

# BUSINESS

## Assistant Dean & Chair of the Faculty

Dr. Marcel Robles

(859) 622-1117

Business and Technology Center 211

## Faculty

M. Abney, F. Awang, L. Barthel, J. Blair, T. Caviness, G. Crowley, J. K. Easterling, A. Engle, Z. Eser, S. Feltus, M. Fore, S. Gadd, S. Gao, E. Gogol, J. Graham, C. Harter, J. Harter, F. Hasan, M. Healy, A. Helton, R. Houston, T. Huq, P. Isaacs, J-K.Kim, K. Kincer, R. Lingenfelder, T. Martin, A. Naderpour, P. Niemann, B. Polin, M. Robles, S. Shackelford, J. Stearns, L. Su, K. Tabibzadeh, M. Weglarz, K. Wilson, B. Woodruff, Q. Xiao, M. Xu, J. Zhang, Z. Zhang, Y. Zheng, and W. Zhuang

## Bachelor's

- Accounting, Bachelor of Business Administration with a Concentration in Management Accounting (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/accounting-concentration-management-bba/>)
- Accounting, Bachelor of Business Administration with a Concentration in Public Accounting (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/accounting-concentration-public-bba/>)
- Finance, Bachelor of Business Administration with a Concentration in Banking and Financial Services (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/finance-concentration-banking-financial-services-bba/>)
- Finance, Bachelor of Business Administration with a Concentration in Business Finance (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/finance-concentration-business-finance-bba/>)
- Finance, Bachelor of Business Administration with a Concentration in Financial Planning (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/finance-concentration-financial-planning-bba/>)
- General Business, Bachelor of Business Administration with a Concentration in Business and Marketing Education/Teaching (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/general-business-concentration-marketing-education-teaching-bba/>)
- General Business, Bachelor of Business Administration with a Concentration in Corporate Communication and Technology (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/general-business-concentration-corporate-communication-technology-bba/>)
- General Business, Bachelor of Business Administration with a Concentration in General Business (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/general-business-concentration-bba/>)
- General Business, Bachelor of Business Administration with a Concentration in International Business (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/general-business-concentration-international-business-bba/>)
- Management, Bachelor of Business Administration with a Concentration in Global Supply Chain Management (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/management-concentration-global-supply-chain-management-bba/>)
- Management, Bachelor of Business Administration with a Concentration in Human Resource Management (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/management-concentration-human-resource-management-bba/>)
- Management, Bachelor of Business Administration with a Concentration in Leadership and Organizational Behavior (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/management-concentration-leadership-organizational-behavior-bba/>)
- Management, Bachelor of Business Administration with a Concentration in Management (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/management-concentration-bba/>)
- Marketing, Bachelor of Business Administration with a Concentration in General Marketing (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/marketing-concentration-general-bba/>)
- Marketing, Bachelor of Business Administration with a Concentration in Marketing Research and Analytics (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/marketing-concentration-marketing-research-analytics-bba/>)
- Marketing, Bachelor of Business Administration with a Concentration in Music Marketing (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/marketing-concentration-music-bba/>)
- Marketing, Bachelor of Business Administration with a Concentration in PGA Golf Management (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/marketing-concentration-pga-golf-management-bba/>)
- Risk Management and Insurance, Bachelor of Business Administration (B.B.A.) (<http://catalogs.eku.edu/undergraduate/business/business/risk-management-insurance-bba/>)

## Accelerated

- Accounting, Bachelor of Business Administration (BBA) [Public Accounting Concentration] and Master of Business Administration (MBA) [Accounting Concentration] Accelerated 3 + 2 Dual Degree Program (<http://catalogs.eku.edu/undergraduate/business/business/accounting-public-bba-mba-accelerated-3-2-dual-degree-program/>)
- Accounting, Bachelor of Business Administration with at Concentration in Public Accounting 3+2/ (<http://catalogs.eku.edu/undergraduate/business/business/Accounting, Bachelor of Business Administration with at Concentration in Public Accounting 3+2/>)
- Marketing, Bachelor of Business Administration (BBA) [General Marketing Concentration] (MBA) [Customized Concentration] Accelerated 3 + 2 Dual Degree Program (<http://catalogs.eku.edu/undergraduate/business/business/mareting-concentration-general-bba-mba-accelerated-3-2-dual-degree-program/>)
- Marketing, Bachelor of Business Administration (BBA) [Marketing Analytics and Research Concentration] (MBA) [Customized Concentration] Accelerated 3 + 2 Dual Degree Program (<http://catalogs.eku.edu/undergraduate/business/business/marketing-concentration-analytics-research-bba-mba-accelerated-3-2-dual-degree-program/>)

## Minor

- Banking and Financial Services, Minor (<http://catalogs.eku.edu/undergraduate/business/business/banking-financial-services-minor/>)
- Business, Minor (<http://catalogs.eku.edu/undergraduate/business/business/business-minor/>)

- Innovation & Entrepreneurial Thinking, Minor (<http://catalogs.eku.edu/undergraduate/business/business/innovation-entrepreneurial-thinking-minor/>)
- International Business, Minor (<http://catalogs.eku.edu/undergraduate/business/business/international-business-minor/>)
- Personal Finance, Minor (<http://catalogs.eku.edu/undergraduate/business/business/personal-finance-minor/>)
- Risk Management and Insurance, Minor (<http://catalogs.eku.edu/undergraduate/business/business/risk-management-insurance-minor/>)
- Sales, Minor (<http://catalogs.eku.edu/undergraduate/business/business/sales-minor/>)

## Certificate

- Accounting, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/accounting-certificate/>)
- Banking and Financial Services, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/banking-financial-services-certificate/>)
- Corporate Communication, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/corporate-communication-certificate/>)
- Financial Literacy, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/financial-literacy-certificate/>)
- Financial Technology and Cybercrime, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/financial-technology-cybercrime-certificate/>)
- Global Supply Chain Management, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/global-supply-chain-management-certificate/>)
- Marketing Research and Analytics, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/marketing-research-analytics-certificate/>)
- Sales, University Certificate (<http://catalogs.eku.edu/undergraduate/business/business/sales-certificate/>)

## Courses

### Accounting

#### ACC 200. Survey of Accounting. (3 Credits)

I, II. Cross listed with BUS 209. Prerequisite: MAT 105 or higher. Not for students majoring or minoring in the School of Business. Survey of foundational concepts in accounting for the user and the preparer of financial statements. Emphasis on (a) how business transaction impact financial statements and (b) measurement and behavior of costs to identify and solve business problems. Credit will not be awarded to both ACC 200 and BUS 209.

#### ACC 201. Introduction to Financial Accounting. (3 Credits)

I, II. Prerequisite: STA 215 or STA 270 or MAT 105 or higher. A user's approach to understanding financial accounting and reporting, emphasizing how creditors, investors, and others use accounting information in decision making and why financial accounting information is important to these users.

#### ACC 202. Introduction to Managerial Accounting. (3 Credits)

I, II. Prerequisite: ACC 201 with a grade of C- or better. A study of the objectives, preparation and uses of managerial accounting information primarily from a user perspective. Emphasis on measurement, allocation, and reporting of costs to identify and solve business problems.

#### ACC 251. Introduction to Accounting Information Systems. (3 Credits)

I, II. Prerequisite: ACC 201 with a grade of "C" or better. An introduction to manual and computer-based accounting information systems. Topics include business processes, transaction cycles, and computerized accounting software. The course stresses problem solving and computer application skills.

#### ACC 301. Intermediate Accounting I. (3 Credits)

I, II. Prerequisite: ACC 251 and BUS 206 or CIS 212 or INF 104 with a grade of "C" or better. Financial statements, current assets, investments, current and long-term liabilities, acquisitions, use and retirement of plant and equipment.

#### ACC 302. Intermediate Accounting II. (3 Credits)

I, II. Prerequisite: ACC 301 with a grade of "C" or better. Capital stock, financial statement analysis, statement of cash flows, lease and pension accounting, accounting changes, and deferred taxes.

#### ACC 322. Tax I. (3 Credits)

I, II. Prerequisite: ACC 200 or ACC 201 or BUS 209 with a grade of "C" or better and junior standing. Income tax legislation-Federal and State; returns for individuals; gross income; basis and determination of gain or loss; capital gains and losses; dividends, deductions; withholding. Credit will not be awarded for both ACC322 and ACC322S.

