MBA IN BUSINESS ADMINISTRATION

Master of Business Administration (MBA)

Our nationally ranked MBA program combines flexibility with personal attention, and includes the top part-time MBA among private institutions in Western New York.

With a degree from the Wehle School of Business, you gain a strong foundation of knowledge in key business areas and an extensive professional network of mentors and peers.

ONE DEGREE 3 PATH’S:

1. Fulltime Program - Students can complete the degree in 4 semesters by taking 4 courses a semester including summer. Students will take online and on campus courses. On campus courses may be offered during the day.

2. Part-time Program - Students can complete degree by attending part-time at their own pace. On average students take 2 courses a semester. Students can complete this degree by taking only evening courses.

3. Part-time Online Program - Students can complete degree by taking 2 courses a semester online including summer.

The following concentrations are available depending on program and time to completion:

- Accounting - Director Approval
- Financial Services
- Food Marketing - Offered through St. Joe’s University in Philadelphia (online)
- Global Supply Chain Management
- Marketing
- Security Analysis - Requires day time availability

GRADUATE BUSINESS LEADERSHIP & PROFESSIONAL DEVELOPMENT PROGRAM (LPD)

In addition to a graduate degree from Canisius’ Wehle School of Business, students also will earn a Leadership & Professional Development Certificate and digital badge. This unique program offers students personal and professional development experiences to evaluate their competencies as well as personalized coaching to define their personal brand and chart a career path.

The LPD Program consists of three courses: My Personal Brand, My Leadership Plan, and My Path Forward. These are not academic in the traditional sense as there are no textbooks, exams, or weekly class meetings. Students will earn one academic credit for the certificate. The LPD has a significant impact on students both during their studies and after graduation, whether a young professional or an emerging executive. Completion of the LPD is a requirement for degree completion and conferral.

Canisius is a member of the Jesuit Consortium (JEBNET), allowing MBA students from another Jesuit institution to readily transfer coursework upon approval of the program director.

MBA Curriculum

All students are required to complete the Leadership & Professional Development Program. Upon completion of the courses students will receive a LPD certificate and electronic badge.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUS 601</td>
<td>My Personal Brand 1</td>
<td>.5</td>
</tr>
<tr>
<td>BUS 602</td>
<td>My Personal Leadership Plan 1</td>
<td>.5</td>
</tr>
<tr>
<td>BUS 603</td>
<td>My Path Forward 1</td>
<td>0</td>
</tr>
</tbody>
</table>

Foundation Courses

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECO 503</td>
<td>Statistics for Managers with Excel</td>
<td>3</td>
</tr>
<tr>
<td>ACC 505</td>
<td>Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ECO 511</td>
<td>Macroeconomics</td>
<td>1.5</td>
</tr>
<tr>
<td>MGT 512</td>
<td>Principles of Management</td>
<td>1.5</td>
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Core Area Courses

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>ACC 610</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ECO 606</td>
<td>Managerial Economics</td>
<td>3</td>
</tr>
<tr>
<td>ECO 609</td>
<td>Business Analytics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 608</td>
<td>Corporate Finance</td>
<td>3</td>
</tr>
<tr>
<td>LAW 603</td>
<td>Legal Environment &amp; Ethics</td>
<td>3</td>
</tr>
<tr>
<td>MKT 604</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 605</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MGT 607</td>
<td>Operations Management &amp; Sustainability</td>
<td>3</td>
</tr>
</tbody>
</table>

Electives or Concentration Courses

Select three additional MBA courses. 2

Capstone

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 690</td>
<td>Strategic Management and Leadership</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Credits 46

1. BUS 601 must be taken first semester
   BUS 602 must be taken second semester
   BUS 603 must be taken third semester

2. Electives are listed in "courses (p. 3)" tab. Other courses may be approved by program director.

Concentrations

Accounting

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 711</td>
<td>Intermediate Financial Reporting I</td>
<td>3</td>
</tr>
<tr>
<td>ACC 715</td>
<td>Basic Taxation</td>
<td>3</td>
</tr>
</tbody>
</table>

Choose one of the following courses:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 707</td>
<td>Accounting Systems and Analytics</td>
<td>3</td>
</tr>
<tr>
<td>ACC 712</td>
<td>Intermediate Financial Reporting II</td>
<td>3</td>
</tr>
<tr>
<td>ACC 716</td>
<td>Advanced Taxation</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Credits 9

Note that this concentration does not qualify a student to sit for the CPA exam. Students interested in doing so should consider the MBA in
MBA in Business Administration

A professional accounting program, which would also satisfy the accounting core in the MBA program.

Financial Services

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Select three courses from the following:</td>
<td>9</td>
</tr>
<tr>
<td>FIN 617</td>
<td>Portfolio Analysis</td>
<td></td>
</tr>
<tr>
<td>FIN 619</td>
<td>Financial Modeling</td>
<td></td>
</tr>
<tr>
<td>FIN 620</td>
<td>Investment Management</td>
<td></td>
</tr>
<tr>
<td>FIN 623</td>
<td>Fixed Income Securities</td>
<td></td>
</tr>
<tr>
<td>FIN 626</td>
<td>International Finance</td>
<td></td>
</tr>
<tr>
<td>FIN 628</td>
<td>Derivative Securities</td>
<td></td>
</tr>
</tbody>
</table>

Students can take either ECO 621 or FIN 622, but not both.

