDIO II (3). The course is a continuation of a guided investigation and studio experience to an advanced level and focusing on the continued and further investigation, use, and defense of artistic choices in subject, form and content.

MAFA 610. STUDIO AND CRITIQUE (3). Focuses on delineation of an art problem or question to be explored visually during class in a selected medium. Explores the role of critique as a tool to enhance understanding and deepening of visual expression.

MAFA 611. ADVANCED STUDIO III (3). The course is a continuation of a guided investigation and studio experience to an advanced level and focusing on the continued and further development of a personal style and unique expressive "voice."

MAFA 612. THE BUSINESS OF ART (3). Explores elements of marketing and selling visual art within the art industry. Examines ways to network with other professionals, access galleries, artistic coops and museums. Includes instruction on presentation and discussion of the student's work as a professional artist.

MASTER OF ARTS: HISTORY (MAHS)

MAHS 610. HISTORIOGRAPHY (3). This course analyzes the methodologies used for analyzing and investigating historical events, questions, and issues and provides guidance for preparing graduate papers based on research.

MAHS 611. HISTORICAL GEOGRAPHY (3). Analyzes the influences geography has had in shaping historical events of the United States and Europe.

MASTER OF ARTS: LANGUAGE AND COMMUNICATION (MALC)

MALC 605. THE WRITER'S VOICE (3). Considers the presence and influences of the individual writer's voice in varied forms of writing from fiction, nonfiction, personal and political documents. Organizes around a series of issues concerning life and values related to our understanding of the self. Provides an intensive study of the individual approaches to literature chosen for their impact on the human imagination. Emphasizes selected figures and schools of thought.

MALC 608. POETRY WRITING (3). Provides an opportunity for self-expression through poetry. Introduces the ingredients that go into making a great poem. Students apply their poetic presence via reflection. Applies self-knowledge to develop the poet inside.

MALC 609. CREATIVE STORYTELLING (3). Introduces students to essential elements of creative storytelling. Examines examples of multiple media short stories. Develops an understanding of what make a good story and how to write a story using a mixed-media format.

MALC 611. WRITING THE NOVEL (3). Focuses on the incubation processes for starting to write a novel and carrying through with it. Students read local and national seminal novels and works on writing a novel, workshop their own fiction, as well as start and shape a novel.

MALC 612. PLAYWRITING AND SCREENWRITING (3). Explores and analyzes elements of playwriting and screenwriting using classic playwrights and screenwriters. Students conduct self-analysis to stimulate writing skills, construct storyboards, write a one-act play, and a screenplay for a short film.

MALC 613. FAMILY COMMUNICATION (3). Examines communication and relationship patterns. Readings and discussion are combined with experiential activities focusing on the family system and its roles, power, stress and coping, conflict, marriage and family styles, and improving communication.

MALC 615. WRITING THE NOVEL II (3). Students continue the process of working on novels begun in MALC 611--Writing the Novel or continue working on novels of their own.

Prerequisite(s): Substantial work on a novel already.

MALC 616. WRITING THE SHORT STORY (3). Focuses on understanding and writing short stories. Students will study seminal stories (and works on short-story writing) and, with the facilitator and classmates, complete exercises in the genre and workshop their own stories.

MALC 618. PERSONAL ESSAY - ART OF THE "I" (3). Examines the self as a source of literary exploration. with readings, exercises and discussion, students will learn how to transform personal events and memories into universal experiences. Along the way, students will discover why this dynamic form has inspired everyone from E.B White to David Sedaris.

MALC 619. THE LITERARY MEMOIR (3). Explores how the material of remembered life can engage, enlighten and entertain. Includes an overview of approaches as well as critical reading, writing exercises and manuscript workshop.

MALC 620. NEUROSCIENCE OF COMMUNICATION AND CONFLICT (3). Explores the link between cognitive processes, communication and conflict behavior. Develops communication strategies for managing positional thinking, control needs, resistance to cooperation, heightened emotions, inflexibility, unrealistic goals, and how to promote cooperation. Cross listing: MAPY 608.

MALC 621. ORGANIZATIONAL CONSULTING AND COACHING (3). This course is designed to teach coaching and consulting methods. Skills include helping people find their strengths and expound on them, acting as a guide to bring out the best in people and teams. The course will discuss theories, application and ethical considerations.

MALC 622. EMOTIONS IN COMMUNICATION & CONFLICT (3). Draws on brain research to understand how emotions contribute to the development and escalation of conflict, as well as how professionals manage the communication of strong emotions during conflict. Cross listing: MAPY 611.

MALC 623. PERSUASIVE COMMUNICATION (3). Explore the practice of persuasion and rhetoric in interpersonal relationships, professional settings, sales and marketing, and the mass media. Emphasizes both theoretical explanations and practical application.

MALC 624. SEMINAR IN NONVERBAL COMMUNICATION (3). Examines communicative functions of nonverbal message behavior. Considers a variety of behavioral domains and interaction contexts from both theoretical and practical perspectives; includes discussion of visual rhetoric as used by the mass media.

MALC 625. SEMINAR IN LEADERSHIP COMMUNICATION (3). Through case studies and a review of current research, this course looks at the impact of communication, culture, gender, status, power, ethics, change, and technology on leadership and formulates strategies for effective and innovative leadership.

MALC 626. BRIDGING GENDER COMMUNICATION GAP (3). Explores the unique differences between male and female communication styles, and offers specific ways to integrate the best of both for mutual understanding and more effective and harmonious relationships.

MALC 627. SEMINAR IN INTERCULTURAL

COMMUNICATION (3). This seminar examines the significance and applications of communication between cultures. Topics covered include cultural assumptions, conflict between cultures, race and gender issues, ethics, organizational training, and models for improving communication.

MALC 628. ORGANIZATIONAL TRAINING AND DEVELOPMENT (3). Examines the creation and development of training programs. Explores program assessment, curriculum planning and evaluation, design and administration of evaluation tools, and strategies for classroom delivery.

MALC 629. SEMINAR IN INTERPERSONAL COMMUNICATION (3). An interdisciplinary and cultural approach to the study of interpersonal communication. Examines communication across cultures, communication competencies, gender differences, power and language, and the impact of

language on relationships.

MALC 630. TECHNICAL COMMUNICATION: THEORY AND PRACTICE (3). Provides an in-depth study of technical communication, with an emphasis on technical writing and editing. Critiques and applies technical communication theory, technical research methodology, and effective technical writing techniques. Emphasizes document and content for communication within government, scientific, industrial, and other agencies.

MALC 631. COMMUNICATION AND TECHNOLOGY (3). Introduces theories of technological communication. Communication will be explored in terms of online communities, social networking sites and knowledge management. Issues such as privacy, identity and collaboration will be discussed.

MALC 633. QUALITATIVE RESEARCH METHODS IN SOCIAL SCIENCES (3). An introductory course in qualitative research methods in communication. Covers ethnography, case study analysis, narrative analysis, and auto ethnography. Research tools include observation, interviewing, and analysis of material culture. Students will conduct a qualitative study.

MALC 634. LEGAL DIMENSIONS OF TECHNICAL COMMUNICATION (3). Focuses on the legal obligations in the technical communication profession. Analyzes, clarifies and defines obligations to the employer, the audience, and oneself. Includes such legal topics as: the basics of the United States and state legal systems, privacy, copyright and trademark laws, and defamation.

MALC 635. POLITICAL CAMPAIGN COMMUNICATION (3). Examines the rhetoric and strategy in presidential campaigns, beginning with presidential primaries and continuing through campaign rallies, convention, debates, and inauguration.

MALC 637. COMMUNICATION MANAGEMENT (3). Analyzes technical communication systems within organizations. Emphasizes information flow, internal and external audiences, and organization cultures. Includes analysis and application through case studies, theoretical implications and research methodologies.

MALC 638. SEMINAR IN ORGANIZATIONAL

COMMUNICATION (3). Introduces issues that organization face when communicating internally and externally. Theories and practices of organization culture will be discussed with emerging concepts such as workplace bullying and emotional labor.

MALC 639. GENERATIONAL COMMUNICATION (3). Focuses on style, priorities, and need differences between the four generations currently involved in the workforce. Generates strategies for improving communication, motivating, and managing conflict between the generations.

MALC 641. MEDIATION THEORY AND PRACTICE (3). Examines the practice of mediation and skills employed to reach consensus among parties with divergent interests. Uses interactive simulations to explore methods to resolve disputes, with focus on ethics and impact of mediation on society.

MALC 642. PRINCIPLES OF NEGOTIATION (3). Focuses on the theory and processes of negotiation in a variety of settings. Examines interested-based negotiation, and offer counter-offer models. Introduces multi-party negotiation. Includes exercises and role plays.

MALC 643. FACILITATION THEORY AND PRACTICE (3). Introduces the basic skills and knowledge to facilitate culturally diverse group interactions. Explores basic group facilitation skills, group dynamics, and the impact of prejudice and stereotyping on groups.

MALC 644. ADVANCED MEDIATION (3). Provides students with an opportunity to enhance their mediation skills and increase their knowledge about advanced mediation techniques. Through role plays and simulations, introduces more complex issues in mediation and builds mediation skills. Prerequisite(s): MALC 641.

MALC 645. RESTORATIVE JUSTICE (3). Compares and contrasts retributive and restorative paradigms. Surveys the roles of offender, victim, church, state, and community. Evaluates programs and crime prevention/intervention strategies. Examines family conferencing, sentencing circles, and victim-offender mediation.

MALC 647. FAMILY MEDIATION (3). Explores family mediation from the perspective of the psychology of marriage and family, systems theory, parenting, family dynamics, divorce and its effects on children and blended families - all set in our culturally diverse environment.

MALC 649. MANAGING WORKPLACE CONFLICT(3). Provides theoretical understanding about the sources and escalation of conflict in organizations. Emphasizes strategies for leaders for addressing the problems and for mediators in how the problems might be resolved.

MALC 650. MANAGING GROUP BEHAVIOR(3). Explores the sources and methods of managing conflict exhibited in group settings. Students will discuss factors such as group behavior, leadership, psychological climate, communication, conflict tactics, and problem solving strategies that promote conflict resolution.

MALC 651. PSYCHOLOGY OF CONFLICT (3). Students explore physiological, psychological, and sociological explanation about the emergence and escalation of conflict, sources of resistance, the need for retribution, expressions of power, face saving, judgmental bias, socio-emotional competence, and unresolved anger. Cross-listing(s): MAPY 623.

MALC 652. LEADERSHIP DEVELOPMENT (3). Provides students with leadership skills in adult training and development. Emphasizes interpersonal communication and focuses on the learning environment. Includes communication styles, motivation of individuals, work force diversity, and evolutions of group cultures. Introduces leadership theories and applications. The focus is on leadership development for communication consultants, adult educators, and trainers.

MALC 653. CREATIVE WRITING (3). The Creative Writing course is designed to introduce graduate students to fiction and nonfiction writing. This course helps students develop their skills, to discover their distinctive voices, and to give their creative work their undivided attention.

MALC 654. DEVELOPING THE CHARACTER IN THE NOVEL (3). Studies the various techniques used in creating and developing characters in a novel. Examines published novels, which have characters readers can identify as authentic. Students create a portfolio of work.

MALC 655. CREATIVE NONFICTION (3). Focuses on reading masters of Creative Nonfiction and on producing student work in the personal essay, magazine-style essay, and memoir. Explores recent controversies concerning differences between fiction and nonfiction. NOTE: Graduate students only.

MALC 656. TOPICS IN CREATIVE NONFICTION (3). An indepth survey/practicum of the forms, approaches and styles of fact-based literature, including narrative journalism, column writing, personal essay, memoir, flash nonfiction, lyric essay and collage.

MALC 657. REVIEWING THE ARTS (3). Through readings in classical and contemporary art, film, book, and theater reviews, and practice with the facilitator, students will become proficient in the art of reviewing and critiquing the arts.

MALC 658. THE TRAVEL WRITER (3). Uses a balance of lecture, exercise, work shopping from fellow students, and feedback from the instructor, this course will give students a good grounding in the basics of travel writing (as first-person memoir primarily for articles). The group will travel outside the classroom, possibly on an overnight trip, and will include a visit by a travel editor. Prerequisite(s): Creative Writing or Creative Non-fiction are recommended courses or experience in writing.

MALC 659. INNOVATION AND ENTREPRENEURSHIP (3). Examines the demographics and viability of creative and innovative endeavors. Identifies channels of communication available to reach targeted audiences. Students research and develop a comprehensive plan utilizing this information.

MALC 660. THE GRAPHIC NOVELS (3). Focuses on how to plot and format a graphic novel script and how to translate various elements of storytelling into ideas that can be conveyed visually.

MALC 661. POETRY WORKSHOP (3). Develops students' poetry writing skills and helps them learn to use a greater creative, critical and aesthetic understanding of their discipline in a workshop setting.

MALC 662. PHENOMENOLOGY OF THE SELF (3). Explores the phenomenological self, that is, the self as we experience it. Involves the examination of varieties of phenomenology developed by thinkers such as Husserl, Heidegger and Levinas.

MALC 663. BRAIN AND SOCIAL DEVELOPMENT (3). Drawing on research from psychology, explores the relationship between neural structures and process and the forming and maintenance of human relationships. Cross-listing(s): MAPY 663

MALC 664. EDITING NONFICTION (3). Applied editing skills for any type of writing in both professional and personal settings. Includes areas in editing and writing careers, such as book and article publishing, scholarly publications, and journalistic and magazine settings.

MASTER OF ARTS: LIBERAL STUDIES (MLS)

MLS 500. ESSENTIALS FOR GRADUATE LEVEL WRITING (3). Develops writing proficiencies for producing credible written documents at the graduate level. Through frequent writing exercises with course consultant feedback, students learn to recognize common grammatical errors and to demonstrate precision, clarity, coherence and unity in writing. Students master the elements of academic writing, including presentation, expression, economy, precision, and documentation, and culminate this knowledge into a written graduate-level document. Cross listing: EDFD 500.

MLS 501. CRITICAL THINKING AND GRADUATE WRITING (3). Examines how to determine the difference between good and bad ideas and how something does or does not 'make sense'. Studies the quality of thinking used in researching conclusions. Demonstrates how to think critically and to evaluate information.

MASTER OF ARTS: PROGRAM (MAP)

MAP 690E-W. MA INDIVIDUALIZED STUDY (3). Provides an opportunity for faculty-directed individualized study in a field or topic as designated in the Degree Plan. The goals, content, and outcomes and assessments are to be proposed by the student and approved by the faculty prior to enrollment. Prerequisite(s): Permission of advisor required. NOTE: MA Program students only.

MASTER OF ARTS: PSYCHOLOGY (MAPY)

MAPY 605. HUMAN GROWTH AND DEVELOPMENT (3). Provides an advanced study of normal human development from infancy throughout the life span, emphasizing integration of theory and research appropriate to each life phase. Considers the impact of cultural variation on life phases.

MAPY 606. SEMINAR IN THEORIES OF PERSONALITY (3). Examines personality development from many theoretical orientations, including: psychodynamic, humanistic, existential, dispositional, and learning theory. Evaluates the impact of social variables, such as culture and gender and their contribution to personality development.

MAPY 607. SEMINAR IN SOCIAL PSYCHOLOGY (3). Covers major themes in the discipline of social psychology from an interdisciplinary perspective with an emphasis on practical professional application. Topics include social cognition; stereotyping and racism; aggression; attraction; persuasion; body image.

MAPY 608. NEUROSCIENCE OF COMMUNICATION AND CONFLICT (3). Explores the link between cognitive processes, communication and conflict behavior. Students develop communication strategies for managing positional thinking, control needs, resistance to cooperation, heightened emotions, inflexibility, unrealistic goals, and how to promote cooperation. Cross listing: MALC 620.

MAPY 609. COMMUNICATION TECHNIQUES FOR HELPING PROFESSIONALS (3). Provides essential graduate-level communication techniques with theoretical material and supporting research for professionals in or preparing to enter graduate-level, non-clinical helping professionals.

MAPY 611. EMOTIONS IN COMMUNICATION & CONFLICT (3). Draws on brain research to understand how emotions contribute to the development and escalation of conflict, as well as how professionals manage the communication of strong emotions during conflict. Cross-listing: MALC 622.

MAPY 620. THE PSYCHOLOGY OF LEADERSHIP AND INNOVATION (3). Analyzes the psychology of leadership and change in an innovation society. Conceptual tools and practical skills are utilized to examine psych/social models of leadership and to investigate how leaders can promote personal, organizational, and social change.

MAPY 621. ADOLESCENT PSYCHOLOGY (3). Systematic study of the major theories of adolescent growth and development. Focuses on current research regarding adolescents and the implications of the research.

MAPY 622. CAREER COACHING (3). Explores coaching roles and related coaching practices and competencies needed to assist clients in exploring career alternatives consistent with their passion, values, skills and practical needs. Course addresses the changing nature of careers/jobs in a global environment.

MAPY 623. PSYCHOLOGY OF CONFLICT (3). Explores physiological, psychological and sociological explanations about the emergence and escalation of conflict, sources of resistance, the need for retribution, expressions of power, face saving, judgmental bias, socio-emotional competence, and unresolved anger. Cross-listing(s): MALC 651.