#### ACC 322S. Tax I. (3 Credits)

I, II. Prerequisite: ACC 200 or ACC 201 or BUS 209 with a grade of "C" or better and junior standing. Income tax legislation- Federal and State; returns for individuals; gross income; basis and determination of gain or loss; capital gains and losses; dividends, deductions; withhold- using a service learning approach. Credit will not be awarded for both ACC 322 and ACC 322S.

#### ACC 327. Cost Accounting. (3 Credits)

I, II. Prerequisite: ACC 200 or ACC 202 or BUS 209 with a minimum grade of "C". Cost flows and cost systems; the cost accounting cycle; basic cost determination systems and procedures; standard costing; budgeting and decision making applications.

#### ACC 349. Applied Learning in Accounting. (0.5-8 Credits)

A. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as a major elective. Additional hours may be used to fulfill the 150-hour CPA exam requirement. May be repeated for a total of 16 credit hours.

#### ACC 350. Accounting Information Systems and Analytics. (3 Credits)

I, II. Prerequisite: A minimum grade of "C" in ACC 200 or BUS 209. Review of accounting information systems regarding their inputs, processes, controls, and analysis of outputs. Topics include internal controls, business processes, data analytics and visualization, artificial intelligence, robotic process automation, and enterprise resources planning systems. 3 Lec /2 Lab.

#### ACC 425. Accounting Theory. (3 Credits)

I, II. Prerequisite: ACC 302 with a grade of "C" or better and CCT 300 or CCT 300W. Emphasis on a conceptual understanding of accounting principles using literature published by the AICPA, FASB, and current writers. Accounting history, SEC, legal liability, conceptual framework, SFAS's and APB's.

#### ACC 440. Legal Aspects of Accounting. (3 Credits)

I, II. Prerequisites: Senior standing (90 hours or more) and BUS 204 or GBU 204 with a grade of "C" or better. Law as it relates to the accounting profession.

**ACC 441. Auditing I. (3 Credits)**

I, II. Prerequisites: ACC 301 and BUS 204 or GBU 204 with grades of "C" or better. Professional ethics; accountant's legal responsibility; internal control; general arrangement and procedure of an audit; asset accounts; liability accounts; operating accounts; the audit report.

**ACC 490. Independent Study. (1-6 Credits)**

A. Prerequisite: ACC major with senior standing. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

**ACC 501. International Accounting and Combinations. (3 Credits)**

II. Prerequisite: ACC 302 with a minimum grade of "C". Corporate combinations including consolidated balance sheets and income statements and special problems with consolidations. International topics: standards, foreign exchange transactions and translation of financial statements of foreign subsidiaries.

**ACC 521. Government and Not-For-Profit Accounting. (3 Credits)**

Prerequisite: ACC 301 with a minimum grade of "C". A study of fund accounting and financial reporting concepts, applications, and practices for governmental and not-for-profit entities.

**ACC 523. Taxation of Corporations. (3 Credits)**

A. Prerequisite: ACC 251 with a minimum grade of "C". Federal income tax report preparation with emphasis on partnership and corporate returns; estate and trusts; gift and estate taxes; special problems in preparation of tax returns.

**ACC 525. Forensic Accounting. (3 Credits)**

A. Prerequisites: ACC 301 and BUS 204 or GBU 204 with a grade of "C" or better or departmental approval. A study of investigative accounting procedures and techniques used in litigation support. Topics to be covered include financial reporting fraud, employee fraud, income reconstruction methods, testifying as an expert witness, evidence management, cybercrime, and business valuations.

**ACC 527. Advanced Management Accounting Seminar. (3 Credits)**

A. Prerequisite: ACC 301 and ACC 327 with a grade of "C". Addresses financial, nonfinancial and ethical dimensions of decision-making related to planning, control, and reporting. Course content goes beyond creation and accumulation of information, emphasizing appropriate application, interpretation, and use of managerial accounting information. Credit will not be awarded for both ACC 527 and ACC 727.

**ACC 590. Special Topics in Accounting: \_\_\_. (1-3 Credits)**

A. Prerequisite: Departmental Approval. For special topics related to the field of Accounting and beyond the scope of regularly offered courses. May be taken to a maximum of 6 hours provided the subtitle/topics vary.

**Business****BUS 100. Professional Development One. (1 Credit)**

Prerequisite/Corequisite: BUS 101 (with a grade of "C" or better). Formerly BTO 100. In this course, students will focus on first impressions and social media presence, basic banking and personal budgeting, self-discovery of values and career exploration, as well as goal setting and time management. Credit will not be awarded for students who have credit for BTO 100.

**BUS 101. Nature of Business. (3 Credits)**

Formerly GBU 101. A student must register for this course prior to or concurrently with any other BUS course. Prerequisites: School of Business or BBA major or business minor; freshmen or sophomore standing. Introduction to business through historical understanding and holistic interpretation of modern organization. Includes capitalism's role and how it compares to other economic philosophies, functional aspects of the modern organization, current trends and future organizational strategies. Credit will not be awarded for students who have credit for GBU 101.

**BUS 200. Professional Development Two. (1 Credit)**

Prerequisite: In this course, students focus on professional appearance and introductions, income planning and taxes, job application materials and building a network, as well as passion and perseverance.

**BUS 204. Fundamentals of Business Law and Ethics. (3 Credits)**

I, II. Formerly GBU 204. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisite: minimum 30 hours. Topics include business organizations; contract, employment, agency, constitutional, and criminal law; torts; real and intellectual property; and debtor/creditor issues, as well as ethical and socially responsible decision making. Credit will not be awarded for both GBU 204 and BUS 204.

**BUS 206. Fund of Prob Solving w Excel. (3 Credits)**

Prerequisite/Corequisite: A student must register for this course concurrently with or after completing BUS 101 (with a grade of "C" or better). Topics include constructing a logical argument, analyzing and interpreting data, applying mathematical methods to solve problems, using Excel to analyze and create graphical data representation, and personal creativity and whole-brain thinking.

**BUS 207. Fund of Interpersonal Bus Comm. (3 Credits)**

Formerly CCT 201. Prerequisite/Corequisite: A student must register for this course concurrently with or after completing BUS 101 (with a grade of "C" or better). Prerequisites: ENG 102, ENG 102R, HON 105 (B), or HON 102 (with a grade of "C" or better). A study of advanced knowledge and skills needed to communicate effectively in various settings, including face-to-face, working in teams, and communicating via digital networks. Persuasion, self-awareness, relational development, conflict resolution, listening, and non-verbals also covered. Credit will not be awarded for students who have credit for CCT 201.

**BUS 209. Fundamentals of Financial and Managerial Accounting. (3 Credits)**

Prerequisite: MAT 105 or higher (with a grade of "C" or better). Course focuses on how creditors, investors, and others use accounting information in decision making. Includes objectives, preparation, and uses of managerial accounting information, along with use of accounting information to identify and solve business problems. Credit will not be awarded to both ACC 200 and BUS 209.

**BUS 300. Professional Development Three. (1 Credit)**

Formerly BTS 300. Prerequisite: BUS 200 (with a grade of "C" or better) and a minimum of 30 hours. In this course, students focus on dining etiquette and conversation topics, debt and benefits, interviewing and personal selling, as well as motivations and professional portfolio building. Credit will not be awarded for students who have credit for BTS 300.

**BUS 301. Essentials of Formal Communication. (3 Credits)**

I, II. Formerly CCT 300W. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisites: ENG 102, ENG 102R, HON 105 (B), or HON 102 (with a grade of "C" or better) in each course; School of Business or BBA major or business minor; Sophomore Standing with an overall minimum 2.0 GPA. Additionally, corporate communication majors should take this course first in the Essentials Series. Students will learn principles and practices of written business communications. Students will review key genres of business communications, including memos, letters, executive summaries, reports, proposals, and visual presentation aids. This is a "writing intensive" course. Credit will not be awarded to students who have credit for CCT 300W or BUS 301W.

