



University Catalog Supplement
Argosy University Teach Out Programs and Transfer Students
May 6, 2019

Notes:

- 1) Saybrook University Policies are located in the Student Handbook and Academic Catalog, to access click on the URL: <http://catalog.saybrook.edu/>
- 2) Saybrook University academic calendar is located at <https://www.saybrook.edu/academics/academic-calendar-catalog/>

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Master of Business Administration

Program Overview

The Master of Business Administration (MBA) degree program is designed to develop action-oriented managers and leaders who can lead themselves and others to effective business solutions. The program is intended to build upon the talents of students from diverse academic and professional backgrounds. The curriculum is comprehensive in that students have the opportunity to explore business discipline areas, such as accounting, economics, human resources, leadership, finance, management, marketing, and the global dimensions of business. This application-oriented program is designed to help students develop competencies through critical thinking, persuasive communication, use of current technologies, knowledge of best practices, and demonstration of interpersonal effectiveness. The MBA degree program culminates in an applied Capstone project that requires students to integrate and demonstrate proficiency in core business competencies.

Program Learning Outcomes

Program Outcome One

Interpersonal Competency: Communications and Interpersonal Effectiveness

- 1.1. Persuade colleagues, subordinates, superiors, and other stakeholders to a course of action, using appropriate technologies, mediums, and delivery tools (i.e. oral or written)
- 1.2. Present complex information at a level of detail and sophistication that the necessary audience can understand and accept
- 1.3. Demonstrate awareness of one's own competencies, skills, and managerial styles and seek assistance to address or offset personal development gaps

Program Outcome Two

Decision Making: Critical Thinking and Problem Solving

- 2.1 Using information literacy skills, gather information from multiple sources, disciplines, and work activities, and evaluate the credibility and relevance of selected information
- 2.2. Apply relevant information using cross disciplinary perspectives to solve business problems and achieve organizational goals
- 2.3 Use professional experience, interpersonal competencies, and business tools to diagnose opportunities and problems, and propose and implement action plans

Program Outcome Three

Leadership

- 3.1 Participate in a team to execute a plan or achieve a goal
- 3.2 Create effective teams to achieve organizational goals amidst conflicting values and priorities
- 3.3 Maximize organizational performance given the available people, process, and technology

Program Outcome Four

Ethics and Values

- 4.1 Identify ethical tensions in simple and complex business situations and communicate both the tensions and a proposed course of action to all stakeholders
- 4.2 Recognize the diverse needs and wants of stakeholders, identify conflicts of interest, and find resolutions to achieve organizational goals
- 4.3 Identify the core values of an organization, and assess how they are upheld through the actions and behaviors of its staff

Foundation Course Requirements

Students enrolled in the MBA degree program are required to complete four foundation courses at the undergraduate level, one each from four subject areas. See chart below for the list of foundation courses and their equivalent competency tests and self-paced courses offered by the University. Students may fulfill the foundation course requirements by showing successful completion of academically equivalent coursework, passing a competency exam with a score of 80% or better, or passing a self-paced course with a score of 80% or better. Students will be notified during the admission process whether one or more of these courses are needed based on prior coursework.

Foundation Course	Competency Test	Self-Paced Course and Test
ACC201 Principles of Accounting (3)	ACC201-CT Principles of Accounting Competency Test (0)	ACC201-SP Principles of Accounting Self-Paced Course and Test (0)
ECO201 Macroeconomics (3)	ECO201-CT Macroeconomics Competency Test (0)	ECO201-SP Macroeconomics Self-Paced Course and Test (0)
–or–	–or–	–or–
ECO202 Microeconomics (3)	ECO202-CT Microeconomics Competency Test (0)	ECO202-SP Microeconomics Self-Paced Course and Test (0)
FIN401 Financial Management (3)	FIN401-CT Financial Management Competency Test (0)	FIN-401-SP Financial Management Self-Paced Course and Test (0)
MGT334 Data Driven Decision Making (3)	MGT334-CT Data Driven Decision Making Competency Test (0)	MGT334-SP Data Driven Decision Making Self-Paced Course and Test (0)

Program Requirements

Students enrolled in the MBA degree program are required to complete ten core courses (30 credit hours).

Core Course Requirements

B6021 - Managerial Accounting (3)

B6022 - Financial Management (3)

B6025 - Management Decision Models (3)

B6026 - Marketing Planning and Strategy (3)

B6027 - Perspectives in Change Leadership (3)

B6028 - Capstone Experience in Integration and Strategy (3)

B6029 - Operations Management: Solutions to Business Challenges (3)

B6032 - Human Resources Management and Talent Development (3)

B6111 - Managerial Applications of Technology (3)

B6512 - Global Business: Exploration and Evaluation of Culture and Economics (3)

Core Course Requirements—30 Credit Hours

Master of Business Administration with Concentrations

Program Overview

The Master of Business Administration (MBA) degree program with concentrations (36 credit hours) is designed to develop action-oriented managers and leaders who can lead themselves and others to effective business solutions. The program is intended to build upon the talents of students from diverse academic and professional backgrounds. The curriculum is comprehensive in that students have the opportunity to explore business discipline areas, such as accounting, economics, human resources, leadership, finance, management, marketing, and the global dimensions of business. This application-oriented program is designed to help students develop competencies through critical thinking, persuasive communication, use of current technologies, knowledge of best practices, and demonstration of interpersonal effectiveness. The MBA degree program culminates in an applied Capstone project that requires students to integrate and demonstrate proficiency in core business competencies.

In addition to completing the core course requirements, students have the opportunity to enroll in one of the concentrations listed below:

- Human Resource Management
- Organizational Leadership
- Public Health

Foundation Course Requirements

Students enrolled in the MBA degree program are required to complete four foundation courses at the undergraduate level, one each from four subject areas. See chart below for the list of foundation courses and their equivalent

competency tests and self-paced courses offered by the University. Students may fulfill the foundation course requirements by showing successful completion of academically equivalent coursework, passing a competency exam with a score of 80% or better, or passing a self-paced course with a score of 80% or better. Students will be notified during the admission process whether one or more of these courses are needed based on prior coursework.

Foundation Course	Competency Test	Self-Paced Course and Test
ACC201 - Principles of Accounting (3)	ACC201-CT Principles of Accounting Competency Test (0)	ACC201-SP Principles of Accounting Self-Paced Course and Test (0)
ECO201 - Macroeconomics (3)	ECO201-CT Macroeconomics Competency Test (0)	ECO201-SP Macroeconomics Self-Paced Course and Test (0)
-or-	-or-	-or-
ECO202 - Microeconomics (3)	ECO202-CT Microeconomics Competency Test (0)	ECO202-SP Microeconomics Self-Paced Course and Test (0)
FIN401 - Financial Management (3)	FIN401-CT Financial Management Competency Test (0)	FIN401-SP Financial Management Self-Paced Course and Test (0)
MGT334 - Data-Driven Decision Making (3)	MGT334-CT Data-Driven Decision Making Competency Test (0)	MGT334-SP Data-Driven Decision Making Self-Paced Course and Test (0)

Program Requirements

Students enrolled in the MBA degree program with concentrations (36 credit hours) are required to complete nine core courses (27 credit hours).

