

## REQUIRED COURSES: MASTER OF INTERNATIONAL MANAGEMENT

<b>SPECIALIZATIONS</b>	<b>International Marketing Management</b>	
	<b>Course Sequencing</b>	MGMT 650 must be completed before MRKT 604.
<b>Specialization Courses</b>	IMAN 615 Strategic Investment and Partnering (3) IMAN 625 International Trade and Economic Policy (3) MRKT 605 International Marketing Management (3) MRKT 601 Legal and Ethical Issues in Global Communications (3) MRKT 602 Consumer Behavior (3) MGMT 650 Statistics for Managerial Decision Making (3) MRKT 604 Marketing Intelligence and Research Systems (3)	

## RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>International Marketing</b>		
<b>Course Sequencing</b>	MRKT 605 must be taken first.	
<b>Required Courses</b>	MRKT 605 International Marketing Management (3) IMAN 625 International Trade and Economic Policy (3) MRKT 601 Legal and Ethical Issues in Global Communications (3) MRKT 602 Consumer Behavior (3)	
<b>International Trade</b>		
<b>Course Sequencing</b>	Students must take IMAN 601 as the first course, followed by IMAN 615. The remaining courses can be taken in any order.	
<b>Required Courses</b>	IMAN 601 Strategic Management in a Global Environment (3) IMAN 615 Strategic Investment and Partnering (3) IMAN 625 International Trade and Economic Policy (3) MRKT 605 International Marketing Management (3)	

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## MASTER OF SCIENCE IN ACCOUNTING AND FINANCIAL MANAGEMENT

DUAL DEGREE <b>MS in Accounting and Financial Management</b> <small>SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.</small>	+	Master of Science in Accounting and Information Systems
		Master of Science in Financial Management and Information Systems

### Program Description

There is substantial demand in the workforce for professionals and managers who possess specialized skills, knowledge, and abilities in both the accounting and financial management disciplines. The Master of Science (MS) in accounting and financial management is designed to help those individuals who want to raise their knowledge base in these areas, rather than seek a general management or general business-related degree, to move either into a position in the chief financial officer (CFO) career path or simply to move into another career field without becoming so specialized that they lose flexibility.

The program emphasizes understanding the financial reporting process and its effect on financial markets, as well as using and analyzing financial information to make informed management decisions. Subject matter from the accounting and finance disciplines is integrated in a capstone course that focuses on the application of principles, theories, and techniques previously covered in the curriculum. The goal is to prepare students to assume positions of increasing responsibility within the financial operations of an organization.

### Program Objectives

Graduates of this program will be able to

- Successfully apply accounting and financial management concepts and principles in the analysis and resolution of strategic and operational problems.
- Utilize technology in the accounting and financial management of their organizations to share access to information for the purpose of improving the quality of decision making enterprise-wide.

- Apply finance and accounting principles in evaluating the costs and benefits of strategic investments.
- Evaluate issues and innovations in accounting and financial management and their effects on managerial decision making.
- Evaluate the effects of international standards and international diversification on accounting and financial management decision making.
- Demonstrate understanding of the ethical problems facing accounting and financial management professionals.
- Assess and evaluate the state of corporate governance and internal controls.

### Program Overview

The curriculum requires 36 credits, including 15 credits in accounting core courses, 18 credits in financial management core courses, and a 3-credit program capstone course.

### Academic Preparation

Students must have completed 15 credits of undergraduate accounting coursework, with a grade of C or better in each course, before enrolling in any graduate accounting course. Students without recent coursework in accounting or economics are strongly advised to complete UCSP 620 and 621 before enrolling in MGMT 640 or ACCT 610.

### Professional Certification

Successful completion of the program may satisfy the educational requirement for candidacy for the Certified Public Accountant (CPA) exam. Educational requirements to sit for the CPA exam vary among states. Students are responsible for staying abreast of the current requirements for the state in which they will sit for the exam or practice professionally.

### Career Paths

- Chief financial officer
- Accounting or financial manager
- Fraud examiner

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

- Financial, budget, or management analyst
- Government accountant or auditor
- Internal auditor
- Financial liaison with business units
- Financial consultant or advisor

## Partnership

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in accounting to reduce their total coursework for the graduate degree by up to 6 credits (two courses) and complete both degrees with a total of 150 credits of coursework.

The Graduate School will accept the following toward the completion of the MS in accounting and financial management,

accounting and information systems, or management with a specialization in accounting for a maximum of 6 credits:

- Both ACCT 410 Accounting for Government and Not-for-Profit Organizations *and* ACCT 425 International Accounting in lieu of ACCT 665 Selected Topics in Accounting: International, Government, and Nonprofit Accounting
- Both ACCT 427 Advanced Auditing *and* ACCT 433 Audit and Control of Information in lieu of ACCT 612 Auditing Process

The substitutions listed above are the only substitutions possible. Credits eligible for sharing must have been completed no earlier than four years before the beginning of graduate studies. A minimum grade of B must be earned in each of the undergraduate classes for the credits to be accepted at the graduate level. Admission requirements apply to all applicants.

### REQUIRED COURSES: MASTER OF SCIENCE IN ACCOUNTING AND FINANCIAL MANAGEMENT

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Initial Recommendation</b>	Students without a background in finance or accounting should take UCSP 620 and 621.	
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• ACCT 610 must be taken before any other graduate accounting courses.</li> <li>• Students are strongly encouraged to take ACCT 612 before ACCT 608.</li> <li>• MGMT 640 is prerequisite to FIN 610.</li> <li>• FIN 610 is prerequisite to all other FIN courses.</li> <li>• FIN 620 and 630 are prerequisite to FIN 660.</li> <li>• FIN 630 is prerequisite to FIN 645.</li> <li>• Students must complete all courses (except FIN 645 or ACCT 665) before enrolling in MSAF 670.</li> </ul>	
<b>Accounting Core Courses</b>	ACCT 610	Financial Accounting (3)
	ACCT 612	Auditing Process (3)
	ACCT 608	Fraud Examination and Accounting Ethics (3)
	ACCT 613	Federal Income Taxation (3)
	ACCT 665	Selected Topics in Accounting: International, Government, and Nonprofit Accounting (3)
<b>Finance Core Courses</b>	MGMT 640	Financial Decision Making for Managers (3)
	FIN 610	Financial Management in Organizations (3)
	FIN 620	Long-Term Financial Management (3)
	FIN 630	Investment Valuation (3)
	FIN 645	Behavioral Finance (3)
	FIN 660	Strategic Financial Management (3)
<b>Capstone Course</b>	MSAF 670	Accounting and Financial Management Capstone (3)

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Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## MASTER OF SCIENCE IN ACCOUNTING AND INFORMATION SYSTEMS

DUAL DEGREE  
MS in  
Accounting and  
Information Systems



Master of Science in  
Accounting and Financial  
Management

SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.

### Program Description

Information systems have become ubiquitous in the world of accounting, and expertise in both areas sets employees apart from their peers. The Master of Science (MS) in accounting and information systems is designed for students who have backgrounds in finance or accounting and want to improve their knowledge of accounting and information systems to advance their careers to either chief financial officer or chief information officer or to serve as liaisons between their organization's information technology department and executive leadership. It is also an appropriate track for professionals not currently in accounting or information technology who want to develop the skills they need to make a career change. The curriculum focuses on business processes with a broad business outlook and includes fraud examination, federal income taxation, accounting ethics, auditing, systems analysis and design, computer security, and more. The goal of the program is to give students the tools they need to bridge the gap between accounting and information systems in their organization and to develop ways to enhance that relationship.

### Program Objectives

Graduates of this program will be able to

- Successfully apply accounting and information systems concepts, principles, and techniques in the analysis and resolution of accounting systems problems and opportunities within their organizations.
- Effectively communicate accounting and information systems ideas, concepts, and solutions.

- Evaluate the effects of technology on an organization's accounting system.
- Evaluate issues and innovations in accounting and in information systems and their effects on managerial decision making.
- Evaluate and design accounting and information systems to meet organizational goals.
- Develop and evaluate alternative solutions to organizational problems.

### Program Overview

The curriculum requires 36 credits of coursework, including 18 credits in accounting core courses, 15 credits in information systems core courses, and one 3-credit program capstone course.

### Academic Preparation

Students must have completed 15 credits of undergraduate accounting coursework, with a grade of C or better in each course, before enrolling in any graduate accounting course. Students without recent coursework in accounting are strongly advised to complete UCSP 620 before enrolling in ACCT 610.

### Professional Certification

Successful completion of the program may satisfy the educational requirement for candidacy for the Certified Public Accountant (CPA) exam. Educational requirements to sit for the CPA exam vary among states. Students are responsible for staying abreast of the current requirements of the state in which they will sit for the exam or practice professionally.

### Career Paths

- Liaison between the chief financial officer and chief information officer
- Public accountant or auditor
- Government accountant or auditor
- Management or systems analyst
- Fraud examiner or internal auditor

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## Partnership

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in accounting to reduce their total coursework for the graduate degree by up to 6 credits (two courses). Details are on p. 29.

### REQUIRED COURSES: MASTER OF SCIENCE IN ACCOUNTING AND INFORMATION SYSTEMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>ACCT 610 must be taken before any other graduate accounting courses.</li> <li>It is strongly recommended that ACCT 612 be taken before ACCT 608.</li> <li>Students must complete all courses (except ACCT 665 or INFA 610) before enrolling in MSAS 670.</li> </ul>	
<b>Accounting Core Courses</b>	ACCT 610	Financial Accounting (3)
	ACCT 612	Auditing Process (3)
	ACCT 608	Fraud Examination and Accounting Ethics (3)
	ACCT 614	Accounting Information Systems (3)
	ACCT 613	Federal Income Taxation (3)
	ACCT 665	Selected Topics in Accounting: International, Government, and Nonprofit Accounting (3)
<b>Information Technology Core Courses</b>	ISAS 610	Information Systems Management and Integration (3)
	ISAS 630	Systems Analysis and Design (3)
	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)
	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)
	IMAT 637	IT Acquisitions Management (3)
<b>Capstone Course</b>	MSAS 670	Accounting and Information Systems Capstone (3)

### RELATED CERTIFICATE PROGRAM

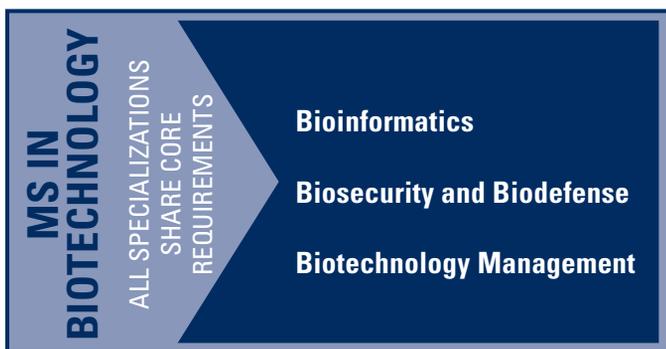
<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Accounting and Information Systems</b>		
<b>Course Sequencing</b>	ACCT 610 is prerequisite to all required accounting courses.	
<b>Required Courses</b>	ACCT 610	Financial Accounting (3)
	ACCT 614	Accounting Information Systems (3)
	IMAT 637	IT Acquisitions Management (3)
	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## MASTER OF SCIENCE IN BIOTECHNOLOGY



### Program Description

Biotechnology explores the delicate and complex relationship between technology and life. The Master of Science (MS) in biotechnology is designed for students with backgrounds in molecular biology who want to explore the ever-increasing role that technology plays in biological studies and research and in bio-businesses. The curriculum covers bioinformatics and societal and business issues in biotechnology. The goal is to provide graduates with the specific knowledge and expertise needed to take on more prominent roles, such as laboratory supervisor, production manager, research scientist, bioinformatics analyst, or computational biologist, at their organizations.

### Program Objectives

The graduates of this program will be able to

- Explore and apply the technologies currently in use in the biotechnology industry.
- Effectively evaluate and understand the regulatory role of federal and state governmental agencies as well as international bodies and professional groups.
- Examine the business of biotechnology, including financial, strategic, and human resource management in the industry.
- Utilize molecular biology concepts and software tools to increase their knowledge of bioinformatics.



### Program Overview

The curriculum requires 36 credits of coursework, including 15 credits of core courses, 18 credits of specialization courses, and a 3-credit capstone course.

### Academic Preparation

Students without a molecular biology background are required to take a college-level molecular biology course before taking the required program core.

### Recognition

UMUC's Master of Science in biotechnology has been designated a Professional Science Master's degree program through the Council of Graduate Schools.

### Partnership

Students certified as Project Management Professionals by the Project Management Institute may receive credit for PMAN 634 Foundations of Project Management if they begin study for the master's degree within five years of earning certification. Graduate advisors can provide more information.

### Specializations

The MS in biotechnology degree program offers three specializations, each covering subject areas relevant to today's career fields. Each specialization prepares students for one of several possible career paths, depending on the student's background and employer criteria.

#### Bioinformatics

The bioinformatics specialization provides students with a comprehensive and deep understanding of the many aspects of

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

molecular biology and computational science. The curriculum covers a broad range of subjects, including biostatistics, databases and data structures, algorithms, gene expression data analysis, and Perl and Java programming.

#### CAREER PATHS

- Bioinformatics analyst
- Bioinformatics specialist
- Computational biologist
- Biological database specialist
- Instructor

#### Biosecurity and Biodefense

Biosecurity and biodefense are emerging as integral subject areas in the 21st century, and students who choose this specialization will hone their skills in researching, analyzing, and/or writing about the most recent developments in the emerging fields. The curriculum covers agents of bioterrorism, threat analysis and response, and information technology as it relates to biodefense.

#### CAREER PATHS

- Biodefense policy writer
- Research scientist

#### Biotechnology Management

The biotechnology management specialization explores the biotechnology field as a commercial enterprise. The curriculum covers the commercialization of biotechnology, project selection and evaluation processes, and biomanufacturing.

#### CAREER PATHS

- Laboratory supervisor
- Manufacturing and production manager
- Project manager
- Instructor
- Regulatory affairs officer
- Public relations officer
- Sales representative
- Bioethicist

### REQUIRED COURSES: MASTER OF SCIENCE IN BIOTECHNOLOGY

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)	
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• BIOT 640 must be taken as the first program course.</li> <li>• All core courses with the BIOT designator must be completed before starting any specialization.</li> <li>• BTMN 670 must be taken after completion of 27 credits of program coursework.</li> </ul>		
<b>Core Courses</b>	BIOT 640	Societal Issues in Biotechnology (3)	
	BIOT 630	Introduction to Bioinformatics (3)	
	BIOT 645	The Business of Biotechnology (3)	
	BIOT 643	Techniques of Biotechnology (3)	
	PMAN 634	Foundations of Project Management (3)	
<b>Capstone Course</b>	BTMN 670	Capstone in Biotechnology (3)	
<b>SPECIALIZATIONS</b>	<b>Bioinformatics</b>		
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• Students without a background in statistics are strongly encouraged to take STAT 200 before the specialization courses.</li> <li>• BIFS 617 is prerequisite to BIFS 618 and 619.</li> </ul>	
	<b>Specialization Courses</b>	BIFS 613	Statistical Processes for Biotechnology (3)
		BIFS 617	Advanced Bioinformatics (3)
		DBST 651	Relational Database Systems (3)
		BIFS 618	Java for Biotechnology Applications (3)
	BIFS 619	Gene Expression Data Analysis (3)	
	BIFS 614	Data Structures and Algorithms (3)	

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN BIOTECHNOLOGY (continued)

REQUIRED COURSES: MASTER OF SCIENCE IN BIOTECHNOLOGY (continued)			
<b>SPECIALIZATIONS</b>	<b>Biosecurity and Biodefense</b>		
	<b>Course Sequencing</b>	Courses must be taken in the order listed, except that BTMN 632 can be taken at any time.	
	<b>Specialization Courses</b>	BSBD 640	Agents of Bioterrorism (3)
		BSBD 641	Biosecurity and Bioterrorism (3)
		HSMN 630	Business Continuity: Disaster Recovery, Planning, and Response (3)
		BSBD 642	Advanced Biosecurity and Bioterrorism (3)
		BSBD 643	Strategies for Interagency Cooperation, Verification, and Global Countermeasures in Biodefense (6)
	<b>Biotechnology Management</b>		
	<b>Specialization Courses</b>	BTMN 632	Commercializing Biotechnology in Early-Stage Ventures (3)
		BTMN 634	Selection and Evaluation of Biotechnology Projects (3)
BTMN 636		Biotechnology and the Regulatory Environment (3)	
TMAN 611		Principles of Technology Management (3)	
MRKT 600		Marketing Management (3)	
TMAN 625		Economics and Financial Analysis for Technology Managers (3)	

## RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Bioinformatics</b>		
<b>Required Courses</b>	BIOT 630	Introduction to Bioinformatics (3)
	BIFS 613	Statistical Processes for Biotechnology (3)
	BIFS 617	Advanced Bioinformatics (3)
	DBST 651	Relational Database Systems (3)
	BIFS 614	Data Structures and Algorithms (3)
<b>Biosecurity and Biodefense</b>		
<b>Required Courses</b>	BSBD 640	Agents of Bioterrorism (3)
	BSBD 641	Biosecurity and Bioterrorism (3)
	BSBD 642	Advanced Biosecurity and Bioterrorism (3)
	BSBD 643	Strategies for Interagency Cooperation, Verification, and Global Countermeasures in Biodefense (6)
<b>Biotechnology Management</b>		
<b>Required Courses</b>	BIOT 640	Societal Issues in Biotechnology (3)
	BIOT 630	Introduction to Bioinformatics (3)
	BIOT 643	Techniques of Biotechnology (3)
	BTMN 636	Biotechnology and the Regulatory Environment (3)
	BTMN 632	Commercializing Biotechnology in Early-Stage Ventures (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN CYBERSECURITY

DUAL DEGREE  
MS in  
Cybersecurity



Master of Business  
Administration

SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.

## Program Description

Society has become increasingly reliant on information and communications technologies—and increasingly vulnerable to cyberspace threats. The Master of Science (MS) in cybersecurity is designed for midcareer professionals who wish to help meet the challenges posed by increasing cyber threats. The program uses a multidisciplinary approach—drawing from fields such as management, law, ethics, science, technology, business, psychology, and sociology—to provide students with a broad analytical framework for evaluating and solving cybersecurity problems. The goal of the program is to give students the knowledge and skills to combat cyber threats at enterprise, national, and global levels.

## Program Objectives

Graduates of this program will be able to

- Analyze cybersecurity issues from different perspectives.
- Identify the root causes of cybersecurity problems.
- Propose effective countermeasures and preventive methods in cybersecurity.
- Lead teams of cybersecurity professionals.
- Work in concert with leaders in other, related fields.
- Make strategic decisions to protect entities from cyber threats.

## Program Overview

The degree program requires 36 credits of coursework, including a 6-credit capstone course.

## Technology Requirements

The cybersecurity curriculum makes extensive use of online multimedia learning objects and interactive exercises. A minimum Internet connection speed of 512 KB per second is recommended.

## Career Paths

- Chief security officer
- Cybersecurity manager or administrator
- Cybersecurity architect
- Cybersecurity operations analyst
- Cybersecurity or secure software assurance engineer
- Cyber operations planner

## Partnership

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in cybersecurity to reduce their total coursework for the graduate degree by up to 18 credits (three courses).

The Graduate School will accept the following courses toward the completion of the MS in cybersecurity or cybersecurity policy for a maximum of 18 credits:

- *Both CSIA 413 Security Policy Implementation and CSIA 485 Practical Applications in Cybersecurity Management in lieu of CSEC 610 Cyberspace and Cybersecurity*
- *CSIA 520 Human Aspects in Cybersecurity: Ethics, Legal Issues, and Psychology in lieu of CSEC 620 Human Aspects in Cybersecurity: Ethics, Legal Issues, and Psychology*
- *CSIA 530 Prevention and Protection Strategies in Cybersecurity in lieu of CSEC 630 Prevention and Protection Strategies in Cybersecurity or CSIA 535 National Cybersecurity Policy and Law in lieu of CSEC 635 National Cybersecurity Policy and Law*

The substitutions listed above are the only ones possible. Credits eligible for sharing must have been completed no earlier than four years before the beginning of graduate studies. A minimum grade of B must be earned in the undergraduate class for the credits to be accepted at the graduate level. Admission requirements apply to all applicants.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN CYBERSECURITY

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	Courses must be taken in the order listed.	
<b>Core Courses</b>	CSEC 610	Cyberspace and Cybersecurity (6)
	CSEC 620	Human Aspects in Cybersecurity: Ethics, Legal Issues, and Psychology (6)
	CSEC 630	Prevention and Protection Strategies in Cybersecurity (6)
	CSEC 640	Monitoring, Auditing, Intrusion Detection, Intrusion Prevention, and Penetration Testing (6)
	CSEC 650	Cyber Crime Investigation and Digital Forensics (6)
<b>Capstone Course</b>	CSEC 670	Cybersecurity Capstone (6)

## RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Foundations of Cybersecurity</b>		
<b>Course Sequencing</b>	Courses must be taken in the order listed.	
<b>Required Courses</b>	CSEC 610	Cyberspace and Cybersecurity (6)
	CSEC 620	Human Aspects in Cybersecurity: Ethics, Legal Issues, and Psychology (6)
<b>Cybersecurity Technology</b>		
<b>Course Sequencing</b>	Courses must be taken in the order listed.	
<b>Required Courses</b>	CSEC 610	Cyberspace and Cybersecurity (6)
	CSEC 630	Prevention and Protection Strategies in Cybersecurity (6)
	CSEC 640	Monitoring, Auditing, Intrusion Detection, Intrusion Prevention, and Penetration Testing (6)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN CYBERSECURITY POLICY



## Program Description

Our physical world is increasingly supported by a cyberspace infrastructure. The Master of Science (MS) in cybersecurity policy is designed for midcareer professionals who wish to help meet the challenges posed by increasing cyber threats at the policy level. The cybersecurity policy program examines strategies for societal responses to cybersecurity threats at enterprise, national, and global levels. The roles of government, interorganizational alliances, and international cooperatives are explored, as are legal concepts such as privacy, intellectual property, and civil liberties.

## Program Objectives

Graduates of this program will be able to

- Assess the scope of the risk of potential cyber threats at enterprise, national, and global levels.
- Assess measures to prevent anticipated cyber intrusions and to ensure business continuity.
- Assess organizational controls that can detect cyber intrusions as quickly as possible.
- Assess responses to cyber intrusions to restore the operations of an organization as quickly as possible.
- Work with others to secure access to cyberspace and to design effective policies to counter specific cyber intrusions launched from anywhere in the world.
- Use the experiences from past cyber intrusions to mitigate future cyber threats.

- Formulate and implement policies on organizational, national, and international levels to help organizations successfully prevent, detect, and recover from cyber intrusions.
- Identify the requisite technical components of a response to help organizations successfully prevent, detect, and recover from cyber intrusions.

## Program Overview

The degree program requires 36 credits of coursework, including a 6-credit capstone course.

## Technology Requirements

The cybersecurity curriculum makes extensive use of online multimedia learning objects and interactive exercises. A minimum Internet connection speed of 512 KB per second is recommended.

## Career Paths

- Cyber policy analyst
- Cyber intelligence analyst
- Federal, state, and local government manager
- Legislative aide

## Partnership

Students who complete their undergraduate degree at UMUC with a major in cybersecurity or information assurance may be able to reduce their total coursework for the MS in cybersecurity policy by 18 credits (three courses) under an articulation agreement between the School of Undergraduate Studies and the Graduate School of Management and Technology. Details are on p. 35.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN CYBERSECURITY POLICY

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	Courses must be taken in the order listed.	
<b>Core Courses</b>	CSEC 610	Cyberspace and Cybersecurity (6)
	CSEC 620	Human Aspects in Cybersecurity: Ethics, Legal Issues, and Psychology (6)
	CSEC 635	National Cybersecurity Policy and Law (6)
	CSEC 645	Enterprise Cybersecurity Policy (6)
	CSEC 655	Global Cybersecurity (6)
<b>Capstone Course</b>	CSEC 670	Cybersecurity Capstone (6)

## RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Foundations of Cybersecurity</b>	Details are provided on p. 36.	
<b>Cybersecurity Policy</b>		
<b>Course Sequencing</b>	Courses must be taken in the order listed.	
<b>Required Courses</b>	CSEC 610	Cyberspace and Cybersecurity (6)
	CSEC 635	National Cybersecurity Policy and Law (6)
	CSEC 645	Enterprise Cybersecurity Policy (6)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN ENVIRONMENTAL MANAGEMENT

DUAL DEGREE  
**MS in Environmental Management** + Master of Business Administration

SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.

## Program Description

Employment of environmental scientists is expected to increase by 25 percent between 2006 and 2016, much faster than average job growth, according to the U.S. Department of Labor's *Occupational Outlook Handbook*. Employers will need more management-level professionals for positions created to meet this growth. The Master of Science (MS) in environmental management is designed for professionals with several years of experience in the environmental field who want a clear path to those management positions. The curriculum provides a solid conceptual and applied foundation in environmental management and includes waste management techniques; pollution prevention for water, air, and soil; environmental management systems; and options for effectively managing land and water resources. Graduates will have the skills, knowledge, and expertise to deftly evaluate various environmental issues and challenges and manage teams to respond to them effectively.

## Program Objectives

Graduates of this program will be able to

- Describe the institutions and processes that have an impact on the development of environmental and energy laws and policy issues.
- Analyze, monitor, and mitigate impacts from an organization's operations.
- Analyze and communicate health, safety, and environmental risks.

- Manage, plan, and conduct comprehensive environmental compliance, managerial, and liability audits for various industrial and commercial facilities.
- Develop teams and manage environmental projects/programs for an organization or a government agency.

## Program Overview

The degree program requires 36 credits of coursework, including a 3-credit capstone course.

## Academic Preparation

Students should have completed at least one undergraduate course each in chemistry and biology.

## Recognition

UMUC's Master of Science in environmental management has been designated a Professional Science Master's degree program through the Council of Graduate Schools.

## Career Paths

- Environmental program/project specialist
- Environmental program/project manager
- Industrial compliance manager
- Environmental auditor
- Health and safety manager

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN ENVIRONMENTAL MANAGEMENT

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	ENVM 646 and 648 must be taken within the first 9 credits of study.	
<b>Core Courses</b>	ENVM 646	Environmental/Energy Law and Policy Development (3)
	ENVM 648	Fundamentals of Environmental Systems (3)
	ENVM 641	Environmental Auditing (3)
	ENVM 643	Environmental Communications and Reporting (3)
	ENVM 647	Environmental Risk Assessment (3)
	ENVM 649	Principles of Waste Management and Pollution Control (3)
	ENVM 644	New Technologies in Environmental Management (3)
	ENVM 650	Land and Water Resource Management (3)
	ENVM 651	Watershed Planning Management (3)
	ENVM 652	Principles of Air Quality Management (3)
	ENVM 653	Land Use Management (3)
<b>Capstone Course</b>	ENVM 670	Seminar in Environmental Management (3)

## RELATED CERTIFICATE PROGRAM

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Environmental Management</b>		
<b>Course Sequencing</b>	ENVM 646 must be taken first.	
<b>Required Courses</b>	ENVM 646	Environmental/Energy Law and Policy Development (3)
	ENVM 641	Environmental Auditing (3)
	ENVM 643	Environmental Communications and Reporting (3)
	ENVM 647	Environmental Risk Assessment (3)
	ENVM 649	Principles of Waste Management and Pollution Control (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN FINANCIAL MANAGEMENT AND INFORMATION SYSTEMS

DUAL DEGREE <b>MS in Financial Management and Information Systems</b> <small>SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.</small>	+	Master of Business Administration
		Master of Science in Accounting and Financial Management

## Program Description

Today's financial managers are expected to have the knowledge and skills necessary to play an active role in the information systems operations of their organizations. The Master of Science (MS) in financial management and information systems is designed for midcareer financial professionals who want to learn to effectively manage information systems within their organization and/or to lead or integrate the specification, design, and implementation of financial systems within the organization. The program is ideal for information systems professionals, chief information officers, and chief financial officers who would like to learn more about the integration of these two fields. It is also appropriate for those not currently working in either field, but who have some academic background in business and want to transition into a position that focuses on financial management and information systems. The curriculum covers behavioral finance, investment valuation, financial decision making, capital markets, institutions, long-term financing, and more. The goal of the program is for graduates to be prepared to develop, implement, and manage effective information systems within a financial organization.

## Program Objectives

Graduates of this program will be able to

- Successfully apply financial management and information systems concepts, principles, and analysis techniques in the strategic and operational decision-making processes within their organizations.

- Effectively communicate financial management and information systems ideas, concepts, and solutions.
- Evaluate issues and emerging trends in financial management and information systems technology and their potential impact on managerial decision making.
- Apply financial principles in evaluating the costs and benefits of information systems/technology investment.
- Evaluate and design financial information systems to meet organizational needs and objectives.

## Program Overview

The curriculum requires 36 credits of coursework, including 18 credits of financial management core courses, 15 credits of information systems core courses, and a 3-credit program capstone course.

## Career Paths

- Chief financial officer or chief information officer
- Financial manager
- Liaison between the chief financial officer and the chief information officer or from those offices to the business units
- Financial, budget, or management analyst

## Academic Preparation

Students without recent coursework in accounting or economics are strongly advised to complete UCSP 620 and 621 before enrolling in MGMT 640.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN FINANCIAL MANAGEMENT AND INFORMATION SYSTEMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>		<ul style="list-style-type: none"> <li>• MGMT 640 is prerequisite to FIN 610.</li> <li>• FIN 610 must be completed before any other financial management course.</li> <li>• FIN 620 and 630 are prerequisite to FIN 660.</li> <li>• FIN 630 is prerequisite to FIN 645.</li> <li>• Students must complete all courses (except FIN 645 or INFA 610) before enrolling in MSFS 670.</li> </ul>
<b>Financial Management Core Courses</b>	MGMT 640 FIN 610 FIN 615 FIN 620 FIN 630 FIN 645	Financial Decision Making for Managers (3) Financial Management in Organizations (3) Financial Analysis and Modeling (3) Long-Term Financial Management (3) Investment Valuation (3) Behavioral Finance (3)
<b>Information Technology Core Courses</b>	ISAS 610 ISAS 630 ISAS 650 INFA 610 IMAT 637	Information Systems Management and Integration (3) Systems Analysis and Design (3) Information Technology, the CIO, and Organizational Transformation (3) Computer Security, Software Assurance, Hardware Assurance, and Security Management (3) IT Acquisitions Management (3)
<b>Capstone Course</b>	MSFS 670	Financial Management and Information Systems Capstone (3)

## RELATED CERTIFICATE PROGRAM

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Financial Management in Organizations</b>		
<b>Course Sequencing</b>		<ul style="list-style-type: none"> <li>• MGMT 640 is prerequisite to FIN 610.</li> <li>• FIN 610 must be completed before any other courses in financial management.</li> </ul>
<b>Required Courses</b>	MGMT 640 FIN 610 FIN 615 FIN 620 FIN 630	Financial Decision Making for Managers (3) Financial Management in Organizations (3) Financial Analysis and Modeling (3) Long-Term Financial Management (3) Investment Valuation (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN HEALTH ADMINISTRATION INFORMATICS

## Program Description

The U.S. health care industry's move to electronic medical records and the meaningful use of health data makes health informatics one of the fastest growing career fields in the country. The Master of Science (MS) in health administration informatics is designed for health care professionals who want to gain a deeper understanding of the information technology systems on which their job executions rely and for information technology professionals who work in health care settings. The curriculum combines competencies in information technology, health, and management as they apply to health care administration. It covers computer security, software systems, hardware assurance, project management, data terminologies and analysis, legal and resource issues, and strategic planning. The goal of the program is to prepare students to take on added professional responsibilities in health informatics by broadening their understanding of the role that information science plays in the health care industry.