**BUS 301W. Essentials of Formal Communication. (3 Credits)**

I, II. Formerly CCT 300W. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisites: ENG 102, ENG 102R, HON 105 (B), or HON 102 (with a grade of "C" or better) in each course; School of Business or BBA major or business minor; Sophomore Standing with an overall minimum 2.0 GPA. Additionally, corporate communication majors should take this course first in the Essentials Series. Students will learn principles and practices of written business communications. Students will review key genres of business communications, including memos, letters, executive summaries, reports, proposals, and visual presentation aids. This is a "writing intensive" course. Credit will not be awarded to students who have credit for CCT 300W or BUS 301.

**BUS 302. Essentials of Finance. (3 Credits)**

I, II Formerly FIN 300. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisites: ACC 200 or 201 or BUS 209, and ECO 230 (with a grade of "C" or better) in each course; and an overall minimum 2.0 GPA. Additionally, finance majors should take this course first in the Essentials Series. Firm financial motives, time value of money, risk analysis, elementary capital budgeting, residual dividend policy, elementary capital structure decisions, financial statement analysis, and international financial considerations viewed through the lens of risk assessment and management. Credit will not be awarded to both BUS 302 and FIN 300.

**BUS 303. Essentials of Org Behav/HR Mgt. (3 Credits)**

I, II. Formerly MGT 300. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisites: School of Business or BBA major; junior standing (a minimum of 60 hours) with an overall minimum 2.0 GPA. Additionally, management majors should take this course first in the Essentials Series. Comprehensive survey of the principles and practices of leading and managing people in organizations. Topics include staffing, onboarding, training, development, performance management, compensation, leadership, motivation, conflict management, organizational culture, teams, and ethics. Credit will not be awarded to students who have credit for MGT 300.

**BUS 304. Essentials of MIS. (3 Credits)**

I, II. Formerly CIS 300. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisites: BUS 206 or CIS 212 or INF 104 or TEC 161 (with a grade of "C" or better) in each course; and an overall minimum of 2.0 GPA. Additionally, computer information system majors should take this course first in the Essentials Series. Topics include: using databases to collect, organize, and manage "big data" datasets, computer networking, the Internet, mobile devices, the cloud, cybersecurity Safeguards, social networking, and legal requirements for safeguarding employee and customer data. Credit will not be awarded to students who have credit for CIS 300.

**BUS 305. Essentials of Marketing. (3 Credits)**

I, II. Formerly MKT 300. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Prerequisites: School of Business or BBA major; sophomore standing (a minimum of 30 hours) with an overall minimum 2.0 GPA. Additionally, marketing majors should take this course first in the Essentials Series. Overview of strategic processes in marketing goods and services to global markets. Focus on behavioral, organizational, and consumer variables in decision processes, and how to use marketing mix and marketing information to affect buyer decisions. Credit will not be awarded to students who have credit for MKT 300.

**BUS 306. Essentials of Supply Chain Mgt. (3 Credits)**

I, II. Formerly MGT 370. Corequisite/Prerequisite: BUS 101 (with a grade of "C" or better). Sophomore standing (a minimum of 30 hours) with an overall minimum 2.0 GPA. Strategic management of operations and supply chain with overall objective of global optimization. Topics include: strategic planning, demand forecasting, quality management, fulfillment, capacity planning, transportation management, logistics, distribution center management, project management, and inventory management. Credit will not be awarded for students who have credit for MGT 370.

**BUS 400. Professional Development Four. (1 Credit)**

Formerly BTS 400. Prerequisite: BTS 300 or BUS 300 (with a grade of "C" or better). In this course, students focus on business travel and cross cultural relationships, investments and retirement, applying for and obtaining a job, and work-life balance and community responsibility. Credit will not be awarded for students who have credit for BTS 400.

**BUS 402. Integrated Strategic Mgmt. (3 Credits)**

I, II. Formerly GBU 480. Prerequisites: CCT 300 or 300W or BUS 301W, CIS 300 or BUS 304, FIN 300 or BUS 302, MGT 300 or BUS 303, 370 or BUS 306, and MKT 300 or BUS 305 (with a grade of "C" or better) in each prerequisite course; senior standing (A minimum of 90 hours) with an overall minimum 2.0 GPA. A student must register for this course after completing all Essentials Series courses. This course synthesizes knowledge, skills, and abilities learned in the Fundamentals Series and Essentials Series courses to provide business students with the capability to manage, lead, and make decisions at all levels of an organization.

**Economics****ECO 110. The Individual and the Economy. (3 Credits)**

A. Prerequisite: MAT 095 or ACT math score of 18 or SAT math score of 490 or higher. An examination of the nature and role of individual decision making in the economy; the economic environment and the individual's decisions; public policies and the decisions of the individual. Credit will not be awarded to students who have credit for ECO 230 or 231.

**ECO 120. Economic Reasoning and Issues. (3 Credits)**

I, II. Prerequisite: completion of all developmental math requirements. An excellent preparatory course for ECO 230 or 231, dealing with basic concepts of a market-based economy, including scarcity, opportunity cost, comparative advantage, demand and supply, marginal analysis, market failures, economic growth, unemployment, inflation, and international trade. Gen. Ed. E-5B.

**ECO 130. Contemporary Economic Problems. (3 Credits)**

I, II. Prerequisite: completion of developmental math requirements. An excellent preparatory course for ECO 230 or 231, dealing with such contemporary economic problems as unemployment, inflation, national debt, energy, health, pollution, education, crime, poverty, discrimination, and protectionism. Students who have completed ECO 230 or 231 with a grade of C or better, or are currently enrolled in ECO 230 or 231, will not receive credit for ECO 130. Gen. Ed. E-5B.

**ECO 220. Statistical Methods for Economics I. (3 Credits)**

A. Prerequisite: MAT 112 or 114. Business and economic applications of frequency distributions, measures of location, variation; probability, sampling, estimation, test of hypothesis, linear regression, index numbers, and time series analysis. Credit will not be awarded to students who have credit for CRJ 400 or EPY 842 or HEA 450 or PSY 310 or QMB 200 or STA 208 or STA 215 or STA 270.

**ECO 230. Fundamentals of Microeconomics. (3 Credits)**

(3) I, II. Prerequisite: Completion of developmental requirements. For students with a composite ACT score of less than 21, completion of ECO 120 or 130 is strongly recommended prior to taking this course. Microeconomic principles, including the study of opportunity cost, consumer and producer choices, market demand and supply, pricing and resource allocation, comparative advantage and international trade. Gen. Ed. VB, VC, or VII (SBS).

**ECO 231. Fundamentals of Macroeconomics. (3 Credits)**

(3) I, II. Prerequisite: completion of developmental requirements. For students with a composite ACT score of less than 21, completion of ECO 120 or 130 is strongly recommended prior to taking this course. Macroeconomic principles, including the study of measures of national economic performance, determinants of aggregate production, employment and prices, monetary and fiscal policy, balance of payments, economic growth and development. Gen. Ed. VB, VC, or VII (SBS).

**ECO 300. Managerial Economics. (3 Credits)**

A. Prerequisite: ECO 230. Economic concepts that are directly applicable to business decision making including cost and production, profits, demand and pricing, capital budgeting and investment, and forecasting.

**ECO 314. Sports Economics. (3 Credits)**

A. Prerequisite: ECO 230 or departmental approval. Economics applied to sports. Topics include collusive versus competitive behavior, pricing strategies, government subsidies of sports ventures and venues and sports labor markets.

**ECO 315. Economic Policy Analysis. (3 Credits)**

A. Prerequisite: ECO 230. Foundations and rationale for economic policy, including market failure and income inequality. Objectives, evaluation and analysis of selected policies in areas such as international trade, environment, education, health care, welfare, social security, and economic development.

**ECO 320. Research Methods in Economics. (3 Credits)**

I. Prerequisite: ECO 220, STA 270 or QMB 200; ECO 230 and 231; or departmental approval. Combining economic theory and statistical models in empirical work in economics; the linear statistical model and its extensions, application to production and cost, demand, and economic growth, forecasting, and policy analysis; classical time series analysis.

**ECO 324. Money and Banking. (3 Credits)**

A. Prerequisite: ECO 231. Functions of money, monetary systems, history of banking, functions of the commercial bank, bank assets and reserves, loans and discounts, bank supervision, the Federal Reserve System, central banking policies, monetary and fiscal policies.