MAPY 652. PSYCHOLOGY OF RELIGIOUS EXPERIENCE (3). Examines and analyzes psychological perspectives on the religious experience, including human development, mystical experience, conversion, new movements and the personal spiritual experience. Explores major research trends regarding religious behavior, personality, and the spiritual experience.

MAPY 653. JUNGIAN DREAMWORK (3). Follows the individuation process through messages delivered from the unconscious and particularly through dreams. Examines Jung's psychology as applied to dream work.

MAPY 654. PSYCHOLOGY OF WOMEN (3). Examines and evaluates the psychology of women from several perspectives including developmental concepts, social and political issues, gender roles, and culture. Creates a forum for women's issues with special consideration toward counseling.

MAPY 655. PSYCHOLOGY OF CREATIVITY (3). Examines creativity from a cross-cultural perspective. Explores creative expression as an essential element in the history of humankind, as well as an important developmental factor in the individual. Includes a survey of current psychological theories of creativity.

MAPY 657. ENVIRONMENTAL PSYCHOLOGY (3). Explores the relationships between humans and the physical environment. Focuses on theory, research, and application related to the field. Issues include environmental perception, effects of the environment on behavior, and the effects of behavior on the environment.

MAPY 658. ADVANCED TOPICS IN PSYCHOLOGY (3). Interdisciplinary seminar exploring contemporary issues in psychology through guided investigations and individual research. Explores a topic or research question, articulates a greater understanding of that work through research, discourse, and presentation.

MAPY 659. COMPLEXITY INNOVATION AND FUTURE (3). Examines complexity theories and their application towards innovating for the future. Provides the experiential and analytical study wherein the student learns to exercise innovative thinking and action by examining the basis of complexity.

MAPY 663. BRAIN AND SOCIAL DEVELOPMENT (3). Drawing on research from psychology, explores the relationship between neural structures and process and the forming and maintenance of human relationships. Cross-listing(s): MALC 663.

MASTER OF ARTS: RELIGIOUS STUDIES (MARS)

MARS 610. HEBREW BIBLE/TORAH (3). Examines the literature of the Hebrew Bible (Torah). Students will read and discuss the Hebrew Bible (in English) using Jewish methodology of interpreting biblical writings while increasing the students awareness of the Jewish religious foundation.

MARS 611. HISTORY OF CHRISTIAN THOUGHT (3). Examines the history of Christian thought, surveying key Christian thinkers and significant developments from the church's inception to the present. Addresses major creeds, councils, and conversations of the Christian Church throughout history.

MARS 615. RELIGION AND CULTURE (3). An exploration of critical issues in and approaches to the study of religion and culture. Examines what counts as "religion", why definitions of religion change over time, and the interplay of religion and culture.

MARS 625. INTRODUCTION TO KABBALAH (3). Kabbalah (received tradition), a metaphorical tapestry of Jewish texts, practices, and ideas invites deep spiritual reflection. Students enter this tapestry, following the shape of its development and meaning.

MARS 630. INTRODUCTION TO THE CATHOLIC TRADITION (3). Introduction to basic Roman Catholic teaching for lay ministers and administrators. Topics include the Church's self-understanding, sources of Catholic belief, social justice, Canon Law, morality, liturgy and sacraments.

MARS 631. APPLIED ROMAN CATHOLIC TEACHING AND TRADITION (3). Focuses on Catholic teaching and tradition in contemporary parishes. Includes Canon Law, Sacramental Theology, Liturgy, Moral and Social Teaching and Tradition, Prayer and Spirituality, Ecumenism and Interfaith relationships, Church and State. Assists parishes in applying theological, ecclesial and nonprofit management skills. Prerequisite(s): MARS 630.

MARS 661. INTERFAITH DIALOGUE (3). Examines the influence of a faith tradition/practice on public and workplace discourse on a variety of topics. Explores the skills and techniques used by leaders of faith-based organizations to facilitate inter, intra, and secular-faith dialogue. Cross listing: MNM 661.

MARS 695E-W. IGNATIAN SCHOLARS COLLOQUIUM (3). The Ignatian Scholars Colloquium enable learners to articulate Jesuit principles, pedagogy and mission and apply external mission learning (strategies and tools) into courses and disciplines within the College for Professional Studies.

MASTER OF ARTS: SOCIAL SCIENCE (MASO)

MASO 610. ISSUES IN SUSTAINABILITY (3). Explores the main aspects of sustainability including environment, ethics, economics, and education. Utilizes systems thinking, scenario planning, and other innovative techniques in the application of sustainability to different disciplines, organizations and situations. Prerequisite(s): Graduate standing.

MBA: ACCOUNTING (MBAA)

MBAA 602. INTERPRETING ACCOUNTING INFORMATION (3). Examines adjustment of financial statements used for analysis after assessing accounting policies used and other limitations of accounting model. Analysis of firm's financial ratios, free cash flow, earnings quality, sustainable earnings, creditworthiness, and fundamental (intrinsic) equity value. Prerequisite(s): AC 320A, AC 320B, AC 410A, and AC 410B, or MBAC 604. Cross listing: MSAA 602.

MBAA 603. FINANCIAL REPORTING POLICY AND PRACTICE (3). Examines objectives, recognition and measurement concepts, and definitions of financial statement elements in the FASB's Conceptual Framework; preparation of financial statements; and ethical, economic, and political context of accounting standard-setting and financial reporting policy choices. Prerequisite(s): AC 320A and AC 320B. Cross listing: MSAA 603.

MBAA 605. ADVANCED AUDITING (3). Examines cases of failed audits to assess audit risk; identify relevant assertions, inherent risks, and control risks; formulate audit objectives; and evaluate appropriateness of audit evidence. Examines earnings management incentives and devices; and threats to auditor's independence. Prerequisite(s): MBAA 602 or MSAA 602 or equivalent with faculty advisor approval. Cross listing: MSAA 605.

MBAA 606. FINANCIAL ACCOUNTING THEORY (3). Studies the underlying concepts of contemporary accounting theory. Addresses all of the major areas of accounting from this perspective. Prerequisite(s): MBAA 603.

MBAA 607. ACCOUNTING FOR NOT-FOR-PROFIT AND GOVERNMENT ORGANIZATIONS (3). Examines accounting for not-for-profit organizations and governments. Emphasizes the use of accounting information to help identify and solve problems encountered in the management of these organizations. Prerequisite(s): MBAA 602 or MSAA 602 or permission of instructor. Cross listing: MSAA 607.

MBAA 608. INTERNATIONAL ACCOUNTING (3). Examines International Financial Reporting Standards (IFRS) and convergence issues between US GAAP and IFRS. Reviews Accounting Standards Codification for US GAAP foreign exchange and US International tax issue. Prerequisite(s): MBAA 602 or MSAA 602. Cross listing MSAA 608.

MBAA 609. CASE STUDIES IN MANAGEMENT ACCOUNTING (3). Develops students' management accounting techniques and skills needed to make ethical profit-maximizing decisions. Emphasizes data selection, analysis, decision-making and evaluation of results in complex, realistic situations. Prerequisite(s): MBAA 602 or equivalent with faculty advisor approval. Cross listing: MSAA 609.

MBAA 610. CONTROLLERSHIP (3). Examines the function, role and responsibilities of the chief accounting officer of a business organization. Considers both financial and nonfinancial aspects of the controllership function. Prerequisite(s): MBAA 602 or MSAA 602.Cross listing: MSAA 610.

MBAA 611. TAX INFLUENCES ON BUSINESS DECISION MAKING (3). Studies the structure of the tax code, principles underlying it and impact on business transactions. Emphasizes tax planning. Cross listing MSAA 611.

MBAA 612E-W. SEMINAR IN FINANCE AND ACCOUNTING (3). Addresses current topics relevant to managers in the areas of finance and accounting. Content varies by term according to the changing concerns of managers in these areas and the shifting conditions in the business environment. Cross listing: MBAF 612E-W.

MBAA 614. IT AUDITING (3). Combines accounting, regulation and IT security practices to educate students to protect organizational assets through establishment of auditing best practices, current governmental reporting standards, Sarbanes-Oxley requirements and secure management techniques. Prerequisite(s): MBAA 602 or MSAA 602 or permission of instructor. Cross listing: MSIA 684 and MSAA 614.

MBAA 615. INCOME TAX RESEARCH (3). Develops the ability to research complex income tax questions. Examines the basis of tax law, research materials and research strategies. Research is completed using both manual and automated research systems. Prerequisite(s): MBAA 602. Cross listing: MSAA 615.

MBAA 617. ACCOUNTING INFORMATION SYSTEMS (3). Identifies and defines the manual and automated systems necessary to provide accounting information. Studies and compares systems to prepare financial accounting, cost accounting and tax documents. Develops efficient, controlled systems that provide both required and management information.

Prerequisite(s): MBAA 602 or MSAA 602. Cross listing: MSAA 617.

MBAA 619. FORENSIC ACCOUNTING (3). Provides an opportunity to study contemporary financial statement fraud cases using a five-part fraud taxonomy: fraud perpetration, fraud detection, fraud investigation, fraud prosecution and fraud prevention and the accountant's role. Prerequisite(s): MBAA 602, MSAA 602 or equivalent with faculty advisor approval. Cross listing: MSAA 619.

MBAA 621. FINANCIAL APPLICATIONS OF XBRL AND INTERACTIVE DATA (3). Studies XBRL (Extensible Business Reporting Language) financial applications for Securities and Exchange Commission filings and other business intelligence and analytics applications. Development of XBRL applications for external and internal financial reporting will be covered. Prerequisite(s): MSAA 602, MBAA 602 or AC 410A, AC 410B, and AC 410C. Co-Requisite: (MSAA 602, MBAA 602, or AC410A, AC 410B, and AC 410C. Cross listing: MSAA 621.

MBA: CORE (MBAC, MBAX)

MBAC 600. THE ECONOMICS OF MANAGEMENT (3). Applies qualitative and quantitative microeconomics, macroeconomics, and international economics to business and the federal government operations from the perspective of the manager including the importance of regionalism and the global economy. NOTE: This Core course should be taken in the first 12 semester hours of the program. Fee required.

MBAC 601. ETHICAL AND LEGAL ENVIRONMENT OF BUSINESS (3). Examines the social and governmental structure within which business operates. Focuses on effective and ethical strategies for addressing issues of public concern including labor and employment law; administrative agency procedures; public issues management; product liability; and social contract, agency and stakeholder models of corporate responsibility. Cross listing: MSAC 601. NOTE: This Core course should be taken in the first nine (9) hours of the program.

MBAC 602. DEVELOPING EFFECTIVE ORGANIZATIONS (3). Effective organizations converge adaptable leadership, engaged workforces and aligned processes. Explores concepts from organizational behavior(OB), organizational development(OD) and human resource development(HRD) and from case studies of current organizations.

MBAC 603. MARKETING AND OPERATIONS DECISION POINTS (3). Marketing and Operations are two key elements of any business organization. Focuses on the intersect of these business elements and key concepts in this intersect, both from a marketing and operations perspective.

MBAC 604. ACCOUNTING AND FINANCE CONCEPTS FOR MANAGERS (3). Examines accounting and finance concepts managers use in making decisions, including: uses of cost information; analysis, limitations and ethical dimensions of financial reporting; capital investment analysis; financing strategy; working capital management; and projected financial statements.

MBAC 610. ENTERPRISE MANAGEMENT IN A GLOBAL ENVIRONMENT (3). Provides a practical management exercise in international strategies, operations, finance and marketing, and ethics using a computer simulation. The simulation requires students to manage a global business from a system's perspective. Prerequisite(s): Successful completion of at least 27 graduate credit hours.

MBAC 695. STRATEGIES IN A GLOBAL ENVIRONMENT (3). Examines the influence of strategies, international economics, politics, business and finance in the transnational firm. Students participate in a team simulation managing a transnational corporation demonstrating the business results across product lines, services and continents. Prerequisite(s): Successful completion of all MBA foundation courses. NOTE: Fee required.

MBAX 600. SUSTAINABILTY AND THE CONTEXT OF BUSINESS IN THE 21st CENTURY (3). Provides an opportunity to analyze socially responsible business practices. Topics include: social innovation, global competitiveness, intrapreneurism and sustainability. Includes development of personal and professional development plans that link practices to sustainability.

MBAX 695. BUSINESS PLATFORMS: A MODEL FOR THE 21st CENTURY (3). Provides an opportunity to integrate and apply theoretical knowledge to identify solutions for complex business issues. Includes development of a professional business plan and projects this plan to post-MBA career strategies. Prerequisite(s): Minimal 30 semester hours of 600-level MBA course work.

MBA: EMERGING MARKETS IN A GLOBAL ECONOMY (MBAE)

MBAE 600. EMERGENT MODERN BUSINESS FIRMS (3). This course analyzes how business firms and organizations operate within specific environments and industries, particularly emerging economies. Studies the foundations of organizational theory and management as crucial factors for business performance.

MBAE 601. EMERGING MARKETS (3). Studies international business environments from the perspective of emerging economies. Analyzes the potential of Latin American companies to develop market spaces in specific industries and regions of the world.

MBAE 602. STRATEGY IN EMERGENT ECONOMIES (3). Studies the formulation and implementation of business strategies from two perspectives: multinationals targeting emerging markets, and firms from developing economies targeting markets in developed and emerging economies.

MBAE 610. FINANCIAL STRATEGY (3). Introduces financial management challenges confronting consolidated and emerging multinational firms. Financial analysis is particularly situated within the conditions of firms operating in emerging markets.

MBAE 611. MARKETING IN EMERGENT ECONOMIES (3). Examines the market conditions of emerging and developed economies in several industries as well as the formulation and implementation of sound marketing strategies targeting rapidly growing markets of the world.

MBAE 612. EMERGENT ECONOMY OPERATIONS (3). Introduces the constitution and operation of international supply chains in different industries to produce and deliver goods for the global economy.

MBAE 620. STRATEGIC HUMAN RESOURCES (3). Identifies the strategic role of human resources management in the development of organizations and business companies. Analyzes human resources practices in emerging economies and proposes innovations in organization human performance.

MBAE 622. FIRM GROWTH STRATEGIES (3). Analyzes corporate growth strategies available for emerging firms of developing economies in a global environment. Strategies include mergers, acquisitions, outsourcing, conglomerations, business groups, strategic alliances and more.

MBAE 630. ENTREPRENEURSHIP AND INNOVATION (3). Studies entrepreneurship as a driver of economic activity, particularly under the perspectives of emerging economies. Examines the process of creation of new businesses, invention and innovation, financing entrepreneurial development and organizational learning.

MBAE 631. LEADERSHIP AND CHANGE MANAGEMENT (3). Deals with the challenges of leadership in complex and divergent organizations. Develops applied strategic leadership skills of thinking, acting and influencing others in ways that promote organizational sustainability and competitive advantage.

MBAE 632. CORPORATE SOCIAL RESPONSIBILITY (3). Introduces the complexity of organizations' environmental and social interactions, and how business firms deal responsibly with all stakeholders to maintain equilibrium and control unwanted impacts on business operations.

MBAE 695. NEW BUSINESS ENVIRONMENTS (3). The capstone course examines strategies in action. It consolidates issues of international economics, politics, culture, business and finance in the development of firms operation in emerging markets.

MBA: FINANCE (MBAF)

MBAF 602. FINANCIAL DECISION MAKING (3). Examines the use of financial theories and techniques in making financial decisions under conditions of uncertainty. Emphasizes the critical evaluation of concepts to assess their usefulness in practical business situations. Uses computer applications to solve practical problems. Prerequisite(s): MBAC 604.

MBAF 603. INVESTMENTS AND PORTFOLIO MANAGEMENT (3). Provides an understanding of the kinds of analysis and techniques used by individual investors and professional money managers to decide on investment objectives and select possible investment alternatives. Prerequisite(s): MBAF 602.

MBAF 604. MONEY AND BANKING (3). Provides a framework for understanding financial institutions and markets, and the effects of government policy on financial institutions, interest rates and levels of economic activity.

MBAF 605. INTERNATIONAL FINANCIAL MANAGEMENT (3). Introduces financial management issues confronting multinational firms. Includes foreign exchange risk management, positioning of funds and cash management, and capital budgeting in the international setting. Prerequisite(s): MBAF 602.

MBAF 606. CASE STUDIES IN FINANCIAL MANAGEMENT (3). Students apply the principles of business finance to business decision-making using the case method of instruction. Prerequisite(s): MBAF 602.

MBAF 612E-W. SEMINAR IN FINANCE AND ACCOUNTING (3). Addresses current topics relevant to managers in the areas of finance and accounting. Content varies by term according to the changing concerns of managers in these areas and shifting conditions in the business environment. Cross listing: MBAA 612E-W.

MBAF 617. PRODUCT MANAGEMENT (3). Focuses on management of new and existing products from a multifunctional point of view, i.e. marketing, operations and finance. Utilizes a large-scale, computer-based simulation package to underscore the importance of multifunctional teams in product management, as well as to provide a hands-on learning format. Prerequisite(s): FIN 400 and MKT 325. Cross listing: MBAK 617 and MBAF 617.

