



Course Descriptions

Courses

Business Administration (M.B.A.) Courses

MBA 500 Financial Accounting (4)

Concentrates on the preparation, interpretation and analysis of the balance sheet, income statement and statement of cash flows. Emphasizes the rationale for and implications of important accounting concepts, the selection of alternatively acceptable accounting methods and their varying effects on valuation and net income determination and reporting. Provides students with an opportunity to understand the complex accounting data they will receive as operating managers. Required.

MBA 504 Corporate Accounting Theory and Practice I (4)

Focuses on the theory and practice behind the preparation and use of financial statements, including the balance sheet, income statement and the statement of cash flows. Provides an understanding of the significance and limitations of financial statements. Useful for those pursuing careers in professional accounting and financial analysis or those managers requiring a sophisticated knowledge of financial statements as a result of bottom-line responsibility. Prerequisite: MBA 500. Elective.

MBA 506 Corporate Accounting Theory and Practice II (4)

Provides an in-depth study of the conceptual framework of corporate accounting and generally accepted accounting practices with particular reference to the problem areas of financial reporting, such as accounting for pensions, accounting for income taxes, segment reporting and earnings per share. Intended for those who are pursuing a career in accounting or finance, especially those who are seeking professional certification. Prerequisite: MBA 504. Elective.

MBA 510 Economics (4)

Fundamental concepts of macroeconomics, including money and banking, are the focus of this course. Topics include economic concepts, determination and fluctuation of national income, monetary and fiscal policy, inflation, unemployment and international economics. Required.

MBA 511 Orientation to Graduate Education (1)

This course increases student awareness of graduate education expectations and responsibilities. The focus is on individual and project team performance, goal setting and time management related to success in higher education, in general, and the M.B.A. curriculum in particular.

MBA 512 Federal Income Taxation (4)

A study of federal regulations covering taxation of individuals and businesses. Prerequisite: MBA 500. Elective.

MBA 513 Auditing Theory and Practice (4)

An intensive study of generally accepted auditing standards and procedures. Prerequisite: MBA 506. Elective.

MBA 515 Advanced Accounting (4)

A study of the accounting methods for mergers, consolidations, foreign subsidiaries, not-for-profit entities and partnerships. Prerequisite: MBA 506. Elective.

MBA 520 Managing in a Complex Environment (4)

Serves several purposes in the M.B.A. program. First, it surveys emerging paradigms of management through the use of cases, readings and class discussion. Second, principles of ethical decision-making are introduced and applied to a wide-ranging series of contemporary business situations. Finally, other required courses in the M.B.A. program are previewed in light of this new way of managing. Hence, the course also serves as an orientation to the student's subsequent business studies. Required.

MBA 530 Organizational Behavior (4)

Introduces basic theories affecting groups and organizations with applications in management and leadership. Major emphasis is on organizational behavior, including motivation, leadership, organization design and alignment of personal incentives with organizational factors. Required.

MBA 532 Organization Development (4)

Considers the theory and practice of organizational change and organization development (O.D.). The analysis, planning, implementation and evaluation of a change program are discussed. The approach emphasizes the learning process, O.D. interventions, consultant skills, employee participation, monitoring success, reinforcement and ethical issues. Prerequisite: MBA 530. Elective.

MBA 541 Business Statistics (4)

An introduction to the basic tools required to evaluate and use statistical analysis. Topics include descriptive statistics, statistical inference, time series analysis and regression analysis. (Knowledge of college algebra and basic computer spreadsheet skills will be assumed.) Required.

MBA 551 Strategic Managerial Communication (3)

This course is designed to improve students' ability to communicate efficiently and effectively, both verbally and in written English, in the business world. Topics covered include designing and writing a business presentation, improving personal style in front of audiences, effectively handling audience questions and answers and writing a persuasive executive summary.

MBA 559 Entrepreneurship (4)

Deals with new venture planning, management of entrepreneurial personalities, creativity and establishing a successful enterprise. The major project is a new business plan. Prerequisite: MBA 530. Elective.

MBA 581 Area Studies (2-4)

Considers the information needed to do business in a particular country or region, including relevant geography, history, cultural, political, social, religious, economic and legal topics. Additionally, it provides a model for studying other cultural areas. A specific country or region will be announced. International travel and study opportunities may be provided under this course designation. The course may be repeated for credit. Prerequisite: MBA 639. Elective.

MBA 582 Conflict Management (2)

Explores interpersonal and intragroup conflict and conflict management. Examines underlying causes, participant strategies and outcomes and effective management strategies. Prerequisite: MBA 532. Elective.

MBA 591 Special Topics (4)

Varies in subject matter and may be repeated if topics are different. Depending on the topic, this course may count toward various concentrations. Elective.

“On November 11, 1975, the Board of Trustees and Academic Senate planned a new M.B.A. program of the ‘highest quality,’ with a ‘relevant curriculum, excellent instruction, concern for people and a well-organized operation.’ The founders would be proud of their creation today. Come study and celebrate with us!”

*– Margaret O’Leary, M.D., M.B.A.
Associate Professor*

MBA 600 Independent Study (1-4)

Approval of M.B.A. program director is required.

MBA 601 Managerial Accounting (4)

Introduces the measurement, communication and interpretation of cost data for management decision-making, planning, control and evaluation of results. Students are shown how to use accounting information as an effective management tool for coordinating managerial activities. Course material is explored in the context of the extensive changes being implemented in the areas of manufacturing, service delivery technologies and control systems. This course uses case studies to emphasize the application of concepts. Prerequisites: MBA 500, MBA 541. Required.

MBA 603 Cost Analysis, Profit Planning and Control (4)

Builds upon the material mastered in managerial accounting. General areas of study include profit planning, strategy and the behavioral aspects of accounting information. Prerequisites: MBA 530, MBA 601. Elective.

MBA 604 Theory and Practice of Financial Reporting (4)

Focuses on the theory and practice behind the preparation and use of financial statements, including the balance sheet, income statement and statement of cash flows. The objective of the course is to provide an understanding of the significance and limitations of financial statements. Useful for those pursuing careers in professional accounting and financial analysis or those managers requiring a sophisticated knowledge of financial statements as a result of bottom-line responsibility. Prerequisite: MBA 601. Elective.

MBA 605 Tax Influences on Decision-Making (4)

Presents the impact of federal income taxation on various business decisions. Emphasizes such areas as choice of business organization, capital gains, timing of income, depreciation, investments and employee benefits. Prerequisite: MBA 601. Elective.

MBA 611 Managerial Economics (4)

Applies microeconomic tools to business decision-making. Topics include demand, cost, production and pricing analysis, resource allocation and market structure. Prerequisites: MBA 510, MBA 541. Required.

MBA 613 Business and Economic Forecasting (4)

Acquaints students with business statistical forecasting methodologies, placing special emphasis on the underlying assumptions. Emphasizes time series methods used for planning and includes techniques such as decomposition, smoothing, regression and ARIMA modeling. Requires good PC spreadsheet skills. Prerequisite: MBA 611. Elective.

MBA 619 International Economics and Finance (4)

Modern theories of international trade and current issues in selected areas of international finance are the subject of this course. Topics include the theory of comparative advantage and decision-making, foreign exchange, balance of payments, the international monetary system and foreign investments. Prerequisite: MBA 651. Elective.

MBA 622 Creativity and Innovation in Business (4)

Discusses both individual and group methods to enhance innovation in the organization. Theories of creativity are reviewed, but the emphasis is on using technologies to develop new products and processes. Prerequisite: MBA 530. Elective.

MBA 625 Consulting to Small Organizations (4)

Students work in teams on consulting projects submitted by local businesses and nonprofit organizations. The teams conduct the entire effort, including data collection, analysis, report development and final client presentation, under faculty guidance. Prerequisites: MBA 630, MBA 661. Elective.

MBA 626 Strategic Managerial Communication (2)

This highly interactive course focuses on constructing and delivering speeches for business and public presentations. Using an audience-based strategy, students develop an upcoming or realistic topic of their own choosing into an actual presentation with visual aids. Elective.

MBA 630 Operations Management (4)

Operations is the function that harnesses resources to provide a service or create a product. This course endeavors to help students develop an understanding of the strategic role of operations and to develop an appreciation for operations activities and how to improve them. Issues include continuous quality improvement, the critical importance of the customer and consideration of selected quantitative techniques. Prerequisite: All 500-level courses. Required.

MBA 632 Supply Chain Management (4)

This course provides an overview of the strategic nature of supply chain management, including basic supply chain definitions, concepts and principles and real world applications of supply chain techniques to transportation, inventory, supplier integration, electronic data interface, environmental resource planning, material resource planning, warehousing and electronic commerce. The course will focus on the value-added impact of supply chain management to marketing, quality and manufacturing and will provide students with an appreciation for the time, money and human resources required for a supply chain management transformation. Prerequisite: MBA 630. Elective.

MBA 633 Human Resource Management and Development (4)

Concentrates on the contemporary issues of personnel management and administration, primarily from a line manager's perspective. Topics include human resource planning, recruiting and employee selection, labor unions and their influence on business, compensation policies, performance appraisal systems and the effective utilization of human resources. Prerequisite: MBA 530. Elective.

MBA 634 Strategy, Structure and Decision-Making (4)

The focus is on the role of management in the development of organization strategy, the decision-making process and in the development of an appropriate organization structure. Case analysis is used as a major method for understanding and applying behavioral concepts to the resolution of managerial and organizational problems. Prerequisite: MBA 530. Elective.

MBA 635 Advanced Operations Management and Logistics (4)

(previously named Manufacturing Production and Operations Management)

Considers advanced qualitative and quantitative models for planning, managing and controlling in the operating environment. Case studies are used to emphasize the application of theory in a practical setting. Prerequisite: MBA 630. Elective.

MBA 639 International Business (4)

Covers the role of culture in business through the study of the concept of culture, communication patterns, value systems and techniques for learning about other cultures. In addition, internationalization strategies, including structural and infrastructural aspects of site location, production, sourcing, technology, organizational structure, quality management and political risk management, are addressed. Elective.

MBA 641 Information Technology Management (4)

The purpose of this course is to equip managers with the necessary background to assess strategic opportunities utilizing information technology (IT) and take an appropriate position regarding investments in information technology and organization leadership in the formulation and implementation of information technology strategies. Students become familiar with the nature and use of computers and other information technologies as business tools and receptive to new technologies as they become available in the future. Students also learn to communicate effectively with members of the information systems community, assess strategic opportunities using IT, assess investments in IT and provide organization leadership in IT. Prerequisite: All 500-level core courses. Required.

MBA 642 Financial Information Systems (2)

Organizations are increasingly decentralizing their functions and demanding efficient utilization of resources. They are focused on the bottom line. They expect meaningful financial information on a timely basis, accessible throughout the organization. Students will discuss external reporting of financial information as well as internal planning and decision-making information requirements. Prerequisites: MIS 546, MBA 500, MBA 601. Elective.