## Program Objectives

Graduates of this program will be able to

- Develop management and technical competencies that are critical for overseeing the complex coordination and planning necessary to meet health administration informatics needs.
- Strategically plan, implement, and evaluate information systems and apply knowledge of legal, ethical, and quality management issues related to information technology for the health care setting.

## Program Overview

The curriculum requires 36 credits of coursework, including 33 credits of core courses and a 3-credit integrative capstone course.

## Career Paths

- Health administration/informatics consultant
- Health administration informatics products vendor
- Health informatics/data analyst
- Health care information services

### REQUIRED COURSES: MASTER OF SCIENCE IN HEALTH ADMINISTRATION INFORMATICS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>		<ul style="list-style-type: none"> <li>• Taking HCAD 600 and ITEC 610 first is recommended.</li> <li>• Students will benefit most by taking the courses in the order listed.</li> <li>• Students should have successfully completed a 3-credit course in financial decision making (with a minimum grade of C for an undergraduate course, B for a graduate course) before enrolling in HCAD 640.</li> <li>• Students must complete HAIN 650 before taking HAIN 655.</li> <li>• Students must have successfully completed 30 credits, including HAIN 661, before enrolling in HAIN 670.</li> </ul>
<b>Core Courses</b>	HCAD 600 ITEC 610 HAIN 650 HAIN 655 INFA 610 HCAD 640 HCAD 650 HAIN 661 ITEC 640 DBST 651 IMAT 637	Introduction to Health Care Administration (3) Information Technology Foundations (3) Research Methods for Health Care Managers (3) Health Data Management (3) Computer Security, Software Assurance, Hardware Assurance, and Security Management (3) Financial Management for Health Care Organizations (3) Legal Aspects of Health Care Administration (3) Health Administration Informatics (3) Information Technology Project Management (3) Relational Database Systems (3) IT Acquisitions Management (3)
<b>Capstone Course</b>	HAIN 670	Health Administration Informatics Capstone (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## MASTER OF SCIENCE IN HEALTH CARE ADMINISTRATION

DUAL DEGREE  
**MS in Health Care Administration** + Master of Business Administration

SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.

### Program Description

The need for health care services—and professionals with expertise in health care administration—is expected to grow quickly as the U.S. population ages. In fact, the U.S. Department of Labor predicts the need for medical and health services managers will grow 16 percent between 2006 and 2016. The Master of Science (MS) in health care administration is designed to give midcareer professionals the specialized skills they need to fill those positions. It is also an appropriate program for those who have an undergraduate degree in health care but have not worked in the field. The curriculum covers financial decision making, research methods, information technology, long-term care, public health, legal issues, and more. The goal of the program is for students to garner a deeper understanding of the challenges the health care industry faces and apply their extensive knowledge of both the industry and management techniques to overcome those challenges.

### Program Objectives

Graduates of this program will be able to

- Solve health care industry management challenges.
- Produce effective health care industry outcomes.
- Effect ethical decision making for managers in health care settings.

### Program Overview

The curriculum requires 36 credits of coursework, including 6 credits in management foundation courses, 27 credits in health care administration core courses, and a 3-credit program capstone course.

### Academic or Professional Preparation

The MS in health care administration is designed for students with educational and/or professional work experience in the health care field. Students who do not have an undergraduate degree in health care administration or a related field or who do not have professional health care industry work experience should choose the MS in management with a health care administration specialization.

### Career Paths

- Health services manager
- Health care business operator
- Health service project administrator
- Managed care manager

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## REQUIRED COURSES: MASTER OF SCIENCE IN HEALTH CARE ADMINISTRATION

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• Students are strongly encouraged to take HCAD 600 and MGMT 615 as the first courses in the program.</li> <li>• MGMT 615 is prerequisite to HCAD 660.</li> <li>• MGMT 640 is prerequisite to HCAD 640.</li> <li>• MGMT 640 and HAIN 650 should not be taken at the same time.</li> <li>• Students must complete 30 credits before enrolling in HCAD 670.</li> </ul>	
<b>Management Foundation Courses</b>	MGMT 615 MGMT 640	Intercultural Communication and Leadership (3) Financial Decision Making for Managers (3)
<b>Health Care Administration Core Courses</b>	HCAD 600 HCAD 610 HCAD 620 HCAD 630 HCAD 635 HCAD 640 HAIN 650 HCAD 650 HCAD 660	Introduction to Health Care Administration (3) Information Technology for Health Care Administration (3) The U.S. Health Care System (3) Public Health Administration (3) Long-Term Care Administration (3) Financial Management for Health Care Organizations (3) Research Methods for Health Care Managers (3) Legal Aspects of Health Care Administration (3) Health Care Institutional Organization and Management (3)
<b>Capstone Course</b>	HCAD 670	Health Care Administration Capstone (3)

## RELATED CERTIFICATE PROGRAM

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Health Care Administration</b>		
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• MGMT 615 is prerequisite to HCAD 660.</li> <li>• MGMT 640 is prerequisite to HCAD 640.</li> </ul> <p><i>Note:</i> Students who have not met course prerequisites may need to complete more than 18 credits to satisfy certificate requirements.</p>	
<b>Required Courses</b>	HCAD 610 HCAD 620 HCAD 630 HCAD 640 HCAD 650 HCAD 660	Information Technology for Health Care Administration (3) The U.S. Health Care System (3) Public Health Administration (3) Financial Management for Health Care Organizations (3) Legal Aspects of Health Care Administration (3) Health Care Institutional Organization and Management (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## MASTER OF SCIENCE IN INFORMATION TECHNOLOGY



### Program Description

Information technology (IT) is a broad term for a career field that includes Web site designers, network administrators, telecommunications managers, and dozens of other occupations related to the development, implementation, and management of information systems. The Master of Science (MS) in information technology is designed for students with a variety of educational backgrounds and work experiences who want to pursue careers in IT development, find themselves taking on IT-related roles in their current job, would like to serve as IT liaisons, or would like to better understand how their organization's IT systems function and make use of them in the business realm. Depending on the specialization, the curriculum can include the study of concepts in systems engineering, relational database systems, software maintenance, satellite communication systems, network and Internet security, and more. The goal of the program is to give students a broad technical understand-



ing of current and evolving technologies in the IT field with an emphasis on moving technology from the laboratory into business development.

### Program Objectives

Graduates of this program will be able to

- Apply the principles and theories underlying applied information technology.
- Demonstrate an understanding of the technical and regulatory issues surrounding the Internet.
- Apply IT best practices to improve productivity and competitive advantage.
- Display an awareness of developments in the convergence of computer and telecommunications technologies.
- Discuss the role of information awareness and literacy in organizational decision making.
- Grasp the central role of software and hardware life cycles.

### Program Overview

The curriculum requires 36 credits of coursework, including 15 credits of core coursework and 21 credits of specialization coursework.

### Specializations

The MS in information technology degree program offers seven specializations, each covering subject areas relevant to today's career fields. Each specialization prepares students for one of several possible career paths, depending on the student's background and employer criteria.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## Database Systems Technology

Database technology is pervasive in our society and is considered a core component of most businesses. The database systems technology specialization focuses on the design, development, and management of database technology. The primary focus is on relational databases. The curriculum also covers distributed databases, data warehousing, data mining, database administration, and database security. Laboratory experiences are included in most courses.

### CAREER PATHS

- Technical leader
- Manager of data management systems
- Database administrator

## Homeland Security Management

The homeland security management specialization provides managers and practitioners with the background to prepare for and deal with a wide range of human-made and natural threats and vulnerabilities at the community and organizational level. The curriculum prepares students to perform security risk assessments and to develop strategies to mitigate threats to people, physical facilities, and information-dependent critical infrastructure, as well as to plan for and manage operational recovery. Courses also explore the evolving roles within various first responder communities regarding pre-event planning and post-event response.

### PARTNERSHIP

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in homeland security to reduce their total coursework for the graduate degree by up to 12 credits (four courses) and complete both degrees with a total of 144 credits of coursework.

The Graduate School will accept the following toward the completion of a specialization in homeland security management within the MS in information technology, management, or technology management for a maximum of 12 credits:

- HMLS 302 Introduction to Homeland Security in lieu of HSMN 610 Concepts in Homeland Security
- HMLS 408 Infrastructure Security Issues in lieu of HSMN 620 Physical Security

- EMGT 310 Continuity of Operations Planning and Implementation in lieu of HSMN 630 Business Continuity: Disaster Recovery, Planning, and Response
- HMLS 406 Legal and Political Issues of Homeland Security in lieu of INFA 660 Security Policy, Ethics, and the Legal Environment

The substitutions listed above are the only substitutions possible. Credits eligible for sharing must have been completed no earlier than four years before the beginning of graduate studies. A minimum grade of B must be earned in the undergraduate class for the credits to be accepted at the graduate level. Admission requirements apply to all applicants.

### CAREER PATHS

- Chief operation officer
- Facility or plant manager
- Facility security officer
- Military planner
- Federal, state, or local government emergency planner or policy maker
- Law enforcement, emergency, or medical practitioner or administrator

## Informatics

The informatics specialization has a decidedly technical slant and is oriented toward the student seeking a generalist's view of IT. It offers a broadly based and strongly quantitative grounding in the various facets of information theory and best practices for developing a variety of systems and program products. Students receive an introduction to the major categories of IT endeavors, including networking, security, software development, databases, Web design, and IT acquisitions to be well prepared for the challenges of the workplace in the 21st century. The specialization also serves as a logical extension of coursework begun in programs offered at military institutions (listed on p. 5) with which UMUC has partnership agreements.

### CAREER PATHS

- Programming and applications software developer and acquisitions manager
- Software tester
- Network designer
- Customer service training/support manager
- Hardware acquisition and integration manager

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

- Interface designer
- Publications and systems documentation manager
- Software quality assurance administrator
- Internet site designer/developer

## Information Assurance

The information assurance specialization provides a thorough knowledge base for managers and technology professionals concerned with the design, development, implementation, operation, and management of secure information systems and with the protection of an organization's information assets. The specialization provides students with a practical understanding of the principles of data protection, network security, and computer forensics. The specialization also introduces students to the ethical, legal, and policy issues associated with information security. Laboratory exercises are included in some courses to enhance the learning experience.

### CAREER PATHS

- Chief security officer
- Network administrator
- Network professional
- Security administrator
- Security architect
- Security manager
- Security professional
- Security officer
- System administrator
- System professional

### RECOGNITION

UMUC's Master of Science in information technology with a specialization in information assurance has been designated a Professional Science Master's degree program through the Council of Graduate Schools.

## Project Management

The project management specialization provides a strong theoretical and practical foundation in project management. This specialization is designed to serve managers and other professionals who wish to acquire, enhance, and certify their knowledge and skills to successfully design, integrate, develop,

and manage projects. Students gain hands-on experience using various project management tools and techniques to successfully manage real-world projects of varying sizes and degrees of complexity. They also apply emerging principles and methods in the project management field.

### CAREER PATHS

- Program manager
- Project/product manager
- Government contractor

### RECOGNITION/PROFESSIONAL CERTIFICATION

UMUC master's degree programs with project management specializations are accredited by the Global Accreditation Center (GAC) of the Project Management Institute (PMI). Graduates of these programs receive 1,500 hours of project management experience toward earning the PMI Project Management Professional (PMP) credential.

### PARTNERSHIP

Students certified as Project Management Professionals by the Project Management Institute may receive credit for PMAN 634 Foundations of Project Management if they begin study for the master's degree within five years of earning certification. Graduate advisors can provide more information.

## Software Engineering

The software engineering specialization provides a foundation in technical concepts and design techniques, as well as management and teamwork approaches, for building software systems. The emphasis of this specialization is on implementing software engineering projects within cost and schedule by applying proven and innovative practices that overcome the shortcomings of an undisciplined approach.

### CAREER PATHS

- Leader of a software development team
- Head of a development department
- Chief technical officer

### RECOGNITION

UMUC's Master of Science in information technology with a specialization in software engineering has been designated a

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

Professional Science Master's degree program through the Council of Graduate Schools.

## Telecommunications Management

The telecommunications management specialization is designed to provide the technical knowledge and management skills needed to plan, acquire, operate, and evaluate telecommunication systems. It emphasizes critical management concepts, such as the structure and environment of the telecommunications industry, strategic planning, financial management, and quality improvement.

### CAREER PATHS

- Telecommunication system development and deployment specialist

- Network security manager
- Network manager and designer for local and wide area, wired, and wireless systems
- Information systems development and deployment specialist
- Telecommunication system business manager
- Federal, state, or local government telecommunication manager or contractor

### RECOGNITION

UMUC's Master of Science in information technology with a specialization in telecommunications management has been designated a Professional Science Master's degree program through the Council of Graduate Schools.

REQUIRED COURSES: MASTER OF SCIENCE IN INFORMATION TECHNOLOGY		
<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	ITEC 610 must be taken in the first session of coursework.	
<b>Core Courses</b>	ITEC 610	Information Technology Foundations (3)
	ITEC 620	Information Technology Infrastructure (3)
	ITEC 630	Information Systems Analysis, Modeling, and Design (3)
	ITEC 640	Information Technology Project Management (3)
	TMAN 625	Economics and Financial Analysis for Technology Managers (3)
<b>SPECIALIZATIONS</b>	<b>Database Systems Technology</b>	
	<b>Course Sequencing</b>	DBST 651 and 652 must be taken in order, followed by any three other DBST courses, before DBST 670 can be taken.
	<b>Specialization Courses</b>	DBST 651 Relational Database Systems (3)
		DBST 652 Advanced Relational/Object-Relational Database Systems (3)
		DBST 663 Distributed Database Management Systems (3)
		DBST 665 Data Warehouse Technologies (3)
		DBST 667 Data Mining (3)
		DBST 668 Database Security (3)
		DBST 670 Database Systems Administration (3)
	<b>Homeland Security Management</b>	
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• HSMN 610 must be taken as one of the first two specialization courses.</li> <li>• HSMN 670 must be taken after all other specialization courses.</li> </ul>	
<b>Specialization Courses</b>	HSMN 610	Concepts in Homeland Security (3)
	HSMN 620	Physical Security (3)
	HSMN 630	Business Continuity: Disaster Recovery, Planning, and Response (3)
	INFA 660	Security Policy, Ethics, and the Legal Environment (3)
	BSBD 641	Biosecurity and Bioterrorism (3)
	HSMN 640	Energy Infrastructure Management and Security (3)
	HSMN 670	Seminar in Homeland Security (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN INFORMATION TECHNOLOGY (continued)

<b>SPECIALIZATIONS</b>	<b>Informatics</b>															
	<b>Course Sequencing</b>	Students must complete 6 hours of core coursework before taking the first specialization course.														
	<b>Specialization Courses</b>	<table> <tr><td>SWEN 603</td><td>Systems Engineering (3)</td></tr> <tr><td>DBST 651</td><td>Relational Database Systems (3)</td></tr> <tr><td>SWEN 645</td><td>System and Software Standards and Requirements (3)</td></tr> <tr><td>INFA 610</td><td>Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)</td></tr> <tr><td>IMAT 637</td><td>IT Acquisitions Management (3)</td></tr> <tr><td>IMAT 639</td><td>Internet Multimedia Applications (3)</td></tr> <tr><td>IMAT 670</td><td>Contemporary Topics in Informatics (3)</td></tr> </table>	SWEN 603	Systems Engineering (3)	DBST 651	Relational Database Systems (3)	SWEN 645	System and Software Standards and Requirements (3)	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)	IMAT 637	IT Acquisitions Management (3)	IMAT 639	Internet Multimedia Applications (3)	IMAT 670	Contemporary Topics in Informatics (3)
	SWEN 603	Systems Engineering (3)														
	DBST 651	Relational Database Systems (3)														
	SWEN 645	System and Software Standards and Requirements (3)														
	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)														
	IMAT 637	IT Acquisitions Management (3)														
	IMAT 639	Internet Multimedia Applications (3)														
	IMAT 670	Contemporary Topics in Informatics (3)														
	<b>Information Assurance</b>															
	<b>Course Sequencing</b>	Courses must be taken in the order listed.														
<b>Specialization Courses</b>	<table> <tr><td>INFA 610</td><td>Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)</td></tr> <tr><td>INFA 620</td><td>Network and Internet Security (3)</td></tr> <tr><td>INFA 630</td><td>Intrusion Detection and Intrusion Prevention (3)</td></tr> <tr><td>INFA 640</td><td>Cryptology and Data Protection (3)</td></tr> <tr><td>INFA 650</td><td>Computer Forensics (3)</td></tr> <tr><td>INFA 660</td><td>Security Policy, Ethics, and the Legal Environment (3)</td></tr> <tr><td>INFA 670</td><td>Information Assurance Capstone (3)</td></tr> </table>	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)	INFA 620	Network and Internet Security (3)	INFA 630	Intrusion Detection and Intrusion Prevention (3)	INFA 640	Cryptology and Data Protection (3)	INFA 650	Computer Forensics (3)	INFA 660	Security Policy, Ethics, and the Legal Environment (3)	INFA 670	Information Assurance Capstone (3)	
INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)															
INFA 620	Network and Internet Security (3)															
INFA 630	Intrusion Detection and Intrusion Prevention (3)															
INFA 640	Cryptology and Data Protection (3)															
INFA 650	Computer Forensics (3)															
INFA 660	Security Policy, Ethics, and the Legal Environment (3)															
INFA 670	Information Assurance Capstone (3)															
<b>Project Management</b>																
<b>Course Sequencing</b>	PMAN 634 (or PMAN 600) must be taken as the first course.															
<b>Specialization Courses</b>	<table> <tr><td>PMAN 634</td><td>Foundations of Project Management (3)</td></tr> <tr><td>PMAN 637</td><td>Project Risk Management (3)</td></tr> <tr><td>PMAN 638</td><td>Project Communication Management (3)</td></tr> <tr><td>PMAN 639</td><td>Project Quality Management (3)</td></tr> <tr><td>PMAN 641</td><td>Project Procurement Management (3)</td></tr> <tr><td>PMAN 650</td><td>Financial and Strategic Management of Projects (3)</td></tr> <tr><td>PMAN 670</td><td>Advanced Project Methods (3)</td></tr> </table>	PMAN 634	Foundations of Project Management (3)	PMAN 637	Project Risk Management (3)	PMAN 638	Project Communication Management (3)	PMAN 639	Project Quality Management (3)	PMAN 641	Project Procurement Management (3)	PMAN 650	Financial and Strategic Management of Projects (3)	PMAN 670	Advanced Project Methods (3)	
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PMAN 639	Project Quality Management (3)															
PMAN 641	Project Procurement Management (3)															
PMAN 650	Financial and Strategic Management of Projects (3)															
PMAN 670	Advanced Project Methods (3)															
<b>Alternate Course</b>	PMAN 600 Project Management: Foundations and Advanced Methods (6) may be taken instead of PMAN 634 and 670.															
<b>Software Engineering</b>																
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>Specialization courses must be taken in the order listed.</li> <li>Students must complete 24 credits of program coursework, including all other SWEN courses and ITEC 610 and 620, before enrolling in SWEN 670.</li> </ul>															
<b>Specialization Courses</b>	<table> <tr><td>SWEN 603</td><td>Systems Engineering (3)</td></tr> <tr><td>SWEN 645</td><td>System and Software Standards and Requirements (3)</td></tr> <tr><td>SWEN 651</td><td>Usability Engineering (3)</td></tr> <tr><td>SWEN 646</td><td>Software Design and Implementation (3)</td></tr> <tr><td>SWEN 647</td><td>Software Verification and Validation (3)</td></tr> <tr><td>SWEN 648</td><td>Software Maintenance (3)</td></tr> <tr><td>SWEN 670</td><td>Software Engineering Project (3)</td></tr> </table>	SWEN 603	Systems Engineering (3)	SWEN 645	System and Software Standards and Requirements (3)	SWEN 651	Usability Engineering (3)	SWEN 646	Software Design and Implementation (3)	SWEN 647	Software Verification and Validation (3)	SWEN 648	Software Maintenance (3)	SWEN 670	Software Engineering Project (3)	
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SWEN 648	Software Maintenance (3)															
SWEN 670	Software Engineering Project (3)															

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## REQUIRED COURSES: MASTER OF SCIENCE IN INFORMATION TECHNOLOGY (continued)

Telecommunications Management															
<b>SPECIALIZATIONS</b>	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>ITEC 620 should be taken before any specialization courses.</li> <li>Students must complete 27 credits of program coursework before taking TLMN 670.</li> </ul>													
	<b>Specialization Courses</b>	<table> <tr><td>TLMN 602</td><td>Telecommunications Industry: Structure and Environment (3)</td></tr> <tr><td>TLMN 623</td><td>Telecommunications Networks (3)</td></tr> <tr><td>TLMN 630</td><td>Satellite Communication Systems (3)</td></tr> <tr><td>TLMN 641</td><td>Network Management and Design (3)</td></tr> <tr><td>TLMN 645</td><td>Wireless Telecommunications Systems (3)</td></tr> <tr><td>INFA 620</td><td>Network and Internet Security (3)</td></tr> <tr><td>TLMN 670</td><td>Capstone Course in Telecommunications Management (3)</td></tr> </table>	TLMN 602	Telecommunications Industry: Structure and Environment (3)	TLMN 623	Telecommunications Networks (3)	TLMN 630	Satellite Communication Systems (3)	TLMN 641	Network Management and Design (3)	TLMN 645	Wireless Telecommunications Systems (3)	INFA 620	Network and Internet Security (3)	TLMN 670
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TLMN 630	Satellite Communication Systems (3)														
TLMN 641	Network Management and Design (3)														
TLMN 645	Wireless Telecommunications Systems (3)														
INFA 620	Network and Internet Security (3)														
TLMN 670	Capstone Course in Telecommunications Management (3)														

### RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Chief Information Officer</b>		
Details are provided on p. 70.		
<b>Database Systems Technology</b>		
<b>Required Courses</b>	DBST 651 DBST 652 DBST 663 DBST 665 DBST 670	Relational Database Systems (3) Advanced Relational/Object-Relational Database Systems (3) Distributed Database Management Systems (3) Data Warehouse Technologies (3) Database Systems Administration (3)
<b>Foundations of Information Technology</b>		
<b>Required Courses</b>	ITEC 610 ITEC 620 ITEC 630 ITEC 640 TMAN 625	Information Technology Foundations (3) Information Technology Infrastructure (3) Information Systems Analysis, Modeling, and Design (3) Information Technology Project Management (3) Economics and Financial Analysis for Technology Managers (3)
<b>Homeland Security Management</b>		
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>HSMN 610 must be taken as one of the first two courses in the program.</li> <li>HSMN 670 must be taken after all other specialization courses.</li> </ul>	
<b>Required Courses</b>	HSMN 610 HSMN 620 HSMN 630 INFA 660 HSMN 670	Concepts in Homeland Security (3) Physical Security (3) Business Continuity: Disaster Recovery, Planning, and Response (3) Security Policy, Ethics, and the Legal Environment (3) Seminar in Homeland Security (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## RELATED CERTIFICATE PROGRAMS (continued)

### Informatics

**Course Sequencing** ITEC 610 must be taken in the first session of coursework.

**Required Courses**

ITEC 610	Information Technology Foundations (3)
ITEC 620	Information Technology Infrastructure (3)
DBST 651	Relational Database Systems (3)
INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)
IMAT 637	IT Acquisitions Management (3)

### Information Assurance

**Required Courses**

INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)
INFA 620	Network and Internet Security (3)
INFA 630	Intrusion Detection and Intrusion Prevention (3)
INFA 640	Cryptology and Data Protection (3)
INFA 650	Computer Forensics (3)

### Project Management

**Course Sequencing** PMAN 634 (or PMAN 600) must be taken as the first course.

**Required Courses**

PMAN 634	Foundations of Project Management (3)
PMAN 637	Project Risk Management (3)
PMAN 638	Project Communication Management (3)
PMAN 639	Project Quality Management (3)
PMAN 670	Advanced Project Methods (3)

**Alternate Course Choice** PMAN 600 Project Management: Foundations and Advanced Methods (6) may be taken instead of PMAN 634 and 670.

### Software Engineering

**Required Courses**

SWEN 603	Systems Engineering (3)
SWEN 645	System and Software Standards and Requirements (3)
SWEN 651	Usability Engineering (3)
SWEN 646	Software Design and Implementation (3)
SWEN 647	Software Verification and Validation (3)

### Telecommunications Management

**Required Courses**

ITEC 620	Information Technology Infrastructure (3)
TLMN 602	Telecommunications Industry: Structure and Environment (3)
TLMN 641	Network Management and Design (3)
TLMN 645	Wireless Telecommunications Systems (3)
TLMN 623	Telecommunications Networks (3)

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Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN MANAGEMENT

**MANAGEMENT**  
ALL SPECIALIZATIONS SHARE CORE REQUIREMENTS

- Accounting
- Acquisition and Supply Chain Management
- Criminal Justice Management
- Emergency Management
- Financial Management
- Health Care Administration
- Homeland Security Management
- Human Resource Management
- Information Systems and Services
- Intelligence Management
- Interdisciplinary Studies in Management
- Marketing
- Nonprofit and Association Management
- Project Management
- Public Relations

DUAL DEGREE  
**MS in Management**

SEE P. 71 FOR DETAILS ABOUT DUAL DEGREES.

+

- Master of Business Administration
- Master of Distance Education and E-Learning

## Program Description

The Master of Science (MS) in management is designed for professionals who are assuming or want to assume greater management responsibilities within their organizations or are looking to pursue management positions at new organizations. Throughout the curriculum, emphasis is on the effects rapid technological change has on organizations and administrative processes and the consequent ethical and moral responsibilities of managers to society at large. The goal of the program is to provide students with the skills and technical expertise that are the basis for success in modern organizations.

## Program Objectives

Graduates of this program will be able to

- Utilize methods and conduct of organizational assessments.
- Evaluate the organization/environment relationship.
- Manage strategic planning.
- Demonstrate organizational communication and leadership.
- Budget and allocate resources.
- Manage organizational decision making.

## Program Overview

The curriculum requires 36 credits of coursework, including 9 credits in core courses, 21 credits in specialization courses, a 3-credit statistics course, and a 3-credit capstone course.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## Specializations

The MS in management degree program offers 15 specializations, each covering subject areas relevant to today's career fields. Each specialization prepares students for one of several possible career paths, depending on the student's background and employer criteria.

### Accounting

The accounting specialization covers a broad range of accounting-related studies, especially in the areas of financial accounting, fraud detection and accounting ethics, management accounting, auditing process, income taxation, accounting information systems, and special topics that combine in-depth studies in management science and accounting.

### PROFESSIONAL CERTIFICATION

Successful completion of the accounting specialization may satisfy the education requirements for candidacy for the Certified Public Accountant (CPA) examination. Educational requirements to sit for the CPA exam vary among states. Students are responsible for staying abreast of the current requirements of the state in which they will sit for the exam or practice professionally.

### ACADEMIC PREPARATION

Students interested in the accounting specialization must have completed 15 credits of accounting coursework with a grade of C or better in each course before enrolling in any graduate-level accounting course.

### CAREER PATHS

- Public accountant or auditor
- Accounting manager
- Internal control/forensics accounting specialist
- Management accountant
- Government accountant or auditor
- Internal auditor
- Financial, budget, or management analyst
- Fraud examiner

### PARTNERSHIP

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in accounting to reduce their total coursework for the graduate degree by up to 6 credits (two courses). Details are on p. 29.

### Acquisition and Supply Chain Management

The acquisition and supply chain management specialization is designed for individuals who are involved in contract administration or procurement activities in the private, public, and not-for-profit sectors. The courses in this program provide a foundation for understanding both the strategic and operational aspects of the procurement function.

### CAREER PATHS

- Contract specialist
- Contract officer
- Contract manager/administrator
- Procurement specialist
- Procurement manager/administrator
- Purchaser/buyer
- Logistics specialist
- Logistics analyst
- Logistics manager/administrator

### Criminal Justice Management

The criminal justice management specialization provides the foundation necessary for graduates to assume roles of increasing responsibility within the criminal justice system in both private and public settings, as well as to continue studies at the doctoral or professional level. The curriculum covers the entire criminal justice system and the management of organizations within that system and emphasizes leadership, cross-agency collaboration, research, data analysis, policy development, and operational decision making. Coursework explores crime and criminal justice issues and examines topics such as law enforcement leadership, physical security, corrections, and legal and judicial perspectives.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

### CAREER PATHS

- Police administrator
- Correctional administrator
- Security manager
- Intelligence analyst supervisor
- Federal, state, and local government manager
- Court/law-related practitioner and administrator
- Juvenile corrections manager
- Parole and probations supervisor
- Private corrections administrator
- Border patrol supervisor

### Emergency Management

The emergency management specialization is designed for individuals who intend to assume greater management responsibility in helping communities reduce vulnerability to hazards and cope with disasters in both private and public settings. Students gain an essential understanding of the entire vision, mission, and principles of emergency management, with an emphasis on leadership, management, use of technology, and cross-agency collaboration. The curriculum covers management theories and their application, examines emergency management-related research (including hazard, vulnerability, and risk-related data and literature), and explores major principles of this cross-disciplinary field.

### PARTNERSHIP

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in emergency management to reduce their total coursework for the graduate degree by up to 12 credits (four courses). Details are on p. 24.

### CAREER PATHS

- Director of emergency management
- Business continuity specialist
- Disaster or emergency management specialist
- Emergency operations manager or planner
- Emergency management program analyst
- Hazard/risk management specialist
- Disaster recovery specialist
- Emergency management training specialist

### Financial Management

The financial management specialization covers financial management in organizations, financial analysis and modeling, capital markets, institutions and long-term financial management, investment valuation and multinational financial management, behavioral finance and cost management, and strategic financial management. The specialization emphasizes development of management skills and the use of financial analyses in decision making and performance management.