MBAF 620. DERIVATIVES (3). Examines the characteristics, risk management, and accounting for modern financial instruments. Prerequisite(s): Permission of instructor or faculty advisor required.

MBA: FOUNDATION COURSES (MBAP)

MBAP 520A. ESSENTIALS OF BUSINESS DEVELOPMENT I (3). Introduces students to basic concepts and principles of macro and micro economics, financial statement preparation and management information, key components of business and federal government environment. Topics include finance, financial statement analysis, capital budgeting fundamentals, asset management techniques, the basics of cash management, statistical modeling, probability theory, estimation and regression, principles of marketing, analysis of markets, and pricing and distribution decisions.

MBAP 520B. ESSENTIALS OF BUSINESS DEVELOPMENT II (3). A continuation of MBAP 520A.

MBA: GENERAL (MBAG)

MBAG 608E-W. SEMINAR IN CURRENT BUSINESS TOPICS (3). Concentrates on contemporary literature in selected areas of interest to managers. Content varies by term, based on topic's relevance to current business conditions. Prerequisite(s): Permission of instructor.

MBAG 611. INNOVATIONS IN BUSINESS (3). Presents concepts that will help identify and manage research and development (specifically the technology) as a strategic competitive weapon. Focuses on management of technology and the means to acquire it as it is connected to a firm's overall vision and management philosophy. Examines the relationship between product and process innovation as nonlinear events, and attempts to reconcile innovative discovery with the desire to fit technology into the orderly management of business. Cross-listing: MBAO 611

MBAG 690E-W. INDEPENDENT STUDY (1-3). Covers any field or topic in business not addressed in an existing course. Prerequisite(s): Approval of degree chair.

MBAG 698E-W. INTERNSHIP: MBA (3). Under the supervision of a qualified MBA faculty member, provides an intensive internship appropriate for the Master of Business Administration. Prerequisite(s): Completion of all foundational courses and permission of faculty advisor required.

MBA: HEALTH CARE (MBAH)

MBAH 602. HEALTH CARE POLICY (3). Explores delivery of health care in the US, focusing on national policies, their rationale and effects. Relevant stakeholders, costs, legislative methods and intent, and comparisons with non-US health care systems are studied.

MBAH 603. ISSUES IN HEALTH CARE MANAGEMENT (3). Analyzes the effects of the following on the health care industry: venues for health care delivery, the pharmaceutical industry, legal issues unique to the health care industry, the medical device industry and its effect on health care. Discusses the future of health care in the US. Explores iatrogenic medicine and alternatives to allopathic care. Prerequisite(s): MBAH 602.

MBAH 604. INFORMATION MANAGEMENT IN HEALTH CARE (3). Emphasizes interpretation, evaluation, and use of information management systems and outputs. Examines several models of information management, stressing their use as tools in business operations and health care management while enhancing students' skills in using computer tools to develop, manage, and analyze information and data.

MBAH 605. HEALTH CARE MARKETING (3). Utilizes case analysis to explore how marketing principles apply to management decisions. Covers product development, pricing and distribution, consumer behavior analysis, market definition and forecasting, and development of marketing plans focusing on application of these concepts to health care organizations.

MBAH 606. HEALTH CARE FINANCE (3). Develops financial theories and techniques of financial analysis used to make financial decisions under conditions of uncertainty and capital constraints. Emphasizes critical analytical skills in assessing business problems and opportunities, considers the financial analysis of third party payer programs and government reimbursement plans. Utilizes computer simulations and models to analyze health care management and general business problems. Prerequisite(s): MBAP 520A and MBAP 520B or both MBAP 504 and FIN 400 or equivalent.

MBA: INTERNATIONAL (MBAI)

MBAI 602. ISSUES IN INTERNATIONAL BUSINESS (3). Examines issues essential to an understanding of international business activity. Includes the nature of international business, international economic institutions and issues, international monetary issues, government activity affecting international trade, social and cultural effects on international business, human resource management and other related issues.

MBA: MARKETING (MBAK)

MBAK 603. MARKETING STRATEGY (3). Examines the relationship of marketing to corporate strategy, and the strategic positioning of individual product or service lines. Emphasizes an understanding of current tools in strategic market planning, and the planning and decision-making process itself. Prerequisite(s): BA 420 or MBAP 506.

MBAK 604. INTERNATIONAL MARKETING (3). Examines the impact of conditions unique to international business on the marketing of goods and services. Includes government policies and regulations; cultural differences in advertising, consumer preferences and buying patterns; distribution and pricing differences; exchange rates and other financial concerns.

MBAK 606E-W. SEMINAR IN MARKETING (3). Addresses current topics relevant to marketing managers. Content varies by term, based on student needs and changes in the marketing environment.

MBAK 610. MARKETING TOOLS PRACTICUM (3). Examines tools, skills and framework necessary for developing and implementing marketing strategies. Students will work directly with a client firm to conduct a marketing audit, competitive intelligence report, industry analysis, media plan, sales forecasting/pipeline report, and formal marketing plan.

MBAK 617. PRODUCT MANAGEMENT (3). Focuses on management of new and existing products from a multifunctional point of view, i.e. marketing, operations and finance. Utilizes a large-scale, computer-based simulation package to underscore the importance of multifunctional teams in product management, as well as to provide a hands-on learning format. Prerequisite: FIN 400 and MKT 325. Cross listing: MBAF 617 and MBAO 617.

MBAK 619. DIGITAL MARKETING AND PROMOTION (3). This course addresses digital marketing strategies including: web, search, social and mobile marketing. Students examine unique strengths of digital marketing components, helping students generate innovative approaches to engage, motivate and inspire buyer brand participation.

MBAK 620. DISCOVERING MARKET OPPORTUNITIES (3). Covers how to analyze and develop new market opportunities in changing environments, how to define target markets based on customer needs, prepare environmental and SWOT analyses, conduct research, and estimate market share potential. Discusses methods of industry competitive analysis. Prerequisite(s): MBAC 603.

MBAK 621. INTEGRATING THE MARKETING MIX (3). Addresses how alignment of product, price and distribution decisions is critical to market success and how choices made in one marketing mix area define options and decisions in others. Covers how to set prices and define distribution strategies to optimize market response to new or existing products. Prerequisite(s): MBAC 603.

MBAK 622. BRANDING & PROMOTION: STRATEGY TO IMPLEMENTATION (3). Applies customer analysis to create a brand strategy that uniquely represents the value proposition of a company or product line. Develops an Integrated Marketing Communication Plan that incorporates mass, targeted, and digital media campaigns that are tracked and modified to yield sustainable return on marketing investments. Prerequisite(s): MBAC 603.

MBAK 623. CUSTOMER RELATIONSHIPS: DEVELOPMENT AND MANAGEMENT (3). Covers how to define target markets based on customer needs, prepare environmental SWOT analyses, conduct research and estimate market share potential. Addresses how to build and maintain loyal customers for lifetime value. Prerequisite(s): MBAC 603.

MBAK 624. ENTREPRENEURIAL INNOVATION (3). Covers how launching sustainable business ventures requires integrating strategic business decisions with market analysis, customer identification, product, price, distribution, and promotion activities. Discusses how to align and balance marketing mix decisions with financial resources by conducting a feasibility study and developing a comprehensive business/marketing plan for market entry. Prerequisite(s): MBAC 603.

MBA: MANAGEMENT (MBAM)

MBAM 602. THE LEADERSHIP MANAGEMENT CHALLENGE (3). Developed jointly with Aubrey Daniels International, this course will survey key leadership perspectives and prepare the student to utilize technical tools to bring out the best in people. Cross listing: MSM 602.

MBAM 604. LEADERSHIP: EXPLORED AND APPLIED (3). Explores important leadership theories by applying knowledge and skills that enhance individual and organizational performance.

MBAM 609. PROFESSIONAL COMMUNICATION (3). Refines existing skills in written and oral communication as effective business managers. Emphasizes an interactive approach to the fundamentals of communication, including the preparation of memoranda, letters and reports. Examines oral presentation tools and methods, and persuasive public presentations.

MBAM 611. STRATEGY FORMULATION (3). Defines and describes strategy and its formulation within business contexts and situations. Examines combining theory with a practical viewpoint using Porters strategy model. Emphasizes ethics and social responsibility. Prerequisite(s): MBAM 615.

MBAM 612. STRATEGY IMPLEMENTATION AND MANAGEMENT (3). Identifies the process of strategic management from a systems viewpoint. Stratagems and tactics are defined and used to illustrate Mintzberg's pattern in a stream of decisions. Emphasizes ethics and social responsibility. Prerequisite(s): MBAM 611.

MBAM 615. MANAGING CHANGE (3). Focuses on business industrial change and control management. Explores change in industry standards through technology innovations, markets and opportunities, corporate skills portfolios, and products and services. Identifies methods available to plan, initiate, and direct change for facilitating positive benefits for future forecasts. NOTE: Fee required.

MBAM 616. HISTORY AND THEORY OF MANAGEMENT (3). A practical approach to planning, organizing, leading and monitoring an organization's resources. Includes a historical review of management by examining several seminal authors of management throughout history and their contribution to the theory of management.

MBAM 617. POWER AND POLITICS (3). A practical approach to managing power and politics within a business organization. Examines issues of gender and ethnicity in the areas of general management, change management and strategic management. Prerequisite(s): FIN 400 and MKT 325.

MBAM 618. FINANCE FOR STRATEGIC MANAGERS (3). A practical approach to operational financial management. Explores common operational management issues including budgeting, inventory management, credit management, lease financing, makebuy-lease decisions, exchange rate management, performance reporting and other operational issues.

MBAM 695E-W. SEMINAR IN STRATEGIC MANAGEMENT (3). Seminar course exploring current issues in Strategic Management.

MBA: OPERATIONS (MBAO)

MBAO 602. OPERATIONS MANAGEMENT (3). Provides practical course studies in Operations Management fundamentals including quality management, forecasting, capacity planning, and geolocation inventory and production control, distribution systems, and planning and scheduling. Provides overviews and interrelationships of general Operations Management subject areas.

MBAO 603. LEADING PROJECTS IN CONTEMPORARY ORGANIZATIONS (3). Explores project management from a strategic perspective, focusing on development of leadership skills in the management of project teams. Examines the roles of the manager and management team; project selection, organization, and planning process; communications and negotiations; and the tactical and strategic implications in a project environment. Reviews management of business/computer information technology projects including development approaches, technical aspects of project estimation, and manual and automated project management tools. Cross listing: MSM 657.

MBAO 611. INNOVATIONS IN BUSINESS (3). Presents concepts that will help identify and manage research and development (specifically the technology) as a strategic competitive weapon. Focuses on management of technology and the means to acquire it as it is connected to a firm's overall vision and management philosophy. Examines the relationship between product and process innovation as nonlinear events, and attempts to reconcile innovative discovery with the desire to fit technology into the orderly management of business.

MBAO 615. MANAGEMENT OF PROJECT PERFORMANCE (3). Examines aspects of project risk, cost and schedule management. Identifies the management processes required to ensure the project is completed within budget and on schedule. Provides knowledge required to cost a project, develop a project plan, and allocate the necessary resources to manage a project; analyze risks and opportunities within projects, identify methods for reducing and mitigating risks, manage project performance, including quality, human resources, communications and procurement. Prerequisite(s): MBAO 603. Cross listing: MSM 658.

MBAO 617. PRODUCT MANAGEMENT (3). Focuses on management of new and existing products from a multifunctional point of view, i.e. marketing, operations and finance. Utilizes a large-scale, computer-based simulation package to underscore the importance of multifunctional teams in product management, as well as to provide a hands-on learning format. Prerequisite(s); FIN 400 and MKT 325. Cross listing: MBAF 617 and MBAK 617.

MBAO 619. EMERGING TECHNOLOGIES (3). Examines emerging technologies which are changing the business landscape in the areas of speed, information, and ethics. Emerging technologies include virtual reality, synthetic systems, wisdom systems, intelligent agents, simulation modeling, robotics, biotech, and nanotechnology.

MBAO 622. SUSTAINABLE OPERATIONS (3). Studies and analyzes the dynamic nature of supply chain management for products and services and addresses the impact of the global economy on the management process. Develops a solid grounding in the theory of supply chain design, which includes strategies for customer service, quality, logistics, inventory management, and integrated supply chain management.

MBAO 623. SUPPLY CHAIN MANAGEMENT (3). Studies and analyzes the dynamic nature of supply chain management for products and services and addresses the impact of the global economy on the management process. Develops a solid grounding in the theory of supply chain design, which includes strategies for customer service, quality, logistics, inventory management, and integrated supply chain management.

MBAO 651. DELIVERING ORGANIZATION EXCELLENCE (3). Prepares learners to lead change by using the Baldrige Award criteria to explore process improvement opportunities within an organization so that it can deliver added value to its customers. Cross listing: MSM 651.

MBAO 659. PROJECT MONITORING AND DELIVERY (3). Examines various interrelated functions impacting project deliveries and how functions contribute to the strategic success of the enterprise. Provides the advanced knowledge required to develop, analyze and change a project plan, determine risk and allocate the necessary resources to effectively manage and complete a project in a simulated environment. Cross listing: MSM 659.

MBA: ORGANIZATIONAL AND PERFORMANCE MANAGEMENT (MBOP)

MBOP 604. COACHING FOR CHANGE (3). Studies human behavior analytically as well as how to address issues having to do with human performance in the workplace.

MBOP 606. EFFECTIVE DECISION MAKING IN PERFORMANCE (3). Provides a conceptual foundation for behavioral assessment. Covers how to manage personal behavior and to influence and guide others so as to ensure greater business and cultural success.

MBOP 608. ORGANIZATIONAL PERFORMANCE MEASUREMENT SYSTEM (3). Covers the ethical and practical issue of applying the science of human behavior and how to use measures in a comprehensive and systemic manner.

MED: ADULT LEARNING, TRAINING AND DEVELOPMENT (EDAL)

EDAL 601. FOUNDATIONS OF ADULT EDUCATION (3). Analyzes philosophical, political and sociological foundations of education. Examines history and methods of adult education and applies insights into contemporary issues in adult education.

EDAL 631. ADULT LEARNING AND DEVELOPMENT (3). Explores how adults develop cognitively, emotionally and culturally. Basic concepts and research on theories of adult learning, motivation and development are examined. Students compare various perspectives on adult learning.

EDAL 632. FACILITATING ADULT LEARNING (3). In-depth study of effective instructional strategies for enhancing adult motivation and learning. Applies adult learning theory, intrinsic motivation strategies, instructional design within the context of culturally diverse adult learners.

EDAL 633. PROGRAM PLANNING FOR ADULT EDUCATION (3). Explores how to conduct strategic planning, conduct assessments, detect and solve performance problems, and market and evaluate programs. Examines effective programs for adult learners in a variety of social and institutional settings.

MED: CURRICULUM INSTRUCTION (EDCI)

EDCI 600. CURRICULUM FOUNDATIONS (3). Provides foundational knowledge in the field of curriculum. Examines major philosophies on curriculum and explores the constructs of knowledge from which the philosophies derive.

EDCI 601. LEADERSHIP AND COACHING FOR CURRICULUM, INSTRUCTION, AND ASSESSMENT (3). Provides students with tools to become multifaceted teacher leaders. Recognizing the constantly evolving nature of the teaching profession, students explore ways to support teachers in their continuous learning and improvement.

EDCI 602. CULTURALLY RESPONSIVE PEDAGOGY (3). Examines the intricacies of individualized teaching strategies that place students' culture at the heart of all teaching. Examines how such an emphasis can lead to valuable learning experiences for all learners.

EDCI 604. CURRICULUM IMPLEMENTATION AND EVALUATION (3). Focuses on the praxis of theory and practice in curriculum studies. Develops, implements and evaluates a curriculum in an authentic setting.

EDCI 605. TRANSFORMATIVE DATA AND ASSESSMENT (3). Examines how teachers might use various data sources to inform their practice. Explores formative and summative methods, and demonstrates how standardized test data can inform both planning and instruction.

EDCI 609. CURRICULUM DESIGN IN CONTEXT (3). A historical look at curriculum design, mindful of how the present rhetoric and norms in the US influence curriculum development. Addresses the theory and practice of curriculum design; balances personal philosophies with contemporary circumstances.

EDCI 610. CAPSTONE: ACTION RESEARCH IN CURRICULUM (3). Combines theory and practice to create and implement a research-based curriculum project in an educational setting. This reflective practicum experience is the culminating course and will combine and apply knowledge gained from previous coursework.

MED: ELEMENTARY (EDEL)

EDEL 650. ASSESSMENT OF LEARNING (3). Explores the role of assessment in teaching and learning including formative and summative assessment, classroom and large-scale assessment, the use of data to inform instruction, providing effective feedback, and student self-assessment. Field hours required.

EDEL 660. NATURE AND PRACTICE OF LITERACY, EXPRESSIVE ARTS AND SOCIAL STUDIES(3). Explores theories of teaching literacy, social studies and expressive arts. Develops skill in research-based instructional techniques, strategies, and activities. Develops skills in planning integrated instruction and assessing student outcomes for diverse learners. Field hours required.