Core Course Requirements — Students Are Required to Take the Following

- ---
- B6021 - Managerial Accounting (3)
- B6022 - Financial Management (3)
- B6025 - Management Decision Models (3)
- B6026 - Marketing Planning and Strategy (3)
- B6027 - Perspectives in Change Leadership (3)
- B6028 - Capstone Experience in Integration and Strategy (3)
- B6029 - Operations Management: Solutions to Business Challenges (3)
- B6032 - Human Resources Management and Talent Development (3)
- B6111 - Managerial Applications of Technology (3)

Core Course Requirements — 27 Credit Hours

Concentration Requirements

Students enrolled in the MBA degree program with concentrations (36 credit hours) are required to complete 3 concentration courses (9 credit hours) in one of the following areas.

Human Resource Management Concentration Requirements — Students Are Required to Take the Following

- B6731 - Understanding and Managing Human Differences (3)
- MS6510 - Compensation, Motivation, and Rewards (3)
- MS6512 - Applications in Training and Development (3)

Human Resource Management Concentration Requirements — 9 Credit Hours

Organizational Leadership Concentration Requirements — Students Are Required to Take the Following

- B6120 - Communications Strategies for Managers (3)
- B6512 - Global Business: Exploration and Evaluation of Culture and Economics (3)
- B6731 - Understanding and Managing Human Differences (3)

Organizational Leadership Concentration Requirements — 9 Credit Hours

Public Health Concentration Requirements — Students Are Required to Take the Following

- PH6010 - History and Foundations of Public Health (3)
- PH6020 - Health Policy and Analysis (3)
- PH6514 - Public Health in the 21st Century (3)

Public Health Concentration Requirements — 9 Credit Hours

Doctor of Business Administration

Program Overview

In the Doctor of Business Administration (DBA) degree program, industry and academic professionals have the opportunity to build upon master's-level competencies, skills, and knowledge. The curriculum is designed to prepare students to perform more effectively in existing professional roles, to qualify for roles with increasing responsibility, to start their own business, or develop capabilities for a second career in consulting or teaching at the college level.

The DBA degree program is designed to assist busy professionals in balancing the demands of career, family, and school. Students can meet the program's requirements by completing courses in- residence and online. Check with your Argosy University campus for additional information on course formats available.

The DBA degree program consists of five research foundation courses (15 credit hours), six core courses (18 credit hours), four concentration courses (12 credit hours), one elective course (3 credit hours), and 12 credit hours in doctoral research requirements.

The following DBA concentrations are offered:

- Accounting
- International Business
- Management
- Marketing

In addition, with approval of the student's department chair, a student may select four courses (12 credit hours) to create a customized professional concentration that fits their specific career goals and forms a coherent interdisciplinary field of study.

Students must also successfully complete the Doctoral Qualifying Examination. The Doctoral Qualifying Examination is taken following the successful completion of all core course work and prior to moving into the doctoral research process.

Program Learning Outcomes

Core Requirements

Outcome One: Strategic Thinking

Evaluate business issues and trends brought forth by economic globalization, to generate strategies that sustain long-term business success.

Outcome Two: Divergent Thinking

Analyze and prioritize the needs of diverse stakeholders in business situations to recommend innovative, feasible, ethical, and legal actions.

Outcome Three: Professional Communication

Synthesize and communicate in a professional manner complex information that is concise, clear, organized and well supported, appropriate to each business situation.

Outcome Four: Informed Decision-Making

Evaluate and apply relevant academic and professional literature to make evidence-based decisions in cross-cultural business environments.

Outcome Five: Research

Design, conduct, and justify applied research in the area of specialization to foster positive change in organizations and communities.

Outcome Six: Professional Focus

Concentration Requirements

Outcome 6.1: Accounting

Evaluate the results of accounting research and analyses to determine appropriate business actions for meeting organizational goals.

Outcome 6.2: International Business

Evaluate current research and practices in the global market place and analyze worldwide drivers of business success to recommend sound and responsible organizational strategies.

Outcome 6.3: Marketing

Analyze the foundation and development of marketing and consumer behavior theory and practice to strengthen the marketing function in modern organizations.

Outcome 6.4: Management

Evaluate management research and current practices to develop employees and systems that sustain competitive and responsible organizations in changing environments.

Program Requirements

The DBA degree program requires the satisfactory completion of 60 credit hours distributed as follows: research requirements, 15 credit hours; core course requirements, 18 credit hours; concentration requirements, 12 credit hours; elective requirements, 3 credit hours; and doctoral research requirements, 12 credit hours.

Research Requirements

Students enrolled in the DBA degree program are required to complete five research courses (15 credit hours).

Research Requirements—Students Are Required to Take the Following

- R7001 - Introduction to Research Methods (3)
- R7031 - Methods and Analysis of Quantitative Research (3)
- R7035 - Methods and Analysis of Qualitative Research (3)
- W7000 - Advanced Academic Study and Writing (3)

Students Choose One of the Following

- R7034 - Advanced Statistical Methods (3)
- R7037 - Survey Techniques (3)
- R7038 - Applied Research (3)
- R7040 - Advanced Qualitative Methods (3)

Research Requirements—15 Credit Hours

Core Course Requirements

Students enrolled in the DBA degree program are required to take six core courses (18 credit hours).

- B7438 - Holistic Management in Organizations (3)
- B7440 - Managing Global Challenges (3)
- B7442 - Marketing Strategy and Management (3)
- B7530 - Corporate and Global Finance (3)
- B7532 - Advanced Operations Management (3)
- B7840 - Strategy Formulation, Implementation, and Evaluation (3)

Core Course Requirements—18 Credit Hours

Concentration Requirements

Students enrolled in the DBA degree program are required to take four courses (12 credit hours) in one of the designated concentration areas or receive permission to develop a customized professional concentration. Many DBA degree program students will seek full-time or part-time teaching opportunities in a variety of college-level organizations. The depth and breadth of graduate course work required by such institutions vary. Consequently, depending on the career interests of the student and the specific educational background, those DBA degree program students should consider using elective credit hours in the academic discipline in which they hope to teach.

Accounting Concentration Requirements—Students Are Required to Take the Following

- B7630 - Contemporary Accounting Theory (3)
- B7640 - Accounting in a Global Financial Community (3)
- B7650 - Accounting Control Systems (3)
- B7670 - Financial Reporting Theory (3)

Accounting Concentration Requirements—12 Credit Hours

International Business Concentration Requirements—Students Are Required to Take the Following

- B7602 - Global Management Models (3)

- B7607 - Comparative Economic Systems (3)
- B7610 - Leadership in Global and Multicultural Organizations (3)
- B7616 - Global Business Law and Practices (3)

International Business Concentration Requirements—12 Credit Hours

Management Concentration Requirements—Students Are Required to Take the Following

- B7401 - Organizational Behavior (3)
- B7403 - Management Science (3)
- B7408 - Organizational Development and Change Management (3)
- B7426 - Strategic Talent Management (3)

Management Concentration Requirements—12 Credit Hours

Marketing Concentration Requirements—Students Are Required to Take the Following

- B7315 - Global and Multinational Marketing (3)
- B7320 - Marketing and Innovation (3)
- B7330 - Marketing Research Design (3)
- B7336 - Consumer Decision and Behavior (3)

Marketing Concentration Requirements—12 Credit Hours

Customized Professional Concentration Requirements

Students selecting this concentration work with a faculty advisor and the department chair to develop a learning contract tailored to individual needs and reflective of a coherent interdisciplinary field of study. Students are required to take four courses (12 credit hours), which are pre-approved by the department chair, in order to complete the Customized Professional Concentration and focused on a particular theme or issue relevant to business and management. A maximum of two courses (6 credit hours) may be taken as directed independent study courses.