MBA 651 Financial Management (4)

Develops an understanding of financial theory and its application through case analysis. Topics include capital management, operating and financial leverage, costs of capital, investment and financing decisions. Techniques for the evaluation of investment alternatives using net present value and internal rate of return concepts are covered, including the identification of cash flows relevant for capital budgeting. Emphasis is placed on the application of these concepts to the valuation of a growing concern. Extensive use of proforma modeling of financial statements is made throughout the course. Prerequisites: MBA 601, MBA 611. Required.

MBA 652 Financial Institutions (4)

Presents an overview of financial institutions — their purposes, unique organizational attributes, financial structure and the environment in which they operate. The types of organizations considered are: commercial banks, savings institutions, credit unions, money market funds, insurance companies, pension funds, finance companies and investment companies. Prerequisite: MBA 651. Elective.

MBA 653 Investment Theory and Portfolio Management (4)

Applies modern capital market theory to investment analysis and portfolio management. Topics include risk and return measurement, evaluation of portfolio performance, efficient market theory and the pricing of call options, corporate bonds and equity. Prerequisite: MBA 651. Elective.

MBA 654 Problems in Corporate Financial Analysis (4)

Challenging cases are selected in a wide variety of financial problem areas. This course uses both quantitative and qualitative analysis. Students will be expected to apply techniques learned in financial management and research new techniques with limited guidance from the instructor. Prerequisite: MBA 651. Elective.

MBA 655 Financing New Ventures (4)

Discusses and analyzes funding sources for new ventures, the venture capital markets, effective financial strategies and management for the new and growing enterprise. Prerequisite: MBA 651. Elective.

MBA 657 Electronic Commerce (4)

This course focuses on the current and future impact of e-commerce on the student's organization, industry and professional activities. Specific topics will include: creating new business opportunities, identifying new customers and additional value in existing customers, realigning the organization for this new environment, addressing contemporary uncertainties — for example, governmental regulation, taxation, security, privacy and intellectual property rights — creating a market presence, measuring success, return on investment and profitability and sustaining the pace of change through appropriate staffing, hiring, outsourcing and partnering. Students will examine recent successes and failures in e-commerce through case studies and other readings and will develop an e-commerce business plan for their organization. Elective.

MBA 661 Marketing Management (4)

Introduces students to both the theory and practice of marketing. It analyzes all marketing issues from the perspective of the marketing manager. Students will explore how consumer behavior, market research, environmental trend analysis, new product development, pricing and distribution decisions and promotional considerations must interact to create a successful marketing program. Case analysis, contemporary issues in marketing and the practical

application of marketing concepts to the student's employment experiences are also features of this course. Prerequisites: MBA 601 and MBA 611. Required.

MBA 662 Sales Management (4)

Learning how to guide and motivate a sales force is the central topic of this course. Students desiring an in-depth understanding of how to build an effective sales organization will find this course of interest. Students will explore not only the role of sales representatives in the marketing mix but will also review and practice the elements of successful sales presentations. Managerial considerations related to the training, compensation and evaluation of sales personnel will be stressed throughout the course. The student's employment and personal experiences will be used to stimulate a thorough discussion of topics. Prerequisite: MBA 661. Elective.

MBA 663 Marketing Communication (4)

Integrated marketing communication is the central theme in this class. Students learn how to evaluate and integrate print, radio and television advertising, along with direct response marketing and Web site design, into coherent communications programs. The role of databases to help create effective marketing strategy also is explored. Prerequisite: MBA 661. Elective.

MBA 664 Industrial Marketing (4)

Explores the unique nature of the activities involved with marketing to business and will add depth to the student's understanding of marketing. Special emphasis will be given to understanding the complexities of buyer-seller relationships as well as the unique ways in which the marketing mix changes when dealing with business products and services. A wide variety of business-to-business marketing problems will be explored. A combination case analysis and critique of contemporary business marketing issues will be used in this course. Prerequisite: MBA 661. Elective.

MBA 665 Marketing Research (4)

Takes the view of the manager who must ask for and then make decisions based on marketing research. The focus is on helping students become knowledgeable users of marketing research rather than on becoming experts conducting the market research themselves. To accomplish this goal, the course will look at the entire marketing research process. It will cover problem definition, the correct selection of qualitative and quantitative research methods, data analysis and strategy decisions that result from the research. Prerequisite: MBA 661. Elective.

MBA 666 Consumer Behavior (4)

Understanding why consumers do the things they do is essential for all marketing. In this course, students will explore the many influences that affect individual purchase and consumption behavior. The approach taken will be wide-ranging and will draw on current theory in psychology, sociology and anthropology to help give students insight into consumer actions. However, understanding the decision-making process for different types of products is the cornerstone of this course. The practical application of consumer behavior theory to the student's work and product experiences as well as to their own consumer behavior will be stressed throughout. Prerequisite: MBA 661. Elective.

MBA 667 Direct Marketing (2)

Provides students with a comprehensive and systematic understanding of direct marketing techniques. Students will learn about offer planning, list segmentation and creative direct marketing strategy. Students also will learn about the importance of developing the direct marketing database and about how to test different market campaign strategies. Prerequisite: MBA 661. Elective.

MBA 668 Services Marketing (2)

What makes both the marketing as well as the marketing management of services different from the marketing of products is the central topic in this course. Students will learn the theory of services marketing and will be challenged to apply the theory to a wide variety of profit and nonprofit organizations. In addition, a number of practical techniques that have marketing implications, such as blueprinting, will be learned. This course will be especially useful for students working in service industries or in departments that provide service to internal company customers. Prerequisite: MBA 661 or MGMT 561. Credit will not be given if MPH 668 is taken. Elective.

MBA 669 Business Telemarketing Management (2)

An overview of the \$800 billion TeleSales and TeleSupport Industry that provides a real-world understanding of this growing discipline. Taught from a manager's perspective, it examines telemarketing and ProActive Services from mission to payback and strategic considerations to tactical decisions. Liberally laced with actual case study examples, scenarios and idea exchanges, students are prepared to properly assess the fit of this sales/sales support medium within a company's overall marketing framework. Prerequisite: MBA 661. Elective.

MBA 670 Advanced Marketing Theory and Practice (4)

This is an advanced course for students pursuing a marketing concentration, and as such, covers the in-depth analysis and preparation of strategic marketing plans. Throughout the course, emphasis will be upon strategic decision-making and the development of competitive marketing strategies at the business and corporate level. Students will be challenged to develop

workable marketing strategies through the use of a computer simulation game. Prerequisite: Two 600-level marketing courses beyond MBA 661. Elective.

MBA 671 Strategic Management (4)

This course requires students to use the disciplines and techniques learned during their degree programs. Strategy formulation and implementation concepts are discussed using cases and readings. This course should be taken within two courses of completion of the required courses. Prerequisites: MBA 651, MBA 661. Required.

MBA 683 Project Management (2)

This course discusses how to manage projects efficiently, within budget and on schedule. The project plan is emphasized; it is the basis for monitoring, controlling and evaluating progress at each phase of the project's life cycle. A project planning software tool is utilized. This course is appropriate for technology and non-technology managers alike. Prerequisite: MIS 546. Elective.

MBA 686 International Marketing (2)

Applies universal marketing principles and concepts across national borders by examining several key variables of the international environment, such as competition, politics, laws and consumer behavior. Prerequisite: MBA 661 or MGMT 561. Elective.

MBA 690 Internship (4-12)

Supervised professional career experience, including self-assessment, industry related research, on-site analytical project and professional presentation to sponsoring organization, developed with faculty mentor. Limited to full-time internship students, to be completed in consecutive quarters. Consent of faculty advisor required.

Clinical Psychology (M.C.P.) Courses

MCP 510 The Physiology and Pharmacology of Psychotherapeutic Drugs (3)

This course introduces students to the physiological, pharmacological and psychological concepts basic to an understanding of the clinical use of psychotherapeutic drugs.

MCP 516 Group Process (3)

Group dynamics and processes are studied experientially and conceptually. Emphasis is on understanding learning process in groups.

MCP 551 Substance Abuse: Alcoholism, Causes, Consequences and Treatment (3)

The social, physiological, cultural and psychological factors in the etiology of alcoholism are examined. A wide range of theoretical and practical approaches to alcoholism treatment are outlined not only for the alcoholic, but also for those affected by the alcoholic's drinking.

MCP 552 Substance Abuse: Dealing with Drug Abuse (3)

The drugs of abuse (exclusive of alcohol; see MCP 551), including legal and illegal drugs, medical and recreational drug use and abuse, are studied. Incidence of abuse, identification of problems, control of abuse patterns and prevention are examined.

MCP 560 Principles of Behavior Modification (3)

The principles of behavior therapy are studied in-depth — examination of techniques derived from behavioral principles and application to specific problems.

MCP 580 Psychology of Women (3)

This course examines theory on the psychology of women and its applications developed through clinical work and research with women.

MCP 585 Grief and Loss (3)

This course examines the process a person experiences as the result of unanticipated or expected life losses. Cultural and cohort differences in grieving styles are explored. A skills component is included to facilitate learning.

MCP 600 Independent Study (2-4)

Prerequisite: M.C.P. student and consent of advisor.

MCP 601 Professional, Ethical and Legal Issues in Counseling (3)

The course introduces students to professional, legal and ethical responsibilities relating to professional counseling especially as related to Illinois law.

MCP 603 Clinical Interviewing and DSM (3)

This course introduces the student to the current diagnostic and statistical manual and its use. In addition, students practice doing the clinical interview with the purpose of gathering the specific information needed to diagnose and plan treatment.

MCP 606 Methods of Research (4)

This course is an overview of research design, collection and reporting of data, interpretation of findings, inferential procedures and current public health research. Prerequisite: Statistics.

MCP 607 Counseling Laboratory (3)

This course provides empathy training exercises with an emphasis on the therapist's conscious use of the language of emotions and attitudes. Role-play with couples, difficult clients, special situations and therapeutic techniques are practiced.

MCP 610 Social, Psychological and Cultural Aspects of Aging (4)

This course examines social, psychological and cultural aspects that impact the aging process. An analysis of the individual and society, exploration of changes in roles and status, intergenerational relationships, sociocultural differences and intrapsychic dynamics will be explored.

MCP 616 Stress Management (4)

This course examines stress theories of disease, beneficial aspects of stress, life change, health behavior change and techniques of stress management.

MCP 620 Cognitive Therapy (2)

This course provides a survey of a variety of cognitive-behavioral approaches to psychotherapy. Modern techniques will be linked to earlier theories in both cognitive (Adler, Kelly, etc.) and behavioral (Skinner, Pavlov, etc.) psychology. Students will be given the opportunity to apply the various techniques and theories to clinical material and will be expected to present and analyze cases within a cognitive-behavior framework.

MCP 621 Brief Counseling and Psychotherapy (2)

The student is introduced to theories underlying the brief counseling and psychotherapy model. Role-play situations are used to facilitate learning. Prerequisite: MCP 690 or 691 concurrent.

MCP 629 Theory and Practice of Counseling and Psychotherapy (4)

Students receive training in client-centered therapy, including audiotape and videotape recordings of simulated counseling sessions with individual tape playback consultations.

"Benedictine's M.C.P. network of clinical field placements supplied an abundant variety of on-site training. And Benedictine's full- and part-time schedule allowed me time for classes as well as my clinical experience."