ECO 621: Money, Banking and the Economy
FIN 622: Financial Institutions and Markets

Total Credits 9

Other courses to be determined by the department.

Food Marketing (offered through Saint Joseph's University)

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Students must select 3 courses from the following:</td>
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</tr>
<tr>
<td>FMK 711</td>
<td>Food Industry Overview &amp; Food Marketing Management</td>
<td></td>
</tr>
<tr>
<td>FMK 713</td>
<td>Food Marketing Strategy</td>
<td></td>
</tr>
<tr>
<td>FMK 722</td>
<td>Food Marketing Research</td>
<td></td>
</tr>
<tr>
<td>FMK 726</td>
<td>Innovation and New Product Development</td>
<td></td>
</tr>
</tbody>
</table>

Global Supply Chain Management

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Student must complete the following 2 courses</td>
<td>6</td>
</tr>
<tr>
<td>MGT 642</td>
<td>Global Supply Chain Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 633</td>
<td>Global Logistics and Transportation</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Select one of the following:</td>
<td>3</td>
</tr>
<tr>
<td>FIN 626</td>
<td>International Finance</td>
<td></td>
</tr>
<tr>
<td>ACC 707</td>
<td>Accounting Systems and Analytics</td>
<td></td>
</tr>
<tr>
<td>MGT 699</td>
<td>Management Independent Study</td>
<td></td>
</tr>
<tr>
<td>BUS 698</td>
<td>Internship</td>
<td></td>
</tr>
</tbody>
</table>

Total Credits 9

Marketing Concentration

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Select three of the following:</td>
<td>9</td>
</tr>
<tr>
<td>MKT 614</td>
<td>Retailing</td>
<td></td>
</tr>
<tr>
<td>MKT 637</td>
<td>Social Media Marketing</td>
<td></td>
</tr>
<tr>
<td>MKT 634</td>
<td>Consumer Behavior</td>
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<tr>
<td>MKT 648</td>
<td>Digital Marketing Strategies</td>
<td></td>
</tr>
<tr>
<td>MKT 664</td>
<td>Search Marketing</td>
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</tbody>
</table>

Students can take either MGT 642 or MKT 633, but not both.

MKT 633: Global Logistics and Transportation
MKT 642: Global Supply Chain Management

Total Credits 9

Security Analysis

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>FIN 620</td>
<td>Investment Management</td>
<td>3</td>
</tr>
<tr>
<td>FIN 624</td>
<td>Golden Griffin Fund I</td>
<td>3</td>
</tr>
<tr>
<td>FIN 629</td>
<td>Golden Griffin Fund II</td>
<td>3</td>
</tr>
<tr>
<td>FIN 812</td>
<td>Equity Analysis</td>
<td>3</td>
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</table>

Students must complete the following 4 courses below. Security Analysis Concentration requires students to apply for concentration.

Roadmap

Flexible MBA Program (Full-Time with Foundation Courses)

Students may be eligible for a waiver of an MBA Foundation course with two courses in similar content at the undergraduate level with a B or better in the last five years. For those without the foundation course waiver, they can begin with the following roadmap for students without a business background:

Foundation Courses

Summer

These preparatory courses are prerequisites for the MBA program. Students with a business undergraduate degree may have some or all of these courses waived. Students without a business background will need to take the following prior to starting at Canisius:

MKT 604
ECO 511
& MGT 512
ECO 503
ECO 606

In addition, students can get begin to take the following during this term:

BUS 601
Elective

First Year

MBA Courses

Fall                     Spring
MGT 605                  ACC 610
ACC 505                  FIN 608
ECO 609                  MGT 607
LAW 603                  MGT 690
BUS 602                  BUS 603
Elective                 Elective

Flexible MBA Program (Full-Time without Foundation Courses)

Students may be eligible for a waiver of an MBA Foundation course with two courses in similar content at the undergraduate level with a B or better in the last five years. Those student can begin with the following courses:

First Year

Fall                     Spring                  Summer
ACC 610                  ECO 609                  ECO 606
FIN 608                  LAW 603                  MGT 690
MGT 605                  MGT 607                  BUS 603
MKT 604                  BUS 602                  Elective
Flexible MBA Program (Part-Time)
This part-time roadmap includes the Foundation Courses. Those part-time students with business backgrounds may have one or more of these courses waived. If so, your roadmap may look different. Please consult your program director.

First Year
Fall
- ECO 503
- ACC 505
- ECO 511
- & MGT 512

Spring
- MGT 605
- LAW 603

Summer
- BUS 602

Second Year
Fall
- MGT 607
- ACC 610
- MKT 604

Spring
- ECO 609

Summer
- Elective

Third Year
Fall
- ECO 606
- BUS 603

Spring
- BUS 603

Elective

Learning Goals & Objectives

Student Learning Goal 1
MBA graduates will understand global operations management and marketing concepts.

Students will:

- Objective A: Explain how value is created and managed throughout the product lifecycle, using marketing strategy and supply chain management in a dynamic environment;
- Objective B: Demonstrate a capacity to apply business knowledge in new and unfamiliar circumstances through a conceptual understanding of relevant disciplines.