**ECO 330W. Intermediate Microeconomics. (3 Credits)**

I. Prerequisite: ECO 230 or departmental approval; ENG 102 or ENG 105 (B) or HON 102. A writing-intensive intermediate course in economics. Analysis of consumer and producer behavior, market equilibrium, pricing and resource allocation under alternative market structures, risk aversion and information. Credit will not be awarded to students who have credit for ECO 330.

**ECO 331. Intermediate Macroeconomics. (3 Credits)**

II. Prerequisite: ECO 231. Analysis of aggregate economic activity; consumption, investment, employment, output, money and prices, exports and imports; stabilization policy.

**ECO 333. Human Resource Economics. (3 Credits)**

A. Prerequisite: ECO 230. Economics of human resource markets, including the demand for and supply of labor, human capital formation, household production, unions, discrimination, unemployment, and associated public policy issues.

**ECO 340. Environmental Economics. (3 Credits)**

A. Cross listed as APP 340 and ENV 340. Prerequisite: ECO 230. Applications of basic economic analysis to a study of the environment and environmental problems. Major topics include benefit-cost analysis for environmental decision making, the potential for market-based solutions to environmental problems, and the role and development of environmental policy. Credit will only be awarded for ECO 340 or APP 340 or ENV 340.

**ECO 345. Topics in Economics:\_\_\_\_. (1-3 Credits)**

A. Prerequisite: to be announced. Selected topics for study. Variable topics across semesters. May be retaken to a maximum of six hours, provided the subject matter differs each time.

**ECO 349. Applied Learning in Economics. (0.5-3 Credits)**

A. Prerequisite: minimum GPA 2.25. Cocurricular work experience under faculty and field supervisors. Training plan required. May be retaken to a maximum of six hours. Minimum 80 hours work required for each academic credit hour. May not count towards major.

**ECO 360. Industrial Organization. (3 Credits)**

A. Prerequisite: ECO 230 or equivalent. Studies the strategic interactions of firms in imperfectly competitive markets, market performance, and public policy.

**ECO 365. Public Finance. (3 Credits)**

A. Prerequisite: ECO 230. Economics of the public sector, including the scope of and rationale for government, public goods and externalities, voting schemes and public choice, taxes and subsidies, and transfer payments.

**ECO 370. Health Care Economics. (3 Credits)**

II. Prerequisite: ECO 230 or departmental approval. Introduction to health economics, including the study of the demand for and production of medical care, health care planning, regulation, finance and evaluation.

**ECO 394. International Economics. (3 Credits)**

A. Prerequisites: ECO 230 or 231 and Junior standing. An introduction to international trade and investment theory emphasizing international business, international trade theory, trade and investment patterns, payments system, balance of payments, international companies, and international issues.

**ECO 395. Economics of Developing Countries. (3 Credits)**

A. Prerequisite: ECO 230 or 231 and Junior standing. Economics of development including: theories of growth, income distribution, investment in human capital, alleviation of poverty, strategies for growth; study of selected countries. Credit will not be awarded for both ECO 395 and 395W.

**ECO 395W. Economics of Developing Countries. (3 Credits)**

(3) A. Prerequisites: ECO 230 or 231 and junior standing; ENG 102 or ENG 105(B) or HON 102. Economics of development including: theories of growth, income distribution, investment in human capital, alleviation of poverty, strategies for growth; study of selected countries. Credit will not be awarded for both ECO 395W and 395.

**ECO 410. History of Economic. (3 Credits)**

A. Prerequisites: three hours of ECO. The history of economic ideas from Adam Smith through J. M. Keynes.

**ECO 420. Research Methods II. (3 Credits)**

II. Prerequisite: ECO 320 or departmental approval. Problems of heteroscedasticity, serial correlation, and endogeneity in the linear statistical model; nonlinear models and modern time series analysis. Formulation and execution of empirical research project.

**ECO 430. Mathematical Economics. (3 Credits)**

A. Prerequisites: three hours of ECO and MAT 124, 211, or 261. Mathematical formulations of economic theories. Models of the consumer, the firm, markets, economic growth, and business cycles.

**ECO 492. Business Cycles. (3 Credits)**

A. Prerequisite: ECO 231. Growth, instability, inflation, business cycle theories, spending and saving decisions, government expenditures and tax patterns, prices, output, and employment, historical cyclical patterns, economic forecasting.

**ECO 560. Special Problems in Economics. (1-4 Credits)**

A. Prerequisite: advisor/departmental approval. Independent work, special workshop, special topics or seminar. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

**ECO 590. Regional Economics. (3 Credits)**

A. Prerequisite: three hours of ECO. Analysis of patterns of regional growth and development. Use of economic models for regional forecasting and policy evaluation; the problems of marginal areas in developed economies.

**Finance****FIN 201. Personal Money Management. (3 Credits)**

I, II. A consumer approach to insurance, family budgeting, income taxes, elementary investment principles, and estate planning. Credit will not be awarded to students who have credit for FRM 352.

**FIN 300. Business Finance I. (3 Credits)**

I, II. Prerequisites: ACC 200 or 201, and ECO 230 with a grade of "C" or better in each course. Financial principles with applications to business organizations. Includes firm financial motives, time value of money, risk analysis, elementary capital budgeting, residual dividend policy, elementary capital structure decisions, analysis of financial statements, and international financial considerations.

**FIN 301. Corporate Finance. (3 Credits)**

I, II. Prerequisites: Accounting and Finance majors only or departmental approval. ACC 200 or ACC 202 or BUS 209 and BUS 302 or FIN 300, ECO 230, MAT 112A and MAT 112B or 114 or 211, and QMB 200 or ECO 220 or STA 215 or STA 260 or STA 270 with a minimum grade of "C". An in-depth exploration of capital structure (including dividend policy) decisions, working capital management, financial forecasting and planning, the agency problem and its implication for security markets and firm valuation, financial market efficiency.

**FIN 302. Small Business Finance. (3 Credits)**

A. Prerequisite or Corequisite: FIN 301. Equity, debt and venture capital markets for small businesses are examined. Also systems for financial statement generation and internal controls, sources and uses of funds forecasting, short-term asset and liability management, and capital structure decisions are explored. A small firm valuation project will be completed.

**FIN 304. Financial Institutions. (3 Credits)**

I, II. Prerequisite: (ACC 201, ACC 200, or BUS 209) and FIN 201. A comprehensive overview of the financial institutions industry, with an emphasis on commercial banks.

**FIN 310. Entrepreneurial Finance. (3 Credits)**

I, II. Prerequisites: ACC 200 or ACC 201 or BUS 209 with a grade of "C" or better. Selection of business form, tax planning, financing and cash flow planning; motivating and retaining employees; compensation planning; debt and equity financing; legal, tax and behavioral considerations.

**FIN 311. Personal Financial Planning. (3 Credits)**

I, II. Prerequisites: BUS 02 or FIN 201 or FIN 300 or FIN 310 or FRM 352. Time value of money applications; personal financial statements development and assessment; cash flow and debt management; asset acquisition; education planning; planning elements of risk management; investment planning; and retirement planning.

**FIN 315. Financial Statement and Loan Analysis. (3 Credits)**

A. Prerequisites: FIN 304 with a grade of "C" or better in each course. This course introduces the fundamentals of financial analysis for the purpose of credit analysis from the perspective of commercial banks. Students will learn from case studies adapted from real life examples to develop an understanding of credit risk, the development of lending policies and procedures, pricing loans and expectations of risk and return.

**FIN 320. Financial Technology and Security. (3 Credits)**

I, II. Prerequisites: ACC 200 or BUS 209 and FIN 304 with a minimum grade of "C". A survey of financial technology and security in financial institutions, including math and technology basics, financial technology regulation, blockchain technology, financial institution cybersecurity across multiple platforms, internal controls, policy setting, third-party contract management.

**FIN 324. Principles of Investments. (3 Credits)**

A. Prerequisite: BUS 302 or FIN 300 or FIN 201 or FIN 310 with a "C" or better. Analysis of the characteristics, valuation, and tax implications of various investments such as common and preferred stock; corporate, federal and municipal debt; mutual funds; money market accounts; options and futures. Explores methods of trading securities.