Elective Requirements

In addition, students enrolled in the DBA degree program take 3 credit hours of electives. Students choose one of the following courses:

- B7534 - Teaching in Higher Education (3)
- B7536 - Business Consulting (3)
- B7538 - Innovation and Entrepreneurship (3)
- B7609 - International Project I (3)
- Any existing concentration course from international business, management, or marketing (3)

- Any Advanced Research Course not included in the research foundation requirements (3)

Elective choices should be discussed with either the department chair or academic advisor to provide the greatest opportunity for the student to meet their personal career goals.

Doctoral Qualifying Examination

Students are required to successfully complete a Doctoral Qualifying Examination (DQE) that focuses on the learner outcomes that are associated with the required core courses of their programs. Students must take the DQE the session after successfully completing all required core courses and must pass it within three sessions of successfully completing all required core courses.

Doctoral Research Requirements (12 Credit Hours)

Upon successful completion of the prerequisite coursework and the doctoral qualifying exam (DQE), students enroll in doctoral research courses. To progress through each doctoral research course, students must successfully complete specified course objectives. If all objectives of the course are successfully met, students will earn a PR grade, permitting them to enroll in the next doctoral research course as outlined in the course sequence of their program of study. If objectives of a doctoral research course are substantively but not fully met (67% completed) by the end of the course (as determined by the research mentors) students will earn a grade of Incomplete Progressing (IP) for the course and must complete an IP contract outlining a plan for completion of the remaining course objectives. Students must successfully complete all remaining course objectives by the due date specified in the IP contract before enrollment is permitted in the next doctoral research course. If little to no progress has been made in a doctoral research course (less than 67% of the course objectives were successfully completed) or the IP contract is not successfully fulfilled within the specified timeframe, students will earn a grade of No Credit (NC). Students who earn a grade of NC in a doctoral research course are required to retake the course. A student may only receive any combination of two NC, W, or WF grades in doctoral research courses. Upon receiving the third NC, W, or WF grade in a doctoral research course, the student will be dismissed from the program. Published course objectives for each doctoral research course apply unless the student and research mentors agree to and confirm in writing alternative specified objectives more appropriate for a particular doctoral research topic. Students must fulfill the prerequisites of each doctoral research course before enrollment is permitted.

Doctoral Research Requirements - Students Are Required to Take the Following

- DR8801-A - Doctoral Research I - A (1.5)
- DR8801-B - Doctoral Research I - B (1.5)
- DR8802-A - Doctoral Research II - A (1.5)
- DR8802-B - Doctoral Research II - B (1.5)
- DR8803-A - Doctoral Research III - A (1.5)
- DR8803-B - Doctoral Research III - B (1.5)
- DR8804-A - Doctoral Research IV - A (1.5)
- DR8804-B - Doctoral Research IV - B (1.5)

Doctoral Research Requirements - 12 Credit Hours

Master of Arts in Sports-Exercise Psychology

Program Overview

The Master of Arts (MA) in Sport-Exercise Psychology degree program is designed to educate and train students to function as capable and ethical performance enhancement specialists. The goals of the program include developing student competencies in the following areas: theoretical foundations, helping relationships, individual and group skills, normal and abnormal behavior, sport sciences, research and evaluation, diversity, and professional identity.

The curriculum is designed to provide students with a foundation in applied sport psychology, an understanding of normal and abnormal psychological functioning, and a knowledge base in the physiological, motor, and psychosocial aspects of sport behavior.

Program Learning Outcomes

One: Theoretical Foundations

- a. Apply core theory and research as a foundation for practice in sport-exercise psychology.
- b. Identify and examine psychopathology related to developmental stages in sport-exercise settings.

Two: Assessment and Intervention Skills

- a. Assess and conceptualize case material and plan and implement interventions to individuals and groups in sport-exercise settings.

Three: Professional Identity

- a. Establish and maintain effective and ethical relationships in professional settings.
- b. Value and demonstrate attitudes essential for continual learning and scholarly inquiry.

Four: Research and Evaluation

- a. Evaluate research and apply scientific methodology to analysis of case material.

Five: Diversity

- a. Comprehend, value, and apply principles of human diversity in professional sport-exercise settings.

Program Requirements

Students enrolled in the MA in Sport-Exercise Psychology degree program are required to successfully complete ten core courses (30 credit hours).

Core Course Requirements

- SP6005 - Psychopathology (3)
- SP6012 - Cognitive and Affective Behavior (3)
- SP6020 - Team Dynamics and Group Behavior (3)
- SP6104 - Counseling Skills I (3)
- SP6200 - Statistics and Research I (3)
- SP6300 - Professional and Ethical Issues (3)
- SP6493 - Psychological Aspects of Athletic Injury (3)
- SP6499 - Applied Sport Psychology I: Theory and Research (3)
- SP6505 - Lifespan Development (3)
- SP6510 - Athletic Counseling (3)

Core Course Requirements—30 Credit Hours

Transfer Credit Policy for Argosy University Transfer Students

Argosy University students adversely affected by their school closing may be eligible for transfer into a comparable Saybrook University program. For the Summer 2019, Fall 2019, and Spring 2020 semesters, Saybrook University will allow an exception to the maximum transfer credit allowance to facilitate enrollment into a Saybrook program. Transfer credit allowance varies by degree program.

Department of Counseling

MA Counseling, Clinical Mental Health Counseling Specialization

Addendum to Transfer Credit Policy: The MA Counseling degree program will allow an exception to the maximum transfer credit allowance for students adversely impacted by a campus closing from a regionally accredited program. The intention is to maximize the potential for the student to resume current standing, contingent upon the satisfaction of the university [general transfer and/or equivalency criteria](#). The department chair or designee is permitted to exceed the maximum combined credit limit for impacted students provided the credits awarded do not surpass 95% of the total credits required for the degree in question. The transcript evaluation will include a review of all courses for equivalency, to ensure that all CACREP standards and program standards are met. In addition, when appropriate, course substitutions may be permitted after a review to ensure that all CACREP, program, and state licensure requirements are met with the substitution.

Addendum Practicum and Internship Transfer Policy: Practicum and Internship completions can be transferred in, with review of the site evaluation, and completed log forms. In addition, students must provide a statement from their supervising faculty that they remained in good standing throughout the Practicum and Internship, and to support their readiness to enter practice.

PhD Counselor Education & Supervision

Addendum to Transfer Credit Policy: The PhD Counselor Education and Supervision (CES) degree program will allow an exception to the maximum transfer credit allowance for students adversely impacted by a campus closing from a regionally accredited program. The intention is to maximize the potential for the student to resume current standing, contingent upon the satisfaction of the university [general transfer and/or equivalency criteria](#). The department chair or designee is permitted to exceed the maximum combined credit limit for impacted students provided the credits awarded do not surpass 40% of the total credits required for the degree in question. Students in the dissertation phase of their program cannot transfer in at this stage of their program.