Student Learning Goal 2
MBA graduates will apply quantitative methods in accounting, finance and statistics.

Students will:

- Objective A: Apply and interpret quantitative methods and statistical analyses;
- Objective B: Perform and interpret standard accounting and financial computations, including cash flow and time-value-of-money calculations, cost-benefit analysis, and capital budgeting to evaluate the merits of a proposed investment;
- Objective C: Develop and reinforce critical thinking and argumentation skills with emphasis on problem identification from various viewpoints, causal diagnosis, and solution development.

Student Learning Goal 3
MBA graduates will have a fundamental knowledge of human behavior and market structures in a global context.

Students will:

- Objective A: Demonstrate an understanding of how cultural differences and human diversity impact business decisions;
- Objective B: Demonstrate an understanding of market structure, macroeconomic, and international environments within which businesses operate, including the roles of financial institutions, the central bank, and central governments.

Student Learning Goal 4
MBA graduates will understand ethical frame works in managerial decision-making and leadership.

Students will:

- Objective A: Demonstrate knowledge of multiple frameworks for ethical decision making, and how they apply to different business situations in a socially responsible manner;
- Objective B: Demonstrate knowledge of corporate governance issues and the responsibilities of business in society and the fiduciary responsibilities of managers, including ethical reporting;
- Objective C: Describe issues pertaining to social responsibility;
- Objective D: Identify situations when ethical leadership is required.

Student Learning Goal 5
MBA graduates will understand how Information Technology supports business strategy and operations.

Students will:

- Objective A: Have the information literacy skills necessary to effectively research, locate, extract, structure, and organize the information needed to assist in management planning, decision making and execution;
- Objective B: Demonstrate proficiency with data management software.

Student Learning Goal 6
MBA graduates will understand and effectively apply elements of leadership to individuals and group dynamics.

Students will:

- Objective A: Demonstrate awareness of conventional and innovative approaches to leadership and motivation;
- Objective B: Gain experience in teamwork and communication through involvement in experiential exercises including group presentation of case studies.

Courses

Accounting (ACC) Courses (p. 3), Leadership & Professional Development Business (BUS) Courses (p. 4), Economics (ECO) Courses (p. 5), Finance (FIN) Courses (p. 5), Business Law (LAW) Courses (p. 7), Management (MGT) Courses (p. 7), Marketing (MKT) Courses (p. 8)

Accounting (ACC) Courses
ACC 505 Financial Accounting 3 Credits
Reporting the financial results of operations and financial position to investors, creditors, and managers; examination of problems that arise in the preparation, analysis and use of accounting data, with emphasis on the use of financial reports.
Offered: every fall & spring.
ACC 610 Managerial Accounting 3 Credits
Preparation and analysis of data used by management in planning, budgeting, decision making, product costing, inventory valuation and performance evaluation.
Prerequisite: MBA 505 or ACC 505.
Offered: Fall & spring.

ACC 707 Accounting Systems and Analytics 3 Credits
Development, organization, and implementation of manual and electronic accounting information systems. Emphasis on flow charts and analysis, modification, and improvement of existing systems.
Prerequisite: ACC 505.
Offered: every fall & spring.

ACC 711 Intermediate Financial Reporting I 3 Credits
First of a two-course sequence. In-depth accounting concepts and theories pertaining to external financial reporting. Emphasis on theories surrounding asset valuations, liability and equity measurements, income determination and cash flows. Prerequisite: MBA 701
Prerequisite: ACC 701 OR MBA 701.
Offered: every fall & spring.

ACC 712 Intermediate Financial Reporting II 3 Credits
Second of a two-course sequence. In-depth accounting concepts and theories pertaining to external financial reporting. Emphasis on theories surrounding asset valuations, liability and equity measurements, income determination and cash flows.
Prerequisite: MBA 711 OR ACC 711 grade of C-.
Offered: every fall & spring.

ACC 715 Basic Taxation 3 Credits
Provisions of Internal revenue Code relating to the determination of income, exclusions, deductions and credits. Emphasis is on the individual and sole proprietors. The course includes learning basic tax research and communication skills.
Prerequisite: MBA 701 OR ACC 701.
Offered: every fall.

ACC 716 Advanced Taxation 3 Credits
Internal Revenue Code provisions relating to taxation of corporations, shareholders; partnerships, partners, estates, trusts and multistate taxation.
Prerequisite: MBA 715 OR ACC 715.
Offered: every spring.

ACC 721 Advanced Financial Reporting 3 Credits
Accounting for corporate mergers and acquisitions, state and local government, non-profit institutions and foreign exchange transactions.
Prerequisite: MBA 712 OR ACC 712.
Offered: every fall.

ACC 725 Auditing Theory and Practice 3 Credits
Generally accepted auditing standards and practice relevant to verification of historical financial statements; responsibilities and ethics pertinent to the public accounting profession; internal control evaluation; applying auditing programs; development of working paper documentation; the application of statistical sampling to gather audit evidence; the determination of the appropriate audit report for a given audit situation.
Prerequisite: MBA 712 OR ACC 712.
Offered: every fall.