**FIN 330. Principles of International Finance. (3 Credits)**

A. Prerequisite: BUS 302 or FIN 300 with a "C" or better. Financial decision-making processes of multinational corporations; flow of funds; exchange rate determination and forecasting; currency futures and options; international arbitrage; measurement and management of exchange rate exposure; multinational capital budgeting; analysis of country risk.

**FIN 349. Applied Learning in Finance. (0.5-8 Credits)**

A. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work for each credit hour. May be repeated for a total of 16 credit hours.

**FIN 390S. Community Financial Literacy. (3 Credits)**

A. Pre-requisites: FIN 201, 301, and 311 with a grade of C or better in each course. Application of financial planning for community members; teaching financial literacy to EKU's service areas and surrounding communities.

**FIN 410. Financial Analysis and Valuation. (3 Credits)**

A. Prerequisite: BUS 301W or CCT 300W and BUS 02 or FIN 300 with "C" or better. Exploration of discounted residual earnings as basis for valuation; sources of value creation; methods of forecasting future financial statements. Students are required to produce analyst report for a public company.

**FIN 420. Investment and Portfolio Theory. (3 Credits)**

II. Prerequisites: FIN 301, 324, with a "C" or better. Investment analysis including efficient market theory and empirical investigations, security valuation, risk free borrowing and lending; portfolio selection and performance evaluation are examined. Also included are derivatives; valuation and their role in a diversified portfolio.

**FIN 424. Derivatives Valuation and Accounting. (3 Credits)**

A. Prerequisites: FIN 301 with "C" or better; or ACC 302 with "B" or better, and departmental approval. General valuation principles for derivatives, numerical methods of derivative valuation, regulations covering executive stock options, accounting of derivatives. Also covered are special purpose vehicles.

**FIN 437. Bank Management. (3 Credits)**

A. Prerequisites: FIN 304 with a grade of "C" or better. A synthesis of the financial concepts and theories mastered in previous finance courses. The student will develop a quantitative and qualitative understanding of financial institutions management and how decisions are made. This course includes a bank management simulation activity.

**FIN 450. Project in Finance. (1-3 Credits)**

I, II. Prerequisite: departmental approval. Selected topics of special contemporary interest to finance students. Students are required, under supervision of finance faculty, to write a paper on any finance topic of their choice.

**FIN 490. Special Problems in Finance. (1-4 Credits)**

A. Prerequisite: advisor/departmental approval. May be retaken under different sub-topics to a maximum of six hours. Independent work, special workshops, special topics, or seminars. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

**Management****MGT 201. Introduction to Golf Management. (3 Credits)**

II. Prerequisite: Admission to PGM program, and successful completion of the PGA Qualifying Exam. A survey course that introduces students to the elements of the industry in which a PGA professional must be competent, golf car fleet management; an introduction to business planning, customer relations, merchandising, and turfgrass management.

**MGT 202. Introduction to Golf Instruction. (3 Credits)**

I. Prerequisite: admission to the PGM program, MGT 201 and PGA tests accompanying MGT 201. Introduction to human learning, the teaching process, and the elements of the game. Topics include laws, principles, and preferences of the golf swing, biomechanics, and teaching technologies. The course also addresses golf club performance variables.

**MGT 203. Golf Operations I. (3 Credits)**

II. Prerequisite: admission to PGM, MGT 201, 202 and PGA tests that accompany each class. The fundamental concepts involved in developing a facility's tournament business including promotion, implementation, and review, will be introduced. Students will also gain an in-depth knowledge of the Rules of Golf.

**MGT 204. Golf Operations II. (3 Credits)**

I. Prerequisite: admission to PGM program, MGT 203, and successful completion of all level 1 PGA requirements. An introduction to golf operations; policies and procedures; effectively managing staff resources; and measuring overall performance. The course will also introduce merchandising and inventory management and customer relations concepts.

**MGT 205. Analysis of the Golf Swing. (3 Credits)**

II. Prerequisite: admission to the PGM program, MGT 201, 202, 203 and PGA tests accompanying each class. A focus on techniques that help the student improve his/her golf skills; describes drills, warm-ups, and shot techniques for intermediate students. The course also discusses golf club repair.

**MGT 206. Golf Operations and Administration. (3 Credits)**

I, II. Prerequisites: Successful completion of all Level 2 tests and work experience portfolio activities, MGT 204, 205, and the PGA tests that accompany each class. A study of golf operations and administration to include a deeper look at business planning; the organizational structure and policies and procedures of a golf operation: merchandise management; and a performance system for supervising employees.

**MGT 207. Advance Golf Instruction & Special Programs. (3 Credits)**

I, II. Prerequisite: admission to the PGM program, MGT 201, 202, 203, 204, 205, 206 and the PGA tests that accompany each class. Emphasizes the integration of learning, teaching, and game elements. Covers elements of the mental game and more advanced shot-making. Club fitting procedures will be covered and the development of instructional programs will be introduced.

**MGT 208. PGM Seminar. (2 Credits)**

(2) I, II. Prerequisites: admission to the PGM program, MGT 201, 202, 203, 204, 205, 206 with a grade of "C" or better in each course, and the PGA tests that accompany each class. A study of issues related to career planning and enhancement including industry job market analysis, networking, and professional development. A capstone project requiring research and critical analysis regarding growth of the game, golf operations, and other industry challenges will be presented. Emphasis on integration of knowledge acquired in previous courses. May be retaken up to six hours.

**MGT 210. Golf Operation III. (3 Credits)**

Prerequisites: Successful completion of all Level 2 tests and work experience portfolio activities; MGT 201, 202, 203, 204, 205, 206. A study of the golf car fleet and food service centers as revenue opportunities for a golf facility. Examine the functional design and environmental considerations of turf grass management. Course will include a career enhancement component.

**MGT 300. Principles of Management. (3 Credits)**

I, II. Prerequisites: School of Business or BBA major; junior standing (a minimum of 60 hours) with an overall minimum 2.0 GPA. Management principles with emphasis on organization theory and behavior, human resources and diversity, communications, production/operations management and quality issues, business ethics, development of management thought, management in the global arena, and management career.

**MGT 301. Principles of Management (NB). (3 Credits)**

A. Prerequisite: junior standing (at least 60 hours) with an overall GPA 2.0. Not for students majoring or minoring in business. Management principles with emphasis on organization theory and behavior, human resources and diversity, communications, production/operations management and quality issues, business ethics, development of management thought, management in the global arena, and management careers. Credit will not be awarded to students who have completed MGT 300.

**MGT 312. Organization Theory. (3 Credits)**

I, II. Formerly MGT 400. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). Principles of organization design as they relate to goals and strategy formulation, environmental conditions, technology, job design, control systems, and decision making. Credit will not be awarded for both MGT 312 and MGT 400.

**MGT 316. Organizational Behavior. (3 Credits)**

I, II. Formerly MGT 480. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). Determinants and consequences of behavior in organizations are analyzed, covering topics including, but not limited to, organizational culture, individual differences, teams, leadership, motivation, and decision making. Credit will not be awarded for both MGT 316 and MGT 480.

**MGT 318. Management Issues in International Business. (3 Credits)**

I, II. Study of issues in international business as they relate to employees, organizations, and economic systems. Credit will not be awarded for both MGT 318 and GBU 201.

**MGT 320. Human Resource Management. (3 Credits)**

I, II. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). Survey of principles and practices in human resource management, including, but not limited to, planning, recruitment, selection, onboarding and socialization, training and development, performance management, and compensation.

**MGT 330. Small Business Management Innovation and Entrepreneurship. (3 Credits)**

A. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C" or better in each prerequisite course). This course offers an emphasis on the role of innovation and entrepreneurship in the creation and management of new ideas, concepts, techniques, processes, methods, ventures and knowledge.

**MGT 335. Innovation Lab. (0 Credits)**

Prerequisite: Department Approval. Corequisite/Prerequisite: ACC 200 or ACC 202 or BUS 209, GBU 204 or BUS 204, CCT 270, FIN 310, MGT 300 or 301 or BUS 303 or MKT 300 or MKT 301 or BUS 305, MGT 330. Course identifies value proposition and business model within student's major. Course culminates with professionally prepared business model canvas, pitched to faculty and others.

**MGT 340. Management Science. (3 Credits)**

I, II. Prerequisite: QMB 200 (with a grade of "C" or higher), or STA 215 or STA 270 (with a grade of "C" or higher). Business decision making approaches and quantitative techniques with an emphasis on the formulation and application of models and the practical solution methods available.