### CAREER PATHS

- Controller or treasurer
- Financial manager
- Capital investment analyst
- Financial liaison with business units
- Credit or cash manager
- Financial consultant or advisor
- Financial, budget, or management analyst
- Cost analyst or program analyst

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## Health Care Administration

The health care administration specialization provides an introduction to the health care industry and is designed for students who have little or no educational or work experience in the field. The curriculum examines the U.S. health care system and the legal, information technology, and financial aspects of management in the health care field.

### CAREER PATHS

- Health services manager
- Health care business planner

## Homeland Security Management

The homeland security management specialization provides managers and practitioners with the background to prepare for and deal with a wide range of human-made and natural threats and vulnerabilities at the community and organizational level. The curriculum prepares students to perform security risk assessments and to develop strategies to mitigate threats to people, physical facilities, and information-dependent critical infrastructure as well as plan for and manage operational recovery. Courses also explore the evolving roles within various first responder communities regarding pre-event planning and post-event response.

### CAREER PATHS

- Enterprise chief operation officer
- Facility and plant manager
- Facility security officer
- Military planner
- Federal, state, and local government emergency planner and policy maker
- Law enforcement, emergency, and medical practitioner and administrator

### PARTNERSHIP

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in homeland security to reduce their total coursework for the graduate degree by up to 12 credits (four courses). Details are on p. 47.

## Human Resource Management

The human resource management specialization is designed for individuals who intend to become human resource professionals, as well as for managers who plan to supervise staff and need to comprehend the issues, policies, and procedures involved in effectively managing people. Courses provide the theory, research, knowledge, and procedures used by human resource executives, generalists, and specialists. They examine traditional functions, such as staffing, compensation, training, and change management, as well as investigate emerging disciplines.

### CAREER PATHS

- Human resources executive
- Human resources generalist
- Employee relations manager
- Staffing director
- Compensation manager
- Director of human resource training and development
- Organizational development and change consultant

## Information Systems and Services

The information systems and services specialization explores the ways a manager can procure and use computer-based information systems to enhance decision making and organizational effectiveness. The specialization is structured to accommodate the needs of students who have little or no experience with computers as well as those with advanced computer skills. In addition to receiving a technological foundation, students are exposed to the interaction of technology, organizational behavior, strategic planning, project management, and systems analysis used to support an organization through its information systems.

### CAREER PATHS

- Systems or business analyst
- Systems development manager
- Information security project or program manager
- Information security consultant
- Chief information officer
- Information security-aware general manager

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## Intelligence Management

The intelligence management specialization is designed for early- to midcareer intelligence professionals who want to assume management roles of increasing responsibility within the intelligence community in both private and public settings. The specialization offers students opportunities to apply solid management theories, while also acquiring the knowledge and skills necessary to engage in basic intelligence-related research and interpret intelligence-related data and literature. The curriculum is designed to provide an essential understanding of the entire intelligence community, with an emphasis on leadership, management, and cross-agency collaboration. Students gain an analytical understanding of the legal and ethical principles that guide the intelligence community as well as an understanding of how to manage the intelligence process, using technological advances and human resources, to prevent crime and enhance national security.

### CAREER PATHS

- Intelligence operations officer
- Collections management supervisor
- Personnel, facility, and information security manager
- Intelligence analyst supervisor
- Signals intelligence manager
- Human intelligence analyst
- Imagery analyst supervisor
- Technical intelligence supervisor
- Federal, state, or local law enforcement intelligence analyst
- Business manager of competitive intelligence analysis
- Correctional administrator
- Security manager

## Interdisciplinary Studies in Management

The interdisciplinary studies in management specialization is intended for students who want a broad exposure to major areas of study that are essential for managers in every organization. The curriculum covers fundamentals in human resources, project management, marketing, and information systems.

### CAREER PATHS

- Human resource manager
- Marketing manager
- Board director
- General or regional manager

## Marketing

The marketing specialization is designed for managers in the public, private, or nonprofit sectors who need to acquire customers for their products and services either internally or externally (business-to-business or business-to-consumer). The specialization focuses on the theories and skills managers need to know to attract customers: defining the scope of 21st-century marketing, developing and executing effective marketing strategies, adapting to rapidly changing technologies, building customer satisfaction and retention, and facilitating communication successfully from the organization to the customer as well as from the customer to the organization.

### CAREER PATHS

- Marketing manager (business-to-business or business-to-consumer)
- Internet marketing manager
- Direct marketing manager
- Product/brand manager
- Manufacturer's representative
- Retail manager
- Account executive (business or consumer products)
- Market research analyst
- Promotions manager

## Nonprofit and Association Management

The nonprofit and association management specialization is designed for current and potential managers of organizations in the nonprofit sector, including associations, development organizations, foundations, and political organizations. A thorough understanding of the sector is provided, with a special emphasis on management of nonprofit organizations; financial management; revenue generation and cost control issues; legal foundations and governance; recruitment and management of volunteers; approaches to promotion, marketing, and fundraising; and outcome and process evaluation of nonprofits. Contemporary

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

concerns such as organizational quality, diversity, and ethics also are examined.

## CAREER PATHS

- Board member or director
- Executive director
- Executive vice president
- Chief executive officer
- Policy analyst
- Government liaison
- Director of marketing and development
- Program director
- Membership director
- Technical expert
- Social entrepreneur/nonprofit founder
- Volunteer

## Project Management

The project management specialization provides a strong theoretical and practical foundation in project management. The specialization is designed to serve managers and other professionals who wish to acquire, enhance, and certify their knowledge and skills to successfully design, integrate, develop, and manage projects. Students gain hands-on experience using various project management tools and techniques to successfully manage real-world projects of varying sizes and degrees of complexity. They also apply emerging principles and methods in the modern project management field.

## CAREER PATHS

- Program manager
- Director
- Chief executive officer

## RECOGNITION/PROFESSIONAL CERTIFICATION

UMUC master's degree programs with project management specializations are accredited by the Global Accreditation Center (GAC) of the Project Management Institute (PMI). Graduates of these programs receive 1,500 hours of project management experience toward earning the PMI Project Management Professional (PMP) credential.

## PARTNERSHIP

Students certified as Project Management Professionals by the Project Management Institute may receive credit for PMAN 634 Foundations of Project Management if they begin study for the master's degree within five years of earning certification. Graduate advisors can provide more information.

## Public Relations

The public relations specialization is designed to meet the needs of both entry-level employees and working professionals who seek a more formal grounding in the field. The specialization emphasizes public relations theory, legal and ethical issues, and the analytical and creative skills necessary to excel in the profession. The capstone experience provides an opportunity to observe and participate in the production and assessment of a public relations campaign in which students analyze the effects of various strategies and practices in the workplace.

## CAREER PATHS

- Director of public relations
- Corporate communications manager
- Director of media relations
- Account manager
- Communications writer
- Director of public affairs
- Promotion director
- Internal communications manager

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## REQUIRED COURSES: MASTER OF SCIENCE IN MANAGEMENT

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• MGMT 610 (or MGMT 630) must be taken within the first 6 credits.</li> <li>• MGMT 640 should not be attempted simultaneously with MGMT 650 or HAIN 650.</li> <li>• Students must complete 24 credits of program coursework, including all core and research methods courses, before enrolling in MGMT 670.</li> </ul>	
<b>Core Courses</b>	MGMT 610 MGMT 615 MGMT 640	Organizational Theory (3) Intercultural Communication and Leadership (3) Financial Decision Making for Managers (3)
<b>Research Methods Course</b> (students take one depending on specialization)	MGMT 650 HAIN 650	Statistics for Managerial Decision Making (3) <i>(for most specializations) OR</i> Research Methods for Health Care Managers (3) <i>(for the health care administration specialization)</i>
<b>Capstone Course</b>	MGMT 670	Strategic Management Capstone
<b>Alternate Course</b>	MGMT 630 Organizational Theory and Behavior in a Global Environment (6) may be taken instead of MGMT 610 and 615.	
<b>SPECIALIZATIONS</b>	<b>Accounting</b>	
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• ACCT 610 must be taken before any other graduate accounting courses.</li> <li>• Taking ACCT 612 before ACCT 608 is strongly recommended.</li> </ul>
	<b>Specialization Courses</b>	ACCT 610 Financial Accounting (3) ACCT 611 Management Accounting (3) ACCT 612 Auditing Process (3) ACCT 608 Fraud Examination and Accounting Ethics (3) ACCT 614 Accounting Information Systems (3) ACCT 613 Federal Income Taxation (3) ACCT 665 Selected Topics in Accounting: International, Government, and Nonprofit Accounting (3)
	<b>Acquisition and Supply Chain Management</b>	
	<b>Course Sequencing</b>	Courses should be taken in the order listed.
	<b>Specialization Courses</b>	ASCM 626 Purchasing and Materials Management (3) ASCM 627 Legal Aspects of Contracting (3) ASCM 628 Contract Pricing and Negotiations (3) ASCM 629 Strategic Purchasing and Logistics (3) ASCM 630 Commercial Transactions in a Technological Environment: Law, Management, and Technology (3) ASCM 631 Integrative Supply Chain Management (3) ASCM 632 Contemporary Logistics (3)
	<b>Alternate Course</b>	ASCM 650 Legal Aspects of Contracting and Commercial Transactions (6) may be taken instead of ACSM 627 and 630.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN MANAGEMENT (continued)

<b>SPECIALIZATIONS</b>	<b>Criminal Justice Management</b>															
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• Courses should be taken in the order listed.</li> <li>• CCJS 600 must be taken as the first specialization course.</li> <li>• Students must complete 30 credits of program coursework, including all core courses, before taking CJMS 660.</li> </ul>														
	<b>Specialization Courses</b>	<table> <tr><td>CJMS 600</td><td>Critical Analysis of the Criminal Justice System (3)</td></tr> <tr><td>CJMS 610</td><td>Perspectives in Law Enforcement Management (3)</td></tr> <tr><td>CJMS 620</td><td>Issues in Correctional Administration (3)</td></tr> <tr><td>CJMS 630</td><td>Seminar in Security Management (3)</td></tr> <tr><td>CJMS 640</td><td>Criminal Justice Intelligence Systems and Approaches (3)</td></tr> <tr><td>CJMS 650</td><td>Legal Aspects Within the Criminal Justice System (3)</td></tr> <tr><td>CJMS 660</td><td>Issues in Criminal Justice Leadership (3)</td></tr> </table>	CJMS 600	Critical Analysis of the Criminal Justice System (3)	CJMS 610	Perspectives in Law Enforcement Management (3)	CJMS 620	Issues in Correctional Administration (3)	CJMS 630	Seminar in Security Management (3)	CJMS 640	Criminal Justice Intelligence Systems and Approaches (3)	CJMS 650	Legal Aspects Within the Criminal Justice System (3)	CJMS 660	Issues in Criminal Justice Leadership (3)
	CJMS 600	Critical Analysis of the Criminal Justice System (3)														
	CJMS 610	Perspectives in Law Enforcement Management (3)														
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	CJMS 630	Seminar in Security Management (3)														
	CJMS 640	Criminal Justice Intelligence Systems and Approaches (3)														
	CJMS 650	Legal Aspects Within the Criminal Justice System (3)														
	CJMS 660	Issues in Criminal Justice Leadership (3)														
<b>Emergency Management</b>																
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• EMAN 600 must be taken as one of the first two specialization courses.</li> <li>• EMAN 670 must be taken after all program coursework except MGMT 670.</li> </ul>															
<b>Specialization Courses</b>	<table> <tr><td>EMAN 600</td><td>Comprehensive Crisis and Emergency Management (3)</td></tr> <tr><td>EMAN 610</td><td>Hazard Risk and Vulnerability Assessment (3)</td></tr> <tr><td>EMAN 620</td><td>Information Technology in Emergency Management (3)</td></tr> <tr><td>HSMN 610</td><td>Concepts in Homeland Security (3)</td></tr> <tr><td>HSMN 630</td><td>Business Continuity: Disaster Recovery, Planning, and Response (3)</td></tr> <tr><td>EMAN 630</td><td>Crisis Communication for Emergency Managers (3)</td></tr> <tr><td>EMAN 670</td><td>Seminar in Emergency Management Leadership (3)</td></tr> </table>	EMAN 600	Comprehensive Crisis and Emergency Management (3)	EMAN 610	Hazard Risk and Vulnerability Assessment (3)	EMAN 620	Information Technology in Emergency Management (3)	HSMN 610	Concepts in Homeland Security (3)	HSMN 630	Business Continuity: Disaster Recovery, Planning, and Response (3)	EMAN 630	Crisis Communication for Emergency Managers (3)	EMAN 670	Seminar in Emergency Management Leadership (3)	
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EMAN 670	Seminar in Emergency Management Leadership (3)															
<b>Financial Management</b>																
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• MGMT 640 is prerequisite to FIN 610.</li> <li>• FIN 610 is prerequisite to all other FIN courses.</li> <li>• FIN 630 is prerequisite to FIN 645.</li> <li>• FIN 610, 620, and 630 are prerequisite to FIN 660.</li> </ul>															
<b>Specialization Courses</b>	<table> <tr><td>FIN 610</td><td>Financial Management in Organizations (3)</td></tr> <tr><td>FIN 615</td><td>Financial Analysis and Modeling (3)</td></tr> <tr><td>FIN 620</td><td>Long-Term Financial Management (3)</td></tr> <tr><td>FIN 630</td><td>Investment Valuation (3)</td></tr> <tr><td>FIN 645</td><td>Behavioral Finance (3)</td></tr> <tr><td>FIN 660</td><td>Strategic Financial Management (3)</td></tr> <tr><td>FIN 640</td><td>Multinational Financial Management (3)</td></tr> </table>	FIN 610	Financial Management in Organizations (3)	FIN 615	Financial Analysis and Modeling (3)	FIN 620	Long-Term Financial Management (3)	FIN 630	Investment Valuation (3)	FIN 645	Behavioral Finance (3)	FIN 660	Strategic Financial Management (3)	FIN 640	Multinational Financial Management (3)	
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FIN 640	Multinational Financial Management (3)															
<b>Health Care Administration</b>																
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• MGMT 640 is prerequisite to HCAD 640.</li> <li>• MGMT 615 is prerequisite to HCAD 660.</li> </ul> <p>Reminder: Health care administration students take HAIN 650 as the research methods course (see p. 59).</p>															
<b>Specialization Courses</b>	<table> <tr><td>HCAD 610</td><td>Information Technology for Health Care Administration (3)</td></tr> <tr><td>HCAD 620</td><td>The U.S. Health Care System (3)</td></tr> <tr><td>HCAD 630</td><td>Public Health Administration (3)</td></tr> <tr><td>HCAD 640</td><td>Financial Management for Health Care Organizations (3)</td></tr> <tr><td>HCAD 650</td><td>Legal Aspects of Health Care Administration (3)</td></tr> <tr><td>HCAD 660</td><td>Health Care Institutional Organization and Management (3)</td></tr> <tr><td>TMAN 632</td><td>Organizational Performance Management (3)</td></tr> </table>	HCAD 610	Information Technology for Health Care Administration (3)	HCAD 620	The U.S. Health Care System (3)	HCAD 630	Public Health Administration (3)	HCAD 640	Financial Management for Health Care Organizations (3)	HCAD 650	Legal Aspects of Health Care Administration (3)	HCAD 660	Health Care Institutional Organization and Management (3)	TMAN 632	Organizational Performance Management (3)	
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More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## REQUIRED COURSES: MASTER OF SCIENCE IN MANAGEMENT (continued)

### Homeland Security Management

- Course Sequencing**
- HSMN 610 must be taken as one of the first two specialization courses.
  - HSMN 670 must be taken after all other specialization courses.

<b>Specialization Courses</b>	HSMN 610	Concepts in Homeland Security (3)
	HSMN 620	Physical Security (3)
	HSMN 630	Business Continuity: Disaster Recovery, Planning, and Response (3)
	INFA 660	Security Policy, Ethics, and the Legal Environment (3)
	BSBD 641	Biosecurity and Bioterrorism (3)
	HSMN 640	Energy Infrastructure Management and Security (3)
	HSMN 670	Seminar in Homeland Security (3)

### Human Resource Management

**Course Sequencing** Courses should be taken in the order listed.

<b>Specialization Courses</b>	HRMD 610	Issues and Practices in Human Resource Management (3)
	HRMD 620	Employee and Labor Relations (3)
	HRMD 630	Recruitment and Selection (3)
	HRMD 640	Job Analysis, Assessment, and Compensation (3)
	HRMD 650	Organizational Development and Change (3)
	HRMD 651	Current Perspectives in Training and Development (3)
	HRMD 665	Managing Virtual and Global Teams (3)

### Information Systems and Services

**Course Sequencing** ISAS 600 is a prerequisite for other ISAS courses

<b>Specialization Courses</b>	ISAS 600	Information Systems for Managers (3)
	ISAS 610	Information Systems Management and Integration (3)
	ISAS 620	Information Systems Sourcing Management (3)
	ISAS 630	Systems Analysis and Design (3)
	ISAS 640	Decision Support Systems and Expert Systems (3)
	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)
	IMAT 639	Internet Multimedia Applications (3)

### Intelligence Management

- Course Sequencing**
- INMS 600 and 610 must be taken as the first two specialization courses.
  - INMS 660 must be taken after all core and specialization courses.

<b>Specialization Courses</b>	INMS 600	Managing Intelligence Activities (3)
	INMS 610	Intelligence Collection: Sources and Challenges (3)
	INMS 620	Intelligence Analysis: Consumers, Uses, and Issues (3)
	INMS 630	Espionage and Counterintelligence (3)
	INMS 640	Intelligence-Led Enforcement (3)
	INMS 650	Intelligence Management and Oversight (3)
	INMS 660	Leadership Seminar (3)

### Interdisciplinary Studies in Management

<b>Specialization Courses</b>	HRMD 620	Employee and Labor Relations (3)
	MRKT 600	Marketing Management (3)
	ISAS 600	Information Systems for Managers (3)
	HRMD 610	Issues and Practices in Human Resources Management (3)
	HRMD 650	Organizational Development and Change (3)
	MRKT 601	Legal and Ethical Issues in Global Communications (3)
	PMAN 634	Foundations of Project Management (3)

**Alternate Course** MRKT 620 Marketing Principles, Regulation, and Ethical Issues (6) may be taken instead of MRKT 600 and 601.

SPECIALIZATIONS

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## REQUIRED COURSES: MASTER OF SCIENCE IN MANAGEMENT (continued)

<b>SPECIALIZATIONS</b>	<b>Marketing</b>	
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>Students must complete MRKT 600 and 601 (or MRKT 620) as their first specialization course(s).</li> <li>MGMT 650 must be completed before MRKT 604 and 606.</li> </ul>
	<b>Specialization Courses</b>	MRKT 600 Marketing Management (3) MRKT 601 Legal and Ethical Issues in Global Communications (3) MRKT 602 Consumer Behavior (3) MRKT 603 Brand Management (3) MRKT 604 Marketing Intelligence and Research Systems (3) MRKT 605 International Marketing Management (3) MRKT 606 Integrated Direct Marketing (3)
	<b>Alternate Course</b>	MRKT 620 Marketing Principles, Regulation, and Ethical Issues (6) may be taken instead of MRKT 600 and 601.
	<b>Nonprofit and Association Management</b>	
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>NPMN 600 must be taken as the first specialization course.</li> <li>Taking NPMN 650 before NPMN 655 is strongly recommended.</li> </ul>
	<b>Specialization Courses</b>	NPMN 600 Nonprofit and Association Organizations and Issues (3) NPMN 610 Nonprofit and Association Law and Governance (3) NPMN 620 Nonprofit and Association Financial Management (3) NPMN 640 Marketing, Development, and Public Relations in Nonprofit Organizations and Associations (3) NPMN 650 Fundamentals of Association Management (3) NPMN 655 Outcome and Process Evaluation Management (3) NPMN 660 Strategic Management in Nonprofit Organizations and Associations (3)
	<b>Project Management</b>	
	<b>Course Sequencing</b>	PMAN 634 (or PMAN 600) must be taken as the first course.
	<b>Specialization Courses</b>	PMAN 634 Foundations of Project Management (3) PMAN 637 Project Risk Management (3) PMAN 638 Project Communications Management (3) PMAN 639 Project Quality Management (3) PMAN 641 Project Procurement Management (3) PMAN 650 Financial and Strategic Management of Projects (3) PMAN 670 Advanced Project Methods (3)
<b>Alternate Course</b>	PMAN 600 Project Management: Foundations and Advanced Methods (6) may be taken instead of PMAN 634 and 670.	
<b>Public Relations</b>		
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>PRPA 601 is prerequisite to PRPA 602.</li> <li>PRPA 602 is prerequisite to PRPA 610 and 620.</li> <li>MRKT 600 and 601 (or MRKT 620) must be completed before PRPA 610.</li> <li>Students must complete all courses (except MGMT 670) before taking PRPA 650.</li> </ul>	
<b>Specialization Courses</b>	MRKT 600 Marketing Management (3) MRKT 601 Legal and Ethical Issues in Global Communications (3) PRPA 601 Public Relations Theory and Practice (3) PRPA 602 Public Relations Techniques (3) PRPA 610 Crisis Communication Management (3) PRPA 620 Global Public Relations (3) PRPA 650 Public Relations Campaigns (3)	
<b>Alternate Course</b>	MRKT 620 Marketing Principles, Regulation, and Ethical Issues (6) may be taken instead of MRKT 600 and 601.	

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Accounting</b>		
<b>Academic Preparation</b>	Students must have 15 credits in undergraduate accounting with a minimum grade of “C” in each course to enroll in this certificate program.	
<b>Course Sequencing</b>	ACCT 610 is prerequisite to all required accounting courses.	
<b>Required Courses</b>	ACCT 610	Financial Accounting (3)
	ACCT 611	Management Accounting (3)
	ACCT 612	Auditing Process (3)
	ACCT 614	Accounting Information Systems (3)
<b>Acquisition and Supply Chain Management</b>		
<b>Course Sequencing</b>	ASCM 626	Purchasing and Materials Management (3)
	ASCM 627	Legal Aspects of Contracting (3)
	ASCM 628	Contract Pricing and Negotiations (3)
	ASCM 629	Strategic Purchasing and Logistics (3)
	ASCM 630	Commercial Transactions in a Technological Environment: Law, Management, and Technology (3)
<b>Criminal Justice Management</b>		
<b>Course Sequencing</b>	CJMS 600 must be taken first.	
<b>Required Courses</b>	CJMS 600	Critical Analysis of the Criminal Justice System (3)
	CJMS 610	Perspectives in Law Enforcement Management (3)
	CJMS 620	Issues in Correctional Administration (3)
	CJMS 630	Seminar in Security Management (3)
<b>Financial Management in Organizations</b>		
Details are provided on p. 42.		
<b>Foundations of Human Resource Management</b>		
<b>Course Sequencing</b>	Courses should be taken in order.	
<b>Required Courses</b>	MGMT 615	Intercultural Communication and Leadership (3)
	HRMD 610	Issues and Practices in Human Resource Management (3)
	HRMD 620	Employee and Labor Relations (3)
	HRMD 650	Organizational Development and Change (3)
<b>Health Care Administration</b>		
Details are provided on p. 45.		
<b>Homeland Security Management</b>		
Details are provided on p. 51.		

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## RELATED CERTIFICATE PROGRAMS (continued)

### Integrated Direct Marketing

**Course Sequencing** MGMT 650 and MRKT 600 must be taken as the first courses, before the other marketing courses.

**Required Courses**

MGMT 650	Statistics for Managerial Decision Making (3)
MRKT 600	Marketing Management (3)
MRKT 604	Marketing Intelligence and Research Systems (3)
MRKT 606	Integrated Direct Marketing (3)

### Intelligence Management

**Course Sequencing** INMS 600 and 610 should be taken first.

**Required Courses**

INMS 600	Managing Intelligence Activities (3)
INMS 610	Intelligence Collection: Sources and Challenges (3)
INMS 620	Intelligence Analysis: Consumers, Uses, and Issues (3)
INMS 630	Espionage and Counterintelligence (3)

### Leadership and Management

**Required Courses**

MGMT 610	Organizational Theory (3)
MGMT 615	Intercultural Communication and Leadership (3)
HRMD 610	Issues and Practices in Human Resource Management (3)
HRMD 650	Organizational Development and Change (3)

### Nonprofit and Association Financial Management

**Course Sequencing**

- Students without recent coursework in accounting or economics are strongly advised to complete UCSP 620 and 621 before enrolling in MGMT 640 and FIN 610.
- MGMT 640 is prerequisite to FIN 610.
- Students are encouraged to take NPMN 660 as the last course.

**Required Courses**

MGMT 640	Financial Decision Making for Managers (3)
FIN 610	Financial Management in Organizations (3)
NPMN 620	Nonprofit and Association Financial Management (3)
NPMN 660	Strategic Management in Nonprofit Organizations and Associations (3)

### Project Management

Details are on p. 52.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## RELATED CERTIFICATE PROGRAMS (continued)

Public Relations		
<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• Students must complete MRKT 600 and 601 (or MRKT 620) as the first course(s).</li> <li>• PRPA 601 and 602 and MRKT 600 and 601 must be completed before PRPA 610.</li> </ul>	
<b>Required Courses</b>	MRKT 600	Marketing Management (3)
	MRKT 601	Legal and Ethical Issues in Global Communications (3)
	PRPA 601	Public Relations Theory and Practice (3)
	PRPA 602	Public Relations Techniques (3)
	PRPA 610	Crisis Communication Management (3)
<b>Alternate Course</b>	MRKT 620 Marketing Principles, Regulation, and Ethical Issues (6) may be taken instead of MRKT 600 and 601.	
Systems Analysis		
<b>Course Sequencing</b>	ISAS 600 is prerequisite to all other certificate courses.	
<b>Required Courses</b>	ISAS 600	Information Systems for Managers (3)
	ISAS 610	Information Systems Management and Integration (3)
	ISAS 620	Information Systems Sourcing Management (3)
	ISAS 630	Systems Analysis and Design (3)
	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## MASTER OF SCIENCE IN TECHNOLOGY MANAGEMENT



### Program Description

Technology management is a versatile field of study that prepares students to work in a wide range of careers, from e-business and homeland security to information systems and services and beyond. The Master of Science (MS) in technology management program is designed for students who wish to focus on the successful management and leadership of technology within organizations. Core courses in subjects like economics, organizational performance, and strategic management focus on a common management competency while specializations allow students to customize depth in technology toward their long-term career goals. After completing the program, students will have a broad-based core of management competency in central business functions and a deep understanding of the technologies that enable specific business capabilities.

### Program Objectives

Graduates of this program will be able to

- Manage the fast pace of technological change that is vitally important to both private- and public-sector organizations.
- Manage businesses and public organizations through technology.
- Evaluate the technological basis of management activities that are essential for modern management.



### Program Overview

The curriculum requires 36 credits of coursework, including 15 credits of core coursework and 21 credits of specialization coursework.

### Specializations

The MS in technology management degree program offers four specializations, each covering subject areas relevant to today's career fields. Each specialization prepares students for one of several possible career paths, depending on the student's background and employer criteria.

#### Emergency Management

The emergency management specialization is designed for individuals who intend to assume greater management responsibility in helping communities reduce vulnerability to hazards and cope with disasters in both private and public settings. Students gain an essential understanding of the entire vision, mission, and principles of emergency management, with an emphasis on leadership, management, use of technology, and cross-agency collaboration. The curriculum covers management theories and their application, examines emergency management-related research (including hazard, vulnerability, and risk-related data and literature), and explores major principles of this cross-disciplinary field.

#### CAREER PATHS

- Director of emergency management
- Business continuity specialist

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

- Disaster or emergency management specialist
- Emergency operations manager or planner
- Emergency management program analyst
- Hazard/risk management specialist
- Disaster recovery specialist
- Emergency management training specialist

### **PARTNERSHIP**

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in emergency management to reduce their total coursework for the graduate degree by up to 12 credits (four courses). Details are on p 24.

### **Homeland Security Management**

The homeland security management specialization prepares managers for man-made and natural threats at the community and organizational level. The curriculum prepares students to perform security risk assessments and to develop strategies to mitigate threats to people, physical facilities, and information-dependent critical infrastructure as well as to plan for and manage operational recovery. Courses also explore the evolving roles within various first responder communities regarding pre-event planning and post-event response.

### **CAREER PATHS**

- Chief operation officer
- Facility or plant manager
- Facility security officer
- Federal, state, or local government emergency planner or policy maker
- Military planner
- Law enforcement, emergency, or medical practitioner or administrator

### **PARTNERSHIP**

An articulation agreement between the Graduate School of Management and Technology and UMUC's School of Undergraduate Studies allows students who completed their undergraduate degree at UMUC with a major in homeland security to reduce their total coursework for the graduate degree by up to 12 credits (four courses). Details are on p. 47.

### **Information Systems and Services**

The information systems and services specialization examines the ways a manager can procure and use computer-based information systems to enhance decision making and organizational effectiveness. This specialization is structured to accommodate the needs of students who have little or no experience with computers as well as those with advanced computer skills. In addition to receiving a technological foundation, students are exposed to the interaction of technology, organizational behavior, strategic planning, project management, and systems analysis used to support an organization through its information systems.

### **CAREER PATHS**

- Systems or business analyst
- Systems development manager
- Information security project or program manager
- Information security consultant
- Chief information officer
- Information security-aware general manager

### **Project Management**

The project management specialization provides a strong theoretical and practical foundation in project management. This specialization is designed to serve managers and other professionals who wish to acquire, enhance, and certify their knowledge and skills to successfully design, integrate, develop, and manage projects. Students gain hands-on experience using various project management tools and techniques to successfully manage real-world projects of varying sizes and degrees of complexity. Additionally, students apply emerging principles and methods in the project management field.

### **CAREER PATHS**

- Program manager
- Director
- Chief executive officer

### **RECOGNITION/PROFESSIONAL CERTIFICATION**

UMUC master's degree programs with project management specializations are accredited by the Global Accreditation Center (GAC) of the Project Management Institute (PMI). Graduates of these programs receive 1,500 hours of project management experience toward earning the PMI Project Management Professional (PMP) credential.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# MASTER'S DEGREE AND CERTIFICATE PROGRAMS

## PARTNERSHIP

Students certified as Project Management Professionals (PMP) by the Project Management Institute may receive credit for PMAN 634 Foundations of Project Management if they begin study for the master's degree within five years of earning certification. Graduate advisors can provide more information.