All students wishing to transfer into the PhD CES will need to show evidence that they meet the entry level requirements- which is an MA degree from a CACREP accredited program, or demonstration of MA level CACREP core areas met.

The PhD CES is NOT currently CACREP accredited. While we will be seeking CACREP accreditation, Saybrook University cannot guarantee that the program will obtain CACREP accreditation in a timely manner to meet the individual student's career goals.

Department of Humanistic and Clinical Psychology

PhD Clinical Psychology

Addendum to Transfer Credit Policy: The Clinical Psychology Degree Program will allow an exception to the maximum combined transfer credits and/or equivalency for students adversely impacted by a campus closing from a regionally accredited program. The intention is to maximize the potential for the student to resume current standing, contingent upon the satisfaction of the university [general transfer and/or equivalency criteria](#). The department chair or designee is permitted to exceed the maximum combined credit limit for impacted students provided the credits awarded do not surpass 75% of the total credits required for the degree in question. The final decision to provide transfer limits under this 75% institutional threshold lies with the program faculty of the affected location. This decision (1) must be applied consistently across locations and modalities, and (2) must be documented internally with the Vice President for Academic Affairs and archived appropriately as a faculty-approved exception to the program's published credit transfer and equivalency limit.

Addendum Clinical Training Transfer Policy: Saybrook does not accept clinical practicum or internship as a policy. This exception is afforded to students adversely impacted by an abrupt campus closure. The intention is to support the student in establishing an equivalency in program standing, not to exceed 75% of the overall clinical psychology degree program. Upon review of materials, Saybrook retains the option to require additional practicum or internship training if the documentation denotes any deficiencies.

1. Official copies of any clinical practicum or internship agreement/contract and supportive documents like site/supervisor information, training plans, etc.
2. Copy of clinical practicum or internship hour logs.
3. Copies of practicum/internship evaluation of students by their state supervisors. Where possible, this can be retrieved directly from the site.
4. Copies of practicum/internship evaluations of students by their practicum/internship faculty
5. Any logs of students completing / having completed clinical practica/internships maintained by Argosy programs (if accessible)
6. Any documentation completed by Argosy or by practicum/internship site for any Psychology Licensing Boards for clinical psychology students (if accessible)

Department of Leadership & Management

MA Leadership and Management and PhD Managing Organizational Systems

Addendum to Transfer Credit Policy: The MA Leadership & Management (MALM) and PhD Managing Organizational Systems (MOS) degree programs will allow an exception to the maximum transfer credit allowance for students adversely impacted by a campus closing from a regionally accredited program. The intention is to maximize the potential for the student to resume current standing, contingent upon the satisfaction of the university [general transfer and/or equivalency criteria](#). The department chair or designee is permitted to exceed the maximum combined credit limit for

impacted students provided the credits awarded do not surpass 80% of the total credits required for the degree in question. If there are more courses that meet the 80% threshold, the Department Chair will send a proposal in writing to the Office of Academic Affairs petitioning for additional credits.

All students wishing to transfer coursework into MALM or MOS will need to provide course descriptions and syllabi of courses previously completed to establish course equivalency and suitability for transfer. The threshold of acceptance for credit transfer is content that has a match of 80% or higher. In cases where students do not have a syllabus, students may provide alternative evidence of competency (e.g. past assignments, tests, or papers) to establish course equivalency or can demonstrate competency on one or more relevant “signature” assignments from the DLM’s version of the course. If the appropriate evidence of prior learning is produced, the student is granted credit. In cases where prior learning cannot be demonstrated, the student will need to retake the class or classes.

Course Descriptions

Foundation Courses

ACC201 - Principles of Accounting

3 credit hour(s)

This course provides an introduction to financial accounting principles. Topics include basic accounting procedures, measurement of income and expense, working capital, and investments.

Prerequisite(s): none

Corequisite(s): none

ECO201 - Macroeconomics

3 credit hour(s)

This course provides a study of economic analysis of the factors at work in the marketplace. Emphasis is placed on the study of macroeconomics. The study of the determination of income, output, employment, and prices in the economy are also examined.

Prerequisite(s): none

Corequisite(s): none

ECO202 - Microeconomics

3 credit hour(s)

This course places an emphasis on the study of microeconomics. A descriptive and analytical study of the market economy, it includes market structures, pricing, and distribution of wealth and income.

Prerequisite(s): ECO201

FIN401 - Financial Management

3 credit hour(s)

This course provides the basic skill sets to conduct fundamental financial analysis including break-even analysis, net present value calculations, and internal rates of return as well as the use of basic financial ratios in managerial decision making. Students are also introduced to sensitivity analysis and how to adjust their analysis based on risk factors in the decision.

Prerequisite(s): none

Corequisite(s): none

MGT334 - Data-Driven Decision Making

3 credit hour(s)

This course examines the dynamic nature of management information systems (MIS) from the perspective of the users to add effectiveness and efficiency to decision making as well as routine operations. Students learn how to use data analytics to ascertain useful information managers need, to make sound decisions using diverse techniques. Students explore decision tools, such as basic descriptive data and common assessment practices, to inform and improve the management decision process within organizations.

Prerequisite(s): none

Corequisite(s): none

Master of Business Administration

B6021 - Managerial Accounting

3 credit hour(s)

Managerial accounting helps managers make better strategic and operating decisions. While financial accounting is backward-looking, managerial accounting techniques allow managers to use financial data to make decisions that

impact the future direction of the organization. This course helps managers better understand cost structures and how costs behave with changes in business activity. It helps managers manage operations better using cash budgeting techniques and variance analysis. It also helps managers better evaluate investment decisions using NPV, ROI, payback, and other performance measures. Finally, managers also learn the importance of non-financial performance measures that use operating data to align organizational behavior with corporate strategy.

Prerequisite(s): ACC201 or equivalent

Corequisite(s): none

B6022 - Financial Management

3 credit hour(s)

This course explores contemporary frameworks for analyzing and making financial decisions to support operations and business strategy. The student learns how corporate financial policy is enacted in various operating and business strategy decisions, including managing working capital and cash flow, capital budgeting and investment decisions, and maintaining long-term capital structure. Students will examine several quantitative techniques, including discounted cash flow, cost of capital, return on investment, cash flow modeling, and managing risk in investment decisions. The course also explores important economic concepts of marginal cost/benefit, opportunity cost and Economic Value Added.

Prerequisite(s): FIN401 or equivalent

Corequisite(s): none

Recommended: none

B6025 - Management Decision Models

3 credit hour(s)

This course explores applications of cognitive science and statistical and economic methods to teach students to understand, filter, and apply information to make decisions that impact corporate strategy and performance. Students explore the different types of pitfalls rooted in personal and social influences that distort decision-making. Students learn to recognize these cognitive traps to diagnose problems and develop solutions. They also learn to apply statistical and microeconomic models to evaluate their options critically when multiple courses of action are possible.