ACC 726 Information Systems Auditing 3 Credits
Information system control design and auditing in the internet, electronic and paperless environment; management of security technology; operating and application system process controls; prevention of unauthorized activity.
Prerequisite: C- or better in MBA 725 OR ACC 725.
Offered: every fall.

ACC 727 Advanced Audit 3 Credits
This course embeds the advanced study of auditing in an experiential professional context through case analysis, simulations, and professional standards. Emphasis is placed on the development of competencies such as critical thinking, professional judgment, professional skepticism, oral and written communication, ethical reasoning, and leadership and team building. Broad exposure to the professional accounting/auditing literature assists students in reflecting on course technical content.
Prerequisite: MBA 725 OR ACC 725.
Offered: every fall.

ACC 731 Data Analytics in Accounting 3 Credits
Data analytics theories and concepts applied to accounting settings. Emphasis on business intelligence, data analytics models, data visualization, data storytelling, and descriptive, predictive, and prescriptive analytics. Students apply data analytic concepts through data storytelling and the use of analytics software.
Prerequisite: ACC 707 or BAN707.
Offered: every fall & spring.

ACC 751 Seminar in Accounting Theory 3 Credits
Standard setting procedures at the U.S. and international levels, accounting concepts and principles, contemporary accounting issues, concepts of income determination, database/library research to support or oppose accounting positions.
Prerequisite: MBA 711 or ACC 711.
Offered: every fall & spring.

ACC 752 Strategic Performance Analytics 3 Credits
Evaluating enterprise information, enterprise resource planning (ERP) system design and functionality, data integrity, use of financial and non-financial information for organizational decision-making, business process improvement and risk management. Prerequisite: MBA 707
Prerequisite: MBA 707 OR ACC 707.
Offered: every spring.

Leadership & Professional Development Business (BUS) Courses (p. 4)

BUS 601 My Personal Brand 0.5 Credits
This course is about you and your leadership journey and career goals. Specifically this course is designed to help you discover more about yourself, your leadership skills, and what competencies are most critical to achieving your professional career goals. Central to the theme of the LPD program is your personal leadership plan, which will be developed in this course and submitted by the end of the semester. The activities in the course will also give you hands-on experience with goal setting, a critical skill to developing and empowering others. Finally, you will have the benefit of working with a Canisius alumnus who has been specially trained in coaching, mentoring, and helping to develop your leadership plan.
Offered: every fall & spring.

BUS 602 My Personal Leadership Plan 0.5 Credits
Students will identify their value proposition and how to best present their talents across multiple mediums and channels.
Prerequisite: BUS 601.
Offered: every fall, spring, & summer.
BUS 603 My Path Forward  
0 Credits  
Student will reflect on leadership plan and chart their path forward beyond graduation.  
Prerequisite: BUS 602.  
Offered: every fall, spring, & summer.

BUS 698 Internship  
1-3 Credits  
Student works in an organization to gain work experience. As the internship is for academic credit, a student will have to secure a faculty supervisor and will have to complete academic assignments. Approval of an internship requires the completion of an application located in the student’s portal.  
Offered: every fall, spring, & summer.

BUS 699 Graduate Business Independent Study  
3 Credits  
Students are working on a special project related to content of their graduate business degree. The special project can be for a faculty member, administrator, or employer.  
Offered: occasionally.

Economics (ECO) Courses

ECO 503 Statistics for Managers with Excel  
3 Credits  
This course covers statistical concepts and techniques emphasizing problem solving and interpretation: descriptive statistics, probability distributions, estimation, hypothesis testing, contingency tables, analysis of variance and simple regression analysis.  
Offered: every fall, spring, & summer.

ECO 511 Macroeconomics  
1.5 Credits  
This course is designed to acquaint the student who has had no previous macroeconomic training with the body of knowledge, methods of analysis related to the global macroeconomic environment. The underlying models and their impacts on decision-makers is the focus of the course.  
Offered: every fall, spring, & summer.

ECO 606 Managerial Economics  
3 Credits  
This course is designed to acquaint students with market forces that affect the decision making process of managers. It provides the analytic framework to understand consumer behavior, production technology, and input costs. Students will also learn how markets and the global environment influence managers, set prices and respond to the strategies of their competitors for long term firm sustainability.  
Offered: every fall, spring, & summer.

ECO 609 Business Analytics  
3 Credits  
This course builds on the tools of statistical inference developed in MBA 503 to address issues of estimation and hypothesis testing encountered in regression analysis and forecasting. A comprehensive introduction to econometric modeling and forecasting will be provided. Emphasis will be placed on application, interpretation and evaluation of forecasts.  
Prerequisite: ECO 503.  
Offered: every fall, spring, & summer.

ECO 611 Financing State & Local Government  
3 Credits  
Municipal credit risk and municipal bonds analysis of revenue sources for state and local governments. Public/private sector interaction in urban areas, city-suburban fiscal disparity and competition, state/local government structure, inter-governmental relations. This course also serves as a Finance elective.  
Prerequisite: MBA 526 or ECO 526.  
Offered: occasionally.

ECO 612 Geographical Info Sys for Bus  
3 Credits  
An applied introduction to Geographic Information Systems (GIS), a mapping and spatial analysis tool that is widely used in education, government, and industry to solve spatial problems. This course combines lectures and hands-on exercises and provides students the opportunity to use ArcGIS software.  
Prerequisite: MBA 504 or ECO 504.  
Offered: occasionally.