### REQUIRED COURSES: MASTER OF SCIENCE IN TECHNOLOGY MANAGEMENT

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<b>Core Courses</b>	TMAN 611 TMAN 614 TMAN 625 TMAN 632 TMAN 633	Principles of Technology Management (3) Strategic Management of Technology and Innovation (3) Economics and Financial Analysis for Technology Managers (3) Organizational Performance Management (3) Managing People in Technology-Based Organizations (3)
<b>Alternate Course Choice</b>		<ul style="list-style-type: none"> <li>• TMAN 600 Foundations of Management and Technology (6) may be taken instead of TMAN 611 and 633.</li> <li>• TMAN 680 Managing Strategy and Performance in Technology-Based Organizations (6) may be taken instead of TMAN 614 and 632.</li> </ul>
<b>SPECIALIZATIONS</b>	<b>Emergency Management</b>	
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• EMAN 600 must be taken as one of the first two specialization courses.</li> <li>• EMAN 670 must be taken after all other core and specialization courses (except for MGMT 670).</li> </ul>
	<b>Specialization Courses</b>	EMAN 600 Comprehensive Crisis and Emergency Management (3) EMAN 610 Hazard Risk and Vulnerability Assessment (3) EMAN 620 Information Technology in Emergency Management (3) HSMN 610 Concepts in Homeland Security (3) HSMN 630 Business Continuity: Disaster Recovery, Planning, and Response (3) EMAN 630 Crisis Communication for Emergency Managers (3) EMAN 670 Seminar in Emergency Management Leadership (3)
	<b>Homeland Security Management</b>	
	<b>Course Sequencing</b>	<ul style="list-style-type: none"> <li>• HSMN 610 must be taken as one of the first two specialization courses.</li> <li>• HSMN 670 must be taken after all other specialization courses.</li> </ul>
	<b>Specialization Courses</b>	HSMN 610 Concepts in Homeland Security (3) HSMN 620 Physical Security (3) HSMN 630 Business Continuity: Disaster Recovery, Planning, and Response (3) INFA 660 Security Policy, Ethics, and the Legal Environment (3) BSBD 641 Biosecurity and Bioterrorism (3) HSMN 640 Energy Infrastructure Management and Security (3) HSMN 670 Seminar in Homeland Security (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

## REQUIRED COURSES: MASTER OF SCIENCE IN TECHNOLOGY MANAGEMENT

<b>SPECIALIZATIONS</b>	<b>Information Systems and Services</b>															
	<b>Course Sequencing</b>	ISAS 600 is prerequisite to all other ISAS courses.														
	<b>Specialization Courses</b>	<table> <tr><td>ISAS 600</td><td>Information Systems for Managers (3)</td></tr> <tr><td>ISAS 610</td><td>Information Systems Management and Integration (3)</td></tr> <tr><td>ISAS 620</td><td>Information Systems Sourcing Management (3)</td></tr> <tr><td>ISAS 630</td><td>Systems Analysis and Design (3)</td></tr> <tr><td>ISAS 640</td><td>Decision Support Systems and Expert Systems (3)</td></tr> <tr><td>ISAS 650</td><td>Information Technology, the CIO, and Organizational Transformation (3)</td></tr> <tr><td>IMAT 639</td><td>Internet Multimedia Applications (3)</td></tr> </table>	ISAS 600	Information Systems for Managers (3)	ISAS 610	Information Systems Management and Integration (3)	ISAS 620	Information Systems Sourcing Management (3)	ISAS 630	Systems Analysis and Design (3)	ISAS 640	Decision Support Systems and Expert Systems (3)	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)	IMAT 639	Internet Multimedia Applications (3)
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	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)														
	IMAT 639	Internet Multimedia Applications (3)														
<b>Project Management</b>																
<b>Course Sequencing</b>	PMAN 634 (or PMAN 600) must be taken as the first course.															
<b>Specialization Courses</b>	<table> <tr><td>PMAN 634</td><td>Foundations of Project Management (3)</td></tr> <tr><td>PMAN 637</td><td>Project Risk Management (3)</td></tr> <tr><td>PMAN 638</td><td>Project Communications Management (3)</td></tr> <tr><td>PMAN 639</td><td>Project Quality Management (3)</td></tr> <tr><td>PMAN 641</td><td>Project Procurement Management (3)</td></tr> <tr><td>PMAN 650</td><td>Financial and Strategic Management of Projects (3)</td></tr> <tr><td>PMAN 670</td><td>Advanced Project Methods (3)</td></tr> </table>	PMAN 634	Foundations of Project Management (3)	PMAN 637	Project Risk Management (3)	PMAN 638	Project Communications Management (3)	PMAN 639	Project Quality Management (3)	PMAN 641	Project Procurement Management (3)	PMAN 650	Financial and Strategic Management of Projects (3)	PMAN 670	Advanced Project Methods (3)	
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PMAN 650	Financial and Strategic Management of Projects (3)															
PMAN 670	Advanced Project Methods (3)															
<b>Alternate Course</b>	PMAN 600 Project Management: Foundations and Advanced Methods (6) may be taken instead of PMAN 634 and 670.															

## RELATED CERTIFICATE PROGRAMS

<b>Initial Requirements</b>	UCSP 611	Introduction to Graduate Library Research Skills (0)
<i>to be taken within the first 6 credits of study</i>		
<b>Homeland Security Management</b>		
Details are provided on p. 51.		
<b>Project Management</b>		
Details are provided on p. 52.		
<b>Systems Analysis</b>		
Details are provided on p. 65.		

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# EXECUTIVE CERTIFICATE PROGRAM

## CHIEF INFORMATION OFFICER (CIO)

### Program Description

The 12-month Chief Information Officer (CIO) certificate program has been designed in partnership with the U.S. General Services Administration's CIO University to meet the needs of midcareer and senior-level government and private-sector IT professionals. The curriculum provides a senior-level executive focus on the management and leadership challenges that are faced by 21st century leaders in the rapidly changing information technology (IT) industry. Encompassing all the competencies cited in the Information Technology Management and Reform Act (Clinger-Cohen) and identified by the Federal CIO Council, the program covers all areas of management required to effectively lead the design, development, acquisition, implementation, planning, and maintenance of an organization's information technology structure. Clinger-Cohen guidelines hold that CIOs must move beyond management to leadership. Therefore, the CIO certificate program incorporates the expertise of the National Leadership Institute to provide comprehensive leadership assessments and executive team coaching to support individual leadership, team building, and decision-making capabilities. Participants receive both a federal government and UMUC CIO certificate. In addition, all credits earned in the program may be applied toward a master's degree program.

### Program Objectives

Graduates of the program will be able to

- Understand the dimensions of Clinger-Cohen and how to employ them effectively in the operation of an organization.
- Lead organizational change by fostering innovation and integrating emerging technologies.

- Build effective partnerships and high performing information technology teams.
- Lead the design, development, acquisition, implementation, planning, and maintenance of an organization's information technology structure.

### Program Overview

This program requires the completion of 24 credits of specified coursework. Participants receive both a federal government and UMUC CIO certificate. Graduates of this certificate program may take an additional 12 credits of coursework from UMUC to earn a master's degree in either information technology or technology management

### Partnership

The CIO certificate is offered in partnership with the U.S. General Services Administration's CIO University.

### Career Paths

- Chief information officer
- Chief technology officer
- Senior information technology staff members and planners
- Consultants in the field of information technology

### REQUIRED COURSES: CIO CERTIFICATE

<b>Initial Requirements</b> <i>to be taken within the first 6 credits of study</i>	UCSP 611 (or UCSP 611e)	Introduction to Graduate Library Research Skills (0)
<b>Required Courses</b>	CIOC 610 CIOC 620 CIOC 630 CIOC 640	The Strategic Management of Technology (6) Leading Change and Innovation in Technology (6) Information Security and Finance (6) Program Management (6)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

The Graduate School of Management and Technology offers many dual degree options, which enable students to acquire two graduate degrees for substantially fewer credits than would be required if the two degrees were earned separately. Because the two programs share and build upon core content, students generally need take no more than 18 credits of coursework in the second degree. However, both degrees must be earned within the established time limit. (Information on time limits is on p. 140.)

Students must complete all requirements for the first degree before beginning the second degree.

Please note that while some specializations (such as homeland security) may be earned within two or three different degree programs as part of a first degree, they may only be earned within the Master of Science in technology management as part of a second degree. The Master of Business Administration may be earned as a first degree either through the regular format or through the one-year program.

**Note:** Students should refer to the individual program pages for requirements for completing a first graduate degree, as well as for recommendations related to course sequencing.

## MASTER OF ARTS IN TEACHING + MASTER OF EDUCATION IN INSTRUCTIONAL TECHNOLOGY

### THE MASTER OF ARTS IN TEACHING MUST BE COMPLETED FIRST

*Master of Arts in Teaching graduates must complete the following courses to earn the Master of Education in instructional technology:*

Required Courses	EDTC 610	Web-Based Teaching and Learning: Design and Pedagogy (3)
	EDTC 620	Technology in K–12 Education: Synchronous, Asynchronous, and Multimedia Technologies (3)
	EDTC 630	Administration of Technology Initiatives: Planning, Budgeting, and Evaluation (3)
	EDTC 640	Technology Change Management in Schools (3)
	EDTC 645	Integration of Technology: Global Perspectives (3)
	EDTC 670	Integrative Capstone Project (3)

## MASTER OF BUSINESS ADMINISTRATION + MASTER OF DISTANCE EDUCATION AND E-LEARNING

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Distance Education and E-Learning:*

Required Courses	OMDE 601	Foundations of Distance Education and E-Learning (3)
	OMDE 603	Technology in Distance Education and E-Learning (3)
	OMDE 610	Teaching and Learning in Online Distance Education (3)
	OMDE 606	Costs and Economics of Distance Education and E-Learning (3)
	OMDE 608	Learner Support in Distance Education and Training (3)
	DEPM 622	The Business of Distance Education and E-Learning (3)

*If the Master of Distance Education and E-Learning is completed first, students must complete the following courses to earn the Master of Business Administration:*

Required Courses	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

## MASTER OF BUSINESS ADMINISTRATION + MASTER OF INTERNATIONAL MANAGEMENT

EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of International Management:*

<b>Required Courses</b>	IMAN 601	Strategic Management in a Global Environment (3)
	IMAN 615	Strategic Investment and Partnering (3)
	IMAN 625	International Trade and Economic Policy (3)
	IMAN 635	Managing Country Risk (3)
	FIN 640	Multinational Financial Management (3)
	MRKT 605	International Marketing Management (3)

*If the Master of International Management is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

## MASTER OF BUSINESS ADMINISTRATION + MASTER OF SCIENCE IN BIOTECHNOLOGY

EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Science in biotechnology:*

<b>Required Courses</b>	BIOT 640	Societal Issues in Biotechnology (3)
	BIOT 630	Introduction to Bioinformatics (3)
	BIOT 645	The Business of Biotechnology (3)
	BIOT 601	Molecular Biology for Business Managers (3)
	BTMN 636	Biotechnology and the Regulatory Environment (3)
	BTMN 670	Capstone in Biotechnology (3)

*If the Master of Science in biotechnology is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

## MASTER OF BUSINESS ADMINISTRATION MASTER OF SCIENCE IN CYBERSECURITY

### THE MASTER OF SCIENCE IN CYBERSECURITY MUST BE COMPLETED FIRST

*Master of Science in cybersecurity graduates must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

## MASTER OF BUSINESS ADMINISTRATION MASTER OF SCIENCE IN CYBERSECURITY POLICY

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Science in cybersecurity policy:*

<b>Required Courses</b>	CSEC 610	Cybersecurity and Cyberspace (6)
	CSEC 635	National Cybersecurity Policy and Law (6)
	CSEC 645	Enterprise Cybersecurity Policy (6)

*If the Master of Science in cybersecurity policy is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

## MASTER OF BUSINESS ADMINISTRATION



## MASTER OF SCIENCE IN ENVIRONMENTAL MANAGEMENT

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Science in environmental management:*

<b>Required Courses</b>	ENVM 646	Environmental/Energy Law and Policy Development (3)
	ENVM 641	Environmental Auditing (3)
	ENVM 643	Environmental Communications and Reporting (3)
	ENVM 647	Environmental Risk Assessment (3)
	ENVM 649	Principles of Waste Management and Pollution Control (3)
	ENVM 650	Land and Water Resource Management (3)

*If the Master of Science in environmental management is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

## MASTER OF BUSINESS ADMINISTRATION



## MASTER OF SCIENCE IN FINANCIAL MANAGEMENT AND INFORMATION SYSTEMS

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Science in financial management and information systems:*

<b>Required Courses</b>	FIN 620	Long-Term Financial Management (3)
	FIN 630	Investment Valuation (3)
	ISAS 610	Information Systems Management and Integration (3)
	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)
	IMAT 637	IT Acquisitions Management (3)
	MSFS 670	Financial Management and Information Systems Capstone (3)

**Course Sequencing** Students must complete all program coursework (except INFA 610) before taking MSFS 670.

*If the Master of Science in financial management and information systems is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

## MASTER OF BUSINESS ADMINISTRATION



## MASTER OF SCIENCE IN HEALTH CARE ADMINISTRATION

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Science in health care administration:*

<b>Required Courses</b>	HCAD 600	Introduction to Health Care Administration (3)
	HCAD 620	The U.S. Health Care System (3)
	HCAD 630	Public Health Administration (3)
	HCAD 650	Legal Aspects of Health Care Administration (3)
	HCAD 660	Health Care Institutional Organization and Management (3)
	HCAD 670	Health Care Administration Capstone (3)

**Academic/Professional Preparation** Students should have educational or work experience in the health care industry.

- Course Sequencing**
- HCAD 600 should be completed as first course.
  - Students must complete at least 12 credits of HCAD coursework before taking HCAD 670.

*If the Master of Science in health care administration is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

## MASTER OF BUSINESS ADMINISTRATION



## MASTER OF SCIENCE IN INFORMATION TECHNOLOGY

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the following courses to earn the Master of Science in information technology:*

<b>Required Courses</b>	I TEC 610	Information Technology Foundations (3)
	I TEC 620	Information Technology Infrastructure (3)
	I TEC 630	Information Systems Analysis, Modeling, and Design (3)
	I TEC 640	Information Technology Project Management (3)
	T MAN 625	Economics and Financial Analysis for Technology Managers (3)
	I NFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)

*If the Master of Science in information technology is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

## MASTER OF BUSINESS ADMINISTRATION + MASTER OF SCIENCE IN MANAGEMENT

### EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the required courses in the specialization of their choice to earn the Master of Science in management:*

#### Accounting

<b>Required Courses</b>	ACCT 610	Financial Accounting (3)
	ACCT 611	Management Accounting (3)
	ACCT 612	Auditing Process (3)
	ACCT 608	Fraud Examination and Accounting Ethics (3)
	ACCT 614	Accounting Information Systems (3)
	ACCT 613	Federal Income Taxation (3)

**Academic Preparation** Students must have 15 credits in accounting with a minimum grade of C in each course.

**Course Sequencing** ACCT 610 is prerequisite to all other required accounting courses.

#### Acquisition and Supply Chain Management

<b>Required Courses</b>	ACSM 626	Purchasing and Materials Management (3)
	ACSM 627	Legal Aspects of Contracting (3)
	ACSM 628	Contract Pricing and Negotiations (3)
	ACSM 629	Strategic Purchasing and Logistics (3)
	ACSM 630	Commercial Transactions in a Technological Environment: Law, Management, and Technology (3)
	ACSM 631	Integrative Supply Chain Management (3)

**Alternate Course** ASCM 650 Legal Aspects of Contracting and Commercial Transactions (6) may be taken instead of ACSM 627 and 630.

#### Criminal Justice Management

<b>Required Courses</b>	CJMS 600	Critical Analysis of the Criminal Justice System (3)
	CJMS 610	Perspectives in Law Enforcement Management (3)
	CJMS 620	Issues in Correctional Administration (3)
	CJMS 630	Seminar in Security Management (3)
	CJMS 640	Criminal Justice Intelligence Systems and Approaches (3)
	CJMS 650	Legal Aspects Within the Criminal Justice System (3)

**Course Sequencing** CJMS 600 must be taken as the first specialization course.

#### Financial Management

<b>Required Courses</b>	FIN 615	Financial Analysis and Modeling (3)
	FIN 620	Long-Term Financial Management (3)
	FIN 630	Investment Valuation (3)
	FIN 645	Behavioral Finance (3)
	FIN 660	Strategic Financial Management (3)
	FIN 640	Multinational Financial Management (3)

**Course Sequencing**

- FIN 630 is prerequisite to FIN 645.
- FIN 620 and 630 are prerequisite to FIN 660

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

## MBA + MS IN MANAGEMENT (continued from previous page)

### Health Care Administration

<b>Required Courses</b>	HCAD 610	Information Technology for Health Care Administration (3)
	HCAD 620	The U.S. Health Care System (3)
	HCAD 630	Public Health Administration (3)
	HCAD 640	Financial Management for Health Care Organizations (3)
	HCAD 650	Legal Aspects of Health Care Administration (3)
	HCAD 660	Health Care Institutional Organization and Management (3)

### Human Resource Management

<b>Required Courses</b>	HRMD 610	Issues and Practices in Human Resources Management (3)
	HRMD 620	Employee and Labor Relations (3)
	HRMD 630	Recruitment and Selection (3)
	HRMD 640	Job Analysis, Assessment, and Compensation (3)
	HRMD 650	Organizational Development and Change (3)
	HRMD 651	Current Perspectives in Training and Development (3)

**Course Sequencing** HRMD 610 should be taken as the first course.

### Intelligence Management

<b>Required Courses</b>	INMS 600	Managing Intelligence Activities (3)
	INMS 610	Intelligence Collection: Sources and Challenges (3)
	INMS 620	Intelligence Analysis: Consumers, Uses, and Issues (3)
	INMS 630	Espionage and Counterintelligence (3)
	INMS 640	Intelligence-Led Enforcement (3)
	INMS 650	Intelligence Management and Oversight (3)

**Course Sequencing** INMS 600 and 610 must be taken as the first two specialization courses.

### Marketing

<b>Required Courses</b>	MRKT 601	Legal and Ethical Issues in Global Communications (3)
	MRKT 602	Consumer Behavior (3)
	MRKT 603	Brand Management (3)
	MRKT 604	Marketing Intelligence and Research Systems (3)
	MRKT 605	International Marketing Management (3)
	MRKT 606	Integrated Direct Marketing (3)

### Nonprofit and Association Management

<b>Required Courses</b>	NPMN 600	Nonprofit and Association Organizations and Issues (3)
	NPMN 610	Nonprofit and Association Law and Governance (3)
	NPMN 620	Nonprofit and Association Financial Management (3)
	NPMN 650	Fundamentals of Association Management (3)
	NPMN 655	Outcome and Process Evaluation Management (3)
	NPMN 660	Strategic Management in Nonprofit Organizations and Associations (3)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

## MBA + MS IN MANAGEMENT (continued from previous page)

### Public Relations

<b>Required Courses</b>	MRKT 601	Legal and Ethical Issues in Global Communications (3)
	PRPA 601	Public Relations Theory and Practice (3)
	PRPA 602	Public Relations Techniques (3)
	PRPA 610	Crisis Communication Management (3)
	PRPA 620	Global Public Relations (3)
	PRPA 650	Public Relations Campaigns (3)

### Course Sequencing

- PRPA 601 is prerequisite to PRPA 602.
- PRPA 602 is prerequisite to PRPA 610 and 620.
- MRKT 600 and 601 (or MRKT 620) must be completed before PRPA 610.
- Students must complete all other specialization courses before taking PRPA 650.

***If the Master of Science in management is completed first, students must complete the following courses to earn the Master of Business Administration:***

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

# MASTER OF BUSINESS ADMINISTRATION MASTER OF SCIENCE IN TECHNOLOGY MANAGEMENT

## EITHER DEGREE MAY BE COMPLETED FIRST \*

*If the Master of Business Administration is completed first, students must complete the required courses in the specialization of their choice to earn the Master of Science in technology management:*

### Emergency Management

<b>Required Courses</b>	EMAN 600	Comprehensive Crisis and Emergency Management (3)
	EMAN 610	Hazard Risk and Vulnerability Assessment (3)
	EMAN 620	Information Technology in Emergency Management (3)
	HSMN 610	Concepts in Homeland Security (3)
	HSMN 630	Business Continuity: Disaster Recovery, Planning, and Response (3)
	EMAN 630	Crisis Communication for Emergency Managers (3)

### Homeland Security Management

<b>Required Courses</b>	HSMN 610	Concepts in Homeland Security (3)
	HSMN 620	Physical Security (3)
	HSMN 630	Business Continuity: Disaster Recovery, Planning, and Response (3)
	INFA 660	Security Policy, Ethics, and the Legal Environment (3)
	BSBD 641	Biosecurity and Bioterrorism (3)
	HSMN 670	Seminar in Homeland Security (3)

### Information Systems and Services

<b>Required Courses</b>	ISAS 600	Information Systems for Managers (3)
	ISAS 610	Information Systems Management and Integration (3)
	ISAS 620	Information Systems Sourcing Management (3)
	ISAS 630	Systems Analysis and Design (3)
	ISAS 640	Decision Support Systems and Expert Systems (3)
	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)

### Project Management

<b>Required Courses</b>	PMAN 634	Foundations of Project Management (3)
	PMAN 637	Project Risk Management (3)
	PMAN 638	Project Communications Management (3)
	PMAN 639	Project Quality Management (3)
	PMAN 641	Project Procurement Management (3)
	PMAN 670	Advanced Project Methods (3)

**Alternate Course** Students may take PMAN 600 Project Management: Foundations and Advanced Methods (6) instead of PMAN 634 and 670.

*If the Master of Science in technology management is completed first, students must complete the following courses to earn the Master of Business Administration:*

<b>Required Courses</b>	DMBA 610	Ethical Leadership in Organizations and Society (6)
	DMBA 620	Effective Financial and Operational Decision Making (6)
	DMBA 630	Marketing and Strategy Management in the Global Marketplace (6)

\* The MBA may be completed through the one-year program only as the first degree in a dual degree program.

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

## MASTER OF DISTANCE EDUCATION AND E-LEARNING + MASTER OF SCIENCE IN MANAGEMENT

### EITHER DEGREE MAY BE COMPLETED FIRST

*If the Master of Distance Education and E-Learning is completed first, students must complete the following courses to earn the Master of Science in management:*

<b>Required Courses</b>	MGMT 610	Organizational Theory (3)
	MGMT 615	Intercultural Communication and Leadership (3)
	MGMT 640	Financial Decision Making for Managers (3)
	MGMT 650	Statistics for Managerial Decision Making
	HRMD 651	Current Perspectives in Training and Development (3)
	MGMT 670	Strategic Management Capstone (3)

- Course Sequencing**
- MGMT 640 and 650 should not be attempted simultaneously.
  - All other MGMT classes must be completed before taking MGMT 670.

*If the Master of Science in management is completed first, students must complete the following courses to earn the Master of Distance Education and E-Learning:*

<b>Required Courses</b>	OMDE 601	Foundations of Distance Education and E-Learning (3)
	OMDE 603	Technology in Distance Education and E-Learning (3)
	OMDE 610	Teaching and Learning in Online Distance Education (3)
	OMDE 606	Costs and Economics of Distance Education and E-Learning (3)
	OMDE 608	Learner Support in Distance Education and Training (3)
	DETT 621	Training at a Distance (3)

Course descriptions are found on pp. 86–126.

# MASTER OF DISTANCE EDUCATION AND E-LEARNING + MASTER OF SCIENCE IN TECHNOLOGY MANAGEMENT

## EITHER DEGREE MAY BE COMPLETED FIRST

*If the Master of Distance Education and E-Learning is completed first, students must complete the following courses to earn the Master of Science in technology management:*

<b>Required Courses</b>	TMAN 611	Principles of Technology Management (3)
	TMAN 614	Strategic Management of Technology and Innovation (3)
	TMAN 632	Organizational Performance Management (3)
	TMAN 633	Managing People in Technology-Based Organizations (3)
	TMAN 625	Economics and Financial Analysis for Technology Managers (3)
	PMAN 634	Foundations of Project Management (3)

<b>Alternate Course Choice</b>	<ul style="list-style-type: none"> <li>• TMAN 600 Foundations of Management and Technology (6) may be taken instead of TMAN 611 and 633.</li> <li>• TMAN 680 Managing Strategy and Performance in Technology-Based Organizations (6) may be taken instead of TMAN 614 and 632.</li> </ul>
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*If the Master of Science in technology management is completed first, students must complete the following courses to earn the Master of Distance Education and E-Learning:*

<b>Required Courses</b>	OMDE 601	Foundations of Distance Education and E-Learning (3)
	OMDE 603	Technology in Distance Education and E-Learning (3)
	OMDE 610	Teaching and Learning in Online Distance Education (3)
	OMDE 606	Costs and Economics of Distance Education and E-Learning (3)
	OMDE 608	Learner Support in Distance Education and Training (3)
	DETC 630	Emerging Technology Trends and Issues in Distance Education and E-Learning (3)

# MASTER OF EDUCATION IN INSTRUCTIONAL TECHNOLOGY + MASTER OF DISTANCE EDUCATION AND E-LEARNING

## EITHER DEGREE MAY BE COMPLETED FIRST

*If the Master of Education is completed first, students must take the following courses to earn the Master of Distance Education and E-Learning:*

<b>Required Courses</b>	OMDE 601	Foundations of Distance Education and E-Learning (3)
	OMDE 603	Technology in Distance Education and E-Learning (3)
	OMDE 610	Teaching and Learning in Online Distance Education (3)
	OMDE 606	Costs and Economics of Distance Education and E-Learning (3)
	OMDE 608	Learner Support in Distance Education and Training (3)
	DETT 621	Training at a Distance (3)

*If the Master of Distance Education and E-Learning is completed first, students must take the following courses to earn the Master of Education:*

<b>Required Courses</b>	EDTC 600	Foundations of Technology in Teaching and Learning (3)
	EDTC 605	Digital Information Literacy for K–12 Educators (3)
	EDTC 615	Using Technology for Instructional Improvement: Research, Data, and Best Practices (3)
	EDTC 640	Technology Change Management in Schools (3)
	EDTC 645	Integration of Technology: Global Perspectives (3)
	EDTC 670	Integrative Capstone Project (3)

Course descriptions are found on pp. 86–126.

# DUAL DEGREE PROGRAMS

**MASTER OF SCIENCE  
IN ACCOUNTING AND  
FINANCIAL MANAGEMENT**



**MASTER OF SCIENCE  
IN ACCOUNTING AND  
INFORMATION SYSTEMS**

## EITHER DEGREE MAY BE COMPLETED FIRST

*If the Master of Science in accounting and financial management is completed first, students must complete the following courses to earn the Master of Science in accounting and information systems:*

<b>Required Courses</b>	ISAS 610	Information Systems Management and Integration (3)
	ISAS 630	Systems Analysis and Design (3)
	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)
	IMAT 637	IT Acquisitions Management (3)
	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)
	MSAS 670	Accounting and Information Systems Capstone (3)

**Course Sequencing** Students must complete all coursework (except INFA 610) before taking MSAS 670.

*If the Master of Science in accounting and information systems is completed first, students must complete the following courses to earn the Master of Science in accounting and financial management:*

<b>Required Courses</b>	MGMT 640	Financial Decision Making for Managers (3)
	FIN 610	Financial Management in Organizations (3)
	FIN 620	Long-Term Financial Management (3)
	FIN 630	Investment Valuation (3)
	FIN 645	Behavioral Finance (3)
	MSAF 670	Accounting and Financial Management Capstone (3)

**Course Sequencing**

- MGMT 640 is prerequisite to FIN 610.
- FIN 610 is prerequisite to all other FIN courses.
- FIN 630 is prerequisite to FIN 645.
- Students must complete all coursework (except FIN 645) before taking MSAF 670.

Course descriptions are found on pp. 86–126.

# MASTER OF SCIENCE IN ACCOUNTING AND FINANCIAL MANAGEMENT + MASTER OF SCIENCE IN FINANCIAL MANAGEMENT AND INFORMATION SYSTEMS

## EITHER DEGREE MAY BE COMPLETED FIRST

*If the Master of Science in accounting and financial management is completed first, students must complete the following courses to earn the Master of Science in financial management and information systems:*

<b>Required Courses</b>	ISAS 610	Information Systems Management and Integration (3)
	ISAS 630	Systems Analysis and Design (3)
	ISAS 650	Information Technology, the CIO, and Organizational Transformation (3)
	INFA 610	Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)
	IMAT 637	IT Acquisitions Management (3)
	MSFS 670	Financial Management and Information Systems Capstone (3)

**Course Sequencing** Students must complete all coursework (except INFA 610) before taking MSFS 670.

*If the Master of Science in financial management and information systems is completed first, students must complete the following courses to earn the Master of Science in accounting and financial management:*

<b>Required Courses</b>	ACCT 610	Financial Accounting (3)
	ACCT 608	Fraud Examination and Accounting Ethics (3)
	ACCT 612	Auditing Process (3)
	ACCT 613	Federal Income Taxation (3)
	ACCT 665	Selected Topics in Accounting: International, Government, and Nonprofit Accounting (3)
	MSAF 670	Accounting and Financial Management Capstone (3)

**Course Sequencing**

- ACCT 610 must be completed before taking any other ACCT courses.
- Students must complete all coursework (except ACCT 665) before taking MSAF 670.

# MASTER OF SCIENCE IN INFORMATION TECHNOLOGY + MASTER OF SCIENCE IN CYBERSECURITY POLICY

## THE MASTER OF SCIENCE IN INFORMATION TECHNOLOGY MUST BE EARNED FIRST

*Master of Science in information technology graduates with a specialization in information assurance must take the following courses to earn the Master of Science in cybersecurity policy:*

<b>Required Courses</b>	CSEC 635	National Cybersecurity Policy and Law (3)
	CSEC 645	Enterprise Cybersecurity Policy (3)
	CSEC 655	Global Cybersecurity (3)

*Master of Science in information technology graduates with a specialization in any area other than information assurance must take the following courses to earn the Master of Science in cybersecurity policy:*

<b>Required Courses</b>	CSEC 610	Cyberspace and Cybersecurity (3)
	CSEC 635	National Cybersecurity Policy and Law (3)
	CSEC 645	Enterprise Cybersecurity Policy (3)

Course descriptions are found on pp. 86–126.

# NONDEGREE TEACHER EDUCATION PROGRAM

## TEACHER EDUCATION READING STRAND: READING COURSES IN ELEMENTARY AND SECONDARY EDUCATION

### Program Description

The reading courses in elementary education (four courses) and secondary education (two courses) are designed for teachers seeking to meet Maryland certification and recertification requirements. They provide a thorough foundation in the theories, processes, and acquisition of reading needed for the teaching of reading to elementary and secondary students. All reading courses have been approved by the Maryland State Department of Education to meet the state's reading requirements for certification and recertification.

### Program Objectives

Students who take the reading courses in elementary and secondary education will be able to

- Utilize effective instructional and assessment methods and materials in the design of reading programs to meet the needs of diverse learners.
- Apply the cognitive, linguistic, social, and physiological factors involved in oral and written language development and associated strategies to support content area learning and literacy development.