Prerequisite(s): MGT334 or equivalent

Corequisite(s): none

B6026 - Marketing Planning and Strategy

3 credit hour(s)

Marketing is a comprehensive process for creating, communicating and delivering a value proposition for a product or service to its target market. This course addresses key marketing plan elements, such as mission and vision statements, product/service lines; pricing models; demand analysis and forecasting; distribution; advertising and promotions, as well as the global implications of marketing. Additionally, this course examines major forces impacting marketing strategy, such as social media marketing, guerilla marketing, consumer trends, competition, ethical and legal considerations, and regulatory demands. Topics include diagnosing marketing challenges, identifying opportunities at operational and strategic levels, and developing of a marketing plan.

Prerequisite(s): none

Corequisite(s): none

B6027 - Perspectives in Change Leadership

3 credit hour(s)

This course presents a model for developing Transformational leadership skills, which enables managers to take leadership roles in larger, complex organizations during times of accelerated change. The course contrasts leadership and management, and provides prescriptive advice for developing leadership skills from basic management skills. Students will learn how leaders align the behaviors and actions of staff with the mission, vision, values and strategy of their organization with a focus on executing to achieve results. Students will analyze how developing vision, mentoring, motivation, and communication skills all play a role in leading organizations through change, including the behaviors, attitudes, and perspectives that distinguish successful leaders from the less successful.

Prerequisite(s): none

Corequisite(s): none

B6028 - Capstone Experience in Integration and Strategy

3 credit hour(s)

This course serves as a capstone to the MBA program and integrates tools and concepts central to executing strategy in the business entity. Students identify strategic issues in a variety of functional areas, select the most appropriate tools and concepts from the core curriculum, and apply them to design effective organizational changes. Students are presented with a strategy-based problem and are tasked to design a series of solutions and a clear executable plan aligning the work setting with the strategy.

Prerequisite(s): ACC201 or equivalent; ECO201 or ECO202 or respective equivalent; FIN401 or equivalent; MGT334 or respective equivalent

Corequisite(s): none

B6029 - Operations Management: Solutions to Business Challenges

3 credit hour(s)

Operations play a critical role in executing company strategy by integrating the diverse activities representing the productive capacity of a company to create value for customers, profit for shareholders, and other stakeholder benefits. This course presents the frameworks and models that allow mid-level managers to think strategically about operations and implement systematic, world-class solutions to increase process efficiency, productivity, quality, and speed while creating strategic “fit”. Students examine organizational and analytic tools necessary to refine operational processes and develop best practices.

Prerequisite(s): none

Corequisite(s): none

B6032 - Human Resources Management and Talent Development

3 credit hour(s)

This course is focused on strategic human resource management and integrates talent development and organizational behavior as it relates to guiding organizational performance to achieve key business goals. Human resource budgeting, benefits and employee wellness integrated with the exploration and execution of holistic talent management is emphasized. Included in this overview is understanding how technology plays a pivotal role (HRIS/HRMS) in human

resources, as well coordinating the assessment and formulation of policies and procedures for short- and long-range human resource planning, recruiting and selection for both domestic and internal organizations

Prerequisite(s): none

Corequisite(s): none

B6111 - Managerial Applications of Technology

3 credit hour(s)

This graduate course examines the role of information technology as a source of competitive advantage for a business. The course analyzes how information technology aligns with business strategy and achieves organization goals. From a practitioner's perspective, the course examines managing information and related technology platforms to address key business issues. Topics include information technology's role in online and mobile commerce, privacy and data security, business process automation, and network computing. Additionally, this course reviews the ethics of information technology as well as future trends in the field.

Prerequisite(s): none

Corequisite(s): none

B6512 - Global Business: Exploration and Evaluation of Culture and Economics

3 credit hour(s)

This course provides a focused and practical approach to management in continuously evolving organizational environments that are influenced by a global economy and culturally diverse employees. Students are prepared to operate effectively as global business leaders and decision-makers through an integrated analysis of how cultural variables and economic conditions influence the way business is shaped and executed.

Prerequisite(s): none

Corequisite(s): none

Concentrations

Human Resource Management

B6731 - Understanding and Managing Human Differences

3 credit hour(s)

This course offers insights and approaches for understanding cultural/social/gender differences, dealing with difficult people, and assessing conflict styles. Students identify, analyze, and plan for those elements within the cultural, economic, and political environments that require specialized understanding and strategy for successful management.

Prerequisite(s): none

Corequisite(s): none

MS6510 - Compensation, Motivation, and Rewards

3 credit hour(s)

Students investigate and evaluate the available models of compensation and rewards from the perspective of the organization and the current/future employees. This course examines theories of motivation and techniques of performance appraisal in analyzing and improving employee job performance. The effectiveness of compensation and benefit strategies for different cultural and demographic employee groups are analyzed. Non-financial rewards and practices are also considered. Students build a model for a reward structure for an industry or organization of their

choice.

Prerequisite(s): none

Corequisite(s): none

MS6512 - Applications in Training and Development

3 credit hour(s)

This course introduces foundational training principles and adult learning theory to support a focus on the practice of training as an employee development tool. Students evaluate opportunities to improve organizational and individual performance through formal and informal training and measure the efficacy of training initiatives. Students will consider the root cause of performance issues and examine techniques that address the range of development needs (from basic skills development to problems solving capabilities to leadership competencies) for a particular organization.

Prerequisite(s): none

Corequisite(s): none

Organizational Leadership

B6120 - Communications Strategies for Managers

3 credit hour(s)

This course focuses on the development of effective communication strategies and their applications in various organizational contexts and with different stakeholder groups. Topics covered include defining the organizational communications culture and styles, audience assessment, overcoming communications barriers, communications etiquette, and ethical dimensions of communications. Techniques covered include preparation of memos and business reports, business correspondence using email and hard copy formats, preparing and delivering oral reports, and facilitating discussions.

Prerequisite(s): none

Corequisite(s): none

B6512 - Global Business: Exploration and Evaluation of Culture and Economics

3 credit hour(s)

This course provides a focused and practical approach to management in continuously evolving organizational environments that are influenced by a global economy and culturally diverse employees. Students are prepared to operate effectively as global business leaders and decision-makers through an integrated analysis of how cultural variables and economic conditions influence the way business is shaped and executed.

Prerequisite(s): none

Corequisite(s): none

B6731 - Understanding and Managing Human Differences

3 credit hour(s)

This course offers insights and approaches for understanding cultural/social/gender differences, dealing with difficult people, and assessing conflict styles. Students identify, analyze, and plan for those elements within the cultural, economic, and political environments that require specialized understanding and strategy for successful management.

Prerequisite(s): none

Corequisite(s): none

Public Health

PH6010 - History and Foundations of Public Health

3 credit hour(s)

This course introduces the history, principles, concepts and elements of public health as a science and a practice. It provides an overview of the public health foundations in the following areas: health and illness; diseases and conditions; epidemiology in bio-surveillance, chronic diseases, environmental health, communicable diseases, prevention and evaluation; healthy living/behaviors; emergency preparedness and response; public health law; migration and global health; injury; and violence and safety. Students link public health science with practice at the individual and community level, health care delivery systems, employers and business, media, academia and governmental public health infrastructure. They identify the social, cultural and behavioral factors that influence public health performance at the local, state, federal and international levels. Students learn how public health can be held responsible and accountable for specific health outcomes.

Prerequisite(s): none

Corequisite(s): none

PH6020 - Health Policy and Analysis

3 credit hour(s)

This course provides an overview of public health policies, recent legislative developments, federal health reforms, state health plans, the regulatory processes, political forces and community advocacy in health policy. Students develop skills in policy formation, analysis and implementation. Methods and strategies for influencing responsive policy are also addressed including how to use data and performance improvements to promote health policy and demonstrate desired outcomes.