EDEL 661. ELEMENTARY METHODS II (3). Studies the theories of teaching math, science, health, and physical education. Provides opportunity for observing, helping, preparing and teaching lessons as well as for assessing learning. Includes working with students individually, in small groups, and with the whole classroom. Requires a practicum component.

EDEL 662. NATURE AND PRACTICE OF SCIENCE, HEALTH AND PHYSICAL EDUCATION (3). Explores theories of learning, conceptual knowledge, and instructional strategies for teaching and learning science, health and physical education. Develops skills in planning, implementing, and assessing student outcomes for diverse learners. Field hours required.

EDEL 663. NATURE AND PRACTICE OF MATHEMATICS (3). Explores theories of learning, conceptual knowledge, and instructional strategies relevant to teaching and learning mathematics. Additional emphasis on planning, implementing, assessing and reflecting on emerging practice.

EDEL 670. EFFECTIVE LEARNING ENVIRONMENT (3). Examines research and practice for establishing and maintaining the classroom environment. Focuses on effective and efficient instruction and fostering a positive social culture. Examines impacts of students' social and cultural backgrounds on the classroom context.

EDEL 690. STUDENT TEACHING: ELEMENTARY (5-10). Requires working in a classroom full time (300-600 student contact hours) under the supervision of a licensed teacher of the same endorsement in an accredited school. Provides opportunity to observe, develop lessons, assess learning, and teach large and small groups as well as individualized lessons. Attends appropriate in-services or faculty meetings and becomes a part of the school community.

MED: CULTURALLY AND LINGUISTICALLY DIVERSE EDUCATION (EDES)

EDES 603. EQUITY, ETHICS AND SOCIAL JUSTICE IN EDUCATION (3). Explores the moral, political, and ethical contexts of teaching, focusing on issues pertaining to equity, access, and social justice. Examines transformative perspectives and practices aimed at challenging oppression and inequality.

EDES 640. CULTURALLY AND LINGUISTICALLY DIVERSE LEARNERS (3). Focuses on educational policy and practice impacting CLD learners. Examines inter-relationship of culture, language, and identity and how these influence learning. Emphasizes theories of language acquisition and effective CLD practices/strategies. Prerequisite(s); EDES 603, EDSP 620.

MED: FINE ARTS (EDFA)

EDFA 650. ASSESSMENT OF LEARNING: FINE ARTS (3). Studies methods and strategies for organizing the classroom for maximum learning and various techniques for assessing learning. Familiarizes student with both standardized and informal methods of assessment for the classroom. Contains a practicum component.

EDFA 660. ELEMENTARY METHODS IN ART (3). Studies the theories of teaching art. Provides opportunity for observing, helping, preparing and teaching lessons as well as for assessing learning. Includes working with students individually, in small groups, and with the whole classroom. Requires a practicum component.

EDFA 661. ELEMENTARY METHODS IN MUSIC (3). Studies the theories of teaching music. Provides opportunity for observing, helping, preparing and teaching lessons as well as for assessing learning. Includes working with students individually, in small groups, and with the whole classroom. Requires a practicum component.

EDFA 662. SECONDARY METHODS IN ART (3). Studies the theories of teaching art. Provides opportunity for observing, helping, preparing and teaching lessons as well as for assessing learning. Includes working with students individually, in small groups, and with the whole classroom. Requires a practicum component.

EDFA 663. SECONDARY METHODS IN MUSIC (3). Studies the theories of teaching music. Provides opportunity for observing, helping, preparing and teaching lessons as well as for assessing learning. Includes working with students individually, in small groups, and with the whole classroom. Requires a practicum component.

EDFA 690. STUDENT TEACHING: ART (10). Requires working in a classroom full time (600 student contact hours) under the supervision of a licensed teacher of the same endorsement in an accredited school. Provides opportunity to observe, develop lessons, assess learning, and teach large and small groups as well as individualized lessons. Attends appropriate in-services or faculty meetings and becomes a part of the school community.

EDFA 691. STUDENT TEACHING: MUSIC (10). Requires working in a classroom full time (600 student contact hours) under the supervision of a licensed teacher of the same endorsement in an accredited school. Provides opportunity to observe, develop lessons, assess learning, and teach large and small groups as well as individualized lessons. Attends appropriate in-services or faculty meetings and becomes a part of the school community.

MED: FOUNDATIONAL COURSES (EDFD)

EDFD 500. ESSENTIALS FOR GRADUATE LEVEL WRITING (3). Develops writing proficiencies for producing credible written documents at the graduate level. Through frequent writing exercises with course consultant feedback, students learn to recognize common grammatical errors and to demonstrate precision, clarity, coherence and unity in writing. Students master the elements of academic writing, including presentation, expression, economy, precision, and documentation, and culminate this knowledge into a written graduate-level document. Cross listing: MLS 500.

EDFD 600. PHILOSOPHICAL FOUNDATIONS OF EDUCATION (3). Traces the history of the development of educational theory. Investigates leading contemporary and classical philosophical perspectives and implications towards practical educational goals. Analyzes educational values and practices and strategies for educational change. Cross listing: MLS 654E.

EDFD 601. EDUCATIONAL FOUNDATIONS (3). Focuses on the foundations of education, teachers, and the law, and teaching as a profession. Also introduces Jesuit themes with an emphasis on service to others.

EDFD 603. MULTICULTURAL AND ETHICAL PERSPECTIVES IN EDUCATION (3). Examines the broad range of cultural competence focusing on implications in education, including ethnicity, socioeconomic level and gender. Explores ethical issues in education and invites students to develop a personal ethical stance regarding education practice. Cross listing: MLS 654H.

EDFD 604. DIVERSITY ISSUES IN EDUCATION (3). Examines the broad range of cultural changes taking place in K-12 education and the workplace. Focuses on implications for instruction training, including topics such as ethnicity, socioeconomic level, and gender.

EDFD 610. CURRENT AND INTERDISCIPLINARY PERSPECTIVES IN EDUCATION (3). Provides in-depth study of the role and social context of schooling from an interdisciplinary perspective. Focuses on current issues, research and implications for learning. Cross listing: MLS 654F.

EDFD 611E-W. TOPICS IN EDUCATION (1-6). Pursues specific topics in education in a focused manner under the guidance of a course consultant. Examines student research, consulting, writing and product development as integral elements of every guided independent study.

EDFD 615. TRENDS AND ISSUES IN EDUCATION (3). Focuses on current issues, research, and implications for learning in K-12 education. NOTE: Non-licensure students only.

EDFD 620. TEACHING THE EXCEPTIONAL CHILD IN THE REGULAR CLASSROOM (3). Examines those students with special needs including the gifted and talented and how to educate them in the regular classroom. Instructs how to identify various exceptionalities, legal standards, and modification and adaptations for learning.

EDFD 630. EDUCATIONAL PSYCHOLOGYI (3). Focuses on human learning, motivation, and development. Investigates the relationship between individual differences related to learners cognitive, linguistic, social, emotional, and physical development and instruction. Emphasizes use of instructional technology. Cross listing: EDFD 630N, MLS 654G.

EDFD 631. STUDENT DEVELOPMENT AND LEARNING (3). Study of student development and learning, emphasizing applications to curriculum and methods in the classroom.

EDFD 641. CHILDREN'S AND ADOLESCENT LITERATURE (3). Studies the various genres of early childhood, children's and adolescent literature. Emphasizes the history of this literature, the analysis and evaluation of its literary elements and the discussion of the value issues raised in various literary pieces. Includes the integration of early childhood, children's and adolescent literature in instruction.

EDFD 670. THE EFFECTIVE CLASSROOM (3). Explores the classroom management and the development of an effective classroom. Emphasizes classroom setup, establishing rapport, setting routines and procedures, management techniques, and conditions of learning in the K-12 environment.

EDFD 697. PROFESSIONALISM IN EDUCATION I (2). Seminar that accompanies Student Teaching. Focuses on topics that are critical for the effective teacher with a global perspective: planning for instruction, ethical practices, creating a supportive classroom, leadership, and collaboration. NOTE: Initial licensure students only.

EDFD 698. PROFESSIONALISM IN EDUCATION II (1). Studies classroom management, school and community communication, working with parents, adaptations for lessons, interviewing for teaching jobs, legal and appropriate behaviors, and other areas vital to the first year teacher. Prepares for final paperwork for the state credential. This course is the supporting seminar for student teachers. Note: Added endorsement students only.

MED: GIFTED AND TALENTED (EDGT)

EDGT 600. INTRODUCTION TO THE GIFTED LEARNER (3). Overview and general knowledge about gifted education as well as history, theories, educators, and research. Addresses topics such as characteristics and needs of gifted children, brain-research, creativity and successful strategies.

EDGT 601. IDENTIFICATION AND CURRICULUM (3). Focuses on identification of gifted and talented students; development of curriculum and teaching practices centered on current research models in this field. Prerequisite(s): EDGT 600.

EDGT 602. AFFECTIVE AND SOCIAL NEEDS (3). Addresses affective and social needs of gifted learners such as learning styles, multiple intelligences, stress, perfectionism, gender issues, parent role, resources, choices and challenges of being gifted. Prerequisite(s): EDGT 600.

EDGT 603. SPECIAL POPULATIONS IN GIFTED AND TALENTED (3). Studies areas of exceptionalities with gifted students; includes identification, assessment, and interventions for twice-exceptional, profoundly gifted, under-achieving student, ethnically, linguistically and culturally diverse students as well as the socio-economically deprived student. Prerequisite(s): EDGT 600.

EDGT 604. CRITICAL ISSUES IN GIFTED AND TALENTED (3). Investigates program evaluation and impact on student achievement. Includes assessment, leadership and stakeholders in educating the gifted learner. Examines the impact of local, state, national legislation as well as parent organizations. Prerequisite(s): EDGT 600.

EDGT 605. DIVERGENT THINKING IN GIFTED AND TALENTED EDUCATION (3). Focuses on the problems in teaching critical and creative thinking. Includes strategies and activities for teaching about thinking and metacognition. Prerequisite(s): EDGT 600.

EDGT 612. GIFTED PROGRAM DESIGN (3). Examines program models such as RTI, IB, advanced placement, community college partnership as well as public and private schools for gifted and talented students. Prerequisite(s): EDGT 600. NOTE: Field component required.

EDGT 614. SEMINAR IN GIFTED EDUCATION (3). Students will meet with experts to study and evaluate research in current topics related to the gifted learner. Focus may vary each year. Prerequisite(s): EDGT 600, EDGT 601, EDGT 602, EDGT 603, EDGT 604, EDGT 605, and EDGT 612.

EDGT 646. PROFESSIONAL PROJECT: GIFTED AND TALENTED (6). Students research and complete an individual project based upon an area of study from within the curriculum offerings. Projects will be presented. Prerequisite(s): EDGT 600, EDGT 601, EDGT 602, EDGT 603, EDGT 604, EDGT 605, and EDGT 612.

MED: EDUCATIONAL LEADERSHIP (EDLS)

EDLS 643. CAPSTONE: EDUCATIONAL LEADERSHIP FOR INNOVATION AND CHANGE (3). Students prepare an applied project to include goal setting, decision-making and analysis, and self-evaluation and reflection. The applied project will provide documentary evidence of standards-based learning in order to quantify learning. Prerequisite(s): EDLS 670, EDLS 671, and EDLS 672.

EDLS 670. INTRODUCTION TO EDUCATIONAL LEADERSHIP (3). Using current literature and case studies, candidates will study a variety of styles and strategies of leadership. A basis for study in this course involves the process of school improvement and staff development.

EDLS 671. INSTRUCTIONAL STRATEGIES (3). Emphasizes instructional strategies focusing on how to teach, coach, and improve such techniques. Strong emphasis placed on strategies that have proven highly effective in this research.

EDLS 672. PRINCIPLES OF ADULT LEARNING (3). Understanding how Educators and adults change, the instructional leader can plan direct assistance, professional development, and curriculum development at a level to stimulate and support teacher effectiveness in expanding student learning and success.

EDLS 681. PERSONNEL SELECTION AND SUPERVISION (3). Provides a framework for evaluating teachers and supervising personnel for the benefit of student achievement. Candidates will learn policies, the laws and ethics of supervision as they relate to hiring and disciplining personnel. Prerequisite(s): EDLS 670, EDLS 671 and EDLS 672.

EDLS 683. CASE STUDIES IN THE PRINCIPALSHIP (3). Focuses on a variety of tools and strategies essential to successfully navigating building administration, including dealing with routine matters and non-routine issues. Prerequisite(s): EDLS 670, EDLS 671 and EDLS 672.

EDLS 684. CURRICULUM DESIGN AND IMPLEMENTATION (3). Provides a framework for defining and establishing a rationale for a curriculum, understanding the purposes which direct curriculum designing and implementation, and processes used to design and implement curriculum. Prerequisite(s): EDLS 670, EDLS 671 and EDLS 672.

EDLS 685. PEER MENTORING AND SUPPORT (3). Provides strategies to support the building leader in promoting professional growth and group dynamics while enhancing the performance of licensed and classified staff in an educational setting. Prerequisite(s): EDLS 670, EDLS 67 and EDLS 672.

EDLS 687. MANAGING ASSESSMENT DATA (3). Provides an indepth study of assessment and evaluation to include assessment purposes and guiding principles, achievement targets, assessment methods, characteristics of effective assessment, evaluation, feedback, and legal issues. Prerequisite(s): EDLS 670, EDLS 671 and EDLS 672.

EDLS 688. SCHOOL FINANCE (3). Examines the concepts and theories of public school finance and how schools acquire, spend, and account for resources. Highlights practical fiscal and business aspects of planning and developing a school budget. Prerequisite(s): EDLS 670, EDLS 671 and EDLS 672.

EDLS 689. SCHOOL LAW (3). This course focuses on an understanding of legal rationale and principles. Offers the optimal balance of case law, statutes, regulations, and commentary, providing knowledge of the law and useful guidance in understanding the meaning and application of the law in schools.

EDLS 695E-W. INTERNSHIP: SCHOOL PRINCIPAL (1-6). Provides on-site experience and direct practice in the everyday issues of the principalship. Prerequisite(s): EDLS 670, EDLS 671 and EDLS 672.

EDLS 696E-W. INTERNSHIP: CURRICULUM, INSTRUCTION AND ASSESSMENT (I-6). Provides on-site experience and direct practice in the everyday issues of the central office administrator.

MED: READING (EDRG)

EDRG 602. READING AND WRITING CONNECTIONS (3). Studies the reading and writing connection, different models of literacy process development, and how to teach in an integrated approach. NOTE: Field experience component included.

EDRG 603. EMERGENT LITERACY (3). Studies the young learner as he or she learns to read and write. Emphasizes early learning strategies and developmental theory. NOTE: Field experience included.

EDRG 604. LITERACY FOR THE DIVERSE LEARNER (3). Examines current research and strategies for teaching diverse learners who are multi-lingual, multi-cultural, or come from a disadvantaged environment. Also includes information on strategies for students with special needs. NOTE: Field experience included. NOTE: Field experience included.

EDRG 606. READING ASSESSMENT AND INTERVENTION (3). Literacy assessment and diagnostic tools will be utilized and strategies for remediation implemented. Students will create clinic reports based on assessment experiences. Explores affective factors and current issues. Prerequisites: EDRG 603, EDRG 604 and EDRG 644 NOTE: Field experience included.

EDRG 608. EVIDENCE-BASED READING TECHNIQUES (3). Presents information on evidence-based, advanced techniques in reading instruction, assessment, and remediation. Topics such as state policies, specific disabilities, and program evaluation will also be addressed. Prerequisites: EDRG 603, EDRG 604, EDRG 606 and EDRG 644 or permission of instructor. Note: Field experience required.

EDRG 635. READING STRATEGIES FOR SECONDARY STUDENTS (3). Reviews basic literacy instructional practices to help all secondary learners in their content areas as well as age appropriate remediation strategies for struggling readers. Prerequisites: EDRG 602, EDRG 603 and EDRG 644. NOTE: Field experience included.

EDRG 640. ORGANIZATION AND MANAGEMENT OF SCHOOL LITERACY PROGRAMS (3). Prepares teachers, coaches, and reading specialists in the organization and management of school reading programs. Includes information on coaching roles and embedded staff development. Culminates in a capstone project. Prerequisite(s) EDRG 602, EDRG 603, EDRG 604, EDRG 606, EDRG 608, EDRG 635 and EDRG 644. Note: Field experience required.

EDRG 644. TEACHING READING AND WRITING (3) Provides graduate students with a variety of methods for teaching reading and writing. Uses current methodologies, research-based instructional practices, and ongoing assessment. Includes instruction and application of the five essential components of reading instruction. Note: Field experience required.

EDRG 653. LITERACY FOR STUDENTS WITH SPECIAL NEEDS (3). Focuses on research-based methods and curricula for teaching reading and writing to students with special learning needs. Emphasizes instructional assessment strategies, examines materials and modifications that are effective with special populations. Note: Field experience required.