— Jason Knorr, alumnus, M.C.P. program

MCP 630 Theory and Techniques of Counseling and Psychotherapy (3)

Theories and techniques of a sampling of major approaches to counseling and psychotherapy are explored.

MCP 633 Group Counseling and Psychotherapy (3)

Fundamental concepts and skills of group psychotherapy are examined. Use of a simulated group affords an opportunity to practice member and therapist roles. Prerequisite: MCP 629.

MCP 635 Research in Counseling and Psychotherapy (3)
Studies in the field of counseling and psychotherapy, its practitioners, its processes and its efficacy are critically reviewed in terms of both findings and methods and as illustrations of different design approaches to the understanding of psychotherapy. Prerequisite: MCP 606.

MCP 638 Problems in Counseling and Psychotherapy (1-4)
This course is designed for individual and group study of selected problems and issues. Prerequisite: Consent of instructor.

MCP 646 Human Development: Infancy and Childhood (3)
This course presents basic concepts of the developmental perspective and reviews the physical, psychological and social development of the child from birth to puberty.

MCP 647 Human Development: Adolescence (3)
This course examines the range of development that occurs in adolescence. Discussion and reading focus on the major physical, social, cognitive and emotional changes that occur during this phase of life.

MCP 648 Human Development: Adulthood (3)
Students will examine the developmental issues surrounding early, middle and late adulthood. The course will focus on the physical, emotional and intellectual changes that occur as one progresses through adult life.

MCP 649 Human Sexuality (2)
This course examines human sexual development and the nature, assessment and treatment of sexual problems. Sexual desire disorders will be addressed, and the value of sexual therapy intervention for couples will be explored. Sexual issues will be approached from intrapsychic and interpersonal perspectives.

MCP 651 Maladaptive Behavior and Psychopathology (3)
The etiology, dynamics and treatment of pathological behavior will be studied with an emphasis on the relationship between DSM-IV, Axis I and Axis II disorders. Prerequisite: MCP 603 and MCP 690 or 691 concurrent.

MCP 653 Behavior Disorders of Childhood (3)
Theoretical and methodological issues in behavior disorders of childhood are studied in this course using clinical and research data. Readings and discussions will give consideration to assessment and treatment approaches.

MCP 655 Theory and Practice of Play Therapy with Children (3)
This course explores the concept of play as a therapeutic modality and the major theories of psychotherapy and how those theories form the foundation for specific play therapy techniques and interventions. An analysis of appropriate application and strategic utilization of techniques that further the processing of client material will be explored.

MCP 658 Career Counseling, Testing and Planning (2)
Occupational and educational information and issues in career planning and development are studied with consideration of student's own career plan; laboratory practice.

MCP 664 Psychological Assessment: Measurement and Test Evaluation (3)
This course is an overview of theory of psychological measurement and evaluation and includes practice in personality and intelligence test administration and interpretation. Prerequisite: MCP 603.

MCP 665 Psychological Assessment: Personality Evaluation and Report Writing (3)
This course provides an overview of major assessment instruments, interpretation of reports and report writing. An introduction to projective techniques is included. Prerequisite: MCP 603.

MCP 667 Multifaceted Gerontological Assessment (2)
Geriatric Clinical Assessment, or the art of listening with a clinical ear, is developed from a solid foundation in counseling and clinical assessment skills. In this course, the aging components will be added in areas of sensory awareness, function of daily living, cognitive impairment, addictions, spiritual concerns and depression. These evaluative processes will be further discussed in terms of their implications for interdisciplinary intervention. Prerequisites: MCP 664 or 665 and MCP 610.

MCP 668 Biology of Aging (2)
This course teaches students to identify the basic aging processes that will occur in older adults and discern normal aging processes as well as specific disease processes. Students will also be exposed to the complex interplay between older adults, their health and environment.

MCP 672 Marriage and Family: Systems and Theory (3)
Family systems theory is introduced. The works of major contributors of the field are studied. A skills component is included to enhance learning. Prerequisite: MCP 629.

MCP 673 Workshop in Marital Therapy (3)
This course explores a range of approaches to brief couple and family therapy. Conceptual and self-observation skills are emphasized in the critique of student-designed, role-played interventions. Part of the course centers on client-centered approaches to working with clients. Prerequisite: MCP 629.

MCP 677 The Therapist as a Problem in Psychotherapy (3)
The nature of therapists' behavior that impedes therapeutic progress is examined with emphasis on countertransference and counterresistance; societal and ethnic factors are also explored. Prerequisite: MCP 690 or 691 concurrent.

MCP 683 Social and Cultural Foundations (2)

This course explores issues and trends in a pluralistic society. Areas covered include issues associated with factors such as age, race, religious preference, physical disability, sexual orientation, ethnicity and culture, gender and socioeconomic status. Ethical implications and considerations are examined. Prerequisite: MCP 601.

MCP 687 Readings in Counseling Psychology (1-4)

Readings in Theories of Personality, Readings in Psychopathology or Readings in Psychotherapy Research
Individual or group study is carried out in one of the above areas. Prerequisite: M.C.P. student and consent of instructor.

MCP 688 Master's Thesis (2-4)

Students are supervised during the conceptualization, execution, data analysis and formal written presentation of a research project. Prerequisite: M.C.P. student and consent of instructor.

MCP 689 Professional Issues in Life Span Services (3)

This course presents an overview of gerontology as a profession. Special attention is given to ethical issues. The course reviews contemporary settings in the field of aging and analyzes the status of gerontology in terms of the occupation as a human service provider. Prerequisite: MCP 610 and field placement (may be concurrent).

MCP 690 Supervised Field Experience in Mental Health I (2-6)

Prerequisite: M.C.P. student only.

MCP 691 Supervised Field Experience in Mental Health II (2-6)

Prerequisite: M.C.P. student only.

MCP 693 Supervised Field Experience in Human Services, Student Personnel, Supervision, Teaching and Research (2-4)

Prerequisite: M.C.P. student only.

MCP 695 Field Work Seminar: Issues Facing the Intern (1)

This course is designed to assist students who are engaged in an internship. Through discussion and readings, students learn about various aspects of the professional role and the complexities of functioning as an intern within an organizational setting. This course may be repeated for credit. Prerequisite: MCP 690 or 691 concurrent.

MCP 696 Clinical Psychology Seminar (1)

This seminar is designed to provide students with an opportunity to discuss their experience in the M.C.P. program. There also is time allotted to process that experience in light of both coursework and professional training. The purpose of the seminar is to help students integrate their learning style as they move into the professional world. Prerequisite: Consent of department.

Education (EDUC) Courses

All education courses are offered in semester hours.

EDUC 400 Preclinical (1)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 605 required. Prerequisite: Preclinical application.

EDUC 425 Preclinical: Math (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 525 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 430 Preclinical: Reading (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 530 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 431 Preclinical: Secondary Math (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 531 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 432 Preclinical: Secondary English (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 532 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 433 Preclinical: Secondary Social Science (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 533 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 434 Preclinical: Secondary Science (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 534 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 435 Preclinical: Secondary Spanish (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 535 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 436 Preclinical: Secondary Business/Management (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 536 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 443 Preclinical: Middle School (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 543 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 455 Preclinical: Classroom Management (0)

Directed observation and participation in an off-campus setting. Students participate in a 20 clock-hour experience. Transportation and registration in EDUC 555 required. Prerequisite: Preclinical application.

EDUC 460 Preclinical: Intellectual Disabilities (0)

Directed observation and participation in an off-campus setting. Students participate in a 40 clock-hour experience. Transportation and registration in EDUC 635 required. Prerequisite: Preclinical application; acceptance into the Teacher Education Program.

EDUC 501 Organization and Administration of the Schools (2)

A study of school administration including educational program, staff and pupil-personnel function, physical plant, finance and business management, school communication, community relations and related issues and trends. Also covers the administrative process, leadership theory and a conceptual framework for administration.

EDUC 509 School Law (2)

A survey of the legal issues evolving in the education profession including Illinois School Code, Constitutional rights of students and teachers, student discipline, special education, teacher liability, labor law, tenure, dismissal and employment discrimination.

EDUC 511 School Finance (2)

Provides an introduction to short- and long-term financial planning associated with school administration, which includes revenues, budgets, property taxes, state and federal aid and bonds.

EDUC 512 Reading, Writing and Thinking in Middle School and Secondary School Curriculum (3)

Examines the relationship between reading, writing and thinking and explores strategies for integrating these areas across the curriculum. Students are given an opportunity to examine a variety of theoretical perspectives and instructional strategies. There is an emphasis on lesson and unit plan development.

EDUC 515 School Supervision of Personnel (2)

Techniques of supervising school personnel in a variety of jobs are emphasized. Supervision approaches are examined

from both theoretical and practical points of view. Development of individual leadership and supervisory skills also are stressed. This course is designed for those educators actively seeking supervisory leadership.

EDUC 516 Adult Learning Strategies (1)

Explores the nature of adult learning with special emphasis given to behavioral and cognitive theories and their applications to lifelong learning. Topics include thinking skills and problem solving strategies, the nature of motivation and self-efficacy and the relationship between the brain and the mind. Special programs in adult education are identified. (See MGMT 516.)

EDUC 517 Introduction to Technology (1)

Examines various computer programs and applications that can be used to enhance instruction and learning. Topics include computer-based instruction, multi-media development and Internet usage. (See MGMT 517.)

EDUC 518 Survey of Instructional Technology (1)

Covers the selection, production, utilization and evaluation of technologically based instructional media. Prerequisite: EDUC 517 or working knowledge of personal computer fundamentals. (See MGMT 518.)

EDUC 520 Holistic Reading Strategies (3)

Examines the processes of communicating that include reading, writing, speaking and listening. Stresses the interactive nature of reading by examining the relationships between author and reader, decoding and context, and reading and writing. Explores the impact of these relationships on meaning construction. Specific methods and philosophies are discussed relative to grades K-2, 3-5 and 6-8.

EDUC 522 Ethics and Social Responsibility in Management (1)

Examines important ethical theories and considers the need for social responsibility in business and other organizations. Studies the ethical dilemmas faced by managers in such areas as marketing, product safety, the environment, job discrimination and dealing with people in an organization. Credit will not be given if MBA 520 is also taken. (See MGMT 522.)

EDUC 525 Teaching Mathematics: An Interactive Process (with preclinical EDUC 425) (3)

Explores current trends in the teaching of mathematics. Discusses content of elementary mathematics programs' teaching materials and philosophies relative to grades K-2, 3-5 and 6-8. Emphasizes the importance of a developmental approach to teaching mathematics by progressing from conceptual, transitional and eventually to symbolic problem solving. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 530 Assessment and Corrective Reading (with preclinical EDUC 430) (3)

Provides opportunity to assess a reader's strengths and weaknesses by utilizing informal assessment techniques. Diagnosis of reading and writing skills in grades K-2, 3-5 and 6-8 is determined through the use of observational checklists, informal reading inventories and record-keeping systems. Includes a field experience in an off-campus setting. Prerequisite: Preclinical application (for M.A.Ed. candidates only).