Prerequisite(s): none

Corequisite(s): none

PH6514 - Public Health in the 21st Century

3 credit hour(s)

This course examines the public health leadership role in promoting access to care, advancing health equity, improving the quality of health services and improving health outcomes in the 21st Century. Students learn how factors such as demography, environment, the economy, globalization, bioterrorism, migration, syndemics, technology, health care and pharmaceutical industries, heightened accountability and changing priorities have impacted public health operations, its viability and success in the 21st Century.

Prerequisite(s): none

Corequisite(s): none

Doctor of Business Administration

R7001 - Introduction to Research Methods

3 credit hour(s)

This course must be taken before all other research courses. The course offers a brief introduction to the philosophical underpinnings of research inquiry. It offers an overview of quantitative, qualitative, and mixed-method research methodologies used across the disciplines of business, education, and behavioral sciences. Emphasis will be placed on

the establishment of appropriate connections between research questions and methodologies.

Prerequisite(s): W7000

R7031 - Methods and Analysis of Quantitative Research

3 credit hour(s)

This is an introductory course that focuses on descriptive and inferential statistical methods across the disciplines of business, education, and behavioral sciences. The material presented will include conceptual understanding and practical application of data entry, analysis, and interpretation. The student will learn to critique and interpret quantitative research articles. Computer applications, logistical issues of data collection, and ethical considerations are examined. Upon completion of this course, students will be able to produce a final project that will include application, analysis, and interpretation of a data set. It is recommended that students have a minimum working knowledge of basic Excel or SPSS functions prior to taking this course.

Prerequisite(s): R7001 (excludes PsyD in School Psychology)

Corequisite(s): none

W7000 - Advanced Academic Study and Writing

3 credit hour(s)

This foundational doctoral course is designed to develop students' critical thinking and academic writing competencies. Students engage in learning activities to become better readers of academic texts, to understand the process of academic writing, and to become proficient in various academic writing genres. Emphasis is placed on examining connections between various academic writing genres, refreshing APA style guidelines, and understanding the dissertation process. Students develop a scholar-practitioner perspective through reading, writing, and reflection within their specific discipline and program. Students will be evaluated on their writing skills during this course. Providing students the competencies to navigate and successfully complete their doctoral programs and dissertations is the primary goal of this course.

Prerequisite(s): none

Corequisite(s): none

R7034 - Advanced Statistical Methods

3 credit hour(s)

This course provides an overview of advanced statistical techniques including detailed application using SPSS. The goal is to select and apply an appropriate multivariate statistical methodology, to a selected research question. Approaches include multiple regression, factorial analysis including MANOVA, factor analysis, multiple discriminant analysis, logistic regression, and structural equation modeling. The final product is a completed prospectus reflective of a quantitative design. It is strongly recommended that students take this course only in their final semester.

Prerequisite(s): R7001, R7031, R7035 (except in the School Psychology Program)

Corequisite(s): none

R7037 - Survey Techniques

3 credit hour(s)

This quantitative course provides students with skills necessary for the survey research process used across the disciplines of business, education, and the behavioral sciences. The goal is to familiarize students with survey design and analysis. Approaches include item construction, sampling, reliability, validity, and data analysis and interpretation using SPSS. The final product is a completed prospectus reflective of the survey design. It is strongly recommended that students take this course only in their final semester.

Prerequisite(s): R7001, R7031, R7035

Corequisite(s): none

R7038 - Applied Research

3 credit hour(s)

This course provides theoretical and practical foundations necessary to understand applied research across the disciplines of business, education, and behavioral sciences. Applied research involves a dynamic process that initiates, provokes, and evaluates the consequences of change within a range of settings. Students will identify potential applied research opportunities within their fields of study that might result in practical benefits for their settings. Students will explore and evaluate a variety of analytical methods that might be utilized to determine the value of an applied research project. The final product is a completed prospectus reflective of an applied research project.

Prerequisite(s): R7001

Corequisite(s): none

R7040 - Advanced Qualitative Methods

3 credit hour(s)

This advanced qualitative course builds on R7035 Methods and Analysis of Qualitative Research, and focuses on application of one selected approach. The goal is for students to immerse themselves in their selected approach, and to apply the design in shaping their dissertation prospectus. Students practice the collection and analysis of qualitative data using computer and manual applications. The final product is a completed prospectus reflective of their selected qualitative approach. It is strongly recommended that students take this course in their final semester.

Prerequisite(s): R7001, R7031, R7035

Corequisite(s): none

B7438 - Holistic Management in Organizations

3 credit hour(s)

This course integrates theory and practice to comprehend and resolve organizational management problems. Students analyze the structural, human, political, and symbolic frameworks that help leaders and managers to address a variety of organizational challenges successfully. Through a holistic approach, students examine leadership and management success and failure across various organizational settings and learn to create a balanced model for strategic decision making to attain organizational objectives.

Prerequisite(s): none

Corequisite(s): none

B7440 - Managing Global Challenges

3 credit hour(s)

This course provides an in-depth review of research and practice relevant to rapidly evolving global challenges faced by businesses. Students assess domestic and international social, political, and economic landscapes, as well as the impact of technology on the global business environment. The effect of differing values and cultures is evaluated in cross-cultural communication and business operations. Students identify trends in globalization and recommend decision-making strategies to turn global business challenges into opportunities while taking into account the needs of diverse stakeholders ethically and responsibly. Relevant research results are used to approach global business leadership, collaboration, and workforce development in the context of socially responsible multinational corporations.

Prerequisite(s): none

Corequisite(s): none

B7442 - Marketing Strategy and Management

3 credit hour(s)

This course provides an overview of contemporary marketing strategies aimed at attracting, retaining, and serving customers. Students examine a variety of principles, theories, and practice relevant to marketing management, including trends in Internet marketing, social media, and data mining. Students explore product features including service offerings, pricing, promotion, and distribution. They also examine consumer psychology, analyzing impact of conscious and non-conscious consumer goals, motivations, emotions, attention, and perception in the consumer decision-making process.

Prerequisite(s): none

Corequisite(s): none

B7530 - Corporate and Global Finance

3 credit hour(s)

This course provides an in-depth examination of financial and economic concepts and tools that business leaders and managers apply to make effective financial decisions. Topics include domestic and global financial and monetary markets, assessment of an organization's financial position, financial planning, capital budgeting, risk management, and cost of capital. Students recommend ethical financial decision-making strategies applicable to global businesses.

Prerequisite(s): none

Corequisite(s): none

B7532 - Advanced Operations Management

3 credit hour(s)

This course focuses on research and practices related to operations management to assess standard and innovative practices in manufacturing and service sectors. The course provides conceptual and practical application frameworks of management as well as analytical tools for the management of operations. Students assess and apply strategies focused on improving operational efficiency through cost reductions, increased capital efficiencies, and integration of modern technologies in business operations. Relevant research and ethical considerations are included in decision-making.