- Explore a variety of techniques for integrating reading and writing across the curriculum and enhancing understanding of text and other media.
- Identify intervention strategies and ways to modify instruction that best support content area instruction and literacy development for students with exceptional learning needs.
- Implement technology and multimedia resources for effective reading instruction that facilitates the reading process.
- Use reflection, critical thinking, and research to make sound decisions with regard to evaluating and modifying materials, resources, and strategies for the effective teaching of reading.

### Program Overview

The reading courses for elementary education consist of 12 credits of coursework; the reading courses for secondary education consist of 6 credits of coursework.

### Career Paths

- Elementary or secondary school teacher
- Reading specialist
- Reading tutor

#### REQUIRED COURSES: READING COURSES IN ELEMENTARY EDUCATION

<b>Required Courses</b>	EDRS 620	Processes and Acquisitions of Reading (3)
	EDRS 625	Instruction of Reading (3)
	EDRS 630	Assessment for Reading Instruction (3)
	EDRS 635	Materials for Reading (3)

#### REQUIRED COURSES: READING COURSES IN SECONDARY EDUCATION

<b>Course Sequencing</b>	Secondary reading courses must be taken in order listed.	
<b>Required Courses</b>	EDRS 600	Reading in the Secondary Content Areas I (3)
	EDRS 605	Reading in the Secondary Content Areas II (3)

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Course descriptions are found on pp. 86–126.

# COURSE DESCRIPTIONS

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# COURSE DESCRIPTIONS

## ACCT (Accounting)

### ACCT 608 Fraud Examination and Accounting Ethics (3)

Prerequisite: ACCT 610. A study of the nature of fraud, including its elements, prevention, detection, investigation, and resolution. Emphasis is on the use of forensic accounting techniques to analyze what lies behind the data generated by the accounting system, to detect internal control weaknesses, and to map out a fraud investigation program. The role of accounting ethics is explored in detail and considered in the context of laws, regulations, and the organization's culture.

### ACCT 610 Financial Accounting (3)

Prerequisite: 15 credits of undergraduate accounting. A study of accounting theory in a strategic framework. An overview of relevant theory provides a foundation for further study. Focus is on developing skills in critical thinking and applying accounting concepts and principles. Topics include the preparation and interpretation of corporate financial statements in accordance with generally accepted accounting practices (GAAP); accounting standards and the standard setting process; the use of electronic technology in financial accounting; effective communication; professional ethics; and current issues, debates, and research in accounting.

### ACCT 611 Management Accounting (3)

Prerequisite: ACCT 610. An examination of the control and decision-making methodologies used by management accountants in solving strategic problems for business. Methodologies covered include break-even analysis, regression analysis, the balanced scorecard, activity-based costing/management, value chain analysis, total quality management, and performance evaluation/assessment. Business problems examined range from ethical issues to product costing.

## THE UNIT OF CREDIT

The unit of credit defines the amount of university-level credit to be awarded for course completion. One credit is awarded on the basis of either of two sets of criteria, as follows:

- At least 15 hours (50 minutes each) of actual class meeting or the equivalent in guided learning activity (exclusive of registration and study days, holidays, and final examinations);
- At least 30 hours (50 minutes each) of supervised laboratory or studio work (exclusive of registration and study days, holidays, and final examinations).

## PREREQUISITES

Prerequisites, normally stated in terms of numbered courses, represent the level of knowledge a student should have acquired before enrolling in a given course. Students will not be able to register for courses for which prerequisites have not been met.

### ACCT 612 Auditing Process (3)

Prerequisite: ACCT 610. An in-depth examination of Generally Accepted Auditing Standards (GAAS), as well as standards for attestation and other services. Alternative audit models are evaluated for both their practical relevance and their theoretical justification as informed by current research and emerging information technology. The use of computer-assisted auditing techniques (CAAT) and other computer-related technology for obtaining evidence is evaluated in terms of its effectiveness and suitability in diverse audit environments. Methods of evaluating internal control are considered in light of the risks encountered in new ways of conducting business, such as e-commerce. Professional ethical and legal responsibilities, as shaped by the contemporary professional, legal, and regulatory environments, are examined as they relate to audit risk, risk assessment, and audit program planning. The use of audit reports and other services as tools to support management control and decision making are considered.

### **ACCT 613 Federal Income Taxation (3)**

Prerequisite: ACCT 610. A case study–based, problem-oriented examination of fundamental federal tax concepts. Tax issues and controversies are explored in-depth. Emphasis is on applying tax laws, as opposed to learning individual tax rules. Methods of case analysis and research that are typically involved in tax planning and litigation are covered. Important definitions, judicially created rules, and other tax conventions are explored in great detail through the study of each one’s genesis and purpose. Topics include gross income, identification of the proper taxpayer, deductions, timing, income and deduction characterization, and deferral and capital gains and losses.

### **ACCT 614 Accounting Information Systems (3)**

Prerequisite: ACCT 610. A study of the use of information systems in the accounting process, with an emphasis on computer systems and internal controls. Focus is on the analytical tools necessary to evaluate users’ accounting information needs and design, implement, and maintain an accounting information system to support business processes and cycles. Topics include the components of contemporary accounting information systems; security and internal controls, particularly within Internet and e-commerce environments; traditional flow charts and data-flow diagrams; computer networks; theory and application of relational databases; and relational database management systems. Assignments include designing an accounting information system using a commercial database software package.

### **ACCT 665 Selected Topics in Accounting: International, Government, and Nonprofit Accounting (3)**

Prerequisite: ACCT 610. An exploration of international, government, and nonprofit accounting and financial reporting. Focus is on international accounting standards, the management of risk associated with multiple currencies, and evolving reporting requirements under International Financial Reporting Standards (IFRS). Discussion covers the financial accounting standards applicable to public-sector and not-for-profit organizations in the United States and the unique reporting requirements of such entities.

## **AMBA (Business Administration)**

### **AMBA 600 MBA Fundamentals (3)**

An overview of fundamental management concepts across a broad spectrum of subject areas. Topics include the online environment and technologies used in the MBA program; academic requirements; research, writing, and analytical skills; plagiarism issues; and basic management concepts. Assignments focus on statistics and the theory of constraints. Exercises improve skills in the areas of research, writing, critical thinking, and teamwork.

### **AMBA 610 The Manager in Organizations and Society (6)**

(Formerly AMBA 601.) Prerequisite: AMBA 600. An exploration of the responsibilities and influence that 21st-century managers have within their organizations and the global society. Essential concepts and theories that provide a foundation for the study of business administration and management—including systems thinking, critical thinking, ethical decision making and leadership, legal concepts, corporate social responsibility, and organizational theory and design—are examined.

### **AMBA 620 Managing People and Groups in the Global Workplace (6)**

(Formerly AMBA 602.) Prerequisite: AMBA 610. An analysis of the challenges and opportunities associated with managing people in today’s dynamic and complex global marketplace. Lessons from research and practice on recruiting, developing, and retaining the talent required to build a high-performing, diverse, and competitive global workforce are examined. Development of personal, group, and cultural skills and knowledge serve as central seminar goals. Leadership and ethical decision making are important seminar competencies.

### **AMBA 630 The Economics of Management Decisions (6)**

(Formerly AMBA 605.) Prerequisite: AMBA 620. A study of economic decision making, as applied to a wide variety of managerial situations, including financial statement analysis; asset valuation; budgeting; cost management; and performance evaluation of organizations, organizational units, products, and managers. Focus is on applying critical thinking to make connections among concepts from the disciplines of microeconomics, finance, managerial accounting, and financial accounting. Discussion addresses the current legal and ethical issues surrounding financial accounting, as well as the valuation of tangible, financial, and intangible assets in a domestic and global context. Topics also include activity-based costing and performance measurement techniques, such as the balanced scorecard.

# COURSE DESCRIPTIONS

## **AMBA 640 Managing Projects, Operations, and Information Systems (6)**

(Formerly AMBA 604.) Prerequisite: AMBA 630. A study of project management, operations management, and information technology management—three key areas of modern business functional management. A guide to the project management body of knowledge is provided. Topics include the dos and don'ts of managing a project, several world-class operations management techniques (such as Six Sigma), and industry best practices in operational efficiency and effectiveness. The mission, goals, and importance of information systems management are assessed, using the student's own work organization as a model. Assignments include the development of an international information systems management plan.

## **AMBA 650 Marketing Management and Innovation (6)**

(Formerly AMBA 603.) Prerequisite: AMBA 640. An exploration of the essentials of marketing management: setting marketing goals for an organization based on internal resources and marketing opportunities, planning and executing activities to meet these goals, and measuring progress toward their achievement. Focus is on the concept of innovation in business, including the introduction of new market offerings and the use of new technologies, strategies, and tactics for achieving marketing objectives. An integrative approach combines discussions on theory of marketing management with industry analysis and practical implications. Assignments include the design and marketing of innovative products, analysis of the application of modern marketing strategies and tactics using examples from participants' organizations, and practicing a holistic approach to marketing management.

## **AMBA 660 Managing Global Business (6)**

Prerequisite: AMBA 650. A global overview of various types of business organizations and environments that shape organizational decisions. Emphasis is on the regulatory structures, legal systems, governance models, and policy making that define the internal and external functions of business at the confluence of local, state, national, and international affairs. Topics include critical thinking, international ethics, business sustainability, social responsibility, and the impact of economics and technology.

## **AMBA 670 Managing Strategy in the Global Marketplace (6)**

(Formerly AMBA 607.) Prerequisite: AMBA 660. An investigation of strategy, value creation, and value capture in different business contexts. Currently, companies compete simultaneously in domestic, global, and electronic markets. Focus is on developing frameworks and models for understanding the structural characteristics of industries and how companies can achieve sustainable competitive advantage, taking appropriate action in these different but concurrent business contexts. An explicitly integrative approach is adopted, building on knowledge of the different functional areas of management gained through previous study.

## **ASCM (Acquisition and Supply Chain Management)**

### **ASCM 626 Purchasing and Materials Management (3)**

(Formerly PCMS 626.) An overview of the procurement and contracting cycle, along with other organizational functions. Discussion covers methods of purchasing and source selection, with a focus on receipt, inspection, and quality assurance. Documentation and reporting specifics are examined, as are surplus, salvage, and disposal issues. Inventory, physical distribution, and logistics are considered.

### **ASCM 627 Legal Aspects of Contracting (3)**

(Formerly PCMS 627 and PMAN 636.) A study of the law of commercial purchasing, including the law of agency, contracts, sales, torts, and antitrust. The Federal Acquisition Regulation and American Bar Association model procurement codes for state and local governments are examined. Topics include the authority of purchasing, unauthorized purchases, rights and duties of sellers and buyers under a contract, buyer rights upon receipt of nonconforming goods, ability to terminate a sales contract, formation of government contracts, and formal dispute resolution. Students may receive credit for only one of the following courses: ASCM 627, ASCM 650, PCMS 627, or PCMS 650.

**ASCM 628 Contract Pricing and Negotiations (3)**

(Formerly PCMS 628.) A study of techniques for planning, conducting, and managing negotiated procurement. Focus is on analytical techniques for conducting price and cost analysis in preparation for negotiations. Techniques for critically examining all categories of costs, including profit, are examined. The theory and practice of negotiations are studied, and opportunities to practice negotiation techniques to achieve a fair and reasonable contract price are given. Emphasis is on practice in preparing negotiation positions through analysis of cases containing detailed cost and pricing data. Ethical decision making throughout these processes is addressed.

**ASCM 629 Strategic Purchasing and Logistics (3)**

(Formerly PCMS 629.) An investigation of issues and methodologies related to strategic purchasing and logistics. Topics include the ethics, social responsibility, and accountability considerations in procurement, logistics, and contract management. Discussion also covers the professional development of staff, just-in-time management, electronic data interchange, vendor assessment and development, pricing and negotiation, and international procurement issues.

**ASCM 630 Commercial Transactions in a Technological Environment: Law, Management, and Technology (3)**

(Formerly PCMS 630.) Recommended: ASCM 627. A presentation of the legal issues and management methodologies related to commercial transactions in a technological environment. Topics include the law, ethics, accountability, and contract management considerations in the procurement of technology products and services. Discussion also covers commercial sales transactions, government commercial item acquisition, private and government contracts for services, assignment and protection of proprietary rights in technology products, technology transfers, and international contractual issues in the procurement of products and services. Students may receive credit for only one of the following courses: ASCM 630, ASCM 650, PCMS 630, or PCMS 650.

**ASCM 631 Integrative Supply Chain Management (3)**

(Formerly PCMS 631.) A study of supply chain issues, techniques, methodologies, and strategies designed to enhance organizational procurement efficiency. Integrated supply chain management is explored as a core competitive strategy that affects the organization's bottom line. Topics include the integration of information, supplies and materials flows across multiple supply chain channels, and how these flows can be streamlined and optimized for more efficient procurement. Discussion also covers the role of information systems and technology in supply chain management, e-commerce strategies, managing the flow of materials across the supply chain, developing and maintaining supply chain partnerships and other relationships, and future challenges in integrative supply chain management.

**ASCM 632 Contemporary Logistics (3)**

(Formerly PCMS 632.) A study of logistical issues, techniques, methodologies, and strategies designed to enhance organizational efficiency. Topics include the total cost approach to logistics; logistical planning and implementation; logistical concepts; systems relationships and integration; demand forecasting; interplant movement; inventory management and control; order management and processing; packaging; plant and warehouse selection; production scheduling; traffic and transportation management; warehouse and distribution management; recycling; and other logistical strategies, techniques, and methodologies.

**ASCM 650 Legal Aspects of Contracting and Commercial Transactions (6)**

(Formerly PCMS 650.) A study of the law relevant to commercial, governmental, and international purchasing, contracting, and other legal transactions. Focus is on agency law, contracts, sales, torts, antitrust, ethics, and accountability. Discussion covers contract management considerations in the procurement of products and services. Topics include commercial sales transactions, government commercial item acquisition, private and government contracts for services, the assignment and protection of propriety rights in technology products, technology transfers, and international contractual issues in the procurement of products and services. The Federal Acquisition Regulation (FAR) and American Bar Association model procurement codes for state and local government are investigated. The authority of purchasing, unauthorized purchases, rights and duties of sellers and buyers under a contract, buyer rights upon receipt on non-conforming goods, ability to terminate a sales contract, formation of government contracts, and formal dispute resolution are also addressed. Students may receive credit for only one of the following: ASCM 627/630, ASCM 650, PCMS 627/630, or PCMS 650.

# COURSE DESCRIPTIONS

## **BIFS (Bioinformatics)**

### **BIFS 613 Statistical Processes for Biotechnology (3)**

(Formerly BIOT 613.) Prerequisite: Knowledge of basic statistics. A study of statistical tools—such as Bayesian statistics, Markov processes, and information theoretic indices—and how they can be used to analyze sequence homology, the presence of motifs in sequences, gene expression, and gene regulation. Topics include information content, mutual information, long-range correlation, repeats, Fourier analysis, and linguistic methods.

### **BIFS 614 Data Structures and Algorithms (3)**

An introduction to the definitions, implementations, and applications of the most basic data structures used in bioinformatics. Basic formalism and concepts used in algorithm design and the analysis of algorithms are also introduced. The relative efficiency of the algorithms is estimated by application of these concepts to biological data analysis. Algorithms and data structures discussed include those for database searches, motif finding, sequence alignment, gene prediction, and microarray analysis.

### **BIFS 617 Advanced Bioinformatics (3)**

(Formerly BIOT 617.) An overview of the basic programming tools for performing bioinformatic analyses in both the UNIX and MS DOS/Windows environments. Focus is on the use of Perl and BioPerl as the basic programming tools. Basic programming skills are developed and practiced on such problems as codon usage/bias, open reading frame, CpG islands detection, and gene identification.

### **BIFS 618 Java for Biotechnology Applications (3)**

Prerequisite: BIFS 617. A study of basic concepts in Java and object-oriented programming in bioinformatics application development. Emphasis is on Web-based, graphical, and database-driven application design. Review covers the function and design of some Java-based bioinformatics tools. Some commonly used libraries in the BioJava project are introduced, and developments of reusable modular application objects are examined. Basic problem-solving skills in the field of biotechnology using Java programming are developed through practical projects.

### **BIFS 619 Gene Expression Data Analysis (3)**

Prerequisite: BIFS 617. A study of high-throughput technologies for transcriptome and genomic aberration profiling. Topics include statistical theories, algorithms and data analysis tools for microarray experiments, array comparative genome hybridization, SNP array experiments, and supervised and unsupervised machine learning technologies for class discovery and classifier identifications. Practice is provided in the preprocess of empirical gene expression profiling and the postprocess of microarray data analysis for identifying differentially regulated genes related to biological functions. Several legacy databases and data integration strategies in gene expression profiling are explored through data mining and functional annotation of interesting genes; statistical principles and theories are illustrated.

## **BIOT (Biotechnology Studies)**

### **BIOT 601 Molecular Biology for Business Managers (3)**

A thorough grounding in the fundamentals of biology, including a broad review of the life sciences with emphasis on molecular biology. Topics include the basic concepts and processes of cell biology, molecular biology, and immunology. The components of a cell, the processes occurring in a single cell, and the functioning of a multicellular organism are explained. Discussion also covers the use of model organisms to understand basic and applied biology.

### **BIOT 630 Introduction to Bioinformatics (3)**

(Formerly BIOT 610.) An introduction to bioinformatics. Emphasis is on the interpretation of data. Topics include new, sophisticated DNA, RNA, and protein sequence analyses and pattern recognition and DNA computing, as well as more traditional mathematical modeling (using Bayesian probability and basic algorithms, machine learning and neural networks, and Markov models and dynamic programming). Discussion also covers the analysis of tridimensional structures, phylogenetic relationships, and genomic and proteomic data.

### **BIOT 640 Societal Issues in Biotechnology (3)**

An examination of current societal issues in biotechnology from several perspectives. Topics include the commercialization of biotechnology; biohazards; managerial views of legal issues and bioethics; the need for public scrutiny; environmental and cultural issues; and the role of governmental regulatory agencies in researching, developing, and commercializing biotechnology. An overview of the early history and modern developments of biotechnology is provided.

### **BIOT 643 Techniques of Biotechnology (3)**

(Formerly BTMN 643.) A comprehensive review of current techniques in biotechnology research and applications. The development and use of some of the techniques are placed in historical context. Discussion covers techniques used in genomics, transcriptomics, and proteomics and the applications of these techniques. Current plant and animal transformation methods are explained. High throughput technologies, including sequencing, real time RT-PCR, SAGE, and microarrays, are also explored. Topics also include therapeutic applications of biotechnology, such as gene therapy, stem cell technology, and RNA interference. Emerging technologies in this field are introduced.

### **BIOT 645 Bioprocessing and the Business of Biotechnology (3)**

A detailed exploration of the business of biotechnology, its structure and operation, and the science upon which this relatively new global industry sector was founded. Discussion covers a wide range of biotechnology applications, from biopharmaceuticals to biofuels, and the technical advances behind them. Focus is on methods and economics of bioprocessing and unique aspects of the funding, alliances, and global models used in the business of biotechnology.

## **BSBD (Biosecurity and Biodefense)**

### **BSBD 640 Agents of Bioterrorism (3)**

An examination of the probable weapons of biowarfare, including biological, chemical, and nuclear weapons, from several perspectives. Topics include their mechanism of action, biological impact, detection and recognition, epidemiology, and treatment. Their potential dangers and effectiveness are evaluated, and strategies for defense against attacks by such weapons are investigated. Discussion covers the bioethical challenges of anti-bioterror research.

### **BSBD 641 Biosecurity and Bioterrorism (3)**

(Formerly BIOT 681.) A review of bioterrorism, biosecurity, and government biodefense strategy, including the history and science of biological agents in agriculture and society. Discussion covers surveillance; public health preparedness; response; and recovery at the community, state, and federal government levels. Various aspects of the law, including the Posse Comitatus Act and federal and state quarantine powers, are introduced. The mental health consequences of bioterrorism are also discussed. A case study of a hypothetical biological attack is analyzed in detail.

### **BSBD 642 Advanced Biosecurity and Bioterrorism (3)**

(Formerly BIOT 683.) Prerequisite: BIOT 681 or BSBD 641. A thorough examination of special and advanced topics in bioterrorism and biosecurity issues. Topics include the hidden biological warfare programs of the 20th century; advances in biotechnology and molecular microbiology and the dilemma of dual use research; domestic and foreign terrorist groups, including rogue states; state-of-the-art microbial forensics; ethics and civil rights; and current trends in policy development, consequence management, and public health responses to new threats to homeland security. Discussion also addresses special topics of the students' choice. Future challenges in biosecurity are also discussed as part of a comprehensive bioterrorism exercise and the analysis of case studies of hypothetical threats.

### **BSBD 643 Strategies for Interagency Cooperation, Verification, and Global Countermeasures in Biodefense (6)**

An in-depth study of the verification procedures used in global countermeasures and strategies. Global biosecurity and oversight is examined using real-world examples. Discussion covers the epidemiology of emerging infectious diseases as they relate to defense against threats from nonconventional sources. Topics also include the evolution and current status of the Biological Weapons Convention; the integration of responses from local, state, and multiple federal agencies; and other challenges facing public health departments, including the potential economic, political, and social impacts of bioterrorism.

## **BTMN (Biotechnology Management)**

### **BTMN 632 Commercializing Biotechnology in Early-Stage Ventures (3)**

(Formerly BIOT 641.) An overview of the methods for planning and organizing biotechnology ventures. The elements of a business plan are considered, as are methods for assessing various needs, such as capital, personnel, technology, and marketing. Emphasis is on approaches to marketing technology and developing joint ventures. The advantages and disadvantages of forming international ventures are weighed. Discussion also covers the importance of maintaining relations with external constituents and the need for managing public awareness.

### **BTMN 634 Selection and Evaluation of Biotechnology Projects (3)**

(Formerly BIOT 642.) A study of the applications of methodologies of technology forecasting, technology assessment, project management, and data auditing to the selection and evaluation of biotechnology projects. The underlying rationale, principles, procedures, and cost effectiveness of data auditing are examined. A systems approach to performance evaluation is presented.

# COURSE DESCRIPTIONS

## **BTMN 636 Biotechnology and the Regulatory Environment (3)**

(Formerly BIOT 644.) A comprehensive review of the role of regulation in biotechnology products and services development and commercialization. Emphasis is on the roles of the federal government, state government agencies, international bodies, and professional groups, especially the regulatory roles of the Environmental Protection Agency, the Department of Agriculture, and the Food and Drug Administration. Discussion covers human subject protection, good laboratory practices, and good manufacturing practices.

## **BTMN 670 Capstone in Biotechnology (3)**

(Formerly BIOT 671.) Prerequisite: 27 credits of program coursework. The application of knowledge gained from previous study to real-world business, technical, and ethical issues. Topics include entrepreneurship and new venture creation, progress in biotechnology and prediction of future trends, and ethical development and management. Discussion also covers professional goals and an action plan to put knowledge and experience gained in the program to use. Focus is on demonstrating analytical, communication, and leadership skills through case analysis of promising technologies and teamwork through group development of a strategic product development plan for a start-up biotechnology venture.

## **CIOC (Information Technology—Leadership)**

### **CIOC 610 The Strategic Management of Technology (6)**

A study of how technology, especially information technology, can be used as an essential component of the global strategy of an enterprise. Emphasis is on linking technology policy with corporate strategy and identifying technology options that will ensure the most effective execution of organizational strategy. Electronic commerce is examined as a strategic technology application. Topics also include external and internal strategic analysis, technology forecasting, benchmarking, corporate intelligence, knowledge management, and planning and control strategies. Strategic technology planning is examined from a historical perspective; concepts essential to technology security and information assurance are introduced.

### **CIOC 620 Leading Change and Innovation in Technology (6)**

Prerequisite: CIOC 610. Analysis of the role the chief information or technology officer in leading the new fast-paced, information age organization. Practical study of leadership provides the foundation for the application of decision-making strategies, systems thinking, teamwork, and knowledge management and the allocation of human capital within an intercultural framework. Readings, conferences, exercises, case studies, and simulations provide an introduction to research in cognitive weaknesses and bias in management and decision making. Leading-edge thought in innovation and the process of change is explored. Characteristics of the high-performing organization within the technology function are appraised. The interaction of people, processes, and technology is a cross-cutting theme.

### **CIOC 630 Information Security and Finance (6)**

Prerequisite: CIOC 620. A critical analysis of risk assessment and security within cyberspace and technology. Focus is on the people, processes, and technology used in securing an information infrastructure. A risk-based framework involving threats, vulnerabilities, and countermeasures for the evaluation of information security needs is highlighted. Discussion covers the Sarbanes-Oxley and Federal Information Security Management Acts and their costs, as well as the practical financial management skills of the technology officer: general accounting, capital planning, asset and contract management, and activity-based costing. Exercises and assignments address the practical implications of an integrative strategy focus on concepts of total cost of ownership, balanced scorecard, and performance measurement.

### **CIOC 640 Program Management (6)**

Prerequisite: CIOC 630. A study of the concepts, processes, and theory of program and project management, as well as their organizational application within program management offices. Topics include the coordinated strategic management of interdependent projects and the tactical application of knowledge, skills, tools, and techniques to project activities to meet project requirements. Various programs, program offices, projects, and executive roles within an organization are assessed. Discussion covers the ability of the executive to analyze program and program office issues and the relationship of the program to the strategic goals of the organization. The legal and ethical ramifications of program and project management are also examined. Emphasis is on acquiring skills in developing effective outcome measures for programs and projects and understanding the implications of program and project management on the information needs of internal managers.

## CJMS (Criminal Justice Management)

### **CJMS 600 Critical Analysis of the Criminal Justice System (3)**

An analysis of the U.S. criminal justice system. Topics include the role of criminal justice agencies and personnel in the prevention and response to crime, as well as interagency cooperation and coalition building from a manager's perspective.

### **CJMS 610 Perspectives in Law Enforcement Management (3)**

A study of law-enforcement philosophies and techniques to reduce crime commonly that are applied at the organizational level. Topics include the politics of policing, police/community relations, police research, professionalization of personnel, and emerging problems in policing from a domestic and international perspective.

### **CJMS 620 Issues in Correctional Administration (3)**

An in-depth study of current challenges for managers in correctional environments. Topics include the privatization of corrections, intelligence sharing, re-entry and community corrections, security threat groups, assessment techniques and empirical evaluations of treatment methods, special populations, growth rates, the political environment, and interagency and community cooperation.

### **CJMS 630 Seminar in Security Management (3)**

A study of the management of security operations within a private setting. Discussion covers vulnerability assessment; emergency planning; interagency cooperation; threat assessment; use of technology; and information gathering, sharing, and storing. Topics also include personnel management, budgeting, reporting requirements, and current trends.

### **CJMS 640 Criminal Justice Intelligence Systems and Approaches (3)**

An in-depth examination of the principles that guide the gathering and sharing of intelligence in the United States. Emphasis is on the interoperability between crime-fighting agencies within the criminal justice system. Topics include analytic methodologies, interview and interrogation techniques, open-source and proprietary data sources, criminal organization analysis, criminal conspiracy, enterprise theory, trial testimony, and witness protection.

### **CJMS 650 Legal Aspects within the Criminal Justice System (3)**

A study of the impact of constitutional and criminal law on managerial responsibilities within the criminal justice system. Topics include pivotal historic and current legal cases and their application to methods of prevention, as well as reaction to crime in the United States.

### **CJMS 660 Issues in Criminal Justice Leadership (3)**

Prerequisite: 30 credits of program coursework, including all core courses. A discussion of case studies involving successful leaders in the criminal justice system. Analysis covers the various characteristics and leadership styles that have proven most effective in the profession. Various theories, models, historical examples, and practical applications are reviewed. Senior criminal justice leaders discuss issues via videoconferencing. Topics include ethics and virtue in criminal justice; navigating the political environment (e.g., being politically savvy without being political); staff development; and labor relations, media relations, and working effectively with various advocacy groups.

## CMBA (Business Administration— One Year)

### **CMBA 610 The Role of Managers in Organizations (4.5)**

An exploration of the responsibilities that 21st-century managers fulfill within their organizations. Essential concepts and theories that provide a foundation in business administration and management, including systems thinking, critical thinking, management theory, and organizational design, are examined.

### **CMBA 620 Legal and Ethical Issues in Business (4.5)**

Prerequisite: CMBA 610. An examination of legal and ethical issues that affect the practice of management in business firms. Discussion covers business formation, ethical decision making, and corporate social responsibility from a global perspective.

### **CMBA 630 Leading People and Groups in the Workplace (4.5)**

Prerequisite: CMBA 620. An analysis of the challenges and opportunities associated with leading business firms in today's complex global marketplace. Lessons from research and practice on building a high-performing workforce are examined.

# COURSE DESCRIPTIONS

## **CMBA 640 Measuring Financial Performance (4.5)**

Prerequisite: CMBA 630. An exploration of the measurement of the financial performance of business firms. The analysis of financial information to evaluate the economic performance of companies, products, and managers is addressed. Review covers performance measurement techniques that supplement financial information with nonfinancial information to effectively analyze organizational performance.

## **CMBA 650 Financial Decision Making (4.5)**

Prerequisite: CMBA 640. An exploration of the fundamentals of effective financial decision making. Focus is on the valuation of both individual assets and new business ventures and acquisitions. Critical thinking is used to make connections among concepts in microeconomics, accounting, and finance.

## **CMBA 660 Marketing Management (4.5)**

Prerequisite: CMBA 650. An exploration of the essentials of marketing management. Topics include setting marketing goals for an organization (taking internal resources and marketing opportunities into consideration), planning and executing activities to meet these goals, and measuring progress toward their achievement. Emphasis is on a holistic approach to marketing and the global environment of modern business.

## **CMBA 680 Business Strategy in the Global Marketplace (4.5)**

Prerequisite: CMBA 670. An investigation of strategy, value creation, and value capture in different business contexts. Focus is on frameworks and models for understanding the structural characteristics of industries and how companies can achieve sustainable competitive advantage, taking appropriate action in the global environment.

## **CMBA 690 Business Practicum Part 1 (2)**

Prerequisite: CMBA 610. The first segment of a practicum experience focusing on applying academic content to the workplace. A template is used to ensure focus on topics and issues that can have the greatest impact on the performance of managers and leaders in organizations.

## **CMBA 691 Business Practicum Part 2 (2)**

Prerequisite: CMBA 630. The second segment of a practicum experience focusing on continued application of academic content to the workplace. A template is used to ensure focus on topics and issues that can have the greatest impact on the performance of managers and leaders in organizations.

## **CMBA 692 Business Practicum Part 3 (2)**

Prerequisite: CMBA 630. The third and final segment of a practicum experience focusing on continued application of academic content to the workplace. A template is used to ensure focus on topics and issues that can have the greatest impact on the performance of managers and leaders in organizations.