EDUC 531 Curriculum and Instructional Methods in Mathematics 6-12 (with preclinical EDUC 431) (3)

Emphasis placed on methods, content and instructional materials utilized in teaching mathematics in the middle/junior grades and high school. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 532 Curriculum and Instructional Methods in English 6-12 (with preclinical EDUC 432) (3)

Emphasis placed on methods, content and instructional materials utilized in teaching English in the middle/junior grades and high school. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 533 Curriculum and Instructional Methods in Social Science 6-12 (with preclinical EDUC 433) (3)

Emphasis placed on methods, content and instructional materials utilized in teaching social studies in the middle/junior grades and high school. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 534 Curriculum and Instructional Methods in Science 6-12 (with preclinical EDUC 434) (3)

Emphasis placed on methods, content and instructional materials utilized in teaching science in the middle/junior grades and high school. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 535 Curriculum and Instructional Methods in Spanish 6-12 (with preclinical EDUC 435) (3)

Emphasis placed on methods, content and instructional materials utilized in teaching Spanish in the middle/junior grades and high school. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 536 Curriculum and Instructional Methods in Business/Marketing/Management 6-12 (with preclinical EDUC 436) (3)

Emphasis placed on methods, content and instructional materials utilized in teaching business/marketing/management in the middle/junior grades and high school. Includes a 40 clock-hour field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 539 Multicultural Literature (3)

Evaluation, selection and teaching of literature to service the interests and reading needs of students. Emphasizes theory and research in reading comprehension, literacy criticism, reader response and curriculum instruction.

"The education department at Benedictine University has provided me with a solid understanding of the important issues, challenges and techniques central to the field of education. My experience here has helped me achieve the confidence and competence I need to turn my vision of teaching into a reality."

— Bradley Stott, graduate student

EDUC 540 Survey of Exceptional Children (3)

Discussion of learners with exceptionalities; characteristics of students labeled as having mental retardation, learning disabilities, social/emotional disturbance, sensory deficits, speech disorders and health/physical challenges. Diagnosis, referral, educational strategies and legal implications are reviewed.

EDUC 541 Reading Research, 30 Years of Knowledge (1)

This course takes students on a critical journey from reading as a simple perceptual act to current understandings of reading as a sociocultural act of meaning construction.

EDUC 542 Understanding Reading Process, Comprehension and Instructional Strategies K-5 (3)

This course includes exploration of personal literacy to understand the functions and processes of reading for proficient readers in a literate society. It also includes the idea of linguistic and cultural diversity and their influence on reading process and comprehension. These insights are used to begin observations of students in the classroom.

EDUC 543 Middle School Curriculum and Instruction (with preclinical EDUC 443) (3)

Primary emphasis is placed on the unique needs of middle-level students and the programs, instructional methods and practices designed to meet those needs, including content area reading instruction. Examination of the teacher roles in the middle school and curricular reform movements, including strategies for teaching across the curriculum. Includes a 40 clock-hour field experience. Prerequisite: Preclinical application.

EDUC 544 Reading/Writing Workshop (3)

Introduces the idea of workshop learning and what it means to set up a literate environment in the classroom. Organization and management of a reading/writing workshop are emphasized with the role of the teacher in a workshop setting.

EDUC 545 Instructional Issues in Language and Literacy Learning (2)

Examines teaching/learning theories related to language, literacy and the use of technology. There is a strong emphasis on constructivist learning theory and what it looks like in everyday practice. Students have opportunities to engage in individual resources, including the Internet.

EDUC 547 Understanding Reading Process, Comprehension and Instructional Strategies 6-12 (3)

This course continues the key concepts developed in EDUC 542 as they apply to grades 6-12. Students continue to examine their own theories and beliefs in relation to reading development and produce a mini-case study. Topics include: comprehension, relationships among reader, text, context and personal experience. Students produce a collection of assessments for at least one student with an accompanying profile and instructional plan for him/her as a reader/writer.

EDUC 548 Issues and Trends in School Improvement (2)

Designed as a series of mini workshops to study the issues and trends of school improvement, such as leadership and change, research and instructional improvement, curriculum/assessment, choice school funding and technology and school-community partnerships. Examines current theory and research (educational and organizational) and applies it through a variety of course activities. The end product requires each student to develop a detailed strategic plan for their specific school, department, team or special project.

EDUC 549 Reading/Writing Assessments (3)

Develops the understanding of literacy assessment as an ongoing process that informs instruction. Specific instructional strategies and related assessments, such as expository writing for learning subject matter, alternative methods of responding, evaluating and grading student writing, integrated activities for reading/writing, interviews, checklists, collaborative research and term papers, journal writing, text sets, standardized, norm-referenced tests, retellings and content portfolios, are explored and implemented.

EDUC 550 Working with Families of Persons with Disabilities (3)

Using a family systems approach, this course is designed to enable professionals to interact in a productive and empowering manner with families. While strategies and methods of interaction with families of learners with disabilities are stressed, the methods taught in this course are applicable to all family systems.

EDUC 551 Emergent Literacy: Instruction and Assessment (3)

Explores the newest insights into children's emergent literacy and provides assessment tools to help teachers evaluate and understand the instructional response that will best support young children.

EDUC 552 Leadership (1)

Reviews alternative models of leadership and their effects on employee and organizational performance. Focuses on leadership skills and strategies for effective performance. Prerequisite: MGMT 530. (See MGMT 552.)

EDUC 555 Classroom Management (with preclinical) (3)

Positive programs for use in classrooms are discussed, with an emphasis on strategies designed to cope with challenging behaviors throughout the curriculum. A case analysis approach is used in conjunction with establishing a knowledge base of a variety of models of discipline. Includes a field experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 556 Understanding Literacy Assessment (3)

Provides opportunities to explore standardized assessment procedures and their relationship to performance-based assessments: comprehension measures, portfolios, close process observations, anecdotal notes, rubrics, student-involved assessment, checklists, interviews, etc. Students have multiple experiences in the development of performance-based measures and their implementation in the classroom.

EDUC 557 Organizational Culture (1)

Covers the understanding and analysis of corporate culture and its relationship to behavior and organizational performance. Examines management techniques to use culture more effectively. Explores the concept of culture as it applies to international values and norms in management. Prerequisite: MGMT 530 or consent of instructor. (See MGMT 557.)

EDUC 559 Inclusion of Children with Special Needs in Regular Education (2)

Intended for regular education teachers who are challenged with accommodating special needs students in their classrooms. Emphasis is on developing strategies and materials for accommodating all learners in the regular education environment. Learning will include hands-on strategies for adapting curriculum, assessing learning and working with extra adults in the classroom. Focuses on grades K-5. Participants are encouraged to attend in-school based teams of regular education teachers and support staff.

EDUC 560 Learning Behavior Characteristics of Individuals with Intellectual Disabilities (3)

Readings and discussion regarding learning characteristics of persons labeled as EMH and TMH. Students will develop awareness of the diverse medical, physical, motor, communication, social-emotional and cognitive needs and characteristics of the population.

EDUC 563 Content Area Reading and Writing: Instruction and Assessment (3)

Explores the differences in textbook and other nonfiction genre and the strategies that proficient readers/writers use. Instructional procedures and assessment tools unique to this type of reading are introduced and implemented in teachers' classrooms. The emphasis is on learning content well through effective reading and writing in grades 3-12.

EDUC 565 Learning Behavior Characteristics of Individuals with Learning Disabilities (3)

Provides students with an introduction to the field of learning disabilities. Emphasis is placed upon characteristics of specific types of learning disabilities and specific issues across the life span (early childhood through adulthood).

EDUC 568 Children's Literature, Y.A. and Beyond (3)

Familiarizes teachers with the wide range of fiction and nonfiction trade books that can be used in an effective reading program. Specific focus on literacy instruction in multicultural settings and student responses to culturally conscious literature. Teachers learn how to set up, manage and evaluate effective literature discussions. Recent basal programs are also examined.

EDUC 569 Learning Behavior Characteristics of Children and Adolescents Challenged with Behavior Disorders (3)

Offers a developmental approach to the investigation and study of behaviors evidenced by children who experience social/emotional or behavioral challenges in addressing basic life tasks. Implications of multilingual and multicultural issues on assessment are addressed. Students develop a working knowledge of psychodynamic, humanistic, cognitive, ecological, biogenic social learning and behavior management intervention models and theories. Special emphasis is directed toward the contexts of school and family as they relate to the development and management of social/emotional and behavioral deviance. Students are required to complete a minimum of 15 hours of clinical experiences as part of this course.

EDUC 570 Learning Behavior Characteristics of Individuals with Severe Emotional Disorders (3)

A study of the characteristics of learners labeled as having emotional disturbances. Theories of causation and assessment are discussed.

EDUC 571 Miscue and Retrospective Miscue Analysis (3)

Examines miscue analysis as a powerful tool that can be used formally to develop an individual profile of a reader's use of strategies and cue systems or informally to guide daily classroom observations. Explores retrospective miscue analysis as a tool for consciously reflecting on and controlling reading processes. Running records and informal reading inventories also are examined.

EDUC 572 Learning Behavior Characteristics of Children and Adolescents with Learning Disabilities (3)

This course is directed to the study of learning disabilities in children and adolescents. Current issues in the field of learning disabilities are presented as they impact on the

identification, diagnosis and intervention of the student with learning disabilities. Characteristics of such learning disorders as deficits in perception, memory, comprehension and expression of language and meta-cognitive skills will be studied. Academic disorders such as deficits in reading, writing, math and learning strategies will be analyzed. Identification procedures and current strategies of intervention with respect to these disorders are highlighted throughout. Students are required to complete 15 hours of clinical experience as part of this course.

"I have found Benedictine University's faculty to be caring and dedicated. They have shown genuine interest and provided essential direction to my desire to become a teacher."

— Constance Billerman, graduate student

EDUC 573 Performance Appraisal (1)

Examines motivation and performance theory relevant to performance appraisal. Students will examine issues relating to existing practices, policies and forms of performance appraisal, conduct performance and review interviews and will develop an appraisal system. Prerequisite: MGMT 570. (See MGMT 573.)

EDUC 576 Culturally Effective Teaching (3)

Focuses on understanding multiculturalism and creating rich curricula in linguistically and culturally diverse settings. A particular emphasis on how teachers across content areas can simultaneously make space for cultural/linguistic differences while using diversity to enrich instruction. Teachers learn how to develop and implement pedagogy that moves beyond seeing linguistic and cultural diversity as a problem to finding ways of using culture and language to enrich the reading, writing and content learning experiences of all students.

EDUC 579 Training and Development Overview (2)

Covers the steps in the training/management development process from needs assessment to training design to training evaluation. Examines the role of training in strategic human resource planning and organizational career management. Prerequisite: MGMT 570 or consent of instructor. (See MGMT 574.)

EDUC 580 Inquiry, Technology and Integration (3)

Takes a close look at how teachers and students can use an inquiry framework to explore and integrate topics in-depth using reading, writing and technology. Example of integrated themes, units and individual inquiries are demonstrated as teachers across grade levels identify and pursue their own areas of inquiry. Also addresses the idea of balanced literacy.