**MGT 349. Applied Learning in Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used as upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (all options) are limited to a maximum of nine co-op hours counting toward degree. Co-op hours may be repeated up to nine hours.

**MGT 349A. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (all options) are limited to a maximum of nine co-op hours counting toward degree. Co-op hours may be repeated up to nine hours.

**MGT 349B. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

**MGT 349C. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

**MGT 349D. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

**MGT 349E. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.

**MGT 349F. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours maybe repeated up to nine hours.



**MGT 349G. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours may be repeated up to nine hours.

**MGT 349H. Cooperative Study: Management. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. May be used for upper division business electives and/or free electives as approved. Will not count as Management elective. Management Majors (All Options) are limited to a maximum of 9 co-op hours counting toward degree. Co-op hours may be repeated up to nine hours.

**MGT 370. Operations Management. (3 Credits)**

I, II. Prerequisite: MGT 300 (with a minimum grade of "C"). Practical approaches for improving productivity of operations using methods designed for quality management, sales forecasting, facility layout and location, human resource planning and scheduling, and inventory control.

**MGT 375. Supply Chain Management. (3 Credits)**

A. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C"). The integration of key business processes from end-user through original suppliers that add value for customers and other stakeholders. Topics include: integration and strategic partnering, procurement and outsourcing strategies, value-added services and international challenges.

**MGT 400. Organization Theory. (3 Credits)**

I, II. Prerequisite: MGT 300 or MGT 301 (with a minimum grade of "C" in each prerequisite course). Principles of organization design as they relate to goals and strategy formulation, environmental conditions, technology, job design, control systems, and decision making.

**MGT 406. Continuous Imp in Organization. (3 Credits)**

A. Prerequisites: MGT 300 and QMB 200 or MGT 301 (with a minimum grade of "C" in each prerequisite course). Advanced methods and techniques used to analyze change, monitor, and analyze organizational performances, control resources, and otherwise direct the management of complex organizations.

**MGT 415. Organizational Conflict Navigation. (3 Credits)**

Prerequisite: MGT 316 or MGT 480 (with a minimum grade of "C" in each prerequisite course.) Analysis of organizational conflict situations with a particular focus on the cause and management of such situations. Interactive development of conflict management skillset, application of skillset to conflict situations, and extensive exploration of negotiation.

**MGT 425. Compensation Management. (3 Credits)**

II. Prerequisite: MGT 320 (with a minimum grade of "C"). Advanced study of the human resource function of employee compensation. Topics include, but are not limited to, job analysis and evaluation, compensation surveys, pay structures, budgeting, pay for performance systems, benefits administration, and federal regulation of compensation management.

**MGT 430. International Management. (3 Credits)**

A. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C" in each prerequisite course). The study of management of international organizations with emphasis on techniques, processes and structures. Topics include organizational culture, leadership, ethics, decision-making, and human resource management.

**MGT 432. Leadership and Ethics. (3 Credits)**

I. Prerequisite: MGT 316 or MGT 480 (with a minimum grade of "C"). Advanced study of leadership theories, models, and application at the micro level; consideration of a variety of situational factors, with special attention paid to ethically charged situations.

**MGT 434. Team Effectiveness and Creative Problem Solving. (3 Credits)**

I. Prerequisite: MGT 480 (with a minimum grade of "C"). Advanced study of efficient and effective team dynamics, with special attention on creative problem solving methods for challenges faced by organizations.

**MGT 435. Supply Chain Network Design. (3 Credits)**

I. Prerequisites: BUS 306 or MGT 370 (with a minimum grade of "C" in each prerequisite course). Selecting the optimal role, number, location, size and capacity of suppliers, manufacturing facilities, service locations, warehouses, retail stores and other facilities. Modeling of the supply chain to optimize operational decisions and reduce costs.

**MGT 438. Organizational Culture and Change Initiatives. (3 Credits)**

II. Prerequisite: MGT 316 or MGT 480 (with a minimum grade of "C"). Advanced study of organizational culture and change initiatives through the lens of organizations as systems and networks of behavior; particular focus on leadership theories, models, and application at the macro level.

**MGT 440. Human Resource Development. (3 Credits)**

I. Prerequisite: MGT 320 (with a minimum grade of "C"). Advanced study of human resource management functions aimed directly at enhancing organizational effectiveness. Topics include, but are not limited to, training needs analysis; training program design, implementation, and evaluation; performance management and appraisal; and costing human resource development programs.

**MGT 442. Supply Chain Planning. (3 Credits)**

II. Formerly MGT 375. Prerequisite: BUS 306 (with a minimum grade of "C"). The integration of key business processes from end-user through original suppliers that add value for customers and other stakeholders. Topics include, but are not limited to, integration and strategic partnering, procurement and outsourcing strategies, value-added services and international challenges. Credit will not be awarded for both MGT 442 and MGT 375.

**MGT 444. Strategic Sourcing. (3 Credits)**

II. Prerequisite: BUS 306 (with a minimum grade of "C"). Management decisions and tools for the alignment of overall business strategy and purchasing objectives and strategies in the purchasing process as it focuses on supply efficiency and effectiveness. Credit will not be awarded for both MGT 444 and MKT 431.

**MGT 445. Employee Recruitment and Selection. (3 Credits)**

II. Prerequisite: MGT 320 (with a minimum grade of "C"). Advanced study of the human resource function of staffing. Topics include: recruitment, the design and implementation of effective selection procedures which comply with federal/state requirements; analysis and reporting of employee data.

**MGT 446. Logistics Management. (3 Credits)**

I. Prerequisite: BUS 306 (with a minimum grade of "C"). The management decisions and tools for the movement and storage of goods, including logistics information systems, segmental positioning, order management and fulfillment, inventory, forecasting, and collaborative planning, transpiration, third party logistics, warehousing, materials handling, international logistics, and facility network design. Credit will not be awarded for both MGT 446 and MKT 315.

**MGT 448. Special Topics in Global Supply Chain Management. (3 Credits)**

II. Prerequisite: BUS 306 (with a minimum grade of "C"). The study of ecosystems within supply chains. Topics include, but are not limited to, product design, network design, process integration, global markets, and managing relationships with suppliers and customers. Credit will not be awarded for both MGT 435 and MGT 448.

**MGT 450. Management Management Seminar. (3 Credits)**

A. May be retaken under different sub-topics to a cumulative maximum of nine hours. Selected topics in contemporary management literature.

**MGT 460. Performance Management. (3 Credits)**

I. Prerequisite: MGT 320 (with a minimum grade of "C"). Managing employee, team, and organizational performance. Topics include, but are not limited to, employee feedback, coaching, discipline, team/workgroup effectiveness, workforce and HR analytics, employee engagement, and development of personal competencies for leading and managing people to achieve performance excellence.

**MGT 480. Organization Behavior. (3 Credits)**

I, II. Prerequisite: BUS 303 or MGT 300 or MGT 301 (with a minimum grade of "C" in each prerequisite course). Determinants and consequences of behavior in business organizations are analyzed in the contemporary language of administrative social systems and models. Interdependence of economic, social, and behavioral factors is emphasized.

**MGT 490. Special Problems in Management. (1-4 Credits)**

A. Prerequisite: advisor/ departmental approval. May be retaken under different sub-topics to a cumulative maximum of six hours. Independent work, special workshop, special topics, or seminars. Students must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

**Marketing****MKT 300. Principles of Marketing. (3 Credits)**

I, II. Prerequisites: School of Business or BBA major; sophomore standing with an overall minimum 2.0 GPA. Overview of strategic processes involved in marketing goods and services to global markets; study of behavioral, organizational, and consumer variables in decision processes; use of the marketing mix and marketing information to affect buyer decisions. Credit will not be awarded to students who have completed MKT 301.

**MKT 301. Principles of Marketing (NB). (3 Credits)**

A. Prerequisite: sophomore standing with an overall GPA of 2.0. Not for students majoring or minoring in business. Overview of strategic processes involved in marketing goods and services to global markets; study of behavioral, organizational, and consumer variables in decision processes; use of the marketing mix and marketing information to affect buyer decisions. Credit will not be awarded to students who have completed MKT 300.