Prerequisite(s): none

Corequisite(s): none

B7840 - Strategy Formulation, Implementation, and Evaluation

3 credit hour(s)

This course integrates learning drawn from a wide range of disciplines in the DBA program. It explores theory, research, and practice in global corporate and business strategies, providing students with the opportunity to gain an in-depth understanding of strategy formulation, implementation, and evaluation for optimal business results. Students develop critical and conceptual thinking skills by analyzing the interplay of industry structure, competitive environments and related advantage, organizational structure and resources, talent development, and uncertainties in a global environment.

Prerequisite(s): none

Corequisite(s): none

B7630 - Contemporary Accounting Theory

3 credit hour(s)

This course involves an intensive study of recent developments, research and literature in accounting theory promulgated by the various professional accounting associations and regulatory agencies. Students evaluate the relevance of regulations and theoretical principles to accounting practices.

Prerequisite(s): none

Corequisite(s): none

B7640 - Accounting in a Global Financial Community

3 credit hour(s)

This course compares the theoretical basis of accounting standards and financial reporting from an international perspective. Students examine the impact of diverse cultures, the pronouncements of the IASB, and governments on the harmonization of accounting standards. The reliability of internationally prepared financial statements is addressed from the perspective of global regulators, investors, and creditors.

Prerequisite(s): none

Corequisite(s): none

B7650 - Accounting Control Systems

3 credit hour(s)

This course covers the development and use of financial control systems. Students assess the effect of legislation and the assurance services required by regulators and associations in the development, implementation and, monitoring of control systems. Students also research issues faced by senior financial management in administering accounting control systems to propose viable solutions.

Prerequisite(s): none

Corequisite(s): none

B7670 - Financial Reporting Theory

3 credit hour(s)

This course utilizes financial reporting to make strategic decisions. Students critically examine accounting and financial reporting theories, concepts and standards; evaluations of the pronouncements of accounting standard-setters and

financial reporting regulators are an integral part of this course. Specialized reporting tools and methods are studied to assist in the analysis and reporting in the public marketplace.

Prerequisite(s): none

Corequisite(s): none

B7602 - Global Management Models

3 credit hour(s)

This advanced course provides an in-depth review and analysis of the latest theories and research on global management models. Students research global drivers of business success and recommend management strategies and methods appropriate to specific international business situations.

Prerequisite(s): none

Corequisite(s): none

B7607 - Comparative Economic Systems

3 credit hour(s)

This course analyzes the organization, operation, and performance of economic systems, both in theory and in practice. Students examine and compare different economic systems and evaluate indicators for global business decision making.

Prerequisite(s): none

Corequisite(s): none

B7610 - Leadership in Global and Multicultural Organizations

3 credit hour(s)

This course reviews research and practices of multicultural leadership in global and domestic organizations. Students examine culturally sensitive leadership skills, styles, practices, models, trends, and theories to propose professional development plans for global leaders.

Prerequisite(s): none

Corequisite(s): none

B7616 - Global Business Law and Practices

3 credit hour(s)

This advanced course provides an in-depth review and analysis of the latest theories, research, and practice concerning relevant laws and agreements for managers involved in international business. Students examine the nature and complexities of international business and international trade policies, laws, and agreements to support responsible managerial decisions in the global marketplace.

Prerequisite(s): none

Corequisite(s): none

B7401 - Organizational Behavior

3 credit hour(s)

This course analyzes the individual, interpersonal, and collective processes and behaviors in organizations, using an interdisciplinary approach. Students review theory, research, and practice in organizational behavior to assess situations

in organizations and address contemporary managerial issues.

Prerequisite(s): none

Corequisite(s): none

B7403 - Management Science

3 credit hour(s)

This course provides an in-depth presentation of the tools and techniques of management science as applied to business problems. The focus of the course is on analyzing the research of the practical value of models run by experts to provide information for managerial dashboards. Students evaluate decision support models applicable to various functional areas to increase operational efficiency.

Prerequisite(s): none

Corequisite(s): none

B7408 - Organizational Development and Change Management

3 credit hour(s)

This course addresses planned change efforts in organizations, to support strategy and its implementation. Students research theories and models related to change and plan for organizational initiatives aimed at increasing business competitiveness.

Prerequisite(s): none

Corequisite(s): none

B7426 - Strategic Talent Management

3 credit hour(s)

This course covers research on principles and models that help organizations to scale their human talent globally. It addresses talent management strategy from planning to development. Students learn how to develop and implement effective talent management systems within a multicultural organization.

Prerequisite(s): none

Corequisite(s): none

B7315 - Global and Multinational Marketing

3 credit hour(s)

This course addresses the challenges of marketing and selling products in the global environment, in an era of instant communication, big data, and information overload. Students evaluate research and practices on entry strategies for foreign markets, international competition in the domestic and global environments, developing multinational marketing strategies and making timely decisions based on relevant information.

Prerequisite(s): none

Corequisite(s): none

B7320 - Marketing and Innovation

3 credit hour(s)

This course focuses on the processes involved in marketing innovative products and services to current and new markets. Students assess marketing practices used in taking a product or service from idea to development to actual launch, and analyze strategic options for innovative businesses.

Prerequisite(s): none

Corequisite(s): none

B7330 - Marketing Research Design

3 credit hour(s)

This course addresses the conceptual and technical issues of designing marketing research based upon behavior research methodologies. Students evaluate research designs and recommend appropriate approaches to gathering marketing data needed to support business strategies.

Prerequisite(s): none

Corequisite(s): none

B7336 - Consumer Decision and Behavior

3 credit hour(s)

This course combines perspectives from economics, psychology, and marketing science to investigate the way consumers develop preferences and make buying decisions. Students analyze the influence of rational and emotional processes on consumer behavior and product evaluations and assess their implications for marketing management.

Prerequisite(s): none

Corequisite(s): none

B7534 - Teaching in Higher Education

3 credit hour(s)

This course presents teaching and learning in higher education as interdependent processes and integrates them in the context of organization's need for talent. The course considers the realities of diverse learners and learning settings. Students examine educational theories and evaluate the results of current research to develop their skills and teaching portfolios. Students design curriculum and prepare a course in their area of specialization.

Prerequisite(s): none

Corequisite(s): none

B7536 - Business Consulting

3 credit hour(s)

This course examines the consulting process and the tools and techniques that can be used to help organizations improve performance. Students develop a range of skills required to practice consulting, through an analysis of the theoretical foundations of organizational consulting and their application to business situations.

B7538 - Innovation and Entrepreneurship

3 credit hour(s)

This course examines, through an interdisciplinary approach, the processes that foster innovation and allow individuals to transform their ideas into lucrative business opportunities. Students analyze the empirical research of the innovation-based strategies as a source of competitive advantage to identify best practices in designing and running a successful business initiative.

Prerequisite(s): none

Corequisite(s): none

B7609 - International Project I

3 credit hour(s)

This course provides the participant with a general overview of international management, including the concepts of corporate culture, integration, implementation, and globalization. The course enables students to study in another country with the guidance and supervision of a qualified faculty member, accompanied by other graduate students. Business practices, culture, customs, and trade practices unique to that country or that region will be the focus of discussion. Learning will be enhanced with business facility tours, and meeting with university professors, industry executives, and government leaders. The country is selected on the basis of prevailing student and faculty interests.