EDUC 581 Team Building (1)

Develops a working knowledge of team building, its theoretical basis and its strengths and weaknesses as an organization development intervention. Prerequisite: MGMT 532 or consent of instructor. (See MGMT 581.)

EDUC 582 Conflict Management (1)

Explores interpersonal and intragroup conflict and conflict management. Examines underlying causes, participant strategies and outcomes and effective management strategies. Prerequisite: MGMT 532. (See MGMT 582.)

EDUC 583 Organizational Assessment (1)

Explores a variety of theories, models, tools and best practices for assessing organizational performance. Consideration is given to assessment as a diagnostic organization development intervention. Practical applications provide students with frameworks for analyzing and applying the course material. (See MGMT 583.)

EDUC 584 Strategies for Change (1)

Reviews the development and implementation of successful change. Focuses on the development of diagnostic skills and the selection of appropriate change methods. Includes exploration of the role of the change agent, employee involvement and political issues. Prerequisite: MGMT 532. (See MGMT 584.)

EDUC 590 Inclusion of Children with Special Needs in the Regular Classroom — Part II (3)

Focuses on practical application of skills learned in EDUC 559. Learning includes: identifying learning needs of specific types of disabilities including mild mental challenges, ADHD, learning disabled and behavior disordered; creating learning environments that are more inclusive of students with differences in ability and background; adapting lessons based on the variety of needs within the classroom; designing and implementing a variety of data collection and other authentic assessment strategies; developing behavior management techniques; and planning with and for a variety of professionals within the classroom.

EDUC 591 Family, School and Community (3)

This course examines the position of the child in family and community life. Studies the role of the family in American society and the effects of various types of institutions (political, commercial, legal) on a child's life.

EDUC 592 Managing Diversity (1)

Focuses on the cultural shift required in organizations to move from equal employment opportunities, Affirmative Action and understanding diversity to truly managing diversity in the workplace. Examines the issues from personal, interpersonal and organizational perspectives. Case material and exercises provide experience in acting as a change agent in an organization. (See MGMT 592.)

EDUC 605 Ethics, Education and Social Change (with preclinical EDUC 400) (3)

Examines major issues impacting today's educational system, including cultural and socioeconomic factors, the role of values in education and the uses of technology; explores philosophies of education; examines, relative to each grade level, specifically middle grades, the historical development of education; analyzes the current state of education; and considers realistic future directions.

EDUC 610 Learning and Development (3)

Explores the major theories of learning, human growth and development, motivation and assessment; examines learning theories and styles and applies them to the classroom setting; and emphasizes developing and enhancing an individual teaching style that maximizes a learner's potential. The developmental characteristics and the nature and needs of the early adolescent also are studied.

EDUC 612 Methods of Organizational Research (3)

Covers alternative methods of research design for organizational studies. Emphasizes academic and practitioner research issues and skill building in the logic and practice of organizational research. Includes qualitative and quantitative research design, data collection, analysis and report writing. Prerequisite: STAT 511/MBA 541. (See MGMT 612.)

EDUC 615 Curriculum Development and Evaluation K-12 (3)

Promotes the identification of curriculum issues in the field of education and encourages students to develop effective curriculum models to meet the challenge of implementing an instructional program in today's multicultural diverse school system.

EDUC 620 Instructional Strategies Across the Curriculum (4)

Emphasizes instructional methodology, integrated thematic unit planning in such areas as science and social studies and inductive approaches to learning. Students develop strategies for making effective instructional decisions; diagnosing needs; incorporating technology into the curriculum; and selecting appropriate instructional objectives. Specific methods (e.g., reading in the content areas) and philosophies are discussed relative to grades K-2, 3-5 and 6-8.

EDUC 625 Learning Behavior Methods of Teaching Individuals with Learning Disabilities and Emotional Disorders (4)

Focuses on the affective nature of teaching students with learning disabilities and emotional disturbances. Provides teaching strategies, discussions on collaboration and consultation and general programming for learners with learning disabilities (LD) and emotional disturbances (ED) in the regular classroom. Requirement for students in M.A.Ed. program: 25 clock-hour preclinical experience in an off-campus setting. Prerequisite: Preclinical application.

EDUC 630 Research Methods (3)

Research fundamentals and methods are explored. Opportunities for the critical analysis of current research studies and the planning and development of a research thesis project are provided.

EDUC 635 Learning Behavior Methods of Teaching Individuals with Intellectual Disabilities (with preclinical EDUC 460) (4)

Techniques for arranging the instructional environment to provide for maximum learner participation; design of individualized adaptations and methods of ensuring learner acquisition, fluency, maintenance and generalization for those learners identified as educable mentally handicapped/trainable mentally handicapped (EMH/TMH). A 40-hour preclinical experience is required. Prerequisite: Preclinical application.

EDUC 640 Assessment Measures (3)

The focus of this course is to provide an in-depth study of assessment relevant to screening, diagnosis of both typical and atypical learners, program development, program evaluation and accountability in grades K-12. Emphasis is placed upon the interpretation of both formal and informal assessment. Included are topics of statistics relevant to measurement, legal and cultural issues, academic and adaptive behavior assessment and appropriate applications of assessment results.

EDUC 641 Training and Performance Issues (3)

Explores educational/training issues by conducting a needs assessment and performance audit. Students will plan solutions to training problems, including various instructional designs and delivery formats, job aids, organizational communication strategies and non-classroom based training recommendations. (See MGMT 641.)

EDUC 645 Collaborative/Consultative Teaching (3)

Provides students with competencies enabling them to work effectively in the design and implementation of collaborative and consultative approaches to facilitate the delivery of instruction to students with disabilities in regular educational programs.

EDUC 650 Leadership and Motivation (3)

Covers the basic theory and application of administration and management. Emphasizes organizational behavior, including problems of motivation and leadership. (See MGMT 530.)

EDUC 660 Preparing Teachers for Inclusion (3)

Designed to familiarize students with the needs of exceptional children. Students develop specific strategies for teaching children with disabilities in the regular classroom. New ideas for teaching cross-cultural and bilingual students also are explored.

EDUC 670 Supervised Teaching (6)

A field-based teaching experience designed to prepare pre-service teachers for the skills, functions and professional roles expected of beginning teachers. Prerequisite: Student teaching application.

EDUC 680 Seminar/Research in Education (3)

Study of current issues, trends and patterns of organizations affecting the field of education. Includes a research project or thesis as per instructor.

EDUC 681 Administrative Internship (3)

Study of current issues, trends and patterns of organizations affecting the field of education. Includes a 100 clock-hour internship in a school.

EDUC 699 Master's Thesis/Project (2)

Development of a formal study of a given problem/situation which requires investigative procedures that embody the process of scientific inquiry.

Management and Organizational Behavior (M.O.B.) Courses

MGMT 500 Accounting for Managers (4)

Surveys a broad range of financial techniques applied to business and organizational problems. Emphasizes understanding rather than mathematical rigor. Stresses interpretation and analysis of problems. Credit will not be given if MBA 500 is also taken.

MGMT 516 Adult Learning Strategies (2)

Explores the nature of adult learning with special emphasis given to behavioral and cognitive theories and their applications to lifelong learning. Topics will include thinking skills and problem-solving strategies, the nature of motivation and self-efficacy and the relationship between the brain and the mind. Special programs in adult education will be identified.

MGMT 517 Introduction to Technology (2)

Examines various computer programs and applications that can be used to enhance instruction and learning. Topics will include computer-based instruction, multi-media development and Internet usage. Designed for the novice user.

MGMT 518 Survey of Instructional Technology (2)

Covers the selection, production, utilization and evaluation of technologically based instructional media. Prerequisite: MGMT 517 or working knowledge of personal computer fundamentals.

MGMT 521 Career and Human Resource Planning (2)

Covers current theory and research in career and manpower planning, including techniques of career planning and individual organization, Affirmative Action and career planning, career choice and change, age-30 crisis, mid-career crisis, dual-career couples and retirement.

MGMT 522 Ethics and Social Responsibility in Management (2)

Examines important ethical theories and considers the need for social responsibility in business and other organizations. Studies the ethical dilemmas faced by managers in such areas as marketing, product safety, the environment, job discrimination and dealing with people in an organization. Credit will not be given if MBA 520 is also taken.

MGMT 525 Legal Issues in Human Resource Management (2)

Examines laws and current developments in the broad area of employment relations law. Includes areas such as equal employment opportunity, employment at will, employee drug testing, ERISA, health and pension benefits, sexual harassment and employee health and safety.

MGMT 526 Board and Agency Relations (2)

Surveys techniques of developing and dealing with boards of directors and board committees within the context of private organizations with a governing board. Covers communication, conflict management and evaluation methods of self and CEOs.

MGMT 527 Funding and Grantsmanship (2)

Teaches the intricacies of generating government support for the development of programs important to the operation and expansion of social agencies. Includes program planning, proposal development, grant management and program evaluation.

MGMT 530 Organizational Behavior (4)

Covers the basic theory and application of administration and management. Emphasizes organizational behavior, including problems of motivation, leadership and organization design.

MGMT 532 Organization Development (4)

Considers the theory and practice of organizational change and organization development (O.D.). Discusses analysis, planning, implementation and evaluation of change programs. Covers the learning process, O.D. interventions, consultant skills, employee participation, monitoring success, reinforcement and ethical issues.

MGMT 535 Strategic Management for Small Organizations (2)

Explores the strategic management process in small organizations and the adaptation of systems thinking and planning to organizational missions and operational issues. Human resource utilization, policies and procedures unique to small organizations will be discussed in-depth. It is not recommended that students take this course if they have already taken, or intend to take, MGMT 525, Legal Issues in Human Resource Management.

MGMT 540 Data Processing and Management (4)

Surveys the uses of information systems for effective operations, decision-making and strategic advantage. A major emphasis is to analyze how information systems are used to support a business strategy. Design concepts are discussed to insure that any developed system will support organizational needs. Includes the study of technology and its application, with the use of several common software tools such as spreadsheets, word processors and databases.

MGMT 552 Leadership (2)

Reviews alternative models of leadership and their effects on employee and organizational performance. Focuses on leadership skills and strategies for effective performance.

MGMT 553 Organization Design (2)

Focuses on the design of organizations to perform optimally for various environments and purposes. Reviews ways to move organizations toward a desired structure.

MGMT 555 Power Strategies (2)

Surveys contemporary perspectives and measures of power, influence and control as they relate to motivation, interpersonal relations and organizational climate.

MGMT 556 Strategy and Implementation (2)

Develops the theory, practice and application of management by objectives. Examines the implementation and introduction of an MBO system as it applies to for-profit and not-for-profit organizations.

MGMT 557 Organizational Culture (2)

Covers the understanding and analysis of corporate culture and its relationship to behavior and organizational performance. Examines management techniques to use culture more effectively. Explores the concept of culture as it applies to international values and norms in management.

MGMT 558 Service Management (2)

Focuses on the management and delivery of effective service. Covers service strategy, development of service systems, human resource strategy and implementation of the service management concept.

MGMT 559 Entrepreneurship (4)

Deals with new venture management, examining entrepreneurial personalities, managing creativity and establishing a successful enterprise. The major project is a new business plan.