**MKT 306. Services Marketing. (3 Credits)**

A. Prerequisite: BUS 305 or MKT 300 or MKT 301 (with a minimum grade of "C" in each prerequisite course). Understanding the customer from the services and non-profit marketing perspectives. Examination of marketing inservice industries with emphasis on the unique aspects of services marketing, the service marketing mix and the implementation of services strategies.

**MKT 309. Integrated Marketing Communications. (3 Credits)**

(3) A. Prerequisite: MKT 300 or MKT 301 (with a grade of "C" or better in each prerequisite course). A course covering the theories, strategies, and skills of Integrated Marketing Communication, with a special emphasis on applying IMC to the Internet and World Wide Web (WWW).

**MKT 310. Professional Selling. (3 Credits)**

A. Prerequisite: MKT 300 or MKT 301 (with a minimum grade of "C" in each prerequisite course) Personal selling in marketing; the selling process, stressing the modern, international sales/marketing approach to customer society oriented problem solving.

**MKT 315. Logistics. (3 Credits)**

A. Prerequisite: MKT 300 (with a minimum grade of "C"). Movement and storage of goods, coordination and control of inventory, customer service, packaging, materials handling, facilities location, flow of information, and transportation.

**MKT 349. Applied Learning in Marketing. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349A. Cooperative Study: Marketing. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349B. Cooperative Study: Marketing. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349C. Cooperative Study: Marketing. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349D. Cooperative Study: Marketing. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349E. Cooperative Study: Marketing. (0.5-8 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349G. Coop Study in Marketing. (1-3 Credits)**

A. Prerequisites: minimum GPA 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required for each credit hour. Three hours may be used as an upper division business elective in the Marketing option. Three hours are required in the Music Marketing option. May be repeated for a total of 16 credit hours.

**MKT 349H. Coop Study in Marketing. (1-3 Credits)****MKT 350. Consumer Behavior in Marketing. (3 Credits)**

I, II. Prerequisite: MKT 300 or MKT 301 (with a minimum grade of "C" in each prerequisite course). Role of consumer decision-making as it affects the marketing firm; basic concepts of consumer behavior and interrelationships that exist between marketing and the behavioral sciences.

**MKT 370. Sports Marketing. (3 Credits)**

A. Prerequisite: BUS 305 or MKT 300 or 301. The strategic application of marketing theories and perspectives to the sports industry. Topics include sports franchise promotion, sports identification, consumer loyalty to teams and participation sports, and marketing with the assistance of sports figures.

**MKT 380. Seminar in Marketing. (3 Credits)**

A. Prerequisite: BUS 305 or MKT 300 or MKT 301. May be retaken under different sub-topics to a cumulative maximum of six hours. Selected topics in contemporary marketing literature.

**MKT 400. International Marketing. (3 Credits)**

(3) I, II. Prerequisite: MKT 300 (with a minimum grade of "C") Determination of marketing strategy by United States firms and multinational corporations for serving foreign markets and for adapting to variations in cultural and economic factors affecting foreign marketing efforts.

**MKT 401. Digital Marketing. (3 Credits)**

A. Prerequisite: MKT 300 or 301 (with a minimum grade of "C" in each prerequisite course). Survey, analysis, and evaluation of current trends and issues in marketing in computer mediated environments, including how the marketing mix is adapted strategically to the Internet and World Wide Web, intranets, and other digital forms of media.

**MKT 404. Retailing Management. (3 Credits)**

A. Prerequisite: BUS 305 or MKT 300 or 301 (with a minimum grade of "C" in each prerequisite course). Investigation of current problems faced by retailers in store operations, management, retail buying, and inventory control. Outside readings, oral and written case studies, and field trip experiences are required.

**MKT 408. Sales Management. (3 Credits)**

A. Prerequisite: MKT 300 or MKT 301 (with a minimum grade of "C"). Sales function in modern organizations with emphasis on current management techniques: time management, on-the-job coaching, directing the sales force to sell key accounts, situational analysis, and decision-making.

**MKT 420. Marketing of the Arts. (3 Credits)**

A. Prerequisite: MKT300 or MKT301. Essentials of marketing and marketing strategies for the arts organizations and individual artists to reach diverse arts audiences.

**MKT 431. Strategic Procurement. (3 Credits)**

A. Prerequisite: MKT 300 (with a minimum grade of "C"). The purchasing process as it focuses on supply efficiency and effectiveness relating to the fit between purchasing objectives and strategies and organizational objectives and strategies.

**MKT 435. Marketing for Entrepreneurs. (3 Credits)**

I. Prerequisite MKT 300 or 301 (with a minimum grade of "C" in each prerequisite course). Investigation and understanding of the role marketing plays within the entrepreneurial context. Includes discussion and review of tools and approaches for effective planning, implementation and evaluation of business and marketing strategies and tactics. Topics include: product creation, market research, strategic innovation, opportunity identification, customer communication, branding, and channels of distribution.

**MKT 440. Business-to-Business Sales and Marketing. (3 Credits)**

A. Prerequisite: BUS 305 or MKT 300 or MKT 301 (with a grade minimum of "C"). An analysis of the sales and marketing structure for business-to-business products. Product lines, channels of distribution, selling, strategy pricing, wholesaling and distribution.

**MKT 455. Marketing Research and Analysis. (3 Credits)**

I, II. Prerequisites: MKT 300 or MKT 301 and QMB 200 or STA 215 or STA 270 (with a minimum grade of "C" in each prerequisite course). The role of research in marketing decision-making; the research process, with emphasis on collection, analysis, and interpretation of data as applied to solving marketing problems. Students are required to do a research project.

**MKT 456. Qualitative Research in Marketing. (3 Credits)**

(3) A. Prerequisites: MKT 300 or MKT 301 with a minimum grade of "C"; junior or senior standing. Students will learn to design and actively engage in qualitative research projects, collecting and analyzing qualitative data such as interviews, in a marketing context.

**MKT 457. Experimental Design for Marketing. (3 Credits)**

(3) I, II. Prerequisite: BUS 305 or MKT 301 and STA 215 or STA 270 (with a minimum grade of "C" in each prerequisite course). Students will learn how to design an experimental study, collect and analyze the data in a marketing context, and interpret and present the analyses.

**MKT 460. Marketing Management. (3 Credits)**

I, II. Prerequisites: BUS 305 and MKT 401 or MKT 455 or MKT 456 or MKT 457 (with a minimum grade of "C" in each prerequisite course), Marketing Majors with Marketing Option and Senior Standing. The strategic marketing planning process involving analysis of the changing market place; analysis of alternative strategies to meet the needs of target markets; and the profitable execution of the marketing plan.

**MKT 470. Advanced Sales. (3 Credits)**

Prerequisite: Departmental approval and BUS 305, MKT 300, or MKT 301 (with a minimum grade of "C"). In-depth study and application of aspects of the sales process. Combines classroom knowledge and practical, competitive sales experience. Students invited into this course have demonstrated ability and strong desire to pursue the sales role.

**MKT 481. Internship in Marketing. (3,6 Credits)**

A. Prerequisites: minimum 2.25 GPA and MKT 300, MGT 300, or BUS 305 (with a minimum grade of "C" in each prerequisite course.) and consent of instructor. Provides student with half-time or full-time relevant work experience in marketing. Written assignments and a project are required. May be taken only once for three (3) or six (6) hours of credit and not concurrently with Cooperative Study.

**MKT 490. Special Problems in Marketing:\_\_\_\_. (1-4 Credits)**

A. Prerequisite: advisor/departmental approval. May be retaken under different sub-topics to a cumulative maximum of six hours. Independent work, special workshop, social topics, or seminars. Student must have the independent study proposal form approved by faculty supervisor and department chair prior to enrollment.

**MKT 508. Sales Management. (3 Credits)**

A. Formerly MKT 408 Prerequisite: BUS 305 or MKT 300 or MKT 301 (with a minimum grade of "C"). Sales function in modern organizations with emphasis on current management techniques: time management, on-the-job coaching, directing the sales force to sell key accounts, situational analysis, and decision-making. Credit can only be awarded for one of the following: MKT 408, 508, or 708.