EDRG 694. PRACTICUM: READING TEACHER (3). Immerses students in literacy leadership scenarios. Experiential involvement, reflection, and application of skills and concepts gleaned from previous classes will be emphasized. Prerequisites: EDRG 602, EDRG 603, EDRG 604, DRG 606, EDRG 608, EDRG 635, EDRG 640, EDRG 644, EDRG 653. Note: Field Experience required.

EDRG 695. PRACTICUM: READING SPECIALIST (3). Provides a venue for experiential involvement in literacy instruction, issues, and programs. Reflection, evaluation, and application of skills and concepts gleaned from previous classes will be emphasized. Prerequisites: EDRG 602, EDRG 603, EDRG 604, EDRG 606, EDRG 608, EDRG 635, EDRG 640, EDRG 644, EDRG 653. Note: Field Experience required.

EDRG 697. CAPSTONE PROJECT IN LITERACY (3). Students will review current research in the field of literacy to help them develop an applied project that improves teaching, intervention practices, curriculum, or the professional community. Prerequisite(s): EDRG 602, EDRG 603, EDRG 604, EDRG 606, EDRG, 608, EDRG 635, EDRG 640, EDRG 644, and EDRG 653.

MED: EDUCATIONAL RESEARCH (EDRS)

EDRS 600. EDUCATIONAL RESEARCH AND CRITICAL REFLECTION I (3). Introduces fundamental concepts related to quantitative and qualitative educational research emphasizing teacher generated action research. Covers evaluation and engagement in educational research. Critical reflection as action research will be explored as well.

EDRS 641. INTRODUCTION TO EDUCATIONAL RESEARCH (3). Provides students with an understanding of the fundamental concepts related to educational research. Discussions include quantitative and qualitative research, formats, data collection procedures, and strengths and weaknesses of both types of research. Additional topics include conducting literature reviews using online databases, evaluating the credibility of published sources, and synthesizing and writing reviews of literature.

EDRS 642. RESEARCH PROPOSAL DEVELOPMENT (3). Provides an opportunity to examine the purposes of research, the methods and designs of quantitative and/or qualitative research, and the processes involved in research studies. Emphasizes the development of skills in evaluating published research and formulating research problems. Culminates in the preparation of a research proposal.

EDRS 643. RESEARCH PROJECT (3). Provides the opportunity to execute the research proposal prepared in EDRS 642. Emphasizes quality research at the graduate level. Includes projects that are field based and have a practical component. Evaluates work based upon the University outcomes and graduate level requirements.

EDRS 680. EDUCATIONAL RESEARCH AND CRITICAL REFLECTION II (1). Second in the series of graduate-level research courses required of graduate level teacher candidates. Candidates will engage in reflective practice around learner differences and will use the knowledge gained to understand the creation of inclusive learning environments that enable each learner to meet high standards.

EDRS 698. CAPSTONE IN REFLECTIVE TEACHING (3). Students explore research and best practices for classroom teachers using four strands. Identified data is collected during student teaching for analysis and presentation. Emphasis is on cultivating skills and dispositions necessary to becoming reflective practitioners. NOTE: Must complete student teaching requirement prior to taking this class.

MED: SECONDARY (EDSC)

EDSC 650. ASSESSMENT OF LEARNING (3). Studies methods and strategies for organizing the classroom for maximum learning and various techniques for assessing learning. Familiarizes student with both standardized and informal methods of assessment for the classroom. Contains a practicum component.

EDSC 652. READING AND WRITING IN THE CONTENT AREA (3). Introduces general information about the reading process and the methodologies used in the teaching of reading and writing at the secondary level. Focuses on the concept of content reading and on the writing process. Familiarizes student with how teachers teach their students to effectively learn from expository text. Provides knowledge about some of the newer theories in content reading and writing as well as those proven to be effective. Meets the state requirement for reading for secondary and middle school teachers.

EDSC 661. SECONDARY METHODS IN BUSINESS (3). Studies the curriculum and methods of teaching secondary business. Provides opportunity to design lessons, both daily and unit, and have experience teaching them in the classroom. Requires student to be responsible for researching and analyzing new theories in the field of business and vocational education. Contains a practicum component.

EDSC 662. SECONDARY METHODS IN DRAMA (3). Studies methods and strategies for teaching drama. Familiarizes student with new and traditional methods of teaching drama. Examines the curriculum and standards for drama as well as for planning lessons based upon the curriculum and standards. Contains a practicum component.

EDSC 663. SECONDARY METHODS IN ENGLISH (3). Studies methods and strategies for teaching English. Familiarizes student with new and traditional methods such as lecturing, individualization, cooperative grouping, Socratic seminars, journaling, and others. Examines the curriculum and standards for English as well as for planning lessons based upon the curriculum and standards. Contains a practicum component.

EDSC 665. SECONDARY METHODS IN FOREIGN LANGUAGE (3). Studies methods and strategies for teaching a foreign language. Familiarizes student with new and traditional methods such as lecturing, individualization, cooperative grouping, Socratic seminars, journaling, and others. Examines the curriculum and standards for a foreign language as well as for planning lessons based upon the curriculum and standards. Contains a practicum component.

EDSC 666. SECONDARY METHODS IN MATH (3). Studies the curriculum and methods of teaching secondary mathematics. Provides opportunity to design lessons, both daily and unit, and have experience teaching them in the classroom. Includes researching and analyzing new theories in the field of mathematics. Contains a practicum component.

EDSC 667. SECONDARY METHODS IN SCIENCE (3). Studies methods and strategies for teaching science. Familiarizes student with new and traditional methods such as lecturing, individualization, cooperative grouping, Socratic seminars, journaling, and others. Examines the curriculum and standards for science as well as for planning lessons based upon the curriculum and standards. Contains a practicum component.

EDSC 668. SECONDARY METHODS IN SOCIAL STUDIES (3). Studies methods and strategies for teaching social studies. Familiarizes student with new and traditional methods such as lecturing, individualization, cooperative grouping, Socratic seminars, journaling, and others. Examines the curriculum and standards for social studies as well as for planning lessons based upon the curriculum and standards. Contains a practicum component.

EDSC 669. SECONDARY METHODS IN SPEECH (3). Studies methods and strategies for teaching speech. Familiarizes student with new and traditional methods such as lecturing, individualization, cooperative grouping, Socratic seminars, journaling, and others. Examines the curriculum and standards for speech as well as for planning lessons based upon the curriculum and standards. Contains a practicum component.

EDSC 690. STUDENT TEACHING: SECONDARY (5-10). Requires working in a classroom full time (300-600 student contact hours) under the supervision of a licensed teacher of the same endorsement in an accredited school. Provides opportunity to observe, develop lessons, assess learning, and teach large and small groups as well as individualized lessons. Attends appropriate in-services or faculty meetings and becomes a part of the school community.

MED: SPECIAL EDUCATION (EDSP)

EDSP 600. INTRODUCTION TO THE YOUNG SPECIAL NEEDS CHILD FOR SPECIAL EDUCATION TEACHERS (3). Studies characteristics and diversity of needs in young children with special needs. Focuses on procedures for diagnosis, referrals, and educational adjustments for these students. Includes issues about auxiliary services and parent interventions.

EDSP 605. SPECIAL EDUCATION LAW (3). Designed to acquaint teachers with the ethical intricacies of law and policies as pertaining to special education. Case studies and up-to-date mandated from special education legislature will be examined.

EDSP 610. TRANSITION AND SECONDARY SERVICES (3). Prepares educators to work with students with disabilities to be successful in education, employment, and independent living after completion of high school.

EDSP 620. UNIVERSAL DESIGN FOR LEARNING: A FRAMEWORK FOR TEACHING AND LEARNING (3). Provides the foundational knowledge and skill to design, create, and provide lessons that ensure the engagement and participation of varied learners within a high standard based curriculum.

EDSP 630. LANGUAGE DEVELOPMENT AND THE YOUNG SPECIAL NEEDS CHILD (3). Studies initiation and onset of spoken language, the development of verbal and nonverbal communicative skills as well as the receptive and expressive needs of young children with special needs. Focuses on developmentally appropriate approaches. Contains a practicum component.

EDSP 631. PSYCHOSOCIAL DEVELOPMENT OF YOUNG SPECIAL NEEDS CHILD (3). Applies educational concepts to the physical, cognitive, affective, social, and language development of young children with special needs. Emphasizes maturational, environmental, and hereditary aspects affecting learning and development.

EDSP 643. UNDERSTANDING MATH CONCEPTS AND INSTRUCTION (3). Studies mathematical concepts appropriate to teaching students with exceptionalities. Examines how to design mathematical lessons as well as how to assess, choose, and modify mathematical curricula to meet individual needs of students with special needs. NOTE: Field experience required.

EDSP 644. MATHEMATIC INTERVENTIONS FOR CHILDERN WITH SPECIAL NEEDS (3). Focuses on remediation and additional mathematic instruction for struggling students. Examines why children struggle with math concepts and how classroom climate, student learning style, and teacher activities all impact the struggling learner.

EDSP 650. EDUCATIONAL ASSESSMENT OF THE YOUNG SPECIAL NEEDS CHILD (3). Studies assessment tools and techniques for young children with special needs. Focuses on the process of assessment, intervention, and evaluation. Emphasizes interpretation and application of assessment results through development of appropriate educational programs for individual children. Contains a practicum component.

EDSP 651. EDUCATIONAL ASSESSMENT OF THE SPECIAL NEEDS CHILD (3). Provides knowledge of special education intervention and evaluation processes. Emphasizes assessment techniques, diagnosis, interpretation, and application of evaluation. Contains a practicum component.

EDSP 659. METHODS OF TEACHING THE YOUNG SPECIAL NEEDS CHILD (3). Studies strategies, methods, and curricula for teaching young children with special needs. Emphasizes developmental approaches, which are age appropriate. Contains a practicum component.

EDSP 663. ASSESSMENT AND PLANNING FOR EXCEPTIONAL STUDENTS (3). Facilitates the diagnostic practices needed to identify educational and behavioral needs, write measureable goals, develop appropriate interventions, and monitor student growth. Emphasizes IEP development from determining disability to documenting service delivery.

EDSP 664. BEHAVIORAL ANALYSIS AND INTERVENTION (3). Focuses on analyzing student behavior and intervention strategies for disruptive actions. Addresses normal behaviors as well as those that cause problems in the classroom. Focuses on students with moderate needs. Requires a practicum component.

EDSP 665. CONSULTATION AND COLLABORATION SKILLS (3). Emphasizes development of competencies in consultation and collaboration. Encourages the development of understanding and skills that enhance the teacher's ability to work with and communicate effectively with school personnel, paraprofessionals, and parents.

EDSP 667. ADAPTIVE TECHNOLOGY (3). Studies current research on adaptive technology as well as the challenges students with special needs face. Field component contains experience with some of the various devices such as: screen text enlargers, screen-reading systems, typing enhancers, alternative keyboard, voice recognition systems, and specialized wheelchairs.

EDSP 668. ASSESSMENT INTERVENTION AND PROGRAM PLANNING (3). Focuses on language and literacy development as well as methods and curricula for students with special needs. Emphasizes integration of assessment and integration. NOTE: Field experience required.

EDSP 669. METHODS FOR SPECIAL EDUCATION (3). Emphasizes methods, curricula, and classroom management for teaching students with special needs. Includes procedures for specialization, modification and/or adaptation of materials. NOTE: Field experience at both elementary and secondary levels is required.

EDSP 670. METHODS AND STRATEGIES IN SPECIAL EDUCATION (3). Focuses on the evaluation and use of evidence/research-based strategies in special education with an emphasis on data collection, interventions, and progress monitoring of a student within a practicum experience.

EDSP 671. CHARACTERISTICS OF PUPILS WHO HAVE AUTISM (3). Focuses on symptoms of autism in children, the tools used to diagnose autism, and strategies for supporting those around autistic children. In-depth extensions to previous learning are accomplished in this course.

EDSP 675. SPEECH AND LANGUAGE DEVELOPMENT (3). Examines the process of language acquisition as well as addressing specific information about certain language disabilities. Research-based strategies will be identified for working with K-12 students.

EDSP 678. METHODS AND STRATEGIES FOR TEACHING PUPILS WHO HAVE AUTISM (3). Centers on diagnostic techniques, which provide the basis for instruction. Provides a variety of instructional techniques, information, and ideas for teaching K-12 autistic children. Research-based strategies build on previous knowledge of special education techniques.

EDSP 690. PRACTICUM IN SPECIAL EDUCATION: EARLY CHILDHOOD (4-8). Requires working in a classroom full time (300-600 student contact hours) under the supervision of a licensed teacher of the same endorsement in an accredited school. Provides opportunity to observe, develop lessons, assess learning, and teach large and small groups as well as individualized lessons. Attends appropriate in-services or faculty meetings and becomes a part of the school community.

EDSP 692. PRACTICUM IN SPECIAL EDUCATION GENERALIST (3-8). Participation in a student teaching experience assessing, teaching, and program planning for students with special needs. NOTE: Students must have experience with students with a variety of needs.

MED: INSTRUCTIONAL TECHNOLOGY (EDTC)

EDTC 600. PEDAGOGICAL PRACTICE IN INSTRUCTIONAL TECHNOLOGY (3). Introduction to pedagogy and instructional technology. Focuses on universal design, media literacy, and begins the electronic portfolio that will be used to collect artifacts for the final capstone course.

EDTC 601. VIRTUAL COLLABORATION AND COMMUNICATION (3). Exploration of Web 2.0, social networking, and virtual reality. Examines copyright, assessment, and instructional methods regarding technology in schools and classrooms. Includes an introduction to online teaching and learning.

EDTC 602. INSTRUCTIONAL DESIGN (3). Studies the process of solving instructional problems by analyzing and applying instructional design models and principles to meet educational and training goals in both K12 education, higher education, and corporate education.

EDTC 603. WEB DEVELOPMENT FOR EDUCATIONAL USE (3). Examines principles and techniques for designing and developing Web-based learning environments. Topics include authoring software, usability issues, accessibility, creative commons, visual literacy, universal design, copyright, and online teaching and learning. Prerequisite(s): EDTC 600 and EDTC 614.

EDTC 604. ADVANCED WEB DEVELOPMENT (3). Exploration of advanced web tools. Focuses on self-directed projects based on personal growth needs. Prerequisite(s): EDTC 600, EDTC 603, and EDTC 614.

EDTC 605. MULTIMEDIA (3). Examines principles and techniques for developing and evaluating use of multimedia in learning environments. Topics include development, delivery, universal design, assistive technology, open source, audio, video and graphic creation and editing, creative commons, and accessibility. Prerequisite(s): EDTC 600 and EDTC 614.

EDTC 606. MULTIMEDIA II (3). Concentrates on designing, developing, and assessing leading multimedia instructional tools. Includes exploration of enhanced uses of multimedia including audio, video, and animation. Focuses on self-directed project based on personal growth needs. Prerequisite(s): EDTC 600, EDTC 605, and EDTC 614.

EDTC 608. MULTIMEDIA III (3). Students work to master advanced media area of choice: video production, digital audio, gaming, 3D modeling, animation, photography, flash, or advanced graphic manipulation; and learn best practice uses for their curricular area. Prerequisite(s): EDTC 600, EDTC 605, EDTC 606, and EDTC 614.

EDTC 610. INSTRUCTIONAL TECHNOLOGY CAPSTONE PROJECT (3). Synthesis of work and projects completed throughout the IT degree program. An electronic portfolio will be developed showcasing work completed to meet NETS-T standards and 21st Century Learning Skills.

EDTC 614. INTEGRATING TECHNOLOGY INTO THE CURRICULUM (3). Focuses on effective strategies and best practices for integrating technology into the curriculum. Explores emerging technologies and their use in the classroom. Examines educational theory, technology, integration, and administrative considerations and skills related to technology. Prerequisite(s): EDTC 600.

EDTC 660. METHODS OF TEACHING INSTRUCTIONAL TECHNOLOGY I (3). Studies the curriculum, methods and strategies for teaching, organizing and assessing learning in instructional technology, elementary (K-6) settings. Provides opportunity to design lessons, both daily and unit, and have experience teaching lessons in the classroom.

EDTC 690. PRACTICUM IN INSTRUCTIONAL TECHNOLOGY (10). Entails working in an elementary and secondary school setting full-time (300-600 contact hours) with a licensed teacher in an accredited school.

MASTER OF NONPROFIT MANAGEMENT (MNM)

MNM 601. HISTORY, THEORY AND THE FUTURE OF THE NONPROFIT SECTOR (3). Examines origins and societal roles of nonprofit organizations in a global environment including social, political, economic, cultural and ideological issues. Addresses types and characteristics of nonprofit organizations, and trends and projections for the future of the third sector.

MNM 603. CONFLICT RESOLUTION FOR LEADERS (3). Examines the principles and practices of effective communication, with an emphasis on understanding oral communication styles. Explores techniques, tools, tactics and strategies on managing diverse communication styles in nonprofit organizations. Examines theory and practice of resolving conflict, including understanding varying conflict management styles at the intrapersonal, interpersonal and inter-group arenas.