MGMT 561 Marketing — Concepts and Planning (2)

Discusses and analyzes the major components of a well-integrated marketing plan. Emphasizes products and services in both the for-profit and not-for-profit sectors. Students will be expected to write a marketing plan for a specific product or service. Cannot be taken for M.B.A. credit.

MGMT 570 Human Resource Management Overview (2)

Introduces students to strategic human resource management. Covers the relationship of business and human resource planning and the changing character of the work force. Provides systemic overview of recruiting, training, compensation, Affirmative Action and employee relations and identifies key issues of today. For those students presently in human resource management positions, contact your program advisor; MBA 633 (4 credits) may be a better option.

MGMT 571 Labor Relations (2)

Covers the basic concepts relevant to laws governing labor relations. Focuses on contracts, including recognition of the union, negotiation and administration, patterns of contracts currently in existence and their negotiation process and issues that arise during contract administration.

MGMT 572 Compensation and Benefits (2)

Examines the importance of benefits and compensation to the U.S. employer. Focuses on the elements of total compensation, including welfare and qualified retirement benefits, salary administration, performance management, executive compensation and incentive pay plans.

MGMT 573 Performance Management Systems (2)

Examines motivation and performance theory relevant to performance appraisal. Students will examine issues relating to existing practices, policies and forms of performance appraisal, conduct performance review interviews and develop an appraisal system.

MGMT 574 Affirmative Action (2)

Examines the historical background and current issues of Affirmative Action. Focuses on legal issues and cases, organizational concerns and implementation strategies.

MGMT 575 Employee Assistance Programs (Trends, Implementation and Management) (2)

Introduces students to the history, implementation, current issues and future trends of employee assistance programs through a variety of didactic and experimental methods.

MGMT 577 Microcomputer Applications for Human Resource Management (2)

Introduces the current and projected future uses of microcomputers and human resource management information systems in personnel records management, manpower and succession planning, employee testing and selection, compensation management, Affirmative Action, training and human resource development and organization development.

MGMT 578 Recruitment and Selection (2)

Examines the steps in the recruitment and selection process from the perspectives of the human resource manager, line manager and job applicant. Focuses on skill building and understanding of issues, including cost/benefit analysis and integration of the process with strategic human resource planning and career management.

MGMT 579 Training and Development Overview (2)

Covers the steps in the training/management development process from needs assessment to training evaluation. Examines the role of training in strategic human resource planning and organizational career management.

MGMT 580 Group Dynamics (4)

Deals with the dynamics of group and interpersonal relationships. Uses unstructured group experience (laboratory training) to help students become more aware of how their actions affect and are affected by others, more capable of giving and receiving feedback and more cognizant of the dynamic process by which groups are created, maintained and transformed. Studies major concepts in group and interpersonal relations, including communication patterns' influence in power dynamics, conflict management, interpersonal perception, trust formation, leadership and task group dynamics.

MGMT 581 Team Building (2)

Develops a working knowledge of team building, its theoretical basis and its strengths and weaknesses as an organization development intervention.

MGMT 582 Conflict Management (2)

Explores interpersonal and intragroup conflict and conflict management. Examines underlying causes, participant strategies and outcomes and effective management strategies.

MGMT 583 Organizational Assessment (2)

Explores a variety of theories, models, tools and best practices for assessing organizational performance. Consideration is given to assessment as a diagnostic organization development intervention. Practical applications provide students with frameworks for analyzing and applying the course material.

MGMT 584 Strategies for Change (2)

Reviews the development and implementation of successful change. Focuses on the development of diagnostic skills and the selection of appropriate change methods. Includes exploration of the role of the change agent, employee involvement and political issues.

MGMT 585 High Performance Work Systems/Large Group Interventions (2)

Covers the development of appropriate levels of employee participation, increasing the psychological rewards of the employee and the quality and productivity of the organization. Emphasizes the design of high-performance work systems using large group interventions.

MGMT 586 International Organization Development (2)

Examines and analyzes organization development (O.D.) values and their relationship with national and cultural values in countries around the world. Consists of an overview and case studies involving application and adaptation of management and O.D. practices to local situations differing by organizational and national culture.

MGMT 587 Global Human Resource Issues (2)

Surveys the human resource issues involved in managing multinational organizations. Focuses on cultural differences and comparisons of planning, staffing, compensation, training and performance evaluation with corresponding U.S. systems.

MGMT 588 International Dimensions of Finance (2)

Provides the manager with a basic understanding of foreign exchange rates and markets, principles of exchange rate risk management and sources of funding for exports, international projects and foreign investment. M.B.A. students pursuing the international business concentration should not take MGMT 588. Instead, take MBA 619, International Economics and Finance.

MGMT 591 Contemporary Trends in Change Management (1)

A one-day workshop with nationally known professionals and practitioners in the field of organization development.

MGMT 592 Managing Diversity (2)

Focuses on the cultural shift required in organizations to move from equal employment opportunities, Affirmative Action and understanding diversity to truly manage diversity in the workplace. Examines the issues from personal, interpersonal and organizational perspectives. Case material and exercises provide experience in acting as a change agent in an organization.

MGMT 593 Process Consultation (2)

Covers the concepts, methods and philosophy of process consultation and its role in organization development. Emphasizes the application of this key activity in consulting to organizations, groups and individuals. Presented in a context useful to consultants and managers alike.

MGMT 594 Managing Quality (2)

Surveys the concept of total quality management as organizational change. Includes an overview of the three important parts of the quality management change process: mission formulation, total quality management concepts and methods and people involvement strategies appropriate to support the process. Emphasizes organization development and quality. Case studies of successful quality management efforts will be presented.

MGMT 595 Tools and Techniques for Quality Management (2)

Develops a working knowledge of quality management tools and techniques, including process analysis and control, the seven tools of quality and statistical process control. Course substitution for this requirement will be considered based on work experience with statistical quality control tools. Contact program advisor for permission.

MGMT 600 Independent Study (2-4)

Provides students with a variable option for exploring a topic in-depth under faculty supervision. Generally, faculty request a two- to three-page proposal which outlines the project objectives, expected learning outcomes and assessment criteria. Faculty approval of a proposal is required for registration.

MGMT 612 Methods of Organizational Research (4)

Covers alternative methods of research design for organizational studies. Emphasizes academic and practitioner research issues and skill building in the logic and practice of organizational research. Includes qualitative and quantitative research design, data collection, analysis and report writing. Coursework in STAT 511 or MBA 541 is strongly encouraged.

MGMT 615 Instructional Design (4)

Introduces students to a four-phased approach to instructional design: planning, development, production and presentation. Working with a subject matter expert, the student will complete one module of a training course as a final project.

MGMT 634 Strategy, Structure and Decision Making (4)

Focuses on the role of management in the development of organizational strategy, the decision-making process and

development of appropriate organizational structure and control systems. Uses case analysis as a major method for understanding and applying macrobehavioral and management science concepts to the resolution of managerial and organizational problems.

MGMT 635 Business Process Redesign (2)

Covers the principles and methodology of organization transformation through re-engineering/business process redesign. Simulation, service and manufacturing cases as well as topic presentation will be used.

MGMT 636 Advanced Methods of Organization Development (4)

Explores advanced theory, interventions and methodologies in organization development. Emphasizes generative interventions as opposed to discrepancy-based change processes.

MGMT 637 Action Learning Laboratory (2)

Develops an understanding of how individuals, teams and whole organizations learn from their experience. Provides laboratory experience in action learning, a process through which teams discover solutions to complex, real-world business problems by taking action, reflecting on those actions and generating new insights and knowledge as a result. Covers use of action learning as an organization development intervention.

MGMT 641 Training and Performance Issues (4)

Explores educational/training issues by conducting a needs assessment and performance audit. Students will plan solutions to training problems including various instructional designs and delivery formats, job aids, organizational communication strategies and non-classroom-based training recommendations.

MGMT 671 Strategic Management (4)

This course requires management students to use the disciplines and techniques learned during their degree programs. Strategy formulation and implementation concepts are discussed using cases and readings. This course is to be taken as the last core class or with permission from the program director.

MGMT 684 Instrumentation and Organizational Change (2)

Covers the use of instruments in the management of change. Focuses on instruments in the diagnosis and implementation of change at various levels: individual, group and organization.

MGMT 690 Management Internship (4-8)

Consists of experience in a field setting in collaboration with a trained professional. Equivalent of one and one-half days a week spent in an area of work related to the student's special interests. May be repeated in different settings.

MGMT 691 Advanced Topics in Organization Development (1-2)

Designed to provide organization development students and practitioners with access to leading-edge interventions, research and professionals. Available once each quarter, this workshop will introduce theory and practice of innovative work in organization development. A different topic is featured each quarter.

MGMT 692 Organization Development Consulting Practicum (2)

This capstone practicum is designed as an opportunity to bring a participant selected consultation into a forum for sharing and learning with fellow participants. Prerequisite: Consent of instructor.

Management Information Systems (M.I.S.) Courses

MIS 543 Computer Programming (4)

The art and science of programming is the focus of this course. In particular, algorithm development and logical problem-solving are emphasized. Programming concepts are conveyed using a high-level structured programming language in a visual environment. Individual programming assignments and course participation are required, as are several exams. Prerequisite: A working knowledge of personal computer fundamentals.

MIS 544 Programming and Data Structures (4)

Techniques for analyzing and constructing solutions for a wide range of computer-based problems are emphasized. A structured approach to program design and data structures is used. Fundamental concepts relating to the access, sorting and searching of data are explored through the study of pointers, ordered lists, arrays, stacks, queues, linked lists, trees and other related algorithms. Individual programming assignments and course participation are required, as are several exams. Prerequisite: MIS 543.

MIS 545 Computer Organization and Architecture (4)

The objectives of this course are to provide basic concepts of computer systems, to introduce computer architecture and to introduce assembly language. Discussion includes internal organization of the computer, techniques for representation of data, assembly language for a particular processor, procedure call and return mechanisms, including parameter passing and stack utilization, input/output processing, including interrupt handling, and the relationship between high-level languages and machine languages. Several assignments and course participation are required, as are several exams. Prerequisite: None.

MIS 546 Systems Analysis and Design (4)

Tools and techniques associated with the analysis and design of application systems are studied and evaluated. Traditional and state-of-the-art system development

life-cycle methodologies are examined. Specific topics include construction and evaluation of user interviews, data flow diagrams, data dictionaries, decision tables and trees and use of prototyping techniques and computer-aided software engineering tools. The course project requires a team analysis and design of a new application system. Prerequisite: None.

MIS 600 Independent Study (1-4)

This course allows an opportunity for a student to concentrate on a specific topic related to an existing course or to explore a timely topic not covered in an existing course. A proposal is required, outlining the nature of the problem and scope of the investigation. A research paper or project is required, as appropriate to the problem under investigation. Prerequisite: Permission of the program director.

“Benedictine’s graduate programs are ideal for the career changer. The quick-start admissions procedure lets you begin as soon as you make the decision. The variety of degree programs and concentration options let you easily update an old degree or pursue a new subject. The mix of evening and weekend classes help fit your program to your personal schedule.”