## **COMM (Communication Studies)**

### **COMM 600 Academic Writing for Graduate Students (3)**

The development of the writing and critical-thinking skills needed for effective academic writing. Emphasis is on developing well-organized, well-supported, and clear arguments; demonstrating the appropriate use of sources; and refining grammar and mechanics. Discussion covers the writing process, including planning, drafting, revising, and completing a final project that demonstrates advanced writing and critical-thinking skills.

## **CSEC (Cybersecurity)**

### **CSEC 610 Cyberspace and Cybersecurity (6)**

A study of the fundamentals of cyberspace and cybersecurity. Topics include cyber architecture, cyber services, protocols, algorithms, hardware components, software components, programming languages, various cybersecurity mechanisms, business continuity planning, security management practices, security architecture, operations security, physical security, cyberterrorism, and national security.

### **CSEC 620 Human Aspects in Cybersecurity: Ethics, Legal Issues, and Psychology (6)**

Prerequisite: CSEC 610. An examination of the human aspects in cybersecurity. Topics include ethics, relevant laws, regulations, policies, standards, psychology, and hacker culture. Emphasis is on the human element and the motivations for cyber crimes. Analysis covers techniques to prevent intrusions and attacks that threaten organizational data.

### **CSEC 630 Prevention and Protection Strategies in Cybersecurity (6)**

An in-depth study of the theories and practices for prevention of cyber attacks. Countermeasures discussed include training, encryption, virtual private networks, policies, practices, access controls, secure systems development, software assurance arguments, verification and validation, firewall architectures, anti-virus, patching practices, personnel security practices, and physical security practices. Topics also include business continuity plans and disaster recovery plans. Strategies for large-scale prevention, such as critical infrastructure protection, international collaboration, and law enforcement, are examined.

### **CSEC 635 National Cybersecurity Policy and Law (6)**

An exploration of the role of government in securing cyberspace. Topics include federal, state, and local entities involved in cybersecurity; relevant laws and regulation; concepts of civil liberties, intellectual property, and privacy; policy formulation and analysis; law enforcement; development and diffusion of standards; and national security. Discussion also covers public/private engagement models and opportunities and tools for government to encourage cybersecurity education, awareness, and research.

### **CSEC 640 Monitoring, Auditing, Intrusion Detection, Intrusion Prevention, and Penetration Testing (6)**

Prerequisite: CSEC 630. An in-depth study of the theory and practice of intrusion detection and prevention in cyberspace. Topics include network security, monitoring, auditing, intrusion detection, intrusion prevention, and ethical penetration testing. Emphasis is on methods to identify system vulnerabilities and threats and prevent attacks.

### **CSEC 645 Enterprise Cybersecurity Policy (6)**

Prerequisite: CSEC 635. An exploration of organizational policies to respond to cybersecurity threats. Topics include strategic cybersecurity initiatives, cybersecurity in interorganizational relationships, increasing cybersecurity awareness in the organization, compliance issues, liability, and promoting a culture of sensitivity to cybersecurity issues.

### **CSEC 650 Cyber Crime Investigation and Digital Forensics (6)**

Prerequisite: CSEC 640. An in-depth study of the theory and practice of digital forensics. Topics include computer, network, and cell phone forensics, as well as other types of digital forensics. Discussion also covers identification, collection, acquisition, authentication, preservation, examination, analysis, and presentation of evidence for prosecution purposes.

### **CSEC 655 Global Cybersecurity (6)**

Prerequisite: CSEC 645. An in-depth study of cybersecurity from a global perspective. Topics include cyberterrorism, cyber crime, and cyber warfare; the international legal environment; nation- and region-specific norms regarding privacy and intellectual property; international standard setting; effects on trade (including offshore outsourcing); and opportunities for international cooperation.

### **CSEC 670 Cybersecurity Capstone (6)**

Prerequisite: CSEC 650 or CSEC 655. A study of and an exercise in developing, leading, and implementing effective enterprise- and national-level cybersecurity programs. Focus is on establishing programs that combine technological, policy, training, auditing, personnel, and physical elements. Challenges within specific industries (such as health, banking, finance, and manufacturing) are discussed. Topics include enterprise architecture, risk management, vulnerability assessment, threat analysis, crisis management, security architecture, security models, security policy development and implementation, security compliance, information privacy, identity management, incident response, disaster recovery, and business continuity planning. A project reflecting integration and application of learning of cybersecurity is included.

## **DBST (Database Systems Technology)**

### **DBST 651 Relational Database Systems (3)**

(Formerly CSMN 661.) An introduction to relational databases, one of the most pervasive technologies today. Presentation covers fundamental concepts necessary for the design, use, and implementation of relational database systems. Focus is on basic concepts of database modeling and design, the languages and facilities provided by database management systems, and techniques for implementing relational database systems. Topics include implementation concepts and techniques for database design, query optimization, concurrency control, recovery, and integrity. A foundation for managing databases in important environments is provided. Assignments require use of a remote access laboratory.

# COURSE DESCRIPTIONS

## **DBST 652 Advanced Relational/Object-Relational Database Systems (3)**

(Formerly CSMN 662.) Prerequisite: CSMN 661 or DBST 651. A continuation of the study of relational database systems, exploring advanced concepts. Topics include logical design, physical design, performance, architecture, data distribution, and data sharing in relational databases. The concepts of object-relational design and implementation are introduced and developed. Assignments require the use of a remote access laboratory.

## **DBST 663 Distributed Database Management Systems (3)**

(Formerly CSMN 663.) Prerequisite: CSMN 661 or DBST 651. An introduction to the development of distributed database management, focusing on concepts and technical issues. Survey covers distributed database management systems and architecture, distributed database design, query processing and optimization, distributed transaction management and concurrency control, distributed and heterogeneous object management systems, and database inoperability.

## **DBST 665 Data Warehouse Technologies (3)**

(Formerly CSMN 665.) Prerequisite: CSMN 661 or DBST 651. A study of the design and implementation of data warehouses. Topics include data model approaches such as the star schema and denormalization, loading the warehouse, performance challenges, and other concepts unique to the warehouse environment. Assignments require use of a remote access laboratory.

## **DBST 667 Data Mining (3)**

(Formerly CSMN 667.) Prerequisite: CSMN 661 or DBST 651. An overview of the data mining component of the knowledge discovery process. Data mining applications are introduced, and algorithms and techniques useful for solving different problems are identified. Topics include the application of well-known statistical, machine learning, and database algorithms, including decision trees, similarity measures, regression, Bayes theorem, nearest neighbor, neural networks, and genetic algorithms. Discussion also covers researching data mining applications and integrating data mining with data warehouses.

## **DBST 668 Database Security (3)**

(Formerly: CSMN 668.) Prerequisite: CSMN 661 or DBST 651. An overview of both the theory of and applications for providing effective security in database management systems. Topics include conceptual frameworks for discretionary and mandatory access control, data integrity, availability and performance, secure database design, data aggregation, data inference, secure concurrency control, and secure transactions processing. Models for multilevel secure databases for both relational and object-relational databases are analyzed. Assignments focus on database security concepts and require use of a remote access laboratory.

## **DBST 670 Database Systems Administration (3)**

(Formerly CSMN 666.) Prerequisite: CSMN 661 or DBST 651. An introduction to the knowledge, skills, and tools needed to successfully administer operational database systems. The conceptual and operational tools for analysis and resolution of problems such as performance, recovery, design, and technical issues are provided. Tools used to assist in the administration process are also included.

## **DEPM (Distance Education Policy and Management)**

### **DEPM 604 Management and Leadership in Distance Education and E-Learning (3)**

(Formerly OMDE 604.) An introduction to the organization, management, and administration of distance education and e-learning training programs and systems. Topics include management theory and practice, organizational behavior and change, leadership roles and styles, and planning and policy. Discussion covers education and training in academic and corporate settings and the knowledge and skills necessary for a distance education practitioner to function effectively in either type of organizational environment. Assignments include individual and group case-study analyses, brief essays, and literature searches related to distance education and e-learning leadership.

### **DEPM 609 Distance Education and E-Learning Systems (3)**

(Formerly OMDE 609.) Prerequisites: OMDE 601, 603, and 608 and DETT 607 (or OMDE 607). An introduction to frameworks for analyzing the nature of distance education from a functionalist, interpretive, or emancipatory systems approach. Appropriate diagramming techniques are used as a means to examine the organization and management of distance education systems.

### **DEPM 622 The Business of Distance Education and E-Learning (3)**

(Formerly OMDE 622.) An examination of the highly competitive global business environment for distance education and training. Topics include the supply and demand of education services in emerging and existing markets, the competitive positioning of organizations, and increasing reliance on collaborations. Emphasis is on the skills distance education managers need in planning and developing programs, products, and services that are targeted to specific markets and cost-effective.

### **DEPM 625 Distance Education, Globalization, and Development (3)**

(Formerly OMDE 625.) A study of distance education from an international perspective, highlighting developing countries. Processes are explored through concrete case studies in the areas of higher education and internationalization; teacher education, school networks, and mobile learning; alternative routes to schooling; nonformal education, community radio, telecenters, and radio browsing; and vocational education and training. Topics also cover national and international policies on distance education, including the role of the state; international organizations (such as the World Bank or UNESCO) and their policies (e.g. the Millennium Development Goals); telecommunication infrastructure; transnational corporations and the commercialization of education; and the World Trade Organization (WTO) and the General Agreement on Trade in Services (GATS).

### **DEPM 650 Practitioner Research in Distance Education and E-Learning (3)**

Prerequisites: OMDE 601, 603, and 608. An introduction to a variety of quantitative and qualitative research methods used in the social sciences as applied in distance education and e-learning. Emphasis is on planning and designing research and evaluation projects, including choosing appropriate methods of investigation and learning the practical aspects of quantitative and qualitative data collection and analysis. Major research paradigms are explored, and an overview of the various research fields in distance education and e-learning is provided. The Statistical Package for the Social Sciences (SPSS) is used to manage and analyze data. Skills in collecting quantitative and qualitative data and in analyzing, interpreting, and reporting the results of empirical investigations are developed.

## **DETC (Distance Education Technology)**

### **DETC 620 Training and Learning with Multimedia (3)**

(Formerly OMDE 620. Developed by Joachim Hasebrook of Germany.) An examination of the use of digital media in a variety of educational settings to identify properties, strengths, and weaknesses of multimedia in different learning contexts. Basic psychological processes of perception, understanding, and learning are introduced. Focus is on multimedia and instructional design for online learning systems, such as Web-based training. Hands-on experiences with several multimedia and online learning and information systems are provided. Topics also include groupware and collaborative learning technologies, intelligent systems, instructional simulations, and virtual reality systems.

### **DETC 630 Emerging Technology Trends and Issues in Distance Education and E-Learning (3)**

An examination of emerging and advanced technologies that affect teaching and learning, as well as areas of support and management, in the field of distance education. Topics include emerging synchronous and asynchronous technology functions, mobile technologies, and social media tools for development and delivery, as well as technologies used in providing learner, faculty, and managerial support to distance education. Technologies are explored critically in both a theoretical and applied contexts. Analysis covers trends and critical issues associated with the adoption of such technologies.

## **DETT (Distance Education Teaching and Training)**

### **DETT 607 Instructional Design and Course Development in Distance Education and E-Learning (3)**

(Formerly OMDE 607.) An examination of the instructional design process, its history and place in today's course development efforts, and the use of instructional design components in practice. Emphasis is on the nature of learning and the requirements for effective instruction. The theoretical underpinnings of learning are explored and applied to the design of a prototype classroom. Management issues surrounding course and curriculum development efforts are discussed, and a comprehensive curriculum management plan is developed.

# COURSE DESCRIPTIONS

## **DETT 611 Library and Intellectual Property Issues in Distance Education and E-Learning (3)**

(Formerly OMDE 611.) An overview of the development and delivery of digital resources for distance education. Discussion covers the intellectual property issues affecting the use of copyrighted works in distance education, the development and delivery of library resources online to a faculty and student population, and the future of digital information delivery and the impact of digital rights management (DRM) technologies and social networking.

## **DETT 621 Training at a Distance (3)**

(Formerly OMDE 621.) An examination of the role of distance training in business, nonprofit, and government organizations. A wide variety of issues, problems, and solutions in Web-based training are explored. Topics include the economics of distance training, distance technology in the business organization, synchronous versus asynchronous interactive tools, collaborative and problem-solving tools, authoring tools, insourcing versus outsourcing, and the role of multimedia in distance training. Emphasis is on the concept of the corporate virtual university and its design and operation.

## **DMBA (Business Administration— Dual Degree)**

### **DMBA 610 Ethical Leadership in Organizations and Society (6)**

Prerequisite: Completion of all requirements for the first degree of an approved dual-degree program. An examination and application of core knowledge and skills for managerial and organizational success in the competitive global marketplace. Emphasis is on effective ethical decision making for optimal organizational performance. A foundation in systems and critical thinking is provided. Topics include the legal environment of business, forms of business and nonprofit organizations, employment issues and practices, workforce recruitment and retention, conflict management and alternative dispute resolution, management of diverse virtual teams, ethical and legal conduct of domestic and international business, and corporate social responsibility.

### **DMBA 620 Effective Financial and Operational Decision Making (6)**

Prerequisite: DMBA 610. A study of sound decision making in business, focusing on financial analysis and operational issues found in every enterprise. Discussion covers economics, financial reporting and analysis, information systems, and project management in an international context. The goal is to understand and apply the principles and techniques of effective management planning, control, and decision making in the global environment.

### **DMBA 630 Marketing and Strategy Management in the Global Marketplace (6)**

Prerequisite(s): DMBA 620. An investigation of marketing and strategy and how they lead to value creation and value capture in different business contexts. Discussion covers marketing strategy and customer orientation in the context of strategic frameworks for industry analysis and achievement of sustainable competitive advantage. Global business and technology environments are assessed to determine strategic options for growth and profitability, leading to specific marketing plans and strategic decisions. Examples from personal work situations are applied to the concepts of both marketing and strategy management.

## **DMCC (Community College Policy and Administration)**

### **DMCC 800 Foundations of Management Theory and Strategic Thinking (6)**

A comprehensive foundation in the history of management and the structure and function of organizations. Focus is on developing a new way of understanding and managing operational and strategic issues in public and private organizations in the face of accelerating social, economic, and technological changes. Topics include organizational theory, strategic thinking and strategic management, theories of decision making, leadership, organizational culture, and management in a postindustrial society. Problem-solving, application, and evaluation skills are used to analyze the theories and practices of current and emerging organizational challenges and opportunities. The goal is to be able to critically assess the ideas of others and defend one's own ideas through the application of scholarship. Students may receive credit for only one of the following courses: DMCC 800 or DMGT 800.

### **DMCC 810 Leadership and Change (6)**

A study of leadership—not just for survival but for sustainability—in environments where external pressure for change is the dominant feature. Discussion examines change and leadership issues in varied industries, as well as one's own organization, by identifying and analyzing theories and concepts, assessing the applicability of classic works and current perspectives, testing ideas using case studies, and developing various scenarios and strategies. Topics include the knowledge and abilities needed for managing change, such as improvisation and reinvention; the roles and skills needed at all levels for leading in new organizational models involving virtual teams; and the impact of change (particularly frequent change) on individuals and organizations. The goal is to recognize the link between leadership, change, and organizational resilience and apply the lessons. Students may receive credit for only one of the following courses: DMCC 810 or DMGT 810.

### **DMCC 821 Higher Education Policy (6)**

An examination of national, state, and local education policy formation and an analysis of the educational policy process, including antecedents, framing of problems and solutions within policies, policy implementation, and policy consequences in the context of the community college environment. Topics include financial stewardship, enrollment management, external stakeholder relationships, educational outcomes, market-driven innovation and change, organizational development, student-centric culture, and technology leadership. Key leadership competencies, including strategic planning, decision making, resource management, communication, collaboration, and advocacy, are considered as they support effective policy development.

### **DMCC 830 Research Methods (6)**

An applied study of how to design, interpret, and critique both quantitative and qualitative research. Methods are grounded in the philosophy of science to provide a solid foundation that will support the identification and analysis of researchable questions. At least one qualitative and one quantitative methodology are studied. Assignments include short analyses representative of the different methodological traditions. Students may receive credit for only one of the following courses: DMCC 830 or DMGT 830.

### **DMCC 841 Institutional Assessment in the Community College Environment (6)**

An exploration of institutional assessment as it contributes to continual improvement in student learning and faculty development by collecting, analyzing, and reporting research data on academic programs, student learning outcomes, and curricular development in community colleges. Assessment activities cover a wide range of topics, from academic programs and faculty activities to student retention, graduation rates, and employer satisfaction. The role of regional and specialized accreditation is examined. Focus is on how community college leaders can engage a broad array of organizational and administrative activities to build an effective student assessment and faculty development culture.

### **DMCC 851 Community College Advocacy and Accountability (6)**

An exploration of the process that creates effective leaders who are enthusiastic advocates for the mission, vision, and goals of the community college. Discussion covers promoting equity, open access, teaching, learning, and innovation as primary goals for the college; understanding how these change over time; and facilitating discussion with all stakeholders. Focus is on advancing lifelong learning and supporting a learner- and learning-centered environment. Skills needed to represent the community college in the local community, in the broader educational community, at various levels of government, and as a model of higher education that can be replicated in international settings are developed.

## **DMGT (Doctoral Studies in Management)**

### **DMGT 600 Foundations of Doctoral Studies (3)**

An overview of doctoral studies in management. Topics include the purpose and context of the doctoral degree program; the role and value of research and statistical analysis in the practice of management; and key concepts in management, leadership, change, and organizational theory. Degree requirements and the dissertation process are explored. Exercises, including the development of an individual journal, are used to evaluate skills in critical thinking, argumentation, and writing expression.

# COURSE DESCRIPTIONS

## **DMGT 800 Foundations of Management Theory and Strategic Thinking (6)**

A comprehensive foundation in the history of management and the structure and function of organizations. Focus is on developing a new way of understanding and managing operational and strategic issues in public and private organizations in the face of accelerating social, economic, and technological changes. Topics include organizational theory, strategic thinking and strategic management, theories of decision making, leadership, organizational culture, and management in a postindustrial society. Problem-solving, application, and evaluation skills are used to analyze the theories and practices of current and emerging organizational challenges and opportunities. The goal is to be able to critically assess the ideas of others and defend one's own ideas through the application of scholarship. Students may receive credit for only one of the following courses: DMCC 800 or DMGT 800.

## **DMGT 810 Leadership and Change (6)**

A study of leadership—not just for survival but for sustainability—in environments where external pressure for change is the dominant feature. Discussion examines change and leadership issues in varied industries, as well as one's own organization, by identifying and analyzing theories and concepts, assessing the applicability of classic works and current perspectives, testing ideas using case studies, and developing various scenarios and strategies. Topics include the knowledge and abilities needed for managing change, such as improvisation and reinvention; the roles and skills needed at all levels for leading in new organizational models involving virtual teams; and the impact of change (particularly frequent change) on individuals and organizations. The goal is to recognize the link between leadership, change, and organizational resilience and apply the lessons. Students may receive credit for only one of the following courses: DMCC 810 or DMGT 810.

## **DMGT 830 Research Methods and Design (6)**

An applied study of how to design, interpret, and critique both quantitative and qualitative research. Methods are grounded in the philosophy of science to provide a solid foundation that will support the identification and analysis of researchable questions throughout the program. At least one qualitative and one quantitative methodology are studied. Assignments include short analyses representative of the different methodological traditions. Students may receive credit for only one of the following courses: DMCC 830 or DMGT 830.

## **DMGT 835 Research Methods II (6)**

A practical study of critical analysis techniques, applied to both foundational and contemporary management scholarship. Analyses are conducted in the critical realist tradition, in which objectivity arises from the continued scrutiny and critique of published research by peers. Assignments include comprehensive analyses of published management research and encompass critique of initial assumptions, conceptual frameworks, methodological choice, design and execution, and conclusions.

## **DMGT 845 Global Business (6)**

A study of global business issues that demonstrate a firm's success through examination of region-, nation-, industry-, and firm-specific factors. Topics include global strategy, organizational structure and control, regional trading groups, marketing, international ethics, sustainability, social responsibility, economics, and the impact of technology. Discussion also covers the cultural forces and values that have an overall impact on firms and industries that operate in a transnational environment.

## **DMGT 850 Innovation and Sustainable Development (6)**

A study of how technological innovation drives the long-term competitiveness of global organizations. The objective is to acquire skills in developing conceptual frameworks for managing sustainable organizational growth in both private and public sectors. Focus is on critically evaluating the actors and factors for technological innovation and developing concepts for managing technological innovations to improve the creation and delivery of new goods and services in a productivity-based international competitive environment. Discussion covers issues related to technology resources, technological capacities, capabilities and competencies, and technology strategies for sustained competitive advantage in the global marketplace. Decision-making roadmaps are developed and applied to ensure that technological and socioeconomic/ethical/legal considerations are integrated for desired results.

## **DMGT 890 Dissertation Part I (4)**

The identification and refinement of the dissertation topic. Focus is on identifying research questions relevant to the chosen topic, conducting a review of the literature on that topic, and developing a conceptual model and associated hypotheses.

## **DMGT 891 Dissertation Part II (4)**

The selection of the dissertation's research methodology to evaluate the conceptual model and hypotheses. Focus is on identifying appropriate sources of data, collecting and analyzing the data in the context of the chosen methodology, and drawing conclusions regarding the conceptual model and associated hypotheses.

### **DMGT 892 Dissertation Part III (4)**

A discussion of the future impact of the dissertation research on the management of organizations. The chosen area of specialty is examined more broadly in the context of such organizational issues as innovation, sustainable development, information assurance, and enterprise continuity.

### **DMGT 899 Continuing Registration (1)**

Continuing refinement of the dissertation to prepare for final submission and defense.

## **EDRS (Education: Reading)**

### **EDRS 600 Reading in the Secondary Content Areas I (3)**

(Formerly OMAT 607.) A study of the selection and evaluation of materials and resources for the effective teaching of reading. Emphasis is on the effective use of text and other media to best meet diverse reader needs. Discussion also covers the role of the parent and the community in fulfilling the goals of literacy programs.

### **EDRS 605 Reading in the Secondary Content Areas II (3)**

(Formerly OMAT 608.) Prerequisite: EDRS 600 or state-approved equivalent. An examination of how to implement a coherent literacy program that supports content area learning as well as literacy. Focus is on the use of effective instructional methods and materials in designing reading programs to meet the diverse needs and backgrounds of students.

### **EDRS 610 Reading and Multiple Literacies (6)**

A study of the essentials of literacy for middle and high school classrooms, including design principles for guided inquiry, self-directed learning, collaboration, and effective use of media to meet the needs of diverse learners in the 21st century. Discussion covers purposes and types of reading, assessment, cognitive strategies in reading, reading strategy instruction for constructing meaning from text, and intrinsic and extrinsic motivational strategies. Topics include essential competencies for teaching and learning content area reading and the new literacies and for applying and adapting them to diverse learners and learners with exceptionalities. Competencies developed include use of evidence-based instructional strategies, formative and summative assessment, critical thinking, technology as a tool for learning, and literate environments. Focus is on the importance of research, collaboration, and self-assessment for the professional development of teachers.

### **EDRS 620 Processes and Acquisitions of Reading (3)**

(Formerly OMAT 620. For elementary, special education, and pre-K–12 teachers.) A study of the theories, processes, and acquisition of reading and language arts skills in the elementary school. Emphasis is on the cognitive, linguistic, social, and physiological factors involved in oral and written language development. Concepts central to emergent literacy and the relationship between language and reading acquisition are explored.

### **EDRS 625 Instruction of Reading (3)**

(Formerly OMAT 621. For elementary, special education, and pre-K–12 teachers.) An examination of the selection and application of strategies for developing oral reading, comprehension, and literacy skills. A variety of techniques for building word recognition, integrating reading and writing, and enhancing understanding of text are addressed. Emphasis is on the development of a balanced literacy program that is attentive to early identification of reading difficulties and meeting diverse reader needs.

### **EDRS 630 Assessment for Reading Instruction (3)**

(Formerly OMAT 622. For elementary, special education, and pre-K–12 teachers.) An examination of the techniques, processes, and instruments for assessment of reading performance. Topics include the administration of assessment tools, interpretation of assessment data, and diagnosis of reading deficiencies. Discussion also covers the appropriate use of national, state, local, and classroom data for selecting instructional methods, facilitating instructional decisions, and monitoring student performance.

### **EDRS 635 Materials for Reading (3)**

(Formerly OMAT 623. For elementary, special education, and pre-K–12 teachers.) An examination of the selection and evaluation of materials and resources for the effective teaching of reading. Discussion covers the effective use of text and other media to best meet diverse reader needs. The role of the parent and community in fulfilling the goals of the literacy program also is explored.

# COURSE DESCRIPTIONS

## **EDTC (Education: Instructional Technology)**

### **EDTC 600 Foundations of Technology in Teaching and Learning (3)**

(Formerly OMED 600.) An introduction to the integration of technology in the schools focusing on how instructional technology affects and advances K–12 learning. Topics include principles of integrating technology to strengthen standards-based curricula, instruction, and assessment; selection of software and other technological materials; uses of technology for collaboration with school-related audiences; issues of digital equity and ethics; and strategies for using digital technology with special needs populations.

### **EDTC 605 Teaching Information and Media Literacies in the Digital World (3)**

(Formerly OMED 610.) Prerequisite or corequisite: EDTC 600. A study of the expanding types of literacies required for teaching and learning in the K–12 schools, with a concentration on digital information and media literacies. Analysis of core information literacy skills serves as the foundation for a discussion of the effects of current and emerging media on the evaluation and creation of knowledge. Topics include the effective use of online databases and search engines to access information and media resources; application of the research process; information and media literacy skills needed for reading and navigating the Web environment and creating new content; options for age-appropriate, subject-specific research assignments that involve K–12 students in project-based learning; and issues related to ethical uses of information and digital citizenship across literacies.

### **EDTC 610 Web-Based Teaching and Learning: Design and Pedagogy (3)**

(Formerly OMED 620.) Prerequisite or corequisite: EDTC 605. An examination of the theory that informs Web-based education and the implementation of best pedagogical practices. Challenges related to the original design and/or adaptation of effective Web-based instruction are explored. Focus is on developing the knowledge and skills to create multiple types of Web-based assignments and units for K–12 students using Web authoring software. Topics also include constructing evaluation tools to assess K–12 student learning outcomes across different content areas and grade levels. Strategies for effective online group collaboration are discussed and implemented.

### **EDTC 615 Using Technology for Instructional Improvement: Research, Data, and Best Practices (3)**

(Formerly OMED 640.) Prerequisite or corequisite: EDTC 610. Overview of systematic planning, development, and evaluation of media-rich classroom instruction. Research and assessment data are analyzed for their use in promoting student learning and technology integration. Topics include collecting, summarizing, analyzing, and applying assessment data to classroom improvement and techniques for organizing and participating in a grade-level or school-wide collaborative team.

### **EDTC 620 Technology in K–12 Education: Synchronous, Asynchronous, and Multimedia Technologies (3)**

(Formerly OMED 630.) Prerequisite or corequisite: EDTC 615. A study of various technologies to assist teachers in strengthening content delivery and K–12 student learning. Focus is on designing and developing instructionally effective visual materials and multimedia for incorporation into the classroom. Examples include presentations, graphics, and a classroom Web site with instructional and administrative components. Knowledge and skills are also developed in the educational applications of real-time technologies that enable video- and audioconferencing in classroom and schools.

### **EDTC 625 Hardware and Software in Instructional Development (3)**

(Formerly OMED 650.) Prerequisite or corequisite: EDTC 620. A study of the application of hardware and software programs in K–12 classroom and school settings. Various operating systems and network issues commonly found in schools are examined. Topics include a wide range of instructional software packages related to specific subjects and grade levels, assistive technologies appropriate for different student needs, and free Web 2.0 tools for classroom instruction and professional growth. Discussion also covers hardware and software choices compatible with curricular goals and troubleshooting strategies—both technical and instructional—for teachers and students. Research on specific hardware and software is analyzed. Emerging technology-enabled curricular innovations are also examined.

**EDTC 630 Administration of Technology Initiatives: Planning, Budgeting, and Evaluation (3)**

(Formerly OMED 660.) Prerequisite or corequisite: EDTC 625. An overview of the administration of technology in K–12 school systems. The impact of technology in schools is explored from a variety of perspectives, including access, planning, budgeting, maintenance, and life cycle management at the classroom, school, and district levels. Criteria for making financial and instructional decisions about technology are developed and evaluated. Emphasis is on knowledge and skills (such as grant writing and public-/private-sector partnerships) that teachers can use to acquire classroom technology.

**EDTC 640 Leading Technology Change in Schools (3)**

(Formerly OMED 670.) Prerequisite or corequisite: EDTC 630. An overview of the theories, approaches, and strategies that help teachers assume leadership roles in implementing technology change in K–12 schools. Topics include the role of change agents in K–12 schools, strategies to meet the needs of technologically unskilled teachers, tools and techniques to respond to diverse competency levels, and various training models and approaches for adult learners. Structured observation is employed to critically assess the effectiveness of various technology training formats. In a guided project, a technology-training seminar is designed, developed, and implemented for delivery to colleagues.

**EDTC 645 Integration of Technology: Global Perspectives (3)**

(Formerly OMED 690.) Prerequisite or corequisite: EDTC 640. Exploration of global perspectives on advancing K–12 student learning through technology. Investigation covers how schools design innovative units and programs that take full advantage of technology's ability to reach beyond national borders and promote global understanding and how various nations approach the challenge of technology integration in the schools. Focus is on evaluating best practices in the United States and other nations and on analyzing the role of policy in shaping the way resources are deployed to advance effective technology integration. Major projects include designing models for integrating global understanding into curriculum and instruction, developing case studies of technology integration in various countries, and evaluating relevant research.

**EDTC 650 Teaching and Learning in K–12 Virtual Schools (3)**

Prerequisite: EDTC 640 or DETC 620. An introduction to K–12 distance education, including the policies and structures of K–12 virtual schools, teaching and course development strategies appropriate for K–12 online courses, and current issues involved in the K–12 virtual enterprise. Emphasis is on K–12 schools that offer courses over the Internet. Discussion covers principles that apply to other forms of K–12 distance education, such as television and correspondence courses. Topics include different models of current K–12 virtual schools; district, state, and national regulations governing these schools; role of parental involvement and student support systems; social and collaborative aspects of learning at a distance; and training and mentoring of online K–12 teachers. Trends in international K–12 virtual schools are compared with those in the United States. The effectiveness of virtual schools and courses at the elementary and secondary school level are explored.

**EDTC 670 Integrative Capstone Project (3)**

(Formerly OMED 680.) Prerequisite: 24 credits of program coursework, including the first eight courses in the program. A self-directed project, in which teachers collaborate with colleagues within or across grade levels or departments to incorporate innovations into their curricula. A portfolio is built to demonstrate the development, implementation, and outcomes of the project. Study is designed to provide teachers the opportunity to apply knowledge and skills gained from previous coursework.