Prerequisite(s): none

Corequisite(s): none

DR8801-A - Doctoral Research I - A

1.5 credit hour(s)

This course guides students in initial stages of original doctoral applied or dissertation research. Students define a topic and submit a preliminary plan for approval. Students begin researching the background of the selected topic area, critically evaluating prior research, and conducting a review of literature and/or information sources related to the proposed research topic.

Prerequisite(s): Successful completion of core courses, successful completion of Doctoral Qualifying Examination, R7031, R7035.

Corequisite(s): none

DR8801-B - Doctoral Research I - B

1.5 credit hour(s)

This course guides students in initial stages of original doctoral applied or dissertation research. Students complete a review of the literature or information sources relevant to the background of the approved topic. The review of the literature or information sources should critically evaluate prior research and valid information sources relevant to the proposed research topic.

Prerequisite(s): Successful completion of Doctoral Qualifying Examination, DR8801-A.

Corequisite(s): none

DR8802-A - Doctoral Research II - A

1.5 credit hour(s)

This course guides students in the preparation of completing original doctoral research. Students complete an introduction to their doctoral research that identifies research questions, hypotheses or problem statement and identifies the importance of the research.

Prerequisite(s): DR8801-B

Corequisite(s): none

DR8802-B - Doctoral Research II - B

1.5 credit hour(s)

This course guides students in the preparation of completing original doctoral research. Students submit the design of their doctoral research, describing the proposed processes, and methods for analysis. Students complete and submit an IRB application.

Prerequisite(s): DR8802-A

Corequisite(s): none

DR8803-A - Doctoral Research III - A

1.5 credit hour(s)

This course guides students in the implementation of original doctoral applied or dissertation research. Students successfully defend the proposal and earn IRB approval. Candidates begin to conduct the study or apply the intervention/solution.

Prerequisite(s): DR8802-B

Corequisite(s): none

DR8803-B - Doctoral Research III - B

1.5 credit hour(s)

This course guides students in the implementation of original doctoral applied or dissertation research. Candidates complete the intervention or data collection activities and conduct data analysis. Candidates interpret and summarize the findings/results of their study.

Prerequisite(s): DR8803-A

Corequisite(s): none

DR8804-A - Doctoral Research IV - A

1.5 credit hour(s)

This course guides candidates in the completion of original doctoral applied or dissertation research. Candidates draw conclusions, infer implications, and make recommendations based on results of the study.

Prerequisite(s): DR8803-B

Corequisite(s): none

DR8804-B - Doctoral Research IV - B

1.5 credit hour(s)

This course guides candidates in the completion of original doctoral applied or dissertation research. Candidates compile all sections of the research study into one research document and orally defend their final doctoral research study. Following a successful defense, candidates complete any revisions recommended by their research mentors and submit the doctoral research document for final editing and approval.

Prerequisite(s): DR8804-A

Corequisite(s): none

Sports-Exercise Psychology

SP6005 - Psychopathology

3 credit hour(s)

This course is an introduction to theoretical, clinical and empirical knowledge of psychopathology and the classification of mental disorders. The course focus is on acquiring a conceptual foundation for understanding and classifying abnormal behavior. The rationale and procedure of the DSM are addressed. A methodology for collecting, organizing and understanding clinical data by way of careful interview is presented. There is a careful examination of both normal and abnormal behaviors/affective states that impact sport and human performance.

Prerequisite(s): none

Corequisite(s): none

SP6012 - Cognitive and Affective Behavior

3 credit hour(s)

This course provides an overview of practical and theoretical concepts associated with human cognitive and affective processes, as well as an analysis of the interactions between thought and emotion and how these influence behavior. Students gain a basic understanding of neuroanatomy and the cognitive processes of language, attention and perception, learning and memory, and problem-solving and decision-making. With particular emphasis on the roles of emotion, self-regulation and motivation, students investigate implications for current issues in sport and exercise psychology through the use of case-oriented study.

Prerequisite(s): none

Corequisite(s): none

SP6020 - Team Dynamics and Group Behavior

3 credit hour(s)

This course provides students with an overview of the psychology of team sports and the role of group factors in individual and team performance. A theoretical understanding of various group processes in sport, such as team cohesion, group communication, and leadership, are reviewed. Team building and the development of group effectiveness also are highlighted. In addition, theoretical and practical issues involved when working with team sports are covered. Special attention is given to the impact of race and gender in sports.

Prerequisite(s): none

Corequisite(s): none

SP6104 - Counseling Skills I

3 credit hour(s)

A fundamental study of the helping relationship is provided. The course provides a broad understanding of the philosophic bases of helping processes: counseling theories and their application; basic advanced helping skills; consultation theories and their application; client and helper self-understanding and self-development; and facilitation of client change.

Prerequisite(s): none

Corequisite(s): none

SP6200 - Statistics and Research I

3 credit hour(s)

This course includes an overview of various research methods, basic concepts in descriptive and inferential statistics, and experimental research methodologies. Statistics such as t-test, ANOVA, chi-square, and correlation will be explored.

Prerequisite(s): none

Corequisite(s): none

SP6300 - Professional and Ethical Issues

3 credit hour(s)

A careful review of issues exposes students to a broad understanding of professional roles and functions, professional goals and objectives, and professional organizations and associations. This course also examines ethical and legal standards, risk management, professional credentialing, and standards for professional counselors.

Prerequisite(s): none

Corequisite(s): none

SP6493 - Psychological Aspects of Athletic Injury

3 credit hour(s)

This course provides students a comprehensive overview of the knowledge base for the psychological aspects of sport injury and rehabilitation, including pain management and assessment issues. Mechanisms of sport injuries and principles and issues involved in treating and rehabilitating injury are carefully addressed. Special attention is given to developing a psychological rehabilitation program, along with understanding how a sport medicine team works together to rehabilitate the "total" athlete. Issues such as return to play, adherence, and counseling injured/disabled athletes will be explored.

Prerequisite(s): none

Corequisite(s): none

SP6499 - Applied Sport Psychology I: Theory and Research

3 credit hour(s)

This course is designed to introduce students to theory, research and practice of sport performance enhancement for both individuals and groups of performers by a variety of psychological interventions. Theoretical understanding in the use of mental skills training techniques such as goal-setting, imagery, self-talk, and arousal regulation is a prime focus. In

addition, topics such as self-motivation, self-confidence, and concentration are addressed. Special attention is given to the thorough understanding of the psychological factors necessary for optimal sport performance to aid in appropriate intervention planning.

Prerequisite(s): none

Corequisite(s): none

SP6505 - Lifespan Development

3 credit hour(s)

This course focuses on normal development related to cognitive abilities psychosocial development and biological status through the lifespan, while exploring the theoretical and empirical literature relating to emotional and social development. Gender, culture, and sexual orientation are used as important mediating variables throughout the course. The relationship between normal development and sport and exercise is highlighted.

Prerequisite(s): none

Corequisite(s): none

SP6510 - Athletic Counseling

3 credit hour(s)

This course is designed to introduce students to the range of counseling- based interventions in applied sport psychology. A psychoeducational-developmental perspective is provided as a theoretical framework for the practice of sport psychology. The course focuses on the development of life skills and the implementation of educational programs to enhance development in athletes, especially youth through adulthood. Academic counseling, issues related to transitions, and cultural factors also are addressed.

Prerequisite(s): none

Corequisite(s): none