– Bob Dengler, student, M.I.S. program

MIS 645 Object-Oriented Design (2)

This course continues the study of good programming style based on structured programming principles and practices. It also explores the effective use of productivity tools and code reuse. Emphasis is placed on developing the real-world use of the object-oriented programming paradigm. A visual application development environment is used. Students are expected to complete a project. Prerequisite: MIS 543, MIS 546.

MIS 648 Information Management in Health Care (2)

The objective of this course is to examine information technology applications in health care. Case studies are used to analyze systems currently in place and to explore systems on the horizon within health care organizations. Discussion includes the roles of providers and payers; it also includes issues of patient records and quality assurance and quality management, as well as administrative and patient-related systems. Students are expected to propose a solution and implementation plan to an information management problem in a health care organization. Prerequisites: MPH 602 and one of MIS 546, MGMT 540 or MBA 641.

MIS 649 Advanced Topics in Health Information Systems Management (2)

The objective of this course is to examine emerging technologies and new information technology applications in health care. Topics include information systems for an integrated local delivery system, issues in building clinical data warehouses, health care information system standards, telemedicine, as well as the implications of strategic information-based alliances among the managed care and hospital communities. Techniques include case analysis and review of current literature. A course project to select a technology direction and to evaluate its fit with the strategy of a health care organization is expected. Prerequisite: MIS 648.

MIS 650 Issues in Health Information Systems (2)

Changes in information technology in the health care field are occurring at an increasing rate. Accelerated growth is expected as the focus of information technology uses shifts from operational or tactical uses to more strategic uses. A related challenge is to provide open, flexible technology solutions that effectively support the current organization demands and provide the foundation for growth around unknown, future business requirements. A course project examining strategic issues in information technology in the student's organization is expected. Prerequisite: MIS 649.

MIS 651 Client/Server Development (2)

Client/server computing refers to a scenario where individual workstations are connected to a server that controls some operations and manages data via a local area network. Therefore, the application is divided into two parts: one part resides on the server and the other on the client workstation. This course emphasizes the development of applications but also discusses implementation considerations such as organizational factors, information infrastructure, systems management and management issues. Prerequisites: MIS 543, MIS 546.

MIS 652 Consumer Databases (2)

This course focuses on the interface between database systems, advertising and direct mail activities. The construction and use of an integrated database is essential in marketing communication, for it is the database that provides the information for tracking cost information as well as response information about customers. This course prepares students with information systems, advertising or direct mail expertise to discuss planning and management issues on strategic marketing communication activities from either the company or the agency perspective. Prerequisite: MIS 674.

MIS 653 Financial Information Systems (2)

Organizations are increasingly decentralizing their functions and demanding efficient utilization of resources. They are focused on the bottom line. They expect meaningful financial information on a timely basis, accessible throughout the organization. Students will discuss external reporting of financial information as well as internal planning and decision-making information requirements. Prerequisites: MIS 546, MBA 601.

MIS 654 Enterprise-Wide Information Systems (4)

Application systems supporting business areas such as finance, sales and marketing, manufacturing, distribution and human resources are studied. Special features and information sharing issues within and across functional areas are analyzed and developed. Topics include appropriateness of an information system as a business solution, the unique aspects of each business functional area, special design and implementation considerations and integration issues with the enterprise model. Assignments include interviews with a user manager and a corresponding systems manager as well as a multiple application systems integration plan and design. Prerequisite: MIS 674.

MIS 656 Information Systems Security and Control (2)

Information is a vital corporate resource. The integrity, accuracy, timeliness, confidentiality and physical security of this resource is essential to maintain its value to the organization. The objective of this course is to study the need for and analysis, design and implementation of internal and external controls and procedures. Also discussed are specific control techniques for access security, data integrity, network and communication control, physical security, personal computer security and disaster recovery. Prerequisite: MIS 546.

MIS 657 Electronic Commerce (4)

This course presents the state-of-the-art in electronic commerce. Its focus is on the current and future impact of e-commerce on the student's organization, industry and professional activities. Specific topics include creating new business opportunities; identifying new customers and additional value in existing customers; realigning the organization for this new environment; addressing contemporary uncertainties, for example, governmental regulation, taxation, security, privacy and intellectual property rights; creating a market presence; measuring success, return on investment, and profitability; and sustaining the pace of change through appropriate staffing, hiring, outsourcing and partnering. Students examine recent successes and failures in e-commerce through case studies and other reading and will develop an e-commerce business plan for their organization. Prerequisite: MIS 546 or MBA 641.

MIS 658 Facilities and Operations Management (2)

The support side of information systems is studied, focusing on physical needs and ongoing production support. Facilities issues, including building considerations for voice and data, physical space requirements, hardware, networks, communications equipment, emergency equipment and special environmental needs, are examined with respect to information systems. Operations management is investigated for capacity and performance, production scheduling, component failure impact analysis, backups and recoveries and storage management. Prerequisite: MIS 546.

MIS 674 Database Management Systems (4)

Database technology has evolved from simply being a better way to organize and access data to being an information systems keystone, required to effectively support the enterprise. This course introduces database technology, emphasizing effective database design. Specific topics include components, roles and functions in a database environment; importance of data security; integrity and recovery; and strengths and weaknesses of data models, focusing on the relational model. A course project requires the design of a personal computer-based database application. A research paper is also expected. Prerequisites: MIS 543, MIS 546.

MIS 675 Client/Server Development Projects (2)

A hands-on practical experience in the implementation of a client/server system. This application course ties together object-oriented design, client/server development, Web technologies and database systems in a series of projects. Prerequisites: MIS 645, MIS 651 and MIS 674.

MIS 677 Knowledge-Based Systems (4)

This course introduces the use of knowledge-based systems, including decision support systems, group decision support systems, expert systems and executive information systems within the functional structure of the firm. Decision support and expert systems will be discussed in depth. For decision support systems, topics include analysis of decision criteria and modeling techniques and the system development process. For expert systems, students have the opportunity to demonstrate a business application using a rule-based system. Discussion will also include an evaluation of existing software. Prerequisite: MIS 674.

MIS 681 Network Planning (2)

In this course, students are asked to describe and evaluate networks as part of an organization's strategic and tactical plans. Business needs are evaluated and students offer feasible network solutions meeting these needs. Students analyze network opportunities, considering competitive forces, strategic advantages, strengths and opportunities. Students evaluate network requirements and alternative solutions, selecting the most appropriate, given the current and projected business environment. Network management and security issues are reviewed and appropriate policies and procedures recommended. Students also investigate the future of enterprise-wide networks. Prerequisites: MIS 545, MIS 546.

MIS 682 Network Design (2)

In this course, students evaluate network topologies, protocols, network components, current technology standards and interoperability issues. Students design a physical network solution that includes current physical environment, growth requirements, network solution requirements and business constraints. Students design a logical network solution that includes how the application will work across the physical network and how the data travels within and across networks. Distributed network models are also examined, looking at presentation, processing and data placement within the network

structure. Tools for network management are reviewed, documentation standards are defined, and network solutions provide production criteria for managing an implemented network solution. Prerequisite: MIS 681.

MIS 683 Project Management (2)

This course discusses how to manage projects efficiently, within budget and on schedule. The project plan is emphasized; it is the basis for monitoring, controlling and evaluating progress at each phase of the project's life cycle. A project planning software tool is utilized. This course is appropriate for technology and non-technology managers alike. Prerequisite: MIS 546.

MIS 684 Application Development Methodologies (2)

This course addresses managerial and technical issues involved in the development of information systems. Various models for software development are discussed, including rapid application development, joint application development and case tools. Topics discussed include estimating, productivity, performance measurement, simulation, quality, testing, maintenance and human resources. Practical examples of these topics are presented. Prerequisites: MIS 543, MIS 546.

MIS 689 Strategic Information Technology Management (4)

This course requires students to use all disciplines and techniques learned. Strategy formulation and implementation concepts focusing on information technology are discussed, using cases and readings. This course must be taken within two courses of completing the degree.

MIS 690 Management Information Systems Internship (1-4)

An internship offers practical work experience within which the student has the opportunity to apply and test theoretical learning while developing executive skills. The internship experience may be an apprenticeship, in which a less experienced student learns about the organization, the business unit and a variety of information systems projects in which the supervisor is involved or a project in which the student has major responsibility for a specific assignment and exposure to other areas of responsibility or interest. The M.I.S. internship may be repeated in different settings. Prerequisite: Permission of the program director.

MIS 691 Management of Information Technology Lecture Series (1-2)

Timely information technology topics are presented in the form of one or two credit-hour courses. Keeping pace with information technology requires constant learning. These courses provide an opportunity to examine and assess current information technology issues. There are no designated prerequisites, but graduate students are encouraged to have completed the 500-level course sequence. Topics are announced in advance.

MIS 692 Network Projects (2)

A hands-on practical experience in the implementation of a network system. This applications course ties together network planning and design in a series of networking projects. Prerequisite: MIS 682.

Organization Development (O.D.) Courses

PHDOD 731 Environmental Trends — Global (4)

Reviews major global environmental trends, including economic, demographic, political, legislative as well as other global trends influencing organizational effectiveness. Focuses on the identification of major global problems and the role of organization development.

PHDOD 732 Environmental Trends — Evolution (4)

Reviews current major environmental trends, including economic, population demographic, political and organizational as well as other work environment factors, shaping the present and future. Focuses on the role and potential contribution of the field and practice of organization development.

PHDOD 734 Organizational Strategy (4)

Integrates organization development (O.D.) into the concept of organizational strategy. Reviews traditional management strategy concepts and approaches along with O.D. approaches.

PHDOD 735 Philosophy of Social Science (6)

Devoted to understanding the construction, development and refinement of knowledge in the social/organizational sciences. Seeks to help students strengthen conceptual skills in advancing knowledge in the social sciences, navigate through the process of structured inquiry and understand the different goals of scientific inquiry (understanding, explanation, generativity and prediction).

PHDOD 736 Organization Research and Theory (6)

A doctoral-level introduction to some key perspectives (both traditional and contemporary) in organization theory and research. Organization theory is closely intertwined with organization development in the sense that it provides the theoretical fodder for the practice of change; this course examines a number of perspectives in organizational theory, considers the strengths and weaknesses of each and looks at the comparative ability of these models to explain a variety of organizational phenomena and examine their implications for practice.

PHDOD 791 Lecture Series — Contemporary Trends in Change Management (1)

This series brings to campus top national academicians and consultants to address state-of-the-art issues in organizational behavior, organization development and human resources management.

PHDOD 812 Qualitative Research (4)

Explores the philosophical roots of qualitative research such as phenomenology, hermeneutics, deconstructionism and postmodernism. Emphasizes grounded theory, participant observation and case study.

PHDOD 813 Quantitative Research (4)

Emphasizes understanding of the connection between research design, measurement, data reduction and analysis. Focuses on the evolution of a quantitative study from research questions, hypotheses and conceptual understanding to variable operationalization, data collection, data reduction and the resulting data files used in statistical analysis.

