

BUSINESS ADMINISTRATION (BSAD)

BSAD 50800 - Contemporary Management and Marketing Practice (3)

This course builds essential management and marketing fluency by introducing core concepts of organizational structure, leadership, decision-making, customer value, market strategy, and the marketing mix. Students gain context for how management and marketing decisions influence overall organizational performance, and attention is given to building business insight that will be reinforced throughout the program.

BSAD 51000 - Critical Thinking and Communication (3)

Through exploring today's complex business problems, students will develop a critical thinking attitude while learning how to apply an array of critical thinking skills. Emphasis will be placed on using logical reasoning supported by qualitative and quantitative evidence to identify problems, evaluate alternatives, and justify decisions. It is expected that students will become better listeners, more capable communicators – both in writing and speaking – as well as better at reflecting upon their own thinking. The class is based on the premise that critical thinking and communication skills are best learned through practice. Being able to communicate across cultures is a highly sought-after skill for businesses today. You will learn to apply your emotional intelligence and cultural intelligence to make every cross-cultural interaction a success and demonstrate your emotional intelligence and your cultural communication competency.

Prerequisite: (BSAD 50800) and (BSAD 52000)

BSAD 52000 - Fundamentals of the Business Enterprise (3)

This course is designed to introduce the student to three core areas of business: Economics, Accounting and Finance. As this course is intended for students pursuing a business focused graduate degree without prior business studies, these three topics will be introduced so the students have a foundational base upon which to build when they take the upper-level Economics, Accounting & Finance required for their degree program. This course will introduce you to the key business concepts needed to manage an organization and ensure you develop basic literacy in the terminology of business. The class focuses on learning the fundamental vocabulary, ideas, theories and concepts associated with each management knowledge area. This is an intensive course where students will work through numerous problem sets requiring basic math and algebra knowledge along with applying theory to assess different situations.

BSAD 53000 - Ethical Strategic Management (3)

Ethical Strategic Management is a capstone course that provides students an opportunity to apply managerial decisions that impact the success and performance of a business. Focusing on the formulation, implementation, and evaluation of business strategies through an ethical lens, this course integrates knowledge and skills gained from previous studies in various business disciplines emphasizing a comprehensive and strategic view of organizational management. This course aims to equip future leaders with the tools necessary for strategic thinking, decision-making, and effective management. This course is designed as the last course taken in the MBA program.

Prerequisite: BSAD 50800 and (BSAD 51000 or NURS 53000) and ACCT 55000 and ECON 55400 and FINA 57200 and (BSAN 50500 or NURS 53300)

BSAD 55800 - Human Resources Management (3)

The goal of this course is to enable students to understand the role of the human resources department. This includes recruiting and selecting, training and development, industrial relations, compensation techniques and strategies.

Prerequisite: or BSAD 50800

BSAD 58800 - Employment Law (3)

This course emphasizes current employment law. Major focus is on understanding, interpreting and making employment decisions in light of relevant laws. Contemporary employment issues, such as job discrimination, employment contracts and collective bargaining will be included.

Prerequisite: (BSAD 50800) or (FINA 51200)

BSAD 59000 - Strategic Decision Making and Competitive Analysis (3)

This course enables students to understand the process of evaluating, developing, and implementing data-driven strategic decisions within organizations. Students will learn to frame problems, conduct hypothesis testing, select the most impactful solutions, and, importantly, communicate these solutions effectively to their organizations. This course aims to equip future leaders with the essential tools for strategic thinking, decision-making, and effective management in their respective organizational roles.

BSAD 59500 - Innovation and Strategic Change Management (3)

The Innovation and Strategic Change Management course examines how organizations design, implement, and sustain innovation in dynamic and competitive environments. It integrates strategic thinking, creativity, and change leadership to prepare future managers for organizational transformation. The course emphasizes bridging organizational vision with effective execution, developing agile decision-makers capable of leading organizations through complex and evolving change environments.

BSAD 60100 - Legal, Social and Ethical Foundations of Business (3)

This course examines some important areas of law governing behavior in the business community. Students develop an understanding of how policy considerations and social and ethical values become articulated in specific legal terminology. Topics covered include contract law, regulatory law, sales law, paper law, corporation law, agency and employment, environment and community planning, consumer protection and ethical considerations. Note: Students who have completed undergraduate courses in Business Law 1 and Business Law 2 with a grade of B or higher in both may waive this course and substitute another course in the MBA program from Phase III.

BSAD 61100 - Managerial Communication (3)

This workshop course enables students to integrate communication theory and apply the various forms of written and oral communication skills required in business settings. Extensive practical application of the diverse forms of business communication with the aid of technology include written memos, e-mail messages, meeting management, collaborative reports and the incorporation of graphics. Multicultural aspects of the course include describing the challenges of international and cross-cultural business communication. Enhancing oral presentations with the use of multimedia PowerPoint slides is also covered. This course should be completed as early as possible in the program.

BSAD 63000 - Organizational Behavior and Development (3)

This course provides students with a study of organizational development applying principles and techniques of behavioral sciences through a program of planned change. Students are expected to master underlying theories of organizations, motivation, group learning and leadership effectiveness.

Prerequisite: or BSAD 50800

BSAD 67200 - Graduate Business Practicum (CPT) for International Students (3)

International graduate students may engage in temporary employment for the purpose of gaining practical experience directly related to their major field of study. Practicum fulfilling the Curricular Practical Training must be approved by the Program Director prior to registration, after an evaluation of the employment request and suitability of employer relative to the student's major area of study.