**EDTP (Education: Teacher Preparation)****EDTP 600 Professional Fundamentals of Teaching and Learning (6)**

Preparation for effective entry into the classroom as a teacher. Topics include teaching in the contemporary school; human development; approaches to learning, diversity, and collaboration beyond the classroom; learners with exceptional needs; curriculum, instruction, and assessment; teaching in the content area; and synthesis and application. Course materials and assignments focus on documents created and/or typically utilized by school systems and incorporate current school district initiatives. School district personnel may participate as guests.

# COURSE DESCRIPTIONS

## **EDTP 635 Adolescent Development and Learning Needs (6)**

Preparation to support the unique development of adolescents from various backgrounds, with varying beliefs, and with varied abilities. Learners are examined from the standpoint of developmental characteristics; social, cultural, racial, and gender affiliation; socioeconomic status; religious influences; learning styles; special needs; and exceptionality. Adolescents are also examined from biological, psychological, cognitive, and social perspectives; within the tapestry of their family and community; and through the influences of societal and cultural norms. Discussion covers theories and concepts associated with human growth and development across the lifespan, focusing on typical and atypical development of the adolescent.

## **EDTP 645 Subject Methods and Assessment (6)**

An introduction to instructional strategies and curriculum for teaching secondary content that emphasizes effective instruction based in understanding assessment and how assessment informs effective instruction. Topics include development of comprehensive assessment strategies and their interrelationships with creation of learning objectives, selection of instructional techniques, and preparation of instructional plans. Current trends in secondary school structures, issues of traditional and authentic assessments, and teacher effect on student achievement are explored. Focus is on meeting individual needs and use content knowledge to inform instructional practice by drawing on knowledge gained through previous study and knowledge bases that reflect current research and best practices in secondary content areas.

## **EDTP 650 Professional Internship and Seminar (6)**

Prerequisites: EDTP 600, 635, and 645 and EDRS 610. An opportunity to apply the concepts, techniques, methods, and theories learned in previous coursework and field-based experiences through a professional internship. Internship activities require completing observations, activities, and clinical practice in an approved secondary classroom appropriate for the selected content area certification, under the supervision of school-based mentor teacher and university field supervisor. An ongoing seminar establishes a learning community that assures a continuing support system and provides a forum for feedback and discussion of common readings, experiences, questions, and issues. An electronic portfolio is completed.

## **EMAN (Emergency Management)**

### **EMAN 600 Comprehensive Crisis and Emergency Management (3)**

An analysis of all hazards, phases (mitigation, preparedness, response, and recovery), and actors involved in crisis and emergency management. Discussion covers the definition of crises, emergencies, and disasters and concepts and issues in crisis and emergency management. Focus is on developing crisis, contingency, and incident management plans. Current frameworks, management systems, and command systems for organizing a response, deploying resources, managing the response organization, supporting crisis communication, and making decisions in a turbulent environment are examined. Topics are discussed from U.S. and international perspectives.

### **EMAN 610 Hazard Risk and Vulnerability Assessment (3)**

An examination of risk, hazard, and vulnerability. Topics include systematic hazard risk assessment, risk mitigation (reduction), risk transfer, and risk analysis. Discussion covers contemporary approaches to risk assessment and management of naturally or technologically induced hazards. Environmental hazard assessment is also examined. Seminal works published in the area are reviewed.

### **EMAN 620 Information Technology in Emergency Management (3)**

An overview of the role of information in crisis and response management. Discussion covers disaster and crisis information requirements; information technologies and decision support tools applied to crisis, disaster, and emergency management; and information problems encountered during emergencies. Tools used include the global positioning system (GPS), geographical information systems (GIS), computer hardware, and hazard and emergency management-related software packages, as well as decision analysis methods. Assignments include practical case studies.

### **EMAN 630 Crisis Communication for Emergency Managers (3)**

An exploration of current strategies and tactics for managing the range of communication responsibilities and issues that arise during a variety of crisis situations. Traditional and new media methods for analyzing crisis and communications management issues (including the use of current technologies) are applied using relevant public relations research, theory, and case examples. A strategic approach is used to better identify issues, goals, stakeholders, messaging, and other aspects involved in developing community-specific public responses to crisis situations.

### **EMAN 670 Seminar in Emergency Management Leadership (3)**

Prerequisite: 30 credits of program coursework, including all core and specialization courses. An examination of successful leadership in managing crises, disasters, and emergencies through analysis of case studies. Discussion covers the various characteristics and leadership styles that are most effective in emergency management. Various theories, models, historical examples, and practical applications are reviewed. Topics include breaking down barriers between bureaucratic systems and methods of operation; seeking to create a culture of disaster prevention and preparedness; acquiring resources for risk assessments; developing plans; training; and exercising. Ethics and legal issues in emergency management and the procurement of facilities and supplies are also examined. Focus is on understanding how integrated plans must address specific hazards, community vulnerabilities, and risks.

## **ENVM (Environmental and Waste Management)**

### **ENVM 641 Environmental Auditing (3)**

An examination of methods for attaining statutory, regulatory, and permitting compliance. The protection of workers and other stakeholders is also examined in the context of organizational, budgetary, and other constraints. Emphasis is on methods of defining auditing objectives to meet organizational goals and of designing auditing programs for effective compliance under each of the 12 major environmental statutes—including air, water, solid, and hazardous waste management laws and pollution prevention initiatives.

### **ENVM 643 Environmental Communications and Reporting (3)**

An overview of the range of communication practices required of environmental managers in fulfilling legal, regulatory, ethical, and organizational responsibilities. The various populations with whom environmental managers must communicate and interact—including plant supervisors, corporate executives, regulators, the legal community, civic groups, labor unions, and the media—are identified and examined. Discussion covers various types of communication, including decision memoranda environmental impact statements, presentations of corporate environmental policies before affected communities, and development/conveyance of technical evidence for obtaining permit variances.

### **ENVM 644 New Technologies in Environmental Management (3)**

An overview of new waste management and waste minimization technologies, such as physical and chemical treatment of hazardous wastes, bioreactors and bioremediation, and reverse osmosis and ultrafiltration. Review covers disposal technologies, such as landfill design and operation, incineration, and encapsulation methods. Pollution prevention technologies, including process redesign and computer-aided process control, as well as the substitution of toxic materials, are also presented.

### **ENVM 646 Environmental/Energy Law and Policy Development (3)**

An examination of U.S. environmental and energy law and policy, including its development, implementation, and enforcement; legislative, executive, and judicial perspectives; and the roles and impact government institutions have made on environmental and energy law and policy. Leading laws and their ensuing policies, such as the National Environmental Policy Act, the Clean Air Act, the Clean Water Act, the Resource Conservation and Recovery Act, the 1992 National Energy Policy Act, the FDR-Era Federal Policy Act, the Public Utility Holding Company Act, and the Carter-Era Public Utility Regulatory Policy Act, are examined.

### **ENVM 647 Environmental Risk Assessment (3)**

An overview of the basic concepts of risk assessment. Topics include the four core parts of a risk assessment, as denoted by the National Academy of Sciences: hazard assessment, dose-response assessment, exposure assessment, and risk characterization. Methods of measurement and modeling are discussed, along with key questions concerning uncertainty. Differences in the risk characterizations of substances under different use conditions and legal requirements are studied. Significant case studies serve to illustrate the assessment process.

### **ENVM 648 Fundamentals of Environmental Systems (3)**

(For students lacking a strong science background or experience in the environmental field.) An introduction to the basic concepts of environmental chemistry, physics, geology, and risk. Topics include the gaseous, liquid, and solid effluents from various industrial activities, as well as management methods and the statutory and regulatory requirements of major federal environmental laws affecting this management. Discussion also covers fundamental principles relating to the transport and fate of contaminants and industrial wastes and the basic vocabulary of the field.

# COURSE DESCRIPTIONS

## **ENVM 649 Principles of Waste Management and Pollution Control (3)**

An introduction to various methods of waste management, including waste collection, transportation, recycling, treatment, and disposal and environmental monitoring. Focus is on hazardous and municipal solid waste, pollution prevention techniques, and waste minimization. An introduction to the process of disposal-facility site selection, design, and operation is also provided.

## **ENVM 650 Land and Water Resource Management (3)**

An introduction to the development of multiple-use resource management strategies and the role of public policy in land and water resource management. Topics include free markets, market failure, and distributional equity issues; the Public Trust Doctrine; Native American Trust responsibilities; land use regulations; and enforcement of land and water restrictions, ex post liability schemes, and public purchase of private land and water rights.

## **ENVM 651 Watershed Planning Management (3)**

An introduction to the concepts of watershed management and the development of watershed-related management planning documents. The physical characteristics of watersheds and their role in maintaining healthy environments and providing a natural resource to society are examined. Focus is on examining management techniques for the conservation and maintenance of watersheds.

## **ENVM 652 Principles of Air Quality Management (3)**

An overview of management techniques for addressing air quality issues and managing air quality programs. Topics include air pollution law; air pollutants and their sources; effects of air pollution on health and welfare; sampling and analysis of air pollutants; standards, regulations, and enforcement systems; and quality assurance principles.

## **ENVM 653 Land Use Management (3)**

An introduction to the powers, process, and practice of managing the patterns and land use implications of human settlement and the built environment. Topics include where to build, where not to build, how to build, and when to build. Discussion also covers the settlement history of the United States, as well as the constitutional and legislative mandates for government, private-sector participants, and institutions that shape land use policy. Emphasis is on the role of local government. Land use and environmental community planning, as well as best practices in land use management, are examined.

## **ENVM 670 Seminar in Environmental Management (3)**

A capstone study of environmental management that integrates knowledge gained in previous study for the solution of environmental management problems encountered in industrial, commercial, institutional, and military organizations. Focus is on management guidelines, such as ISO 14001, that provide an organizational framework for developing an environmental management system that can be integrated with other management requirements to help organizations support environmental protection in balance with socioeconomic goals. Case studies are used to illustrate applications of environmental management systems to various types of organizations. The capstone project requires assessment of the efficiency and effectiveness of an environmental management system at an organization and the development of recommendations for improvement.

## **FIN (Financial Management)**

### **FIN 610 Financial Management in Organizations (3)**

(Formerly ADMN 631. For students in an accounting or financial management specialization or program.) Prerequisite: MGMT 640. An investigation of financial management theory and applications in organizations. Discounted cash flow and rate-of-return analysis are used to evaluate projects and financial instruments. Discussion covers the role of the cost of capital and the Capital Asset Pricing Model (CAPM) in capital investment analysis and selection. Capital budgeting, stock and bond valuation, breakeven analysis, capital market efficiency, real options, short-term financial management, and international finance are introduced.

### **FIN 615 Financial Analysis and Modeling (3)**

(Formerly ADMN 632.) Prerequisite: FIN 610. An exploration of how financial managers use financial modeling, analysis, and research to build forecasts and projections, evaluate financial alternatives, and support financial decision making in both operational and strategic contexts. Models are developed using Microsoft Excel; exercises and extended case studies are utilized to interpret and employ results. Topics include financial statements and ratio analysis, cash flow forecasting, operations budgeting, breakeven and leverage analysis, time value of money applications, and capital budgeting and risk assessment.

### **FIN 620 Long-Term Financial Management (3)**

(Formerly ADMN 633.) Prerequisite: FIN 610. An exploration of the long-term financial needs of an organization and the roles of the capital markets. Topics include the financial environment of organizations, options and futures instruments, long-term financing, the capital budgeting decision process, capital structure management, dividend and share repurchase policy, and investment banking and restructuring. Various types of long-term funding sources—including term loans, derivatives, debt and equity securities, and leasing—are analyzed. Alternate policies related to financial leverage, capital structure, dividends, and the issuance of preferred stock are evaluated. Mergers, leveraged buyouts, and divestitures are examined as special situations to create value.

### **FIN 630 Investment Valuation (3)**

(Formerly ADMN 634.) Prerequisite: FIN 610. An in-depth exploration and application of valuation models to support managerial decision making in a strategic framework. The theory, concepts, and principles underlying the valuation of firms, business/product lines, and mergers and acquisitions are addressed using extended exercises and applications. The discounted cash flow model is used as a tool. Discussion covers the financial drivers of value, including assessing and determining risk, competitive advantage period, and sales and earnings growth estimates. Other valuation techniques using earnings, revenues, and price/earnings multiples are also discussed and applied in selected examples.

### **FIN 640 Multinational Financial Management (3)**

(Formerly ADMN 639.) Prerequisite: FIN 610. A study of financial management issues in multinational organizations. Topics include the environment of international financial management, foreign exchange markets, risk management, multinational working capital management, and foreign investment analysis. The financing of foreign operations, international banking, and the role of financial management in maintaining global competitiveness are also considered.

### **FIN 645 Behavioral Finance (3)**

Prerequisite: FIN 630. A study of the key psychological obstacles to value-maximizing behavior and steps that managers can take to mitigate their effects, using the traditional tools of corporate finance. Focus is on understanding the underlying factors and processes that result in nonoptimal decision making by financial managers. Topics include perceptions about risk and reward and financial decision making in the areas of investing, trading, valuation, capital budgeting, capital structure, dividend policy, agency conflicts, corporate governance, and mergers and acquisitions. The key role played by emotions and recent findings from neuroscience are explored.

### **FIN 660 Strategic Financial Management (3)**

(Formerly FIN 670.) Prerequisites: FIN 620 and 630. An integrative study of financial management using applied problems and case studies. Topics reflect the changing environment of financial management in organizations and include capital investment decision making, the role of intangibles in value creation, financial performance metrics, strategic financial planning and control, strategic valuation decisions, growth strategies for increasing value, the restructuring of financial processes, corporate governance and ethics, value-based management, strategic cost management, and the impact of information technology on the organization's financial systems. A finance simulation is used as an integrating mechanism.

## **HAIN (Health Administration Informatics)**

### **HAIN 650 Research Methods for Health Care Managers (3)**

An examination of how managers organize, analyze, and interpret health data for decision making. Focus is on developing skills in using statistical tools to make effective business decisions in all areas of public- and private-sector health care decision making, including accounting, finance, clinical practice, public health, marketing, production management, and human resource management. Topics include collecting data; describing, sampling, and presenting data; probability; statistical inference; regression analysis; forecasting; and risk analysis. Microsoft Excel is used extensively for organizing, analyzing, and presenting data.

### **HAIN 655 Health Data Management (3)**

Prerequisite: HAIN 650 or MGMT 650. An examination of how data helps in attaining organizational goals by optimizing the effectiveness and quality of health care. Topics include the challenges and opportunities for applying health informatics to different health care services, the analysis of relevant data sources, the mapping of data terminologies and data structures, data architecture, and the development of related policies and procedures. Discussion also covers the importance of data stewardship, knowledge management, and analysis of data for evidence-based practices. Technology and management principles are applied to health informatics issues and the administration of health informatics projects.

# COURSE DESCRIPTIONS

## **HAIN 661 The Application of Information Technology in Health Care Administration (3)**

Prerequisite: HAIN 655. An integrative study of the information technology (IT) used in all facets of health care administration. Emphasis is on the management, synthesis, and transformation of information for tactical and strategic decision making throughout the health care enterprise. Topics include strategic information for systems planning, grant and contract development, e-health and electronic medical records, IT deployment and adoption, data security and data interoperability, privacy, confidentiality, information management planning, and legal and ethical issues related to IT and their implications on practice for the health care administrator. Evolving industry, government, and global initiatives and policies are applied in the practice of health care administration.

## **HAIN 670 Health Administration Informatics Capstone (3)**

Prerequisite: 30 credits of program coursework. Creation of a written capstone project that integrates knowledge and experience in the fields of health care administration and informatics and applies them to the delivery of health care services. Key elements are examined from the perspectives of both health care administration and informatics. These include informatics issues and challenges in U.S. and global health care systems, potential new health care delivery models, approaches to strategically shaping local and national informatics policy, and the role of information technology (IT) in supporting the full continuum of care in health organizations. Tools and methods for strategic planning, implementing, using, and evaluating the efficacy of IT systems are explored.

## **HCAD (Health Care Administration)**

### **HCAD 600 Introduction to Health Care Administration (3)**

An introduction to the principles of management and leadership as the foundations for the administration of health care products and service delivery. The evolution of management principles and practices are traced, and the bases for health care administration are analyzed. Emphasis is on the management of global health care systems in technological societies and the need for innovation and creativity in health care administration. Focus is on mastering graduate-level critical thinking, writing, and ethical decision making skills.

### **HCAD 610 Information Technology for Health Care Administration (3)**

(Formerly ADMN 669.) An overview of the management of information technology (IT) and how health care administrators can use IT to maximize organizational performance. Fundamental principles of IT and data management and their implications for health care administrators are reviewed. Discussion explores the use of technology, databases, and other analytical tools to structure, analyze, and present information related to health care management and problem solving. Topics also include strategic information systems planning, systems analysis, system design, evaluation, and selection. Current applications, such as patient care, administrative and strategic decision support, managed health, health information networks, and the Internet are examined to determine how they may be used to meet the challenges facing health care administrators today and in the future. Focus is on the legal and ethical issues related to IT and their practical implications for the health care administrator.

### **HCAD 620 The U.S. Health Care System (3)**

(Formerly ADMN 670.) A comprehensive examination of the complex, dynamic, rapidly changing health care system in the United States. The health care system's major components and their characteristics are identified. Emphasis is on current problems in health care financing and delivery. Social, economic, and political forces that have shaped and continue to influence the system are traced. The health care system in the United States is compared with systems in industrialized and developing nations. Analysis covers current trends in health care and prospects for the future.

### **HCAD 630 Public Health Administration (3)**

(Formerly ADMN 671.) An in-depth study of the field of public health, emphasizing leadership and management. The current U.S. public health system is analyzed, focusing on federal, state, and local public health entities and their management issues. Connections and relationships between the system of public health and the private personal health services market are also analyzed. Topics include the history and current status of public health, core functions, legislation, ethics, accountability (including assessment and evaluation), and the politics and financing of public health, particularly in light of the increased utilization of evidence-based budgeting. Contact with a public health agency to analyze a public health program or policy may augment text and lecture presentation.

### **HCAD 635 Long-Term Care Administration (3)**

(Formerly HCAD 670 and ADMN 675.) A study of the management of skilled nursing, intermediate care, and long-term care facilities; day care, residential care, social HMOs, and community-based programs; and home health services. Long-term care administration is examined as encompassing all of those activities that relate to caring for and satisfying the essential needs of the aging population, including housing, health care, nutrition, education, and recreation. Textbooks and readings are supplemented by case studies in management of long-term care services and facilities.

### **HCAD 640 Financial Management for Health Care Organizations (3)**

(Formerly ADMN 672.) Prerequisite: MGMT 640. An in-depth study of health care economics and the financial management of health care organizations. The economic principles underlying the American health care market and the financial management of health services organizations within that market are examined. Analysis covers free market and mixed market economies; barriers to free market economies; health care industry regulation, licensure, and certification; and various coverage and health care payment mechanisms. Topics also include reimbursement mechanisms and their effect on health care provider organizations, managed care, capitation, and per case or per diagnosis payment, as well as how these financial strategies are utilized by third-party payers. Focus is on financial challenges such as uncompensated care, cost increases, increased competition, and increased regulation and how health care providers should respond to them. Financial management techniques are also discussed.

### **HCAD 650 Legal Aspects of Health Care Administration (3)**

A comprehensive analysis of the more significant legal issues encountered by health care administrators and the ramifications of those issues. Both theoretical and practical applications of law are addressed with an analytical focus on the prompt identification of legal and bioethical issues arising from and affecting various health care employment settings. The intersection of law, ethics, and bioethics is scrutinized in various contexts. The principles of health care law in a complex constitutional system are examined in relation to current proposals and policy developments in areas such as privacy, contracts, tort reform, and the regulation of the health care marketplace. Topics include legal and regulatory constraints imposed on the health care industry, the liability of health care providers, the rights of patients, employment law and labor relations, and administrative law for health care organizations.

### **HCAD 660 Health Care Institutional Organization and Management (3)**

(Formerly ADMN 674.) Prerequisite: MGMT 615. A study of the nature of management and how it is applied in various health care settings. Contemporary theories, critical perspectives, models, and best practices designed to foster performance excellence in the highly competitive health care environment are examined. Discussion also addresses the complexities and challenges of health systems.

### **HCAD 670 Health Care Administration Capstone (3)**

(Formerly HCAD 690.) Prerequisite: 30 credits of program coursework. A capstone study of health care administration that integrates knowledge and skills gained from previous study in the development of a systems approach to health care administration. Focus is on public and private health care delivery systems, alliances with internal and external environments, and strategic decision making and implementation in the rapidly evolving global arena of health care administration.

## **HRMD (Human Resource Management and Development)**

### **HRMD 610 Issues and Practices in Human Resource Management (3)**

(Formerly ADMN 662.) An overview of the human resource management profession, including the theories, research, and issues related to human resource management within modern organizations. The roles, responsibilities, relationships, functions, and processes of human resource management are discussed from a systems perspective. Expectations of various stakeholders, such as government, employees, labor organizations, staff/line management, and executive management, are explored. Particular attention is given to the general legal principles and provisions that govern human resource activities. The specialty areas of employee relations, staffing, human resource development, compensation, and organizational development are described. Current topics, such as human resource information systems and globalization, are addressed.

### **HRMD 620 Employee and Labor Relations (3)**

(Formerly ADMN 661.) An investigation of the rights and responsibilities of employees and organizations in union and nonunion environments in the United States. The federal legal framework for collective bargaining is reviewed. Topics include common employment contract trends, topics, and issues, as well as all phases of unionization, from organizing through contract maintenance. Emphasis is on conflict management, negotiation, and alternate dispute resolution.

# COURSE DESCRIPTIONS

## **HRMD 630 Recruitment and Selection (3)**

(Formerly ADMN 666.) An examination of the initial phases of staffing, focusing on the hiring process. The contemporary roles, relationships, and processes of recruitment and selection in the human resource management system are investigated. Emphasis is on productivity factors (such as the use of technology) and quality factors (such as legal, ethical, and validity issues). Topics include international as well as domestic concerns and consideration of multiple staffing levels (such as executive managers and temporary employees). Current issues in private, not-for-profit, and/or public sectors are discussed.

## **HRMD 640 Job Analysis, Assessment, and Compensation (3)**

(Formerly ADMN 663.) A study of the interrelated aspects of human resource management, including job design, job analysis, job evaluation, employee compensation, incentives to productivity, employee motivation, and performance appraisal. A variety of approaches for analyzing, weighing, and specifying the detailed elements of positions within modern organizations are presented. Discussion covers techniques for identifying and classifying the critical components of a job, defining the observable standards and measures, preparing and determining the job description and job worth, establishing equitable compensation for job performance, and developing an executive compensation program. The interaction of compensation, worker motivation, performance appraisal, and level of worker performance within the organization is examined.

## **HRMD 650 Organizational Development and Change (3)**

(Formerly ADMN 664.) A study of the issues, theories, and methodologies associated with organizational development and the management of change, with a major emphasis on organizational culture and organizational change processes. Topics include the diagnostic process, intervention strategies, and overcoming resistance to change. Techniques such as goal setting, team-development procedures, productivity and strategy interventions, and interpersonal-change models are examined.

## **HRMD 651 Current Perspectives in Training and Development (3)**

(Formerly ADMN 665.) An examination of the theories, research, skills, and issues related to one major aspect of human resource development: the management of organizational training services. The role of training in the workplace and adult learning models are investigated. Topics include curriculum management, program development, and operation management, with an emphasis on design and delivery issues. The impact of technology, the global environment, and modern organizational structures are considered. Ethical issues are also discussed. Assignments include the development of training proposals or programs.

## **HRMD 665 Managing Virtual and Global Teams (3)**

(Not open to students who have completed HRMD 621, HRMD 652, or HRMD 660.) An investigation of the foundations of team development and performance from a human resource management and organizational behavior perspective. Focus is on maximizing the effectiveness and efficiency of global and virtual teams in organizations. Topics include the impact of global diversity and use of technology on inter-group development, communication, and outcomes. Scholarly research and field literature are examined and the implications of the findings for applied management are discussed.

## **HSMN (Homeland Security Management)**

### **HSMN 610 Concepts in Homeland Security (3)**

(Formerly ITSM 620.) An overview of the basic concepts of homeland security, including infrastructure protection, jurisdiction, and issues in technical areas such as interconnectivity and interoperability. The nation's telecommunications and information technology networks are examined as both vulnerable assets and critical solutions.

### **HSMN 620 Physical Security (3)**

(Formerly ITSM 624.) A comprehensive study of the many interdependent elements involved in protecting man-made structures from direct or indirect physical and cyber attacks. Various factors that affect physical security (including construction materials, architectural design, location, function, occupancy, and life-cycle management) are examined. Accessibility, access control, traffic patterns, and internal and external communications are analyzed. Review covers methods for protecting critical infrastructure support systems, such as electric power, water supply, airflow, and information systems. Typical security policies and procedures for various categories of physical facilities (such as those involved in power generation, finance, and telecommunications) are also evaluated.

### **HSMN 630 Business Continuity: Disaster Recovery, Planning, and Response (3)**

(Formerly ITSM 626.) An in-depth examination of managerial and technical strategies for maintaining enterprise resiliency in the face of man-made or natural disruptions to business operations. Emphasis is on the importance of advanced planning. Techniques for performing business risk assessment and potential incident impact analysis are explored. Discussion covers alternative models for supporting contingency operations, including the use of Service-Level Agreements. Key activities and processes involved in postevent business resumption, including the recovery of key information assets, are reviewed. Various formal Business Continuity standards such as ISO 17799 are also introduced. Actual and hypothetical cases are analyzed.

### **HSMN 640 Energy Infrastructure Management and Security (3)**

(Formerly ENER 603.) Prerequisite: HSMN 610. An overview of U.S. and world energy infrastructure from the wellhead to the consumer. Topics include drilling, refining, transportation, and power generation and how the various energy grids fit together in a vast network of energy delivery services. The vulnerabilities in the system of energy delivery are identified, and methods to reduce these vulnerabilities are examined. Discussion covers energy infrastructure issues in developing countries and the means to leapfrog over existing technologies in order to develop an energy infrastructure. Energy infrastructure risk and security issues are explored, and measures to safeguard these infrastructures and minimize risk are introduced.

### **HSMN 670 Seminar in Homeland Security (3)**

(Formerly ITSM 622.) Prerequisite: 24 credits of program coursework, including HSMN 610, 620, 630, and 640; INFA 660; and BSBD 641. Up-to-date evaluation of vulnerabilities and protective countermeasures regarding various aspects of the nation's critical infrastructure, with particular emphasis on the food and water supply. Topics include various threat profiles and actions by government, industry, independent institutions, and private citizens that might prevent attack from domestic or foreign sources and mitigate harmful consequences should such an attack occur. Discussion reviews the federal government's organization and management of food and water security and explores what further efforts might be made, building upon the nation's health system and engaging government at all levels. The singularly important roles of first responders are also analyzed.

## **IMAN (International Management)**

### **IMAN 601 Strategic Management in a Global Environment (3)**

A study of global strategic management that establishes a framework for analyzing the competitive structure of industries and country environments, ascertaining the direction of industry change, and formulating strategy within an international context. Theories of competition and competitive strategy, as well as methodologies for formulating strategy relevant to major commercial environments, are examined. Discussion covers organizational and functional issues, including transnational company structures, the role of marketing, finance, trade, technology innovation, and the public-private interface in the formulation of firm strategy.

### **IMAN 615 Strategic Investment and Partnering (3)**

An in-depth examination of major entry strategies for international markets. Case-intensive analysis is used to gain insight into how to formulate strategy, negotiate and select partners, structure and manage business transactions, and identify legal implications over a range of market-entry vehicles. These vehicles include various types of strategic alliances—such as outsourcing; distributorship; greenfield investment and acquisitions; technology transfer; and licensing, franchising, and joint ventures—between companies based in different countries.

# COURSE DESCRIPTIONS

## **IMAN 625 International Trade and Economic Policy (3)**

An examination of the theory and conduct of international trade and international economic policy and their effect on multinational enterprises. Focus is on the knowledge and skills needed by enterprises of all sizes to function effectively within trading rules. Discussion covers trade and international economic theory, especially how national trade policies affect the trading system. Topics include changes in the Bretton Woods system, the General Agreement on Tariffs and Trade (GATT), and the World Trade Organization (WTO) as they evolved and the effects of those changes on national policy and international business. The effects of various multilateral and regional trade agreements and national systems of trade laws and remedies are analyzed.

## **IMAN 635 Managing Country Risk (3)**

An overview of the tools needed to analyze the economic, political, and cultural risks of doing business in various international environments and to develop strategies for thriving in the midst of social change. Topics include stakeholder analysis, varying rules of market competition and intellectual property protection, ethical conflicts, corporate social responsibility, and the conduct of government relations.

## **IMAN 670 Managing Overseas Operations (3)**

Prerequisite: 30 credits of program coursework (3 credits may be taken concurrently). An examination of a wide range of management problems facing both large and mid-sized enterprises as they manage overseas operations. The development of a full-scale business plan for operating in a foreign market enhances skills (such as analyzing markets, designing business functions, solving staffing and control issues, and developing a supportive financial plan and organizational structure) for integrating entry strategy with strategy implementation. Focus is on identifying the major challenges to implementing a global supply chain strategy and approaches to overcome these challenges.

## **IMAT (Informatics)**

### **IMAT 637 IT Acquisitions Management (3)**

(Formerly ITSM 637.) A study of management practices related to the acquisition of IT systems, components, and services. Emphasis is on the importance of enterprise strategic planning and the concomitant IT strategic planning. Issues related to the development of the IT acquisition plan, financial planning and budgeting, integration of the proposed acquisition within the overall goals of the enterprise, and related IT program management are examined in the context of overarching management challenges. Federal IT systems, contract and procurement policies, and procedures provide examples for analysis of concepts with wider relevance.

### **IMAT 639 Internet Multimedia Applications (3)**

(Formerly CSMN 639.) A study of multimedia presentations as essential, strategic components of an organization's competitive Web presence. Established principles of software development, aesthetics of typography and layout, benchmarking, and usability engineering are used to analyze Web sites and write successful site development plans. Emphasis is on basic Web page design techniques. Topics include standards for representing common media formats, compression algorithms, file format translation tools, hardware requirements and standards, system constraints. Java, CGI scripts, and virtual reality. Assignments require building a portfolio of rich media content.

### **IMAT 670 Contemporary Topics in Informatics (3)**

A capstone study of emerging and current technologies, as well as some eternal verities in IT management, that integrates and augments concepts previously studied. Topics vary and may include aligning IT with the strategic goals of the enterprise, leadership in IT, software psychology in the design of user interfaces, geographical information systems, building and managing Internet communities, technology to ameliorate the digital divide, managing an enterprise's IT portfolio, and the social impact of information policy decisions.