MNM 607. SOCIAL JUSTICE AND THE NONPROFIT SECTOR (3). Focuses on developing a foundation for studying and developing critical thinking skills in the area of social justice. Examines the role of social justice in the third sector and its importance to current and future leaders. Investigates the role of globalization in and its impact on community development. Prerequisite(s): MNM 601.

MNM 610. LEGAL ISSUES FOR NONPROFITS (3). Introduces critical legal issues affecting nonprofit organizations. Explores nonprofit formation, statutory requirements, liability, contract and employment issues, applicable portions of the Federal Tax Code, laws that affect lobbying and public advocacy and laws regarding fund raising. Prerequisite(s): MNM 601, MNM 612, and MNM 648.

MNM 612. ADVOCACY AND THE THIRD SECTOR (3). Examines the rights and responsibilities of nonprofit organizations in the governmental process. Explores the importance of government to the nonprofit organization's mission, the legal parameters of nonprofit involvement and the proper techniques for establishing an effective presence in the political process.

MNM 615. SOCIAL ENTERPRISE (3). Analyzes ways in which a nonprofit maintains an entrepreneurial atmosphere to raise funds and to serves constituents. Identifies the major ethical, legal and managerial issues that surround nonprofit enterprise.

MNM 620. STRATEGIC MARKETING FOR NONPROFITS (3). Introduces the theories, applications, and tools of social marketing for creating social change in global civil societies. Explores a stepwise process for designing, planning, and executing marketing strategies responsive to the needs of target audiences.

MNM 624. GRANT WRITING (3). Provides an in-depth examination of all aspects of grant writing including foundation, federal and corporate proposals. Examines the essentials of a successful grant writing strategy for nonprofit organizations.

MNM 627. WEALTH AND PHILANTHROPY (3). Examines wealth and philanthropy in American society. Includes how wealth is distributed; the patterns, practices, roles and functions of giving money; why and how wealthy people give; and how giving connects to other aspects of their lives.

MNM 633. HUMAN RESOURCE LEADERSHIP IN NPO'S (3). Examines the effective management of people working in nonprofit organizations. Includes hiring policies and practices, compensation, staff development, staff evaluation, collective bargaining, labor/management issues and equal employment opportunity. Considers the role of volunteers; how volunteers are recruited, organized and managed in nonprofits.

MNM 644. FINANCIAL MANAGEMENT OF NONPROFIT ORGANIZATIONS (3). Focuses on using financial information management for budgeting, finance and investment decision-making in nonprofit organizations. Topics include acquisition, reporting, taxation, risk management and regulatory issues. Emphasizes unique problems of nonprofits in capital formation, generating earned income, managing endowments, gifts and tax planning.

MNM 647. PROGRAM DEVELOPMENT AND

ACCOUNTABILITY (3). Designs, evaluates and analyzes programs through the utilization of research methods and best practices to determine the effectiveness of programs while at the same time providing accountability to the organization's mission. Utilizes evidence-based and other data to evaluate and develop techniques and strategies that can produce effective program measurement.

MNM 648. GOVERNANCE AND ORGANIZATIONAL LEADERSHIP (3). Examines accountabilities of nonprofit governance. Analyzes governing board and executive director roles in leading change, decision processes, and modeling ethical behaviors. Explores strategies which position organization for Third Sector leadership. Prerequisite(s): MNM 601 and MNM 644.

MNM 651. INQUIRY AND ANALYSIS IN NPO/NGOs (3). Examines qualitative and quantitative research design and methods of inquiry and analysis as applied to nonprofit organizations, programs, and services and to civil society globally. Prerequisite(s): MNM 601 and MNM 607.

MNM 655. LEADING FROM WITHIN (3). Explores the role of mindfulness in leadership. Investigates various practices that connect your beliefs and behaviors as it relates to your leadership.

MNM 670. FINANCIAL RESOURCE DEVELOPMENT (3). Examines the principles, strategies and techniques of resource development. Topics include an overview of resource development from foundations, corporations, government and individuals, proposal writing and presentation, direct mail, conducting special events, and individual major gift programs.

MNM 672. SOCIAL JUSTICE, COMMUNITY ORGANIZING AND ACTIVISM (3). Investigates the role of social justice and change movements within historical and contemporary contexts. Explores and dissects different movements in the 20th century: civil, women's, Chicano, disabled and religious rights, gay, union and neighborhood movements. Analyze and design specific community organizing skills relating to concepts of power, negotiation, group processes, constituency, and leadership, using these techniques within the context of a nonprofit organization to raise money and gain power and strength.

MNM 673. NONPROFIT CONSULTING (3). Examines the business of nonprofit consulting including analysis, current and future markets, public policy and ethics, and accounting and operations issues.

MNM 674. LEADERSHIP COACHING (3). Examines core elements of leadership and life/career coaching. Focuses on various internal resources available that impact the quality and performance of one's work and interpersonal relationships. Analyzes techniques for improving and motivating employees and volunteers.

MNM 675. INTERNATIONAL THIRD SECTOR (3). Examines the role of the third sector throughout the world. Analyzes the legal, political, economic, cultural and organizational climate of the sector in a variety of regions including Eastern Europe, Russia, Africa and Latin America. Evaluates the critical components of non-governmental organizations (NGO) relative to nonprofits in the United States.

MNM 677E-W. SERVICE ORIENTED FIELD EXPERIENCE (3). Examines the historical factors, political climate, and unique contributions of the nonprofit sector in a variety of different national and international settings through hands on experience. Students will travel in other countries and/or regions. Prerequisite(s): Completion of 24 semester hours or permission of the instructor.

MNM 678. LEADING INCLUSIVE ORGANIZATIONS (3). Examines theory and practice of leading inclusive nonprofit organizations. Emphasizes a leadership approach which examines self and organization as it relates to inclusiveness practices in the nonprofit sector.

MNM 684. LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT (3). Explores and analyzes the concept of systems thinking and how this paradigm creates new models of leadership for nonprofit organizations. Investigates a diverse range of ideas, strategies, and techniques that enable nonprofits to become learning organizations. Emphasizes student's capacity to provide sustained, creative leadership within their own nonprofit organization.

MNM 688. FAITH-BASED NONPROFIT LEADERSHIP (3). Examines issues in the administration and leadership of faith-based nonprofit organizations.

MNM 690E-W. INDEPENDENT STUDY IN NONPROFIT MANAGEMENT (1-4). Provides an opportunity for faculty directed independent research in any field or topic in nonprofit management not covered in scheduled course offerings. Prerequisite(s): Approval of degree chair. NOTE: Offered as special study course only.

MNM 697. PROFESSIONAL PROJECT (3). Forms the capstone experience representing the creation, development, improvement or evaluation of a product or program m or entails the writing of a thesis. Provides immediate applicability in a specific nonprofit agency or sector of the nonprofit world.

MASTER OF SCIENCE: ACCOUNTING (MSAA)

MSAA 602. INTERPRETING ACCOUNTING INFORMATION (3). Examines adjustment of financial statements used for analysis after assessing accounting policies used and other limitations of accounting model. Analysis of firm's financial ratios, free cash flow, earnings quality, sustainable earnings, creditworthiness, and fundamental (intrinsic) equity value. Prerequisite(s): AC 320A, AC 320B, AC 410A, and AC 410B, or MBAC 604. Cross listing MBAA 602.

MSAA 603. FINANCIAL REPORTING POLICY AND PRACTICE (3). Examines objectives, recognition and measurement concepts, and definitions of financial statement elements in the FASB's Conceptual Framework; preparation of financial statements; and ethical, economic, and political context of accounting standard-setting and financial reporting policy choices. Prerequisite(s): AC 320A and AC 320B. Cross listing: MBAA 603.

MSAA 605. ADVANCED AUDITING (3). Examines cases of failed audits to assess audit risk; identify relevant assertions, inherent risks, and control risks; formulate audit objectives; and evaluate appropriateness of audit evidence. Examines earnings management incentives and devices; and threats to auditor's independence. Prerequisite(s): MSAA 602 or MBAA 602 or equivalent with faculty advisor approval. Cross listing: MBAA 605.

MSAA 607. ACCOUNTING FOR NONPROFIT & GOVERNMENT ORGANIZATIONS (3). Examines accounting for not-for-profit organizations and governments. Emphasizes the use of accounting information to help identify and solve problems encountered in the management of these organizations. Prerequisite(s): MSAA 602 or MBAA 602 or permission of instructor. Cross listing: MBAA 607.

MSAA 608. INTERNATIONAL ACCOUNTING (3). Examines International Financial Reporting Standards (IFRS) and convergence issues between US GAAP and IFRS. Reviews Accounting Standards Codification for US GAAP foreign exchange and US International tax issue. Prerequisite(s): MSAA 602 or MBAA 602. Cross listing: MBAA 608.

MSAA 609. CASE STUDIES IN MANAGEMENT ACCOUNTING (3). Develops students' management accounting techniques and skills needed to make ethical profit-maximizing decisions. Emphasizes data selection, analysis, decision making and evaluation of results in complex, realistic situations. Prerequisite(s): MBAA 602 or equivalent with faculty advisor approval. Cross listing: MBAA 609.

MSAA 610. CONTROLLERSHIP (3). Examines the function, role, and responsibilities of the chief accounting officer of a business organization. Considers both financial and nonfinancial aspects of the controllership function. Prerequisite(s): MBAA 602 or MSAA 602. Cross listing: MBAA 610.

MSAA 611. TAX INFLUENCE ON BUSINESS DECISION-MAKING (3). Studies the structure of the tax code, principles underlying it and impact on business transactions. Emphasizes tax planning. Cross listing MBAA 611.

MSAA 612E-W SEMINAR IN FINANCE AND ACCOUNTING (3). Addresses current topics relevant to managers in the areas of finance and accounting. Content varies by term according to the changing concerns of managers in these areas and the shifting conditions in the business environment. Cross listing: MBAF 612E-W.

MSAA 614. IT AUDITING (3). Combines accounting, regulation and IT security practices to educate students to protect organizational assets through establishment of auditing best practices, current governmental reporting standards, Sarbanes-Oxley requirements and secure management techniques. Prerequisite(s): MBAA 602 or MSAA 602 or permission of instructor. Cross listing: MSIA 684 and MBAA 614.

MSAA 615. INCOME TAX RESEARCH (3). Develops the ability to research complex income tax questions. Examines the basis of tax law, research materials and research strategies. Research is completed using both manual and automated research systems. Prerequisite(s): MSAA 602. Cross listing: MBAA 615.

MSAA 617. ACCOUNTING INFORMATION SYSTEMS (3). Identifies and defines the manual and automated systems necessary to provide accounting information. Studies and compares systems to prepare financial accounting, cost accounting and tax documents. Develops efficient, controlled systems that provide both required and management information. Prerequisite(s): MBAA 602 or equivalent with faculty advisor approval. Cross listing: MBAA 617.

MSAA 619. FORENSIC ACCOUNTING (3). Provides an opportunity to study contemporary financial statement fraud cases using a five-part fraud taxonomy: fraud perpetration, fraud detection, fraud investigation, fraud prosecution and fraud prevention and the accountant's role. Prerequisite(s): MBAA 602 or MSAA 602. Cross listing: MBAA 619.

MSAA 621. FINANCIAL APPLICATIONS OF XBRL AND INTERACTIVE DATA (3). Studies XBRL (eXtensible Business Reporting Language) financial applications for Securities and Exchange Commission filings and other business intelligence and analytics applications. Development of XBRL applications for external and internal financial reporting will be covered. Prerequisite(s): MSAA 602, MBAA 602 or AC 410A, AC 410B, and AC 410C. Cross listing: MBAA 621.

MSAA 698E-W MSA INTERNSHIP (3). Under the supervision of a qualified MSA faculty member, provides an intensive internship appropriate for the Master of Science in Accounting program. Prerequisites: Completion of all foundation courses and permission of MSA lead faculty required.

MASTER OF SCIENCE: ACCOUNTING CORE (MSAC)

MSAC 601. ETHICAL AND LEGAL ENVIRONMENT OF BUSINESS (3). Examines the social and governmental structure within which business operates. Focuses on effective and ethical strategies for addressing issues of public concern including labor and employment law; administrative agency procedures; public issues management; product liability; and social contract, agency and stake-holder models of corporate responsibility. Cross listing: MBAC 601. NOTE: This Core course should be taken in the first nine (9) hours of the program.

MSAC 695. BUSINESS PLANNING AND STRATEGY (3). Develops a strategic and operating plan and implements it using a complex realistic business simulation model. Prerequisite(s): Successful completion of 21 semester hours of 600-level MSA courses and all foundational courses. NOTE: Fee required.

MASTER OF SCIENCE: COMPUTER INFORMATION SCIENCES (MSC)

MSC 690E-W. INDEPENDENT STUDY (1-3). Provides an opportunity for faculty directed independent research in any field or topic in computer information systems not covered in scheduled course offerings. Prerequisite(s): MSCC 610 and approval of Department Chair. Prerequisite(s): MSCC 610.MSC 695E-W. SEMINAR (3). Concentrates on leading edge technology in selected areas of interest to Computer Information Technology professionals based on topics relevant to current technological conditions. Prerequisite(s): MSCC 610.

MASTER OF SCIENCE: CORE (MSCC)

MSCC 610. INFORMATION TECHNOLOGY CONCEPTS (3). Introduces information systems concepts, architectures, and technologies. Emphasizes information systems resources needed to meet organizational mission and objectives. Focuses on information systems from business viewpoint including processes, value proposition, and different types of information systems.

MSCC 630. ENTERPRISE ARCHITECTURE (3). Examines information needed to create adaptive strategies for successfully implementing enterprise architectures. Focuses on strategies that are based on experiences within organizations across multiple industry verticals. Prerequisite(s): MSCC 697 and completion of 12 semester hours in the degree requirements and degree electives area.

MSCC 693. GRADUATE CAPSTONE (3). Case-based scenario that emphasizes real-world application of Information Technology knowledge and skills. Simulates a real-world information technology organization where students enhance skills learned in previous courses. Provides a research experience as a basis for fulfilling the final project requirement. Prerequisite(s): MSCC 630.

MSCC 697. INFORMATION TECHNOLOGY RESEARCH METHODS (3). Concentrates on project management, proposal preparation, research and thesis writing. Deliverables include abstract proposal outline and research plan. Students research and develop project proposals that are then approved by the faculty. Prerequisite(s): MSCC 610 and completion of 12 semester hours in the degree requirements and degree electives area.

MSCC 698. GRADUATE THESIS (3). Students complete a master's thesis that is a substantial body of original scholarly work in the area of Information Technology. Prerequisite(s): MSCC 630. NOTE: Pass/No Pass grading only. Students must have successfully completed all other degree requirements for this program prior to completing this course.

MASTER OF SCIENCE: DATABASE TECHNOLOGY (MSCD)

MSCD 600. DATABASE ARCHITECTURE (3). Provides an introduction to the internal structures and architectures of database management systems. Focuses on the Oracle10g ORDBMS architecture and associated processes and physical files. Covers general concepts such as design, deployment, and operation. Prerequisite(s): MSCC 610. Cross listing: MCT 613.

MSCD 610. DATABASE CONCEPTS (3). Explores data modeling, database design, management concepts, and SQL3 in-depth. Utilizes Oracle10g ORDBMS and Oracle command line interface, SQL*Plus for all lab work. Provides hands-on experience with an enterprise class, object-relational database management system. Prerequisite(s): MSCD 600 or MCT 613. Cross listing: MCT 614.

MSCD 640. ORACLE® DATABASE ADMINISTRATION (3). Examines key tasks and functions required of a database administrator in a production environment. Students create, start up, and manage a database. In addition, students implement data security and integrity measures and grant access privileges to individual database users. Prerequisite(s): MSCD 610 or MCT 614. Cross listing: MCT 615.

MSCD 642. DATABASE BACKUP AND RECOVERY (3). Studies the critical tasks of planning and implementing database backup and recovery strategies. Explores backup methodologies based on business requirements in a typical enterprise and utilizes multiple strategies to recover from different types of recovery failures. Prerequisite(s): MSCD 640.

MSCD 644. DATABASE PERFORMANCE TUNING (3). Studies database servers from the perspective of optimization and performance. Focuses on techniques for improving data access and storage, emphasizing performance diagnosis and resolution using real-world scenarios. Prerequisite(s): MSCD 640.

MSCD 650. PL/SQL PROGRAMMING (3). Studies advanced SQL and SQL*Plus concepts and how to write PL/SQL procedures, functions and packages. Topics include extending statements to include Set Operators, and building correlated sub queries and hierarchical queries. Student creates and manages PL/SQL program units and database triggers as a basis for complex application development. Prerequisite(s): MSCD 610.

MSCD 670. MIDDLEWARE ARCHITECTURES AND DATABASE APPLICATIONS (3). Examines middleware implementation of portals using Oracle's advanced 10gAS platform as an application study. Focuses on middleware design, development and administration of web- based enterprise portal technology. Explores B2B applications, case studies, and Internet access to the database. Prerequisite(s): MSCD 610 or MCT 614. Cross listing: MCT 616.