ECO 615 Economics Research Methodology  
3 Credits  
Economic Research Methodology is a course where the tools of microeconomics, macroeconomics and statistics are applied to analysis of economic data at both the national and local levels. The course will focus on Bureau of the Census and Bureau of Labor Statistics data in the analysis of labor markets and other behavioral economic issues.  
Prerequisite: ECO 504, MBA 504, MBA 503, ECO 503.  
Offered: every spring.

ECO 621 Money, Banking and the Economy  
3 Credits  
The connection between financial markets, the economy, and the Federal Reserve will be explored. This course will examine the nature of financial markets, the determination of interest rates, banking, money and monetary policy. Emphasis will be placed on the impact of monetary policy on the macro economy.  
Prerequisite: MBA 504 or ECO 504.  
Offered: every fall.

Finance (FIN) Courses

FIN 608 Corporate Finance  
3 Credits  
This course provides the basic tools of Financial Management. It introduces you to the goal of Financial Management, analysis of financial statements, the concepts of cash flow, financial planning, time value of money, capital budgeting, the principles of valuation, the concepts of return and risk, the use of financial leverage, the cost of capital, dividend policy and working capital management.  
Prerequisite: ACC 505 and ECO 503.  
Offered: every fall, spring, & summer.

FIN 617 Portfolio Analysis  
3 Credits  
An introduction to modern portfolio theory and management. Strategies underlying portfolio construction and evaluation. Implications of market efficiency on portfolio management.  
Prerequisite: MBA 620 or FIN 620.  
Offered: every fall.

FIN 619 Financial Modeling  
3 Credits  
Programming in EXCEL via construction of custom functions and macros using Visual Basic. These techniques are applied to a variety of financial models.  
Prerequisite: FIN 608, FIN 508, or MBA 508.  
Offered: every fall.

FIN 620 Investment Management  
3 Credits  
This course introduces the student to the construction, management, and performance evaluation of investment portfolios. Primary topics include portfolio models, equilibrium in financial markets, market efficiency and the application of these concepts to the investment industry.  
Prerequisite: FIN 608, FIN 508 or MBA 508.  
Offered: every fall, spring, & summer.
FIN 622 Financial Institutions and Markets 3 Credits
This course examines the changing world of financial services and the role that financial intermediaries and financial markets are playing in a rapidly consolidating industry with new benchmarks and success factors. Universal banking as the new model will be analyzed. Emphasis will be placed on contemporary issues as well as a review of the history of this evolving industry.
Prerequisite: MBA 508 or FIN 508.
Offered: every spring.

FIN 623 Fixed Income Securities 3 Credits
This course discusses the various types of fixed income securities and the markets in which they are traded. Emphasis is placed on contact evaluation, extracting term/risk structure information from pricing, evaluating, investment opportunities and interest rate risk management.
Prerequisite: MBA 620 or FIN 620.
Offered: every fall.

FIN 624 Golden Griffin Fund I 3 Credits
This course is the first of a two semester program in which students become equity analysts and portfolio managers responsible for ‘real money’ portfolio of common equity securities (the Golden Griffin Fund or ‘GGF’). In the fall semester, students begin the process of stock selection and analysis, leading to recommendations for investment by the GGF. Students follow and discuss current events in the economy and financial markets, and monitor and produce written reports regarding current GGF portfolio positions. Students serve on committees, including: Accounting and Finance; Legal and Compliance; Marketing; Public Relations and Portfolio Management. Each committee will have certain responsibilities throughout the fall and spring semesters. Students taking MBA 624 are expected to continue into the spring semester in MBA 629. Student must apply in early spring before the upcoming fall semester Offered; fall
Prerequisite: MBA 620 or FIN 620 concurrent with MBA 812 or FIN 812.
Offered: every fall.

FIN 625 Advanced Corporate Finance 3 Credits
This course provides an in-depth treatment of corporate financial management. Topics from the introductory course (MBA 508) are developed in greater detail with emphasis on the underlying theories and more extensive applications to financial decision making. Additional topics beyond the introductory level are presented and discussed. The class relies primarily on lectures, problems and case discussions.
Prerequisite: MBA 508.
Offered: occasionally.

FIN 626 International Finance 3 Credits
International Finance (also known as ’Open-Economy Macroeconomics’) is the study of the monetary and economic linkages among countries. The main goal of this course is to equip students with an understanding of the global macroeconomic environment. The following topics will be covered: purchasing power parity, interest rate parity, exchange rate determination, international capital flows. MBA 504, MBA 508
Prerequisite: MBA 508 or FIN 508 and MBA 504 or ECO 504.
Offered: Occasionally.

FIN 628 Derivative Securities 3 Credits
This course discusses forward and futures contracts, swaps and options. Markets for these securities are described and analyzed. Modern techniques for identifying over and undervalued contracts are presented. The use of derivative securities in risk management is discussed.
Prerequisite: MBA 620 or FIN 620.
Offered: occasionally.