## INFA (Information Assurance)

### **INFA 610 Computer Security, Software Assurance, Hardware Assurance, and Security Management (3)**

(Formerly CSMN 655.) An overview of information security management. Topics include security architecture, security models, access control systems and methodology, applications and systems security, operation security, database security, cryptography, physical security, network and Internet security, business continuity planning, and law and ethics in information assurance. A brief review of the building blocks of information systems (such as computer organization and architecture, operating systems, data structure and algorithms, principles of programming languages, database, and software engineering) is provided to illustrate the scope of security management.

### **INFA 620 Network and Internet Security (3)**

(Formerly TLMN 672.) An introduction to the security concepts needed for the design, use, and implementation of secure voice and data communications networks, including the Internet. A brief review of networking technology and standards (including an introduction to Internet communication protocols) is provided. Security subjects addressed include defense models, security policy development, authentication and authorization controls, firewalls, packet filtering, virtual private networks (VPNs), and wireless network security. A specific project on network security in a hypothetical scenario based on the inputs from government agencies and commercial organizations is assessed by a team of experts who are working in the field.

### **INFA 630 Intrusion Detection and Intrusion Prevention (3)**

(Formerly CSMN 683.) An exploration of the theory and implementation of intrusion detection and intrusion prevention. Topics include network-based, host-based, and hybrid intrusion detection; intrusion prevention; attack pattern identification; deployment; response; surveillance; damage assessment; data forensics; data mining; attack tracing; system recovery; and continuity of operation. A specific project on intrusion detection and intrusion prevention in a hypothetical scenario based on the inputs from government agencies and commercial organizations is assessed by a team of experts who are working in the field.

### **INFA 640 Cryptology and Data Protection (3)**

(Formerly CSMN 681.) An overview of the theory of encryption using symmetric and asymmetric keys, current protocols for exchanging secure data (including the Data Encryption Standard and the Advanced Encryption Standard), and secure communication techniques. A review of the historical development of cryptographic methods and cryptanalysis tools is provided. Public Key Infrastructure and the use of digital signatures and certificates for protecting and validating data are examined. Strategies for the physical protection of information assets are explored.

### **INFA 650 Computer Forensics (3)**

An introduction to the fundamental concepts behind the collection and analysis of the digital evidence left behind in a digital crime scene. Topics include the identification, preservation, collection, examination, analysis, and presentation of evidence for prosecution purposes. Discussion also covers the laws and ethics related to computer forensics and challenges in computer forensics. Network forensics is briefly explored. A specific project on computer forensics or network forensics in a hypothetical scenario based on the inputs from government agencies and commercial organizations is assessed by a team of experts who are working in the field.

### **INFA 660 Security Policy, Ethics, and the Legal Environment (3)**

(Formerly CSMN 685.) An overview of laws and ethics related to information assurance. The information security responsibilities of major domestic and international agencies (such as the Federal Bureau of Investigation, National Security Agency, and National Institute of Standards and Technology) are reviewed. Topics include issues involving information security management within an enterprise, such as suitable organizational policy, plans, and implementation strategies. Discussion also covers ethical issues, such as monitoring employee computer use and proper limitations on the use of customer data.

### **INFA 670 Information Assurance Capstone (3)**

Prerequisites: INFA 610, 620, 630, 640, 650, and 660 (3 credits may be taken concurrently). A study of information assurance that integrates and applies concepts previously studied. Best practices and appropriate technologies to design, implement, manage, evaluate, and further improve information security are explored. Emerging trends are analyzed to understand their potential effect on information security and assurance.

# COURSE DESCRIPTIONS

## INMS (Intelligence Management)

### INMS 600 Managing Intelligence Activities (3)

An introduction to management issues associated with intelligence activities in national and homeland security, law enforcement, and the private sector. Intelligence is evaluated from the perspectives of its consumers in government and business. Topics include the historical issues that led to extensive oversight of intelligence agencies and laws restricting their activities. Discussion also covers recent changes in national intelligence and current issues, such as the debate over security versus civil liberties and how to protect America from foreign espionage and exploitation.

### INMS 610 Intelligence Collection: Sources and Challenges (3)

A study of the management challenges related to collecting intelligence for national security, law enforcement, and business purposes through case study analysis and planning exercises. Various problems with human source intelligence; open source intelligence; signals intelligence; imagery; technical intelligence; and the military's intelligence, surveillance, and reconnaissance (ISR) approach are assessed. Discussion covers law enforcement and correctional sources and the integration of multisourced intelligence. Topics include how requirements drive collection efforts, the relationship between collection and analysis, and the costs associated with collection of intelligence.

### INMS 620 Intelligence Analysis: Consumers, Uses, and Issues (3)

An examination of the intelligence requirements of various clients in government and the private sector. The various purposes of analysis—such as warning, policy planning, research and development, systems or product planning, support for law enforcement and correctional agencies, support for operational activities, and investment—are examined. Discussion covers managing analytical methodologies and techniques, as well as dissent in analyses and understanding the reasons for failures. Case studies illustrate issues in analysis management. The conflict between intelligence analysts and decision makers at national and local levels is explored.

### INMS 630 Espionage and Counterintelligence (3)

An examination of the vulnerabilities of the United States, allied countries, and private businesses to espionage. Discussion covers case studies of espionage against America, including economic espionage against U.S. technology and business. Topics include the roles, missions, and espionage activities of foreign intelligence services. Major threat groups are assessed, and management issues related to countering these threats are evaluated. U.S. policy issues and the management challenges of interagency cooperation among local, state, and international sources and public-private partnerships are explored.

### INMS 640 Intelligence Led Enforcement (3)

An evaluation of management approaches and assessment of issues associated with intelligence support for crime prevention and law and regulation enforcement. Topics include intelligence support for protective missions, domestic counterterrorism, drug law enforcement, and actions to counter financial crimes. Discussion covers business intelligence activities aimed at protecting intellectual property. Interagency cooperation and intelligence sharing with state, local, and tribal agencies and private-sector professionals are explored. Various laws and executive orders related to intelligence promulgated since 9/11 are examined. Assignments include case study analysis and original research.

### INMS 650 Intelligence Management and Oversight (3)

An examination of the relationships among intelligence organizations at the federal, state, and local levels, as well as with private corporations. Strategies for the management and control of intelligence activities—establishing policies, setting budgets, and conducting reviews—are examined. Discussion covers how intelligence oversight (including the roles and responsibilities of the executive, legislative, and judicial branches of government) works and how business intelligence activities are managed and overseen in the private sector.

### INMS 660 Leadership Seminar (3)

Prerequisite: 30 credits of program coursework, including all core and specialization courses. An analysis and assessment of leadership challenges within intelligence environments. Topics include ethical dilemmas of managing intelligence operations, analysis, and delivery of judgments. Case studies are evaluated. Assignments include a scholarly study of a problem or issue related to intelligence that comprises purposeful research, a literature review, writing, analysis, and the defense of conclusions and proposals.

## ISAS (Information Systems and Services)

### ISAS 600 Information Systems for Managers (3)

(Formerly ADMN 640. Designed for managers without a technical background in computers and information systems.) Prerequisite: Basic microcomputer skills. An investigation of different types of hardware and software and their application in organizations from a systems perspective. Case studies are used to reveal technical and organizational issues, along with operational considerations. Emphasis is on determining managers' needs for information and procuring and using appropriate computer systems.

### ISAS 610 Information Systems Management and Integration (3)

(Formerly ADMN 641.) A study of the life cycle of the information system, from inception, through systems development and integration, to system operation and maintenance. Emphasis is on the integration of information systems with management systems of an organization. Major phases, procedures, policies, and techniques in the information system life cycle are discussed in detail.

### ISAS 620 Information Systems Sourcing Management (3)

A study of how best to make and implement appropriate decisions in providing information systems to an organization. Focus is on the frameworks, tools, and techniques for making such decisions. Topics include the "make or buy" sourcing decision and various models of outsourcing, from the contracting of finite technical services, through the use of off-the-shelf package software (including enterprise resource planning software), to the outsourcing of entire business processes. Processes and metrics used in the procurement and management of outsourced services are also examined. Discussion also covers the phenomenon of "offshoring" (i.e., outsourcing business processes and functions to other countries) and its ramifications.

### ISAS 630 Systems Analysis and Design (3)

(Formerly ADMN 643.) A study of current techniques and practices in requirements specification, software application selection, project management, and analysis and design of information system applications. Emphasis is on the specification of the information system's logical and physical analysis and design from a management perspective.

### ISAS 640 Decision Support Systems and Expert Systems (3)

(Formerly ADMN 644.) An investigation of computer applications for management support. The technologies of decision support systems and expert systems and the organizational factors leading to the success or failure of such systems are introduced. Topics also include group decision support systems, integration and implementation issues, and related advanced technologies such as neural networks.

### ISAS 650 Information Technology, the CIO, and Organizational Transformation (3)

(Formerly ADMN 645.) An examination of how information technology can affect the strategic direction of an organization, how IT enables new ways of operating, and how the Chief Information Officer can serve as a trusted member of the organization's top management team to help it exploit information technology effectively.

## ITEC (Information Technology)

### ITEC 610 Information Technology Foundations (3)

A fundamental study of technology and its applications, as well as the economic and social issues they have raised. Topics include computers, peripherals, databases, and networks; operations (of business, government, and other enterprises), decision support systems, and acquisition of information technology resources; and information security, productivity, equitable access by users, intellectual property rights, and global reach. Discussion also covers current and future developments in the field and their implications.

### ITEC 620 Information Technology Infrastructure (3)

An introduction to the broad variety in information technology infrastructure from the perspectives of systems architecture, data communications, and networks. Topics include enterprise information infrastructure, multinational enterprise, servers and Web services, layered network architecture, convergence and Internet protocols, global WAN services, enterprise network design, wireless technologies, network security, network management, server architectures, storage management and networks, and content management networks.

# COURSE DESCRIPTIONS

## **ITEC 630 Information Systems Analysis, Modeling, and Design (3)**

(Formerly CSMN 635.) A study of systems analysis and design, using selected engineering and management science techniques and practices. Topics include requirements determination, modeling, decision making, and proposal development. The System Development Life-Cycle Model, including system implementation and postimplementation activities, is examined. Emphasis is on the specification of the information system's logical and physical analysis and design from a management perspective. Research and project assignments related to information systems analysis, design, implementation, and/or project planning and control, require individual and group work.

## **ITEC 640 Information Technology Project Management (3)**

An examination of the fundamental principles and practice of managing programs and projects in an information processing and high-tech environment. The dynamic nature of IT and the effect of life cycles are explored. The fundamental building blocks of high-tech management styles (including project planning, organizational structure, team building, and effective control mechanisms) are addressed. Discussion covers the effect of product and project life cycles in delivering a successful IT project, considering the obsolescence factors in procurement/stakeholder contracts. The goal is to gain a solid foundation to successfully manage each phase of the project life cycle, work within organizational and cost constraints, set goals linked directly to stakeholder needs, and utilize proven management tools to execute a dynamic project on time and within budget. Emphasis is on how to apply the essential concepts, processes, and techniques in the management of large-scale governmental or commercial programs.

## **MGMT (Management)**

### **MGMT 610 Organizational Theory (3)**

(Formerly ADMN 601.) An overview of the fundamental concepts of organizational theory and design in the context of a postindustrial and increasingly global society. The study of organizations encompasses several key knowledge areas essential to today's manager: the impact of technological and workforce changes on society, organizational ethics and social responsibility, global issues, history of management thought and its relevance for managers today, and systems thinking and the challenges of managing in today's complex and rapidly changing environment. Discussion addresses essential concepts in organizational theory and design, including measuring effectiveness, organizational life cycles, options for organizational structure, and becoming the learning organization.

### **MGMT 615 Intercultural Communication and Leadership (3)**

(Formerly IMAN 605.) A study of organizational communication, leadership, and decision-making skills essential for all managers in intercultural environments. Theories of culture are examined and applied in relation to leadership style and practices, as well as to organizational communication across cultural groups. Team development and leadership are explored in an intercultural environment. Students may receive credit for only one of the following courses: MGMT 620, MGMT 625, ADMN 620, ADMN 625, ADMN 625C, or ADMN 635C.

### **MGMT 630 Organizational Theory and Behavior (6)**

An overview of the fundamental concepts of organizational theory and organizational behavior in the context of a postindustrial and increasingly global society. Topics include the impact of technological and workforce changes on society, organizational ethics and social responsibility, organizational communication, leadership and decision-making skills in intercultural environments, the history of management thought and its relevance for managers today, and systems thinking and the challenges of managing in today's complex and rapidly changing environment. Students may receive credit for only one of the following courses: MGMT 610, MGMT 615, MGMT 620, MGMT 625, MGMT 635, ADMN 601, ADMN 620, ADMN 625, ADMN 635, ADMN 625C, or ADMN 635C.

### **MGMT 640 Financial Decision Making for Managers (3)**

(Formerly ADMN 630.) Prerequisite: Knowledge of the fundamental concepts of financial accounting and economics, including opportunity cost, the time value of money, and financial analysis. An investigation of financial decision making in business, government, and not-for-profit organizations. Emphasis is on the application of financial and nonfinancial information to a wide range of management decisions, from product pricing and budgeting to project analysis and performance measurement. A variety of decision-making tools (such as break-even analysis, activity-based costing procedures, linear programming, discounted cash flow techniques, and the balanced scorecard) are examined. Contemporary managerial techniques, such as target costing and kaizen costing, are explored as a means of improving operational efficiency.

### **MGMT 650 Statistics for Managerial Decision Making (3)**

(Formerly ADMN 638.) Prerequisite: Knowledge of the fundamentals of statistical methods, techniques, and tools. An examination of how managers organize, analyze, and interpret data for decision making. Focus is on developing skills in using statistical tools to make effective business decisions in all areas of public and private-sector decision making, including accounting, finance, marketing, production management, and human resource management. Topics include collecting data; describing, sampling, and presenting data; probability; statistical inference; regression analysis; forecasting; and risk analysis. Microsoft Excel is used extensively for organizing, analyzing, and presenting data.

### **MGMT 670 Strategic Management Capstone (3)**

(Formerly ADMN 651.) Prerequisite: 24 credits of program coursework, including all core courses. A capstone investigation of how strategy guides an organization within its internal and external environments. Focus is on corporate- and business unit-level strategy, strategy development, strategy implementation, and the overall strategic management process. Topics include organizational mission, vision, goal setting, environmental assessment, and strategic decision making. Techniques such as industry analysis, competitive analysis, and portfolio analysis are presented. Discussion covers strategic implementation as it relates to organizational structure, policy, leadership, and evaluation issues. Case analyses and text material are used to integrate knowledge and skills gained through previous study. Problems and issues of strategy formulation are investigated through participation in the Business Strategy Game Simulation.

## **MRKT (Marketing)**

### **MRKT 600 Marketing Management (3)**

(Formerly ADMN 686.) A study of the theory and practices related to the management of the marketing function as applied by managers and administrators in organizations. Analyses of case studies are used to demonstrate the necessity of incorporating marketing with other business functions. Emphasis is on the planning and implementation activities required to attain the organization's marketing goals. Topics include the product/service mix, pricing, marketing communications such as advertising and sales promotion, and channels of distribution. Control techniques for the overall marketing mix are also introduced.

### **MRKT 601 Legal and Ethical Issues in Global Communications (3)**

(Formerly PRPA 604.) A survey of the ethical and legal constraints on marketing and public relations practitioners. Topics include ethical models, First Amendment issues, libel, privacy, and confidentiality. The integration of public relations with advertising and marketing efforts is discussed, with emphasis on the ethical and legal issues inherent in this integration.

### **MRKT 602 Consumer Behavior (3)**

A study of the cognitive and behavioral bases underlying consumers' buying preferences and decision processes, intended for managers and administrators who have to evaluate the efficacy of the firm's marketing plan. Emphasis is on the role of the communications strategy (for example, advertising, promotion, public relations) in achieving the overall marketing objectives.

### **MRKT 603 Brand Management (3)**

(Formerly ADMN 685.) A presentation of the concepts and techniques for creating and selecting marketing strategies for an organizational unit that survives on its ability to provide products and services to other organizations. Discussion covers trends toward a "marketing culture" in both public and private institutions and the implications that this change has for all managers and administrators. Emphasis is on the role of brand equity in achieving a sustainable competitive advantage.

### **MRKT 604 Marketing Intelligence and Research Systems (3)**

(Formerly ADMN 688.) Prerequisite: MGMT 650. A study of marketing research methods and techniques useful to managers and administrators with responsibility for assessing or increasing the demand for their organization's product, programs, and services. Methodologies and issues related to the design and completion of marketing research projects (including survey, observational, and experimental methods used in assessing and segmenting markets) are presented. Discussion covers data analysis that is especially useful for marketing research (that is, focus groups, customer visits, conjoint analysis, and multidimensional scaling).

### **MRKT 605 International Marketing Management (3)**

(Formerly IMAN 640.) An overview of the fundamentals of marketing and marketing management, presented in the context of competitive global environments and diverse national economies. Topics include demand analysis, product development, product pricing, marketing organization, foreign representation and distribution systems, promotion, advertising, and sales and service. Review also covers regulatory issues as they relate to international marketing.

# COURSE DESCRIPTIONS

## **MRKT 606 Integrated Direct Marketing (3)**

(Formerly ADMN 689.) Prerequisite: MGMT 650. A systematic approach to integrated direct marketing—the process of precision deployment of multiple media and sales channels to maintain contact with the customer. Traditional direct marketing techniques such as database marketing, direct mail, and telemarketing, as well as digital techniques including e-mail and Web sites are explored. Topics include lifetime value, performance measurement, cost per million (CPM), and cost per response.

## **MRKT 620 Marketing Principles, Regulation, and Ethical Issues (6)**

An examination of the pivotal role of marketing in organizations and the ethical and legal constraints on marketing practitioners. Topics include competitive strategy, market segmentation, e-commerce issues, the product/service mix, pricing strategies, channels of distribution, customer service, and marketing communications (e.g., advertising, public relations, and sales promotions). Ethical and legal issues surrounding the practices of marketing, advertising, and public relations are examined in depth. The practical aspects of marketing management are analyzed through discussion of current marketing activities, emerging trends, problems, and cases. Students may receive credit for only one of the following courses: ADMN 686, MRKT 600, MRKT 601, MRKT 620, or PRPA 604.

## **MSAF (Accounting and Financial Management)**

### **MSAF 670 Accounting and Financial Management Capstone (3)**

(Formerly ADMN 619.) Prerequisite: Completion of all program coursework except FIN 645 or ACCT 665. A capstone study of accounting and financial management that integrates subject matter from previous study. Advanced principles, techniques, and theories are applied through the analysis and presentation of case studies by student teams. Assignments include a research paper that comprehensively assesses an important current issue or emerging trend in the fields of financial management and accounting.

## **MSAS (Accounting and Information Systems)**

### **MSAS 670 Accounting and Information Systems Capstone (3)**

(Formerly MSAT 670 and ADMN 618.) Prerequisite: Completion of all program coursework, except INFA 610 or ACCT 665. A capstone study of accounting and information systems that integrates subject matter from previous study. Advanced principles, techniques, and theories are applied through the analysis and presentation of case studies by student teams. Assignments include a research paper that comprehensively assesses an important current issue or emerging trend in the fields of accounting and information systems.

## **MSFS (Financial Management and Information Systems)**

### **MSFS 670 Financial Management and Information Systems Capstone (3)**

Prerequisite: Completion of all program coursework except FIN 645 or INFA 610. A synthesis of material from all previous study in financial management and information systems that reflects the importance of information systems in modern organizations and the role of the CFO/CIO in managing this resource to maximize value. Simulations provide the opportunity to apply theory to practice. Topics include the acquisition, installation, and management of information systems. Important current issues and emerging trends in the fields of financial management and information systems are emphasized through special readings, briefing papers, and discussion.

## **NPMN (Nonprofit Management)**

### **NPMN 600 Nonprofit and Association Organizations and Issues (3)**

(Formerly ADMN 656.) A presentation of a framework outlining the roles and functions of the principal types of nonprofit organizations. Characteristics that distinguish nonprofit organizations from their counterparts in the private and public sectors are introduced. The challenges, opportunities, and common issues facing managers of nonprofit organizations are explored. These issues include administrative cost control, preserving the organization's legal status and revenue base, staffing and organizing in response to client needs, and ethical considerations. Specific laws, regulations, policies, and court rulings that affect the nonprofit sector are examined.

**NPMN 610 Nonprofit and Association Law and Governance (3)**

(Formerly ADMN 657.) A study of current ideas and approaches related to nonprofit law, governance, and mission. Discussion covers distinctions between nonprofit, educational, charitable, social action, membership, cultural, scientific, environmental, and trade associations as they relate to incorporation, legal standing, tax-exempt status, and governance. Topics include nonprofit governance and trustee issues, as well as lobbying and advocacy, nonprofit liability, personnel, and unrelated business income tax. The relationship of governance and ethics in nonprofit management is examined.

**NPMN 620 Nonprofit and Association Financial Management (3)**

(Formerly ADMN 654.) A detailed study of theories and practices of nonprofit financial management and decision making, including budgeting, reporting requirements, nonprofit accounting, and financial standards. Focus is on the role of financial management in maintaining the fiscal health and legal status of the nonprofit organization. Topics include budgeting, fund accounting, cash flow analysis, expenditure control, long-range financial planning, audits, and grant and contract management. Discussion also covers compliance with nonprofit accounting and financial management principles in reference to maintaining public access and ethical standards.

**NPMN 640 Marketing, Development, and Public Relations in Nonprofit Organizations and Associations (3)**

(Formerly ADMN 658.) A study of the principles and practices required to develop and promote the products, services, positions, and image of nonprofit organizations. Focus is on fundraising and membership recruitment issues. Topics include the design of a marketing strategy and marketing mix, pricing issues, alternative revenue-generating mechanisms, and customer service. Discussion also explores use of the media, advertising and promotion methods, and relationships with business, government, and the community. The integration of sponsors, members, and chapters in the total marketing effort is examined.

**NPMN 650 Fundamentals of Association Management (3)**

A study of the unique and important niche of associations within the nonprofit sector. Analysis covers the history of associations, political groups, trade lobbying groups, and foundations in relation to their varying missions, internal capacity, shifting environments, and legal status. Associations also are assessed in terms of their wider environment, including the extent of their labor force and command of capital resources. Discussion also covers the wider influence of associations on U.S. economy and policy.

**NPMN 655 Process and Outcome Evaluation for Nonprofit Organizations (3)**

An examination of the growing importance of process and outcome evaluation to nonprofit organizations in supporting their missions. Various quantitative and qualitative evaluation strategies, as well as quality and process-improvement methodologies, are explored. Topics include important evaluation concepts such as validity and reliability of various data collection tools, various approaches to sampling, and precision of results.

**NPMN 660 Strategic Management in Nonprofit Organizations and Associations (3)**

(Formerly NPMN 670.) A study of the integration and application of strategic management principles, concepts, and practices in nonprofit organizations. Topics include the development of mission statements, goal-setting concepts, and strategy formulation and implementation approaches. Assignments focus on designing organizational plans and strategies relevant to the specific needs of organizations.

**OMDE (Distance Education and E-Learning)****OMDE 601 Foundations of Distance Education and E-Learning (3)**

(Developed by Ulrich Bernath of Germany and Eugene Rubin of the United States, in collaboration with Borje Holmberg of Sweden and Otto Peters of Germany.) An overview of the knowledge, skills, and attitudes that are required by a competent practitioner of distance education. Critical concepts and issues identified in the distance education literature are explored and the history and theories of the field are critically examined.

**OMDE 603 Technology in Distance Education and E-Learning (3)**

A review of the history and the terminology of technology used in distance education. The basic technology building blocks of hardware, networks, and software are identified. Analysis covers the characteristics of asynchronous and synchronous technologies and tools used in the teaching and learning, as well as the administration of distance education. The relationship between technology and the goals of the educational/training organization is critically examined. The relationship between information technology (especially online technology) and distance education is explored. Topics include the criteria and guidelines for selecting technologies for distance education and the future directions of technology in distance education.

# COURSE DESCRIPTIONS

## **OMDE 606 Costs and Economics of Distance Education and E-Learning (3)**

(Developed by Thomas Huelsmann of Germany.) A study of the economics of distance education in the larger context of the economics of education. A variety of methodological approaches (including cost/benefit and cost/effectiveness analysis) are applied to the distance education context. A variety of costing techniques and economic models are explored and applied to different institutional forms and levels of distance education.

## **OMDE 608 Learner Support in Distance Education and Training (3)**

An introduction to the theories and concepts of support for learners in distance education and training. The various types of learner support—including tutoring and teaching; advising and counseling; and library, registrarial, and other administrative services—are examined. Discussion addresses management issues, such as planning, organizational models, staffing and staff development, designing services to meet learner needs, serving special groups, and evaluation and applied research. Assignments include designing a learner support model for a particular context (e.g., public or private educational institution or corporate or military training).

## **OMDE 610 Teaching and Learning in Online Distance Education (3)**

An exploration of the online teaching and learning dynamic, including its theoretical foundation and best practices. The themes that shape the online teaching/learning relationship are addressed through individual and collaborative projects. Topics include philosophical frameworks; instructional, social, and cognitive presence; interaction, collaboration, and participation; community and engagement; and administration and management.

## **OMDE 670 Portfolio and Research Project in Distance Education and E-Learning (3)**

(Formerly OMDE 690.) A capstone study of distance education and training designed to demonstrate cumulative knowledge and skills through two major projects: an electronic portfolio and a case study. The personal e-portfolio documents credentials and accomplishments to date and also serves as an ongoing resource and record of continuing professional development. The case study, which focuses on a distance education/training program or organization, involves in-depth analysis of the setting and application of concepts and strategies to enhance practice and performance in distance education and training.

## **PMAN (Project Management)**

### **PMAN 600 Project Management: Foundations and Advanced Methods (6)**

An overview of the theory and practice of managing projects in any organization applying widely used software tools for project management and risk analysis. Emphasis is on leadership: managing projects or tasks in a team environment; building teams; and using communication, organization, and conflict management skills. Discussion covers the various phases of a project, including initiating, planning, executing, monitoring and controlling, and closing the project. Topics include analytical approaches and quantitative methods in project management, such as earned value management and techniques for estimating project duration and cost, optimizing allocation of resources, expediting projects, and scheduling algorithms. Simulation tools and statistical techniques are used to analyze uncertainty in project selection, budget allocation, and time estimation. Students may receive credit for only one of the following: PMAN 600 or PMAN 634/670.

### **PMAN 634 Foundations of Project Management (3)**

An overview of the theory and practice of managing projects in any organization. Emphasis is on leadership in project management: managing projects or tasks in a team environment; building teams; and utilizing communication, organization, and conflict management skills. Discussion covers the various phases of a project, including initiating, planning, executing, monitoring and controlling, and closing the project. Project management knowledge areas are examined and linked to industry practices for successful management of projects. The goal is to gain a solid understanding of how to successfully manage each phase of the project life cycle, work within organizational constraints, set goals linked directly to stakeholder needs, and utilize proven project management tools to complete projects on time and within budget while meeting specifications. Essential concepts, processes, and techniques are applied through management of a team project, which requires regular progress reports and reviews. Students may receive credit for only one of the following: PMAN 600 or PMAN 634/670.

### **PMAN 637 Project Risk Management (3)**

Prerequisite: PMAN 600 or PMAN 634. An in-depth analysis of risk management methods and cases and project management risk monitoring from strategic, applied perspectives. State-of-the-art tools and techniques for identifying, ranking, and monitoring risks in the project management environment are examined and utilized. Both qualitative and quantitative risk analyses are conducted, and strategies for proactive risk mitigation are developed. Focus is on how a comprehensive risk management approach can enable a project team to proactively manage issues that adversely impact the successful scope, scheduling, control, and completion of a project.

### **PMAN 638 Project Communications Management (3)**

Prerequisite: PMAN 600 or PMAN 634. An overview of conflict resolution processes and methods and the skills needed to manage the human elements within project management—a task as challenging as managing the technical aspects. Topics include critical communication and conflict resolution issues faced by project workers in today's global corporate environment. Innovative approaches to successfully negotiating and resolving conflicts among team members, colleagues, managers, and stakeholders are introduced and practiced. Proven techniques to make conflict a constructive rather than a destructive experience are analyzed. Emphasis is on case study analysis, effective communication behaviors, negotiation skills, and virtual team processes to successfully lead both domestic and global projects.

### **PMAN 639 Project Quality Management (3)**

Prerequisite: PMAN 600 or PMAN 634. A study of the policy, processes, and procedures involved in ensuring that projects will satisfy the objectives for which they were undertaken. Emphasis is on quality planning, quality assurance, quality control, and process improvement. Discussion covers all the activities that determine quality objectives, policies, and responsibilities and the importance of customer satisfaction, prevention over inspection, management responsibility, and continuous improvement. Topics include control charts, cause and effect diagrams, Pareto charts, failure mode and effect analysis, design reviews, and cost of quality. Course content and approach are compatible with the International Organization for Standardization.

### **PMAN 641 Project Procurement Management (3)**

Prerequisite: PMAN 634. An examination of the tools needed for project procurement management. Focus is on determining what needs to be purchased or acquired and determining when and how to acquire it. Topics include planning the contracting efforts (documenting products and services and identifying potential sellers); requesting sellers' responses (obtaining information, quotation, bids, offers, or proposals); selecting the seller (receiving and reviewing offers, selecting among those potential offers, and negotiating a contract); administering contracts (managing the relationship between buyers and sellers, including documentation, corrective actions, and contract changes); and closing contracts (completing the contract and settling all open issues).

### **PMAN 650 Financial and Strategic Management of Projects (3)**

Prerequisite: PMAN 600 or PMAN 634. An investigation of financial and strategic decision making in the management of projects. Topics include estimating project costs from work breakdown structure; formulating, monitoring, and controlling project budgets; monitoring, evaluating, and forecasting project costs, schedule, results, and performance using earned value management; and deriving project cash flows. Discussion also covers the impact of project scope, schedule, and changes; management reserves to cover risks and contingencies; top-down and bottom-up budgeting; investment project analysis; discounted cash flow, internal rate of return, and net present value methodologies; cost of capital; and capital budgeting. Broader issues (such as links between project and corporate financial performance, business ethics, corporate social responsibility, project and organizational culture, information flow, and project sustainability) are also examined.

### **PMAN 670 Advanced Project Methods (3)**

Prerequisite: PMAN 634. An overview of advanced methods of managing projects applying widely used software tools for project management and risk analysis. Topics include analytical approaches and quantitative methods in project management, such as earned value management and techniques for estimating project duration and cost, optimizing allocation of resources, expediting projects, and