MSCD 675. DATABASE TECHNOLOGIES AND SERVICE ORIENTED ARCHITECTURE (3). Introduces SOA, middleware, with enterprise architecture, interoperability and loose coupling. Explores technical and organizational perspectives and alignment using design principles and industry-standard organizational models. Includes hands-on implementation of distributed Web Services-based interfaces to database system. Prerequisite(s): MSCD 670.

MSCD 681. DATA WAREHOUSE DESIGN (3). Data warehouse design includes in-depth exploration of organizational decision based on data repository, focusing on requirements, data warehouse design, data extraction and data stores. Includes business intelligence systems implications with hands-on approach to design. Prerequisite(s): MSCD 600 and MSCD 610.

MSCD 692. DATABASE PRACTICUM I (3). Simulates a real-world information technology organization where students enhance skills learned in previous database courses. Provides a research platform that can be used towards the collection of data to fulfill the thesis requirement. Prerequisite(s): MSCC 630, MSCD 640 and permission of instructor.

MSCD 696. DATABASE PRACTICUM II (3). A continuation of Database Practicum I. Simulates a real-world information technology organization where students enhance skills learned in previous database courses. Provides a research platform that can be used towards the collection of data to fulfill the thesis requirement. Prerequisite(s): MSCD 692 and permission of instructor.

MSCD 698. DATABASE TECHNOLOGIES THESIS (3). Students complete a Master's Thesis that is a substantial body of original scholarly work in the area of Database Technology theory and practice. Prerequisite(s): MSCD 600, MSCD 610, MSCC 697. Pass/No Pass grading only.

MASTER OF SCIENCE: INFORMATION TECHNOLOGY MANAGEMENT (MSCI)

MSCI 600. STRATEGIC INFORMATION TECHNOLOGY (3). Presents the importance of information technology as a necessary component of a successful business. Focuses on the evolution of information technology from an enabling tool to a competitive business strategy. Illuminates roles of CIO. Prerequisite(s): MSCC 610.

MSCI 610. ETHICS IN INFORMATION TECHNOLOGY (3). Course illuminates ethical issues regarding information systems (access, data storage, and data utilization). Focuses on developing a set of ethical standards for professionals in information technology. Prerequisite(s): MSCC 610.

MSCI 610H. ETHICS IN INFORMATION TECHNOLOGY FOR HEALTH CARE (3). Course illuminates ethical issues regarding information systems (access, data storage, and data utilization). Focuses on developing a set of ethical standards for professionals in information technology with an emphasis on health care systems. NOTE: For Health Care Administration students only.

MSCI 615. BUSINESS PROCESS ENGINEERING (3). Focuses on the strategic and organizational issues of process management and the use of Enterprise Resource Planning systems (ERPs). Topics include major strategic approaches used to understand, analyze and implement efficient business processes, workflow modeling techniques, process modeling techniques and procedure models. Employs SAP R/3 Enterprise Application Software to examine the issues encountered in a typical business organization. Note: Acceptance to Graduate Programs required.

MSCI 625. SUPPLY CHAIN MANAGEMENT (3). Focuses on supply chain management from order through delivery, encompassing the interactions of suppliers and customers in a systematic process while utilizing the SAP platform to illustrate concepts and facilitate hands-on learning for students.

MSCI 630. KNOWLEDGE MANAGEMENT (3). Presents detailed insights into knowledge management focusing on concepts, theories and technologies that provide the foundation for knowledge management and on information technology as an important catalyst. Prerequisite(s): MSCI 600 and MSCI 610.

MSCI 640. ENTERPRISE TECHNOLOGY MANAGEMENT (3). Introduction to Enterprise Resource Planning systems. Emphasizes impacts on organizations, development of practical skills associated with Enterprise Resource Planning systems, and the SAP platform. Note: Acceptance to Graduate Programs required.

MSCI 660. GLOBAL E-BUSINESS (3). Surveys challenges facing business and IT professionals in an increasingly global, technological environment placing emphasis on infrastructure, integration, technology, cultural, organizational, sociopolitical issues, and appreciation of how types of IS influences international business practices. Prerequisite(s): MSCI 600 and MSCI 610.

MSCI 680. INFORMATION TECHNOLOGY PROJECT MANAGEMENT (3). Covers the management of business/computer information development and the traditional lifecycle and cyclic development approaches. Includes technical aspects of project estimation, scheduling using manual and automated project management tools in a simulated software project. Prerequisite(s): MSCI 600 and MSCI 610.

MSCI 681. ENTERPRISE PROJECT SYSTEMS (3). Focuses on the total Program Management lifecycle. Introduces skills required to define, configure, plan and track different types of projects. Topics include overview of project management and fundamentals; SAP project system; project structures, planning and execution; logistics, accounting and human resources interfaces; budgeting; period end closing and reporting. Microsoft Project will be used to illustrate and execute Enterprise Project Management. Note: Acceptance to Graduate Programs required.

MSCI 685. EMERGING TECHNOLOGIES (3). Applies innovative technology adoption processes to evaluate emerging technologies and their business value impact. Evaluates cases to discern best practices and develop best adoption processes. Prerequisite(s): MSCI 600 and MSCI 610.

MSCI 698. INFORMATION TECHNOLOGY MANAGEMENT THESIS (3). Students complete a Master's Thesis that is a substantial body of original scholarly work in the area of Information Technology Management. Prerequisite(s): MSCI 600, MSCI 610and MSCC 697. Pass/No Pass grading only.

MASTER OF SCIENCE: CRIMINOLOGY (MSCR)

MSCR 604. CONTEMPORARY ISSUES IN CRIMINOLOGY (3). Examines the scope of criminology based on global research and practical applications. The scope includes public safety, terrorism and organized crime, urban crime, victimology, restorative justice, crime prevention and other existing and emerging issues.

MSCR 605. CRIMINAL PSYCHOPATHOLOGY (3). Examines the criminal mind. Explores criminal behavior patterns, factors that influence criminal behavior, and the pathology of criminal behavior. Considers changing environments, demographics, and events.

MSCR 620. LEADERSHIP PRINCIPLES IN CRIMINOLOGY (3). Examines contemporary leadership theories and models and explores multiple examples and case studies within Criminology. Specific areas of discipline, system collaboration, teamwork, stakeholder perceptions, and leadership ethics will be discussed. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 625. ETHICAL CONDUCT AND POSITIONS OF POWER (3). Examines contemporary ethical standards and conduct in multiple contexts. Case studies, readings and discussion examine conflicts of interest, authoritative power and abuse, political influence, trust relationships and violation of trust, and other dilemmas faced by individuals in positions of leadership. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 640. TRANSNATIONAL CRIME (3). Surveys and evaluates dominant trends in crime, i.e. organized crime, economic crime, cyber crime, terrorism, traffic in human beings, and drug dealing, from an economic and social-cultural context of globalization. Topics such as population migratory trends, transnational cooperation, and supranational policies will be discussed. Prerequisite(s): MSCR 604 and MSCR 605,.

MSCR 650. CONTEMPORARY CRIME POLICY: CURRENT AND FUTURE NEEDS (3). Analyzes existing policies and explores policy change and development incorporating emerging crime trends, cultural diversity, resources and other influential factors. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 652. STRATEGIC PLANNING, IMPLEMENTATION AND EVALUATION (3). Utilizes research methods to identify criteria for effective policy making and evaluation. Examines factors which impact successful policy development, implementation, and evaluation. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 654. CRIME PREDICTION AND PREVENTION (3). Analyzes crime prediction and prevention techniques. Addresses reducing the risk of crime in private and public sectors. Identifies safety for families, employees, and customers and the means by which business private and public property are protected. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 660. CYBER CRIMINOLOGY (3). Examines crimes committed using computer technology. Discusses strategies, tactics, and collaboration involved in combating cybercrime and cyber-criminals. Discusses future trends in digital crime and criminological theories. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 680. RAPID DECISION MAKING (3). Studies decision models which enable timely decision-making in time of crisis and limited knowledge. Case studies are used to refine organization of knowledge, critical thinking and communication of decisions. Prerequisite(s): MSCR 604 and MSCR 605.

MSCR 687E-W. SPECIAL TOPICS IN CRIMINOLOGY (3). Studies selected topics in criminology through research, dialogue and analysis. Prerequisite(s): MSCR 604.

MSCR 694. RESEARCH ANALYSIS AND APPLICATION (3). Provides an overview of social science research methods employed by criminologists, emphasizing diagnostic and analytical tools, research design and evaluation methods and innovative thinking. Prerequisite(s): Must successfully complete all MSCR courses, with the exception of MSCR 696 Capstone Project.

MSCR 696. CAPSTONE PROJECT (3). Directed research that provides experience of the student's major interests and academic work; focusing on an integration and application of appropriate theory and data that addresses a criminology topic of interest to the student. Prerequisite(s): Must successfully complete all MSCR courses prior to taking MSCR 696.Note: Pass/No Pass grading only.

MASTER OF SCIENCE: INFORMATION ASSURANCE (MSIA)

MSIA 670. ENTERPRISE INFORMATION ASSURANCE (3). Introduces the basic Information Assurance (IA) model; security of the database, the application and the system. Examines current security standards, best practices and auditing practices.

MSIA 672. MANAGING A SECURE ENTERPRISE (3). Provides the knowledge of designing and managing a secure enterprise. Includes aspects of enterprise security, physical security, disaster-recovery planning, and business continuity planning.

MSIA 672H. MANAGING A SECURE ENTERPRISE FOR HEALTH CARE (3). Provides the knowledge of designing and managing a secure enterprise. Includes aspects of enterprise security, physical security, disaster-recovery planning, and business continuity planning with an emphasis in health care.

MSIA 674. PLANNING AND IMPLEMENTING ARCHITECTURE SECURITY (3). Explores security policy development, implementation and standards compliance and testing on corporate systems, application and data. Examines target architectures: telecommunications and wireless enterprise corporate data network.

MSIA 676. SECURING AND PROTECTING: SYSTEMS, APPLICATIONS, DATA (3). Provides the knowledge of building and protecting enterprise infrastructure and proprietary data. Topics include risk analysis, security policies, intrusion detection, damage control and assessment.

MSIA 678. RISK MANAGEMENT (3). Prepares students to evaluate an organizations exposure to information technology security threats using rigorous policy and standards based analysis of the existing policy directives and the derived threat matrix.

MSIA 680. COMPUTER FORENSICS (3). Explores computer forensics encompassing a variety of legal and technical challenges. Provides hands-on and theoretical experience with technology, techniques and legal policy during investigation of computer components. Prerequisite(s): MSCT 609 and MSCT 620.

MSIA 682. NETWORK FORENSICS (3). Examines forensic analysis of networks utilizing unique and sophisticated sets of tools, techniques and legal policies. Covers established concepts, methodology and tools to enhance performance of network forensics. Prerequisite(s): MSCT 609 and MSCT 620.

MSIA 684. IT AUDITING (3). Combines accounting, regulation and IT security practices to educate students to protect organizational assets through establishment of auditing best practices, current governmental reporting standards, Sarbanes-Oxley requirements and secure management techniques. Prerequisite(s): MBAA 602 or MSAA 602 or permission of instructor. Cross listing: MBAA 614 and MSAA 614.

MSIA 686. XBRL AND INTERACTIVE DATA (3). Examines XBRL, the language for electronic communication of business and financial data used for financial reporting, SEC and regulatory reporting, corporate and governmental application of interactive data, taxonomy development, and data tagging software. Prerequisite(s): MSCC 610 and MSCC 697 or permission of instructor. Cross listing: MBAA 612P and MSAA 612P.

MSIA 692. INFORMATION ASSURANCE PRACTICUM I (3). Students gain additional information assurance experience through operational assignments in support of the Academic Research Network through investigation into research topics and practice with a variety of software and hardware platforms. Prerequisite(s): MSCC 630 and permission of instructor.

MSIA 696. INFORMATION ASSURANCE PRACTICUM II (3). Continuation of Information Assurance Practicum I. Students gain additional information assurance experience through operation assignments in support of the Academic Research Network through investigation into research topics and practice a variety of software and hardware platforms. Prerequisite(s): MSIA 692 and permission of instructor.

MSIA 698. INFORMATION ASSURANCE THESIS (3). Students demonstrate mastery of Information Assurance theory and practice through written and presented materials. Students provide a final thesis based on SCIC writing, research and presentation standards. Pass/No Pass grading only. Prerequisite(s): Two MSIA electives and MSCC 697 or permission of instructor.

MASTER OF SCIENCE: ORGANIZATION LEADERSHIP (MSM)

MSM 602. THE LEADERSHIP MANAGEMENT CHALLENGE (3). Developed jointly with Aubrey Daniels International, this course will survey key leadership perspectives and prepare the student to utilize technical tools to bring out the best in people. Cross listing: MBAM 602.

MSM 612. MAKING DECISIONS IN ORGANIZATIONS (3). Researches relevant information, interprets that information in the context of the organization's strategy and problem to be solved, and uses consulting with others to make successful organizational decisions. Students will practice these skills while working with a client organization.

MSM 621. LEADING CHANGE AND INNOVATION (3). Enables learners to understand that the need for change is both predictable and unpredictable, and can include down-sizing and massive growth spurts that challenge organizational resources. Uses actual workplace situations to diagnose when innovation within organizations is catalyzing change, and when innovation provides a solution for change.

MSM 631. STRATEGIC MANAGEMENT AND FINANCIAL REPORTS ANALYSIS (3). Identifies strategic management areas for organizations and evaluates these in terms of changing environments. Develops skills in strategic planning, alignment of mission, vision, strategies, goals and objectives. Evaluates financial statements as part of a competitive analysis. Examines these processes in terms of future opportunities and the realities of strategic management. Prerequisite(s): MSM 602 and MSM 612.

MSM 635. STRATEGIC HUMAN RESOURCE MANAGEMENT (3). Identifies critical role of human resources in strategically planning and managing the workforce needs of the organization in the global environment. Focuses on the function of human resources becoming a strategic business partner by working with senior management to plan and manage human capital to meet business requirements. Topics include human resources as a strategic business partner; implementation of HRM functions in staffing, training, motivating, and maintenance; legal and ethical issues; and alignment of workforce needs to business goals. Prerequisite(s): MSM 602 and MSM 612 and permission of faculty advisor required.

MSM 636. EMPLOYMENT LAW AND COMPLIANCE (3). Identifies the federal and state laws and regulations that affect the employment relationship. Focuses on developing programs that help the organization meet its workforce needs in support of business requirements, while preventing lawsuits from employees and federal agencies. Topics include Title VI and VII of the Civil Rights Act or 1965, Equal Employment Opportunity, Affirmative Action, Americans with Disabilities Act, and other federal laws and regulations. Prerequisite(s): MSM 602 and MSM 612 and permission of faculty advisor required for non HR specialization.

MSM 637. STRATEGIES IN COMPENSATION AND BENEFITS (3). Identifies a framework for implementing compensation and benefits systems to attract and retain a high performance workforce in a global environment. Focuses on the role of human resources in managing competitive rewards and pay plans. Topics include compensation administration, job evaluation and pay structures, base and incentive pay, increases and bonuses, executive compensation, and employment benefits plans including required, voluntary, and retirement options. Prerequisite(s): MSM 602 and MSM 612.

MSM 638. ATTRACTING AND RETAINING WORKFORCE TALENT (3). Identifies a framework for acquiring and maintaining diverse and talented employees in alignment with business requirements of the organization. Focuses on the recruitment, selection, and development systems that are part of the human resources function. Topics include recruitment, selection, and orienting new employees; training and development; and workforce diversity. Prerequisite(s): MSM 602 and MSM 612.

MSM 639. EMPLOYEE RELATIONS AND PERFORMANCE MANAGEMENT (3). Identifies processes used to maintain effective relationships between employees and management, as well as to manage the performance of employees to meet the requirements of the organization. Focuses on role of human resources in the mediation and negotiation of labor relations and settlement of employee disputes and grievances, and evaluation and feedback to help employees achieve higher levels of performance. Topics include collective bargaining, negotiations, alternative dispute resolution, and performance evaluation. Prerequisite(s): MSM 602 and MSM 612.

MSM 651. DELIVERING ORGANIZATION EXCELLENCE (3). Prepares learners to lead change by using the Baldrige Award criteria to explore process improvement opportunities within an organization so that it can deliver added value to its customers. Prerequisite(s): MSM 602 and MSM 612. Cross listing: MBAO 651.

MSM 657. LEADING PROJECTS IN CONTEMPORARY ORGANIZATIONS (3). Explores project management from a strategic management perspective, focusing on development of leadership skills in the management of project teams. Examines the roles of the manager and management team; project selection, organization, and planning process; communications and negotiations; and the tactical and strategic implications in a project environment. Reviews management of business/computer information technology projects including development approaches, technical aspects of project estimation, and manual and automated project management tools. Prerequisite(s): MSM 602 and MSM 612. Cross listing: MBAO 603.