FIN 629 Golden Griffin Fund II 3 Credits
This course is the second of a two semester program in which students become equity analysts and portfolio managers responsible for ‘real money’ portfolio of common equity securities (the Golden Griffin Fund or ‘GGF’). In the spring semester, students begin the process of original equity research, leading to recommendations for investment by the GGF. Students continue to follow and discuss current events in the economy and financial markets, and monitor and produce written reports regarding current GGF portfolio positions. Committee work started in the fall semester continues as well.
Prerequisite: either MBA 624 or FIN 624 and either MBA 812 or FIN 812.
Offered: every spring.

FIN 650 Introduction to Financial Planning 3 Credits
Survey of topics in wealth management and personal financial planning. Review development of the wealth management industry, including the evolution of the high-net-worth investor segment. Various approaches to asset management, benchmarks for evaluating portfolio performance, risk tolerance, and tax and estate planning issues will be explored.
Prerequisite: MBA 620 or FIN 620.
Offered: fall.

FIN 657 Financial Modeling with SAS 3 Credits
Building financial models for forecasting and analyzing investment and financial products using the SAS programming language. Models in the areas of corporate finance, equities, bonds, portfolio management and derivative securities will be explored.
Offered: every fall & spring.

FIN 658 Risk Management & Financial Institutions 3 Credits
This course covers market risk including interest rate risk, credit risk, and operational risk, and how these are managed/hedged. We will model credit risk and value at risk metrics using historical simulation and scenario analysis. Relevant regulations are also covered.
Prerequisite: FIN 508, FIN 620 and either FIN 621 or FIN 622.
Offered: every spring.

FIN 674 Business Analytics Using R 3 Credits
This course introduces students to the open source software language R. Students will access publicly available financial data, process and analyze the data using R code. Analysis of financial ratios, investment portfolios, options, CAPM, Monte Carlo simulation, Value at Risk modeling and market microstructure will be explored.
Prerequisite: MBA 508 or FIN 508.
Offered: occasionally.

FIN 691 Supervised Applied Integrative Project 3 Credits
Special project or internship experience designed and supervised by a faculty member in conjunction with program professional partners. Intended primarily for the Risk Management or Data Analytics concentrations to be fully integrative with business applications. Examples may include risk management or big data projects for or within investment firms or financial institutions.
Offered: every fall, spring, & summer.

FIN 698 Finance Internship 1-4 Credits
Internship experience.
Offered: every fall, spring, & summer.

FIN 812 Equity Analysis 3 Credits
The analysis and valuation of equity securities is developed in stages using a case approach based on live publicly traded companies. Valuation models and the concept of value creation follows preliminary analysis of financial statements and market based financial information on risk and return.
Prerequisite: MBA 620 or FIN 620.
Offered: every fall.
**Business Law (LAW) Courses**

**LAW 603 Legal Environment & Ethics** 3 Credits
This course is designed to be an introduction to the basic rules of law and the ethical responsibilities of business decision makers. This course is not intended to make you lawyers or to give legal advice. Almost every chapter/subject covered is a semester or longer in law school. We will address important legal aspects of relating to business transactions and business entities.

**Offered:** every fall, spring, & summer.

**Management (MGT) Courses**

**MGT 512 Principles of Management** 1.5 Credits
Overview of key management principles and frameworks in planning, organizing, leading and controlling an organization. Topics covered include, but are not limited to: developing a strategy, ethical decision-making, innovation and change management, managing in a global environment, organizational structures and authority, managing teams and human resources, theories on leadership, motivation and communication, and operations processes, will be introduced.

**Offered:** every fall, spring, & summer.

**MGT 605 Organizational Behavior** 3 Credits
As individuals who are working or expect to work in organizations, and those potentially interested in management positions, exploring and understanding the multitude of ways employees behave in organizations is vital. As noted in our textbook, “the people make the place” (section 1.1). As a current and/or future decision maker in an organization, improving your managerial skills is critical. In fact, Peter Drucker has written that as individuals move up the organizational ladder, human relations skills (leadership, teamwork, motivation, etc.) become paramount. This course will sharpen your knowledge about how to become a better manager/leader by helping you understand yourself and the behaviors of employees within organizations. We accomplish this by concentrating on three different perspectives: individuals in the organization, groups in the organization, and the organizational system.

**Offered:** every fall, spring, & summer.

**MGT 607 Operations Management & Sustainability** 3 Credits
Operations management involves the planning, coordinating and executing of all activities that create goods and services while taking into account the Triple Bottom Line. This course will examine the economic, environmental, and social impacts of decision-making in the following areas: operations strategy, process strategy, quality management, facilities layout, inventory management, lean systems, and demand and capacity planning.

**Offered:** every fall, spring, & summer.

**MGT 620 Global Management Strategy** 3 Credits
Global Management Strategy is about strategic challenges confronting managers and firms expanding their horizons from local to global markets and resources. Its objective is to help students to understand the various aspects of strategic management that are specific to the global context. This course is designed to provide students with the knowledge and skills needed for creating, sustaining and renewing competitive advantages within a global context. Global Management Strategy introduces the key concepts, frameworks and principles required for an MNC (multinational company) to successfully engage in business activities in several, often disparate countries, cultures and markets.