PHDOD 880 Group Process (4)

As organizations become more diverse and global, group membership becomes more heterogeneous and the complexities and challenges of good group process increase. This course uses group experience to help students become more aware of how their actions affect and are affected by others more capable of giving and receiving feedback and enhance their awareness of the dynamic process.

PHDOD 881 Organization Change and Design (4)

Focuses on organization change, with a particular emphasis on social constructionism and the emerging area of positive approaches to change. Revisits the social constructionist paradigm and compares/contrasts it with the social cognitivist view. Reviews practical implications for organization change of both the constructionist and cognitive perspectives.

PHDOD 884 Organizational Consultation (4)

Overview of organizational consultation tools and methods. Emphasizes assessment, diagnosis, style, techniques, strategies, approaches, knowledge base and power.

PHDOD 891 Advanced Topics (4 or 12)

This seminar varies in subject matter because of current and cutting-edge trends and experts in organization development (O.D.). Topics may include appreciative inquiry, socio-technical systems or contemporary views of O.D.

PHDOD 899 Dissertation (10)

Public Health (M.P.H.) Courses

MPH 600 Independent Study (1-4)

Arranged on a specific topic by teaching/learning contract with instructor.

MPH 601 Health Behavior (4)

(Cross-listed HADM 301)

This course gives an overview of social, psychological and biological determinants of human health behavior and behavior change methods.

MPH 602 U.S. Health Care System (4)

(Cross-listed HADM 300, NRHL 320, NUTR 382)

Multidisciplinary examination of various aspects of the existing health care industry in the U.S., including the impact of managed care on process and outcome. It also explores governmental and economic influences on the system.

MPH 603 Ethical and Political Issues in Public Health (4)

(Cross-listed HADM 303, NUTR 383)

This course focuses on the ethical and political dimensions of public health and health care organizations and professions. Prerequisite: MPH 602.

MPH 604 Epidemiology (4)

This course analyzes chronic and communicable disease patterns in the U.S. and the world. It covers the epidemiological triad and other models, preventive health and medicine, disease in history and civilization and the study of epidemiological statistical methods.

MPH 605 Environmental Health (4)

The health implications of human relationship to the biosphere are examined, as well as the effect of environmental change upon physical, biological and social patterns. Alternative solutions for environmental problems are explored.

MPH 606 Methods of Research in Public Health (4) (Cross-listed MCP 606)

This course is an overview of research design, collection and reporting of data, interpretation of findings, inferential procedures and current public health research. Prerequisite: STAT 511 or MBA 541.

MPH 607 Community Health Analysis (4)

This course focuses on the factor in and analysis of health needs in a real community, leading to a proposal of solutions. It involves field work and utilization of research skills. This course should be taken after the completion of core courses. Prerequisites: STAT 511 or MBA 541, MPH 601, 602, 603, 604, 605, 606.

MPH 608 Financial Planning in Health Care Organizations (2)

(Cross-listed HADM 358)

Applies the principles and techniques of financial management to intermediate- and long-range planning in health care organizations. Topics include capital budgeting, cash flow analysis, planning short- and long-range financing and prospective payment systems. Prerequisite: MPH 602 and MGMT 500 or MBA 500.

MPH 609 Cultural Context of U.S. Health (4)

Supplies information on the cultural and sociological contexts in which the health care system developed. Examines the role of socio-economic groups in the history of the U.S. health care system.

MPH 610 Health Policy (4)

Considers current health policies as outcomes of the larger political and social debates as well as the determinants of disease and the resources and information gathering systems necessary to formulate health policies.

MPH 612 Nutrition and Public Health (4)

In this course, human nutritional needs, food choices, cultural patterns and public health applications are studied.

MPH 614 Lifespan Nutrition (4)

This course explores the physiological and psychological needs and changes at each stage of human development. It also addresses the role of nutrition in age-associated diseases and ethical and legal standards of care. Prerequisite: Basic nutrition course.

MPH 616 Stress Management (4)

(Cross-listed MCP 616, HLSC 372)

This course examines stress theories of disease, beneficial aspects of stress, life change, health behavior change and techniques of stress management.

MPH 617 Spanish for Nutrition Professionals (4)

Introduction to basic Spanish language for nutrition professionals. Prerequisite: Instructor's consent.

MPH 618 Alcohol Abuse: Applied Theory (4)

(Cross-listed MCP 551)

This course examines the social, physiological, cultural and psychological factors in the etiology of alcoholism. A wide range of both theoretical and practical approaches to alcoholism treatment are outlined not only for the alcoholic, but also for those affected by the alcoholic's drinking. An application project or paper is required. Credit will not be given if MCP 551 is also taken.

MPH 619 Drug Abuse: Applied Theory (4)

(Cross-listed MCP 552)

This course is a study of drugs of abuse (exclusive of alcohol), including legal and illegal drugs, medical and recreational drugs. It includes an examination of the incidence of abuse, identification of problems, control of abuse patterns and prevention techniques. An application project or paper is required. Credit will not be given if MCP 522 is also taken.

MPH 620 Nutrition in Women's Health (2)

A discussion of women's health and nutrition throughout the life span. Highlights eating disorders, osteoporosis, pregnancy and lactation. Prerequisites: Basic nutrition and physiology background or permission.

MPH 621 Obesity: Theory and Practice Applications (3)

Discussion of the etiology, physiological, pathophysiological and psychological impacts and multidisciplinary treatment modalities for persons throughout the life span. Prerequisites: Biochemistry and physiology courses.

MPH 622 Issues in Clinical Nutrition (1)

This course focuses on critical analysis and application of current issues in the clinical nutrition case arena. Prerequisite: Acceptance into the dietetic internship, R.D.

MPH 623 Legal Aspects of Health Care Administration (2)

(Cross-listed MCP HADM 371, NRHL 371 WA, NRHL 371 WB)

Covers the issues of patient rights and consent, reimbursement, expansion, malpractice, risk management and coordination with regulatory agencies.

MPH 624 Issues in Nutrition Services Management (1)

This course focuses on the theory and practice of current topics. Prerequisite: Nutrition course.

MPH 629 Nutrition Research Planning (1)
(Cross-listed NUTR 398)

Principles and application of the research process as applied to nutrition. This course will provide students with an overview of research design, methodology, proposal writing, planning for data collection and analysis, and literature search. Upon completion of the course, the student will have a proposal and action plan for their required research project. Students will then work with a nutrition faculty research supervisor to conduct their research. Prerequisite: Acceptance into Dietetic Internship, R.D.

MPH 632 Public Health Education Methods (4)

Techniques encouraging behavior change through education methods used in various settings are covered in this course. It combines education theory with practical application. Prerequisites: MPH 601 and two courses from among MPH 612-622, MPH 653.

MPH 650 Principles of Emergency and Disaster Management (2)

This course focuses on the predictable chain of events following a disaster, the effective interdisciplinary processes that are the predictors of successful management and the new data-driven models of disaster management. Upon completion of the course, students will be able to critique and revise disaster plans based on models of disaster planning and response.

MPH 651 Infrastructure of Disaster Management (4)

Disasters cross many geographic, jurisdictional and functional lines. Insectoral and interorganizational coordination are essential for successful disaster management. In this course, students will learn the functions of each sector and apply them to disaster management situations.

MPH 652 Hazard Vulnerability Assessment (2)

In order to identify and acquire the necessary resources and support for a disaster, it is necessary to assess the likelihood and extent of the event. Using techniques from biostatistics and epidemiology, the student will learn how to estimate the probability of an event as well as measures to be taken to prevent, mitigate and recover from a disaster.

MPH 653 Natural and Manmade Disasters (2)

This is a survey of the range and intensity of the various disasters. Students will learn steps to be taken to avoid disaster as well as the essential means for meeting the challenges it poses.

MPH 654 Psychology and Sociology of Disasters (2)

The reaction of the population is key to disaster planning. The welfare of the ordinary citizen is the primary concern of most disaster planning, and sometimes the same citizen is an important resource in meeting the disaster. Understanding how people react and how to communicate with them is essential to the public health approach to disaster management. This course will consider the psychological, sociological and communication aspects of working with the public.

MPH 655 Critical Analysis of Disaster Issues and Problems (4)

This course is a practicum in planning for selected man-made and natural disasters. Students will critique existing disaster plans and work on hypothetical and actual plans. Prerequisite: Two other Disaster Management courses.

MPH 668 Health Service Marketing (2)

The course stresses how marketing strategies change as health care providers, health care medical suppliers, managed care and insurance companies market their services and products to one another. In addition, the course will cover the differences between services marketing and product marketing and the importance of the health belief model in influencing consumer health behavior. Prerequisites: MGMT 561 or MBA 661. Credit will not be given if MBA 668 is also taken.

MPH 671 Managed Care Environment (2)
(Cross-listed HADM 371 WA, HADM 371 WB, NRHL 371)

This course considers the development of managed care, types of organizations and plans, financial models, risk management and trends, plus the complex interplay of provider, employer, payer and patient. Prerequisite: MPH 602.

MPH 672 Managed Care Impact on Care Delivery (2)
(Cross-listed HADM 372, NRHL 372)

This course probes the impact of managed care on health care providers, including the effects on utilization management, outcomes monitoring, quality assessment, shifting risk to providers and delivery trends. Prerequisite: MPH 671.

MPH 681 Institutional Based Long-Term Care (2)
(Course name will be changed to Long Term Care Settings, effective Summer 2003)

Considers the full complement of institutions, including independent or retirement living centers, residential facilities, assisted living facilities, skilled nursing facilities and subacute care facilities.

MPH 682 Community Based Long-Term Care (2)

Addresses the complete spectrum of non-institutional long-term care, including home health care, adult day care, adult foster care, senior centers, hospice, home-based support services, working with family care givers and specific community-based support services.

MPH 683 Long-Term Care Financing (2)

Examines the key ways in which long-term care is financed, including Medicare, Medicaid, integrated programs, financing options and long-term care insurance.

MPH 686 Government Regulations in the Health Care Industry (2)

Analyzes the regulatory agencies that supervises activities within long-term care facilities. Examines methods of meeting compliance and discusses standards developed within long-term care and those imposed from outside.

MPH 688 Community Health Education (4)

This course emphasizes assessment, evaluation and development skills in community health education utilizing new Internet and media-based technologies.

MPH 689 Dietetic Internship (1-3)

Supervised field placement in community education, health care and management organizations. May be taken more than once to total 10 credits required for M.P.H. degree and to meet 1,150 clock-hour requirements for ADA Internship Verification Statement. Prerequisites: Completion of ADA-approved DPD, 28 credits in the M.P.H. program and separate acceptance into the dietetic internship program.

MPH 690 Internship in Public Health (6-10)

In this course, the legal aspects of health policymaking are studied. Legal implications of implementation of health policies are examined.

MPH 691 Nutrition Research Interpretation (3)

After data collection, this course will bring students through the analysis and interpretation phases of their research projects. Students will utilize statistical analysis software as well as their knowledge of statistics, to input their data and conduct a thorough analysis of the research findings. Upon completion of the course, students will have produced a research manuscript with a structural abstract. Prerequisite: Nutrition Research Planning.

MPH 692 Health Policy Law (2)

In this course, the legal aspects of health policy making are studied. Legal implications of implementation of health policies are examined.