MSM 658. MANAGEMENT OF PROJECT PERFORMANCE (3). Examines aspects of project risk, cost and schedule management. Identifies the management processes required to ensure the project is completed within budget and on schedule. Provides knowledge required to cost a project, develop a project plan, and allocate the necessary resources to manage a project; analyze risks and opportunities within projects, identify methods for reducing and mitigating risks, manage project performance, including quality, human resources, communications and procurement. Prerequisite(s): MSM 602, MSM 612, and MSM 657. Cross listing: MBAO 615.

MSM 659. PROJECT MONITORING AND DELIVERY (3). Examines various interrelated functions impacting project deliveries and how functions contribute to the strategic success of the enterprise. Provides the advanced knowledge required to develop, analyze and change a project plan, determine risk and allocate the necessary resources to effectively manage and complete a project in a simulated environment. Prerequisite(s): MSM 621, MSM 657, and MSM 658. Cross listing: MBAO 659.

MSM 661. LEADING IN CHANGING ECONOMIES (3). Introduces basic microeconomic and macroeconomic concepts, and explores how economic events affect organizations. Focuses on the global economy and the role of business. Examines economic forces for effects on public policy. Students prepare an economic plan for a nation in its regional context, as well as an analysis of a macroeconomic/fiscal policy problem facing the United States. Prerequisite(s): MSM 602 and MSM 612.

MSM 671. STRATEGIC LEADERSHIP (3). This course is designed to equip strategic leaders with the skills and competencies needed to mobilize their followers and organizations for effective current-day action in preparation for future challenges, threats, and opportunities. Prerequisite(s): MSM 602, MSM 612, MSM 621, MSM 631, and MSM 661. NOTE: Leadership and Management specialization students only.

MSM 682. LEADING RESPONSIBLE ORGANIZATIONS (3). Integrates program concepts such as leadership, financial analysis, risk analysis, research, organizational change, and challenges students to examine these concepts from the perspective of corporate social responsibility. Prerequisite(s): Successful completion of all other 600-level course in the MS in Organization Leadership program.

MSM 689E-W. INTERNSHIP (3). Under the supervision of a qualified faculty member, provides an intensive internship appropriate for the Master of Science in Organizational Leadership program. Completion of all foundation courses and permission of faculty advisor required.

MASTER OF SCIENCE: SOFTWARE ENGINEERING (MSSE)

MSSE 600. OBJECT-ORIENTED SOFTWARE ENGINEERING (3). Introduces basic object-oriented concepts, and the object-oriented software development process. Incorporates the best of current development processes, such as the Capability Maturity Model (CMM), the Unified Software Development Process, Patterns, and Team Management. Prerequisite(s): MSCC 610.

MSSE 610. SOFTWARE REQUIREMENTS AND PROCESSES (3). Examines acquisition, analysis, specification, validation, and management of software requirements. Explores formal software processes, including the definition, implementation, measurement, management, change, and improvement of the software engineering process. Prerequisite(s): MSSE 600.

MSSE 620. SOFTWARE CONSTRUCTION, TOOLS, METHODS (3). Explores the construction of working, meaningful software through a combination of coding, validation, and testing by a programmer. Examines software development environments and software development methods. Prerequisite(s): MSSE 600.

MSSE 630. SOFTWARE DESIGN (3). Describes architecture, components, interfaces, and other characteristics of modern software systems. Topics include enterprise software architecture, design pattern concepts, software frameworks, and middleware technologies. Prerequisite(s): MSSE 600.

MSSE 640. SOFTWARE QUALITY AND TEST (3). Reviews the Software Quality Assurance (SQA) and Verification and Validation (V&V) processes. Addresses verification of the behavior of a program on a set of test cases selected from the execution domain. Prerequisite(s): MSSE 600.

MSSE 645. SOFTWARE CONFIGURATION MANAGEMENT, MAINTENANCE (3). Examines the identification of the configuration of systems for the purpose of controlling change. Addresses modification of software after delivery to correct faults, improve performance, or to adapt it to new environments. Prerequisite(s): MSSE 600.

MSSE 650. IOS SOFTWARE DEVELOPMENT (3). Introduces iOS software development, using the Objective-C programming language and the Cocoa Touch framework for the iPad and iTouch mobile devices. Includes development of a project using XCode, in preparation for deployment.

MSSE 652. ENTERPRISE IOS SOFTWARE DEVELOPMENT (3). Introduces advanced features of iOS software development including techniques for integrating web services and the use of other API's for app development. Includes development of a distributed software project using XCode and other developmental tools.

MSSE 655. ANDROID SOFTWARE DEVELOPMENT (3). Introduces Android software development, using the Java programming language and the Android Developer Tools (ADT) for Android mobile devices. Includes development of a project using Eclipse and the ADT, in preparation for deployment.

MSSE 657. ENTERPRISE ANDROID SOFTWARE DEVELOPMENT (3). Introduces advanced features of Android software development, including techniques for integrating web services and the use of other API's for app development. Includes development of a distrubuted software project using Eclipse and other tools.

MSSE 670. JAVA SOFTWARE DEVELOPMENT (3). Introduces use-case driven iterative software development techniques using a layered software architecture using the Java programming language. Topics include unit testing, the use of various software patterns, and refactoring code. Requires students to document and develop a project using layered software architecture. Prerequisite(s): MSSE 600 and undergraduate-level programming skills.

MSSE 672. ADVANCED JAVA SOFTWARE DEVELOPMENT (3). Introduces advanced features of the Java software development environment along with auxiliary software development tools. Topics include Eclipse, the Ant build tool, the use of Java exceptions and logging, collections and generics, JDBC and object-relational mapping with Hibernate, XML processing, client-server programming, and multithreaded applications. Prerequisite(s): MSSE 670.

MSSE 674. ENTERPRISE JAVA SOFTWARE DEVELOPMENT (3). Continues the advanced use of the Java 2 Platform. Topics include web applications and Java 2 Enterprise Edition. Emphasizes the use of Java Servlets and Java Server Pages (JSPs) to develop web application using a layered software architecture. Other topics include Custom Tag libraries, Apache Struts, request and response filters, and security. Prerequisite(s): MSSE 672.

MSSE 676. ADVANCED ENTERPRISE JAVA SOFTWARE DEVELOPMENT (3). Continues development of Java EE applications with Enterprise Web Service Technologies. Topics include: Java for XML Web Services, Java for RESTful Web Service, Context and Dependency Injection, Java Persistence API, Enterprise JavaBeans, and Application Security. Prerequisite(s): MSSE 674.

MSSE 680. C# SOFTWARE DEVELOPMENT (3). Introduces usecase driven iterative software development techniques with a layered software architecture using the C# programming language. Topics include unit testing, the use of various software patterns, and refactoring code. Requires students to document and develop a software project using layered software architecture. Prerequisite(s): MSSE 600. MSSE 682. ENTERPRISE C# SOFTWARE DEVELOPMENT (3). Focuses on programming on the .Net Frameworks and C#. Topics include Windows Forms Development, project deployment, data access with ADO.NET and XML, Web programming using ASP.NET and Web Forms, Web Services, and SQL Server and other RDBMS. Prerequisite(s): MSSE 680.

MSSE 692. SOFTWARE ENGINEERING PRACTICUM I (3). Emphasizes hands-on software engineering experience. Simulates a real-world information technology organization where student enhance skills learned in previous software engineering courses. Provides a research experience as a basis for fulfilling the thesis requirement. Prerequisite(s): MSCC 630.

MSSE 696. SOFTWARE ENGINEERING PRACTICUM II (3). Continuation of Software Engineering Practicum I. Emphasizes hands-on Software Engineering experience. Simulates a real-world information technology organization where student enhance skills learned in previous software engineering courses. Provides a research experience as a basis for fulfilling the thesis requirement. Prerequisite(s): MSSE 692 and permission of instructor.

MSSE 698. SOFTWARE ENGINEERING THESIS (3). Students demonstrate mastery of Software Engineering theory and practicing through written and presented materials. Students provide a final thesis based on SCIS writing, research and presentation standards. Pass/No Pass grading only. Prerequisite(s): Two MSEE electives and MSCC 697 or permission of instructor.

MASTER OF SCIENCE: SOFTWARE ENGINEERING AND DATABASE TECHNOLOGIES (MCT)

Note: Students must be accepted into the MSSED (MCT) program prior to enrolling in MCT courses.

MCT 609. FUNDAMENTALS OF PROGRAMMING (3). Foundational programming module suitable for students with no previous experience of programming and those with moderate previous knowledge. Provides a foundation in key concepts of functional programming, as well as an appreciation of object-oriented programming.

MCT 610. SOFTWARE ENGINEERING (3). Introduces comprehensive concepts of software engineering including structured software analysis, design and management techniques, systems development lifecycle (SDLC), structured systems analysis and design techniques, Computer Aided software Engineering (CASE) tools, and software project management. Prerequisite(s): MCT 619.

MCT 611. COMPUTER ARCHITECTURE AND OPERATING SYSTEMS (3). Explores the concepts of computer architecture and operating systems including system components, access methods, numbering systems, and digital logic. Examines operating system design including architectures, input/output, memory, process management, file management and security.

MCT 613. DATABASE ARCHITECTURE (3). Provides an introduction to the internal structures and architectures of database management systems. Focuses on the Oracle10g ORDBMS architecture and associated processes and physical files. Covers general concepts such as design, deployment, and operation. Cross listing: MSCD 600.

MCT 614. DATABASE CONCEPTS (3). Explores data modeling, database design, management concepts, and SQL3 in-depth. Utilizes Oracle10g ORDBMS and Oracle command line interface, SQL*Plus for all lab work. Provides hands-on experience with an enterprise class, object-relational database management system. Prerequisite(s): MCT 613 or MSCD 600. Cross listing MSCD 610.

MCT 615. ORACLE DATABASE ADMINISTRATION (3). Examines key tasks and functions required of a database administrator in a production environment. Students create, start up, and manage a database. In addition, students implement data security and integrity measures and grant access privileges to individual database users. Prerequisite(s): MSCD 600 or MCT 613 and MSCD 610 or MCT 614. Cross listing: MSCD 640.

MCT 616. MIDDLEWARE ARCHITECTURES AND DATABASE APPLICATIONS (3). Examines middleware implementation of portals on Oracle's advanced 10gAS platform. Focuses on design, development and administration of web based enterprise portal technology. Explores B2B applications, case studies, and Internet based access to the portal development tool. Prerequisite(s): MCT 615 or MSCD 640. Cross listing: MSCD 670.

MCT 618. OBJECT-ORIENTED DESIGN (3). Introduces object oriented analysis and design techniques and industry standard notation UML (Unified Modeling Language). Students develop analysis and design models using CASE tools tracking systems from inception through analysis, solution design, and technical implementation. Prerequisite(s): MCT 610.

MCT 619. OBJECT-ORIENTED PROGRAMMING (3). Explores object modeling, class definition, inheritance, composition, encapsulation, polymorphism, abstract classes, and interfaces. Focuses on the Java programming language emphasizing applets, graphics, data storage, multi-threaded programming, and exception handling.

MCT 620. DISTRIBUTED SYSTEMS (3). Investigates design and implementation of internet based distributed applications including APIs, frameworks, standard internet protocol stack, client/server architectures, network programming, Java, I/O, multithreaded programming, Sockets, thin client/web server support, Servlets, ISP, EIBs and web services. Prerequisite(s): MCT 619.

MCT 621. ARTIFICIAL INTELLIGENCE (3). Introduces the concepts and techniques of Artificial Intelligence (AI) including use of the Prolog language, knowledge representation, machine learning, expert systems, uncertainty, neural networks, and real world application of AI techniques. Prerequisite(s): MCT 609.

MCT 622. REAL-TIME SYSTEMS (3). Explores embedded realtime systems including foundations, designing and developing software, implementation, and performance issues. Focuses on dependable software, design concepts, real-time operating systems (RTOSs), language selection, benefits, testing, static/dynamic analysis methods, tools, debugging, and documentation. Prerequisite(s): MCT 610 and MCT 611.

MCT 623. GRAPHICS PROGRAMMING (3). Introduces theoretical concepts of modern graphics programming including compromises and trade-offs. Hands-on experience will be gained in two graphics programming environments: Virtual Reality Modeling Language (VRML) and Open Graphics Library (OpenGL).

MCT 624. THESIS FOUNDAMENTALS (3). Assists students in developing a thesis topic working under an approved research director.

MCT 626. THESIS (3). Assists students to refine their thesis statement, to explore various research methods, to create a project plan, and to begin their secondary research.

MCT 627. DATABASE TECHNOLOGIES AND SERVICE ORIENTED ARCHITECTURE (3). Introduces SOA, middleware, with enterprise architecture, interoperability and loose coupling. Explores technical and organizational perspectives and alignment using design principles and industry-standard organizational models. Includes hands-on implementation of distributed Web Services-based interfaces to database system. Prerequisite(s): MCT 616 or MSCD 670. Cross listing: MSCD 675.

MCT 628. SOFTWARE QUALITY AND TEST (3). Reviews the Software Quality Assurance (SQA) and Verification and Validation (V&V) processes. Addresses verification of the behavior of a program on a set of test cases selected from the execution domain. Prerequisite(s): MCT 610.

MCT 692. DATABASE PRACTICUM I (3). Simulates a real-world information technology organization where students enhance skills learned in previous database courses. Provides a research platform that can be used towards the collection of data to fulfill the thesis requirement. Prerequisite(s): MCT 615. Cross listing: MSCD 692.

MCT 696. DATABASE PRACTICUM II (3). Continuation of Database Practicum I. Simulates a real-world information technology organization where students enhance skills learned in previous database courses. Provides a research platform that can be used towards the collection of data to fulfill the thesis requirement. Prerequisite(s): MCT 692. Cross listing: MSCD 696.

MASTER OF SCIENCE: SYSTEMS ENGINEERING (MSCT)

MSCT 600. NETWORK ESSENTIALS (3). Provides an overview of local area networks, telephony, web basics, wide area networking, etc. Introduces concepts central to network design, architectures, standards and protocols. Prerequisite(s): MSCC 610.

MSCT 609. UNIX CONCEPTS (3). Studies the fundamentals and basic concepts of the UNIX operating system. Utilizes the UNIX file system, system security and administration, client/server computing, UNIX networking, and the latest trends in the UNIX environment. Prerequisite(s): MSCC 610.

MSCT 620. ACCESS NETWORKS (3). Emphasizes the application of networking architectures for transport of enterprise data. Topics include network media, communications and protocols, architectures, operating systems, administration and support issues, distributed network environments and Inter-networking. Prerequisite(s): MSCT 600.

MSCT 650. HIGH AVAILABILITY AND DISASTER RECOVERY SYSTEMS (3). Examines high availability and disaster recovery concepts and mechanisms; threats to an organization's information technology and develop architectures, policies and plans to address them. Specific high availability technology options for disaster recovery are examined. Prerequisite(s): MSCT 600.

MSCT 662. STORAGE AREA NETWORKS (3). Examines storage attached network devices through enterprise level SAN systems. Studies managed data transition and explores storage design in business applications, cost, and systems administration.

MSCT 664. ROUTING AND SWITCHING (3). Provides an in depth understanding to networking students of how network protocols are routed and switched. Examines modern routing protocols and their benefits to IT organizations, as well as router configuration. Prerequisite(s): MSCT 662.

MSCT 680. ENTERPRISE STORAGE (3). Provides the necessary skills to plan, design, manage and support distributed storage systems and devices. Focuses on operating and managing a mixed platform, multi-vendor, interoperable enterprise. Prerequisite(s): MSCT 620.

MSCT 692. SYSTEMS ENGINEERING PRACTICUM I (3). Students gain additional systems engineering experience through operational assignments in support of the Academic Research Network through investigation into research topics and practice with a variety of software and hardware platforms. Prerequisite(s): MSCT 630 and permission of instructor.

MSCT 696. SYSTEMS ENGINEERING PRACTICUM II (3). A continuation of Systems Engineering Practicum I. Students gain additional systems engineering experience through operational assignments in support of the Academic Research Network through investigation into research topics and practice with a variety of software and hardware platforms. Prerequisite(s): MSCT 692 and permission of instructor

MSCT 698. SYSTEMS ENGINEERING THESIS (3). Students demonstrate mastery of systems engineering theory and practice through written and presented materials. Students provide final thesis based on SCIS writing, research, and presentation standards. Pass/No Pass grading only. Prerequisite(s): MSCC 697 and two MSCT electives or permission of instructor.

SPANISH - DUAL LANGUAGE PROGRAM

Note: Student must be admitted into the Dual Language Program to take these courses.

SPAN 500. SPANISH IMMERSION (3). A conversation/grammar based semi-immersion course to prepare students for the dual-language curriculum at Regis University.

SPAN 501. ACADEMIC WRITING GRADUATE STUDENTS I (3). An intermediate English writing class that focuses on organization and development of ideas. Students will learn how to demonstrate a command of academic writing skills at the graduate level.

SPAN 502. ACADEMIC WRITING GRADUATE STUDENTS II (3). Intermediate developmental Spanish writing course designed to improve the Spanish academic writing skills of graduate students. Scores between 41-64% on SUAGM or 215-429 on SCAPE (Level 3 Developing and Level 4 Expanding). Language lab required.