**Offered:** occasionally.

**MGT 641 Human Resource Management** 3 Credits
This course examines the critical functions and roles of human resource management (HRM) in complex organizations. Topics include the legal implications of HRM, job analysis and design, HR planning, recruitment and selection, training and development, performance management, compensation and benefits, and employee and labor relations. Most significantly, the course looks at managing people and the employment relationship from a strategic perspective.

**Prerequisite:** MBA 502 or MGT 502.

**Offered:** every fall & spring.

**MGT 642 Global Supply Chain Management** 3 Credits
Supply Chain Management addresses the integrated management of the set of value-added activities from product development, through material procurement from vendors, through manufacturing and distribution of the good to the final customer. The course will address inventory movement within the supply chain, network configuration and location, capacity and demand management, the value of information, strategic alliance, new product development and technology and information impact in a global environment.

**Prerequisite:** MBA 507 or MGT 507.

**Offered:** every fall.

**MGT 645 Fundamentals of International Business** 3 Credits
This course introduces students to the aspects of business that change when an international border is crossed. Students examine the functional areas of business -- accounting, finance, economics, marketing and management -- and develop an understanding of the nature of competition in this complex environment.

**Offered:** fall.

**MGT 649 Labor Relations** 3 Credits
This course introduces the student to the development, structure and process of labor relations in the United States. While the main focus will be on the private sector, some attention will be paid to the public sector, especially in the areas of the law and dispute settlement. Topics covered are labor history, labor law, union administration, the organizing process, collective bargaining, contract administration, labor disputes and their resolution, labor-management cooperation, and current issues.

**Prerequisite:** MBA 502 or MGT 502.

**Offered:** occasionally.

**MGT 651 Corporate Entrepreneurship** 3 Credits
Corporate Entrepreneurship.

**Offered:** occasionally.

**MGT 652 Launching and Growing Entrepreneurship Ventures** 3 Credits
Identify and evaluate an idea, assess the market, business planning and analysis applied to launching and growing entrepreneurial ventures. Topics include the lean launch pad, business plan, starting a small business, competitive analysis, strategic and managerial analyses, understand the process of raising capital and how to speak to investors, and professional presentation methods. The class also provides interactive and entrepreneurs and local entrepreneurship professionals.

**Offered:** occasionally.

**MGT 664 Global Marketing Strategy** 3 Credits
This course provides students the opportunity to deepen their understanding of the design and implementation of a global strategy by concentrating on the decision areas most impacted by a firm’s activities in the global marketplace. The course first explores how decisions on product, pricing, promotion and distribution are shaped by the international environments. Those decision areas are then integrated into an overall global strategy.

**Offered:** occasionally.
MGT 667 Negotiation Theory and Practice  
Explores formal and informal ways that managers negotiate differences. The course considers negotiation with peers, supervisors, subordinates, suppliers, customers, outside agencies and others as a key managerial process and a component of effective leadership. It takes a broad view of negotiations, examining the links between effective negotiation processes and influence, communication and relationship management. We will examine research and concepts developed in a number of academic fields, and look closely at personal skills and experiences. The course requires intense involvement in negotiation simulation exercises, and thoughtful application of theory and research.  
Offered: occasionally.  

MGT 668 IT Tools & Supply Chain Management  
The course is intended to provide the graduate business student with an understanding of key concepts and range of automated tools employed in solving supply change management problems. MS Excel is stressed.  
Prerequisite: MBA 506 or MKT 506.  
Offered: occasionally.  

MGT 669 Multicultural Leadership  
This course emphasizes the understanding of the skills that ethical and effective global business leaders need to have in order to manage the multiple cultural environments of international corporations. Students are tasked with the design of global leadership development programs for Graduate Business Programs and Corporations in order to demonstrate their understanding of the skills sets required.  
Offered: every summer.  

MGT 673 Comparative Management  
This course emphasizes the students’ development as international managers and their understanding of the various environments within which they will be competing. Students study the impact of culture and value differences on the functional aspects of management — communication, negotiation, decision making, control, and human resources — and develop strategies for managing them in the international marketplace.  
Offered: every spring.  

MGT 686 Doing Business in the European Union  
This course is designed to prepare students to do business in the EU. Students examine the forces leading to the development and the implementation of the unique economic and political unit called the European Union. Students use their understanding of the history and the current issues impacting the continuing development of the European Union to develop strategies for doing business in the European Union.  
Restriction: includes a one-week field experience in Europe during spring break.  
Offered: every spring.  