**MKT 540. Business-to-Business Sales and Marketing. (3 Credits)**

A. Formerly MKT 440. Prerequisite: BUS 305 or MKT 300 or MKT 301 (with a grade minimum of "C"). Students to conduct an analysis of the sales and marketing structure for business-to-business products, product lines, channels of distribution, selling, strategy, pricing, wholesaling, and distribution. Credit can only be awarded for one of the following: MKT 440, MKT 550, or MKT 750.

**MKT 555. Marketing Research and Analysis. (3 Credits)**

I, II. Formerly MKT 455. Prerequisites: MKT 300 or MKT 301 or BUS 305 and QMB 200 or STA 215, or STA 260, or STA 270 (with a minimum grade of "C" in each prerequisite course). The role of research in marketing decision-making; the research process, with emphasis on collection, analysis, and interpretation of data as applied to solving marketing problems. Students are required to do a research project. Credit can only be awarded for one of the following: MKT 455, MKT 555, or MKT 755.

**MKT 556. Qualitative Research in Marketing. (3 Credits)**

A. Prerequisites: BUS 305, MKT 300 or MKT 301 with a minimum grade of "C"; junior or senior standing. Students will learn to design and actively engage in qualitative research projects, collecting and analyzing qualitative data such as interviews, in a marketing context.

**MKT 557. Experimental Design for Marketing. (3 Credits)**

I, II. Formerly MKT 457. Prerequisite: BUS 305 or MKT 300, or MKT 301 and STA 215 or STA 260 or STA 270 (with a minimum grade of "C" in each prerequisite course). Students will learn how to design an experimental study, collect and analyze the data in a marketing context, and interpret and present the analyses. Credit can only be awarded for one of the following: MKT 457, MKT 557, or MKT 757.

**MKT 570. Advanced Sales & Negotiations. (3 Credits)**

Formerly MKT 470. Prerequisites: Must have consent of instructor / Director of Center for Professional Sales, and BUS 305, or MKT 300 or MKT 301 or MKT 310 (with a grade minimum of "C"). Students gain proficiency in sales developing expertise by combining classroom knowledge and practical, competitive sales experience using fundamentals of negotiation. Learn one-on-one coaching, conduct f2f and/or virtual calls and participate in national and/or international sales competitions. Credit can only be awarded for one of the following: MKT 470, MKT 570, or MKT 770.

**MKT 590. Special Topics in Sales & Marketing. (3 Credits)**

A. Formerly MKT 490. Prerequisite: Must have consent of instructor / Director of Center for Professional Sales. Graduate level assigned independent work, advanced sales, negotiation, CRM and technological special topics, workshops, projects or seminars. Credit can only be awarded for one of the following: MKT 490, MKT 590, or MKT 790.

**Risk Management and Insurance****RMI 349. Applied Learning in Insurance. (0.5-8 Credits)**

A. Formerly INS 349. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit will not be awarded for INS 349.

**RMI 349A. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit Will not be awarded for students who have credit for INS 349A.

**RMI 349B. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349B. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit will not be awarded for students who have credit for INS 349B.

**RMI 349C. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349C. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit can not be awarded to students who have credit for INS 349C.

**RMI 349D. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349D. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit can not be awarded to students who have credit for INS 349D.

**RMI 349E. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349E. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit will not be awarded to students who have credit for INS 349E.

**RMI 349F. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349F. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit will not be awarded to students who have credit for INS 349F.

**RMI 349G. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349G. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit will not be awarded to students who have credit for INS 349G.

**RMI 349H. Coop Study in Insurance. (0.5-8 Credits)**

A. Formerly INS 349H. Prerequisites: minimum GPA of 2.25 and 60 credit hours. Co-op Coordinator approval is required. Approved work experience directly related to academic major and/or career goals. Minimum of 80 hours work required per credit hour. Six hours may be used as a major elective. May be repeated for a total of 16 credit hours. Credit will not be awarded to students who have credit for INS 349H.

**RMI 350. Survey of Risk Mgmt. & Insur.. (3 Credits)**

Prerequisite: Instructor approval. The examination of risk management and insurance concepts and principles with an emphasis on application. Coverage will include a broad base of current topics and tools used in this dynamic area and provide the student the background for improved decision making in dealing with risk.

**RMI 370. Principles of Risk and Insurance. (3 Credits)**

I, II. Formerly INS 370. Prerequisite: Sophomore Standing. Theory and practice of insurance and its economic and social significance; basic life, health, property, and liability insurance for organizations and families; review of the major lines of insurance. Credit will not be awarded to students who have credit for INS 370.

**RMI 372. Commercial Property Risk Management and Insurance. (3 Credits)**

A. Formerly INS 372. Prerequisite: RMI 370 or instructor approval. Planning and evaluating commercial property risk and the effective management of these risks with insurance; application and analysis of insurance coverage against pure risk related to commercial property insurance exposure. Credit will not be awarded to students who have credit for INS 372.

**RMI 374. Fundamentals of Life and Health Insurance. (3 Credits)**

A. Formerly INS 374. Prerequisite: RMI 370 or instructor approval. Analysis of life and health insurance and annuity products available in the individual market. Includes a discussion of systems for determining the individual's life and health insurance needs. Credit will not be awarded to students who have credit for INS 374.

**RMI 376. Excess & Surplus Lines. (3 Credits)**

I, II. Prerequisites: RMI 370 or 372 (with a minimum grade of "C" in either course). The course explains the function of the non-admitted insurers and the policies they issue in the excess and surplus lines market. The course also covers the function and purpose of reinsurance.

**RMI 378. Risk Management. (3 Credits)**

A. Formerly INS 378. Risk Management as used by organizations; basic functions of risk management with emphasis placed on risk management decision making. Credit will not be awarded to students who have credit for INS 378.

**RMI 380. Personal Risk Management. (3 Credits)**

A. Formerly INS 380. Prerequisite: RMI 370 or instructor approval. An intensive examination of personal loss exposures and their treatment. Emphasized is the use of risk management techniques. Topics include property and liability loss exposures for personal automobile, homeowners, premature death, illness, accidental injury, superannuation, investment risks, and estate planning. Credit will not be awarded to students who have credit for INS 380.

**RMI 382. Claim Handling Principles and Practices. (3 Credits)**

A. Prerequisites: 60 hours or departmental approval. Course covers how to apply claims handling principles and claim investigation techniques including; the claim function and professional ethics, handling process, investigation, documentation requirements, negotiation and settlement, and application of the unfair claims practices act.

**RMI 400. Seminar in Insurance. (1-3 Credits)**

A. Formerly INS 400. Prerequisite: instructor approval. Selected topics of special and contemporary interest to insurance majors. May be retaken under different subtitles to a maximum of six hours. Credit will not be awarded to students who have credit for INS 400.

**RMI 462. Business Law for Insurance. (3 Credits)**

A. Prerequisites: RMI 370 and 372 (with a grade of "C" or better in each course). Covers the law of contracts, property, UCC, torts and agency as specifically applicable to the insurance industry.

**RMI 474. Life Insurance and Estate Planning. (3 Credits)**

A. Formerly INS 474. Prerequisite: RMI 374 or instructor approval. Role of life insurance, gifting and trusts in estate planning; considerations of developing an estate plan for the individual or the family. Credit will not be awarded to students who have credit for INS 474.

**RMI 476. Employee Benefit Planning. (3 Credits)**

A. Prerequisite: RMI 370 or instructor approval. Employee benefit plans including taxation, costs, and choices of funding. Includes an analysis of the role of employee benefit plans in meeting the risks of death, sickness, disability and superannuation. Credit will not be awarded to students who have credit for INS 476.

**RMI 486. Insurance Company Operations. (3 Credits)**

A. Formerly INS 486. Prerequisite: RMI 370. This course examines unique insurance functions including underwriting, reinsurance, ratemaking, claims adjusting, loss control and other insurer activities. It will prepare the student for an examination administered by the American Institute for CPCU. Credit will not be awarded to students who have credit for INS 486.

**RMI 490. Independent Study. (1-6 Credits)**

A. Formerly INS 490. Prerequisite: advisor/departmental approval.

May be retaken under different sub-topics to a maximum of six hours.

Independent work, special workshops, special topics, or seminars.

Student must have the independent study course proposal form approved by faculty supervisor and department chair prior to enrollment. Credit will not be awarded to students who have credit for INS 490.