MGT 690 Strategic Management and Leadership  
Strategic Management can be characterized as a set of managerial decisions and actions that determines the long run performance of a corporation. It includes environmental scanning (external and internal to the corporation), strategy formulation, strategy implementation and evaluation and control. Using cases drawn from actual business situations, the course develops skills in (1) diagnosing the overall condition of a company or organization, with emphasis on its financial situation; (2) perceiving and analyzing evolving environmental trends, seeking new opportunities for the organization and new threats against it; (3) understanding those specific company skills that give it advantages over the competition and weaknesses that hinder its competitive position; (4) identifying and evaluating the strategic alternatives that are feasible for a given situation; (5) matching skills with opportunities, and relating them to one or more strategic alternatives in determining strategy and setting objectives; and (6) developing detailed policies and plans, and implementing them. The study of strategic management, therefore, emphasizes the monitoring and evaluating the external opportunities and threats in light of a corporation’s strengths and weaknesses. We will build on insights developed in other courses, such as Understanding General Management, Managerial Economics, Managing Organizational Behavior, Finance and Marketing Strategy. We will explore and apply tools developed by world-renowned scholars that are taught at business schools all over the world, and add our own unique Jesuit perspective, to arrive at insights that are both applicable in the business world and deeply rooted in a thorough academic understanding. Hence, this is an integrative course in that the tools and skills learned in other required courses are needed to develop practical company-wide general management decisions. Since few students become general managers immediately upon graduation, Strategic Management includes a series of cases, simulations, and/or consulting projects on the role of the new functional, business and corporate/global managers in formulating and implementing strategies.  
Prerequisite: ACC 505, ECO 511, MGT 512, MGT 605, MKT 604, FIN 608, MGT 607, BUS 601, BUS 602.  
Offered: every fall, spring, & summer.  

MGT 699 Management Independent Study  
Management Independent Study  
Offered: occasionally.  

Marketing (MKT) Courses  
MKT 604 Marketing Management  
This course provides a survey of the various factors that affect marketing strategy decisions as well as the variety of strategic marketing decisions themselves. An emphasis is placed on coverage of a range of the most important concepts used in the practice of Marketing Management.  
Offered: every fall, spring, & summer.  

MKT 614 Retailing  
The retailing industry is undergoing tremendous disruption with the explosive growth of e-commerce. Multi-channel retailing is becoming the norm and the marketing challenges are many, including delivery of omni-channel customer experiences. This course is a study of the many challenges in retail management today using one of the leading textbooks on the topic. Student activities in the course include midterm and final exams, assignments and discussions.  
Prerequisite: MBA 506 or MKT 506 or MKT 604.  
Offered: every summer.
MKT 632 Marketing Data Analytics 3 Credits
This course is an introduction to big data and data analytics for business, data visualization, business intelligence (BI), data and text mining, and sentiment analysis. Students learn to use data visualization, dashboard, and data analytics software.
Prerequisite: MBA 506 or MKT 506.
Offered: every fall & spring.

MKT 633 Global Logistics and Transportation 3 Credits
Organization of export and import operations in support of marketing, distribution, production and other global business functions, freight forwarding, shipping procedures and selecting transportation modes and documentation. Special attention is given to the logistics of humanitarian relief and the efforts of Catholic Relief Services and other global agencies.
Prerequisite: MBA 507 or MGT 507 and MBA 506 and MKT 506.
Offered: every spring.

MKT 634 Consumer Behavior 3 Credits
This course focuses on the application of information from the behavioral sciences (e.g. psychology, sociology, anthropology) to help understand consumer behavior. Emphasis is placed on understanding the factors that influence consumer behavior and developing the ability to apply this information to the practice of marketing. Additionally, students are encouraged to consider their own personal consumption behavior and to identify ways they can improve their consumption decision outcomes and reduce their susceptibility to undesirable external influences. Course topics include perception, memory, learning, persuasion, attitudes, materialism, behavioral decision theory, family and cultural influences.
Prerequisite: MBA 506 or MKT 506.
Offered: occasionally.

MKT 637 Social Media Marketing 3 Credits
In a world where almost 60% of new marketing jobs are in digital marketing, this Social Media Marketing course prepares students to understand and apply the essential skills required for monitoring, managing and measuring social media programs. The course introduces the key concepts of social media marketing on Facebook, Instagram, Snapchat, Twitter, Pinterest, YouTube, TikTok, Blogs, Vlogs, Webinars, and LinkedIn. Also covered are critical social media topics such as employee advocacy, social media policies, and social selling. Because not all social media programs are the same, the course provides a firm understanding of the difference between organic and paid social media strategies and uses real-life examples and simulations, so students walk away with career-ready skills.
Prerequisite: MKT 604.
Offered: occasionally.

MKT 648 Digital Marketing Strategies 3 Credits
Exact topics to be covered depend on recent advances and applications in digital marketing and social media.
Prerequisite: MBA 506 or MKT 506.
Offered: occasionally.

MKT 664 Search Marketing 3 Credits
Search Engine Marketing (SEM) has become one of the most important marketing strategies for business organizations. SEM involves a variety of techniques designed to increase a company’s visibility on popular search engines like Google, Yahoo and Bing. The course will cover Search Engine Optimization (SEO) strategies involving website development and web analytics as well as Pay-Per-Click (PPC) strategies using advertising programs like Google AdWords. As companies increasingly compete to drive customers to their websites, the skills covered in the course are becoming essential for modern marketing professionals and web designers.
Prerequisite: MBA 506, MKT 506, or MKT 604.
Offered: occasionally.

MKT 675 Service Marketing 3 Credits
Excelling in service management, from delivery to recovery, is the foundation for success in many industries today. The focus of this course is on the knowledge needed to develop and maintain strong customer relationships that improve customer satisfaction and retention. Customer satisfaction and retention are drivers of success for industries such as financial services, professional services, transportation, healthcare and hospitality industries.
Prerequisite: MBA 506 or MKT 506 or MKT 604.
Offered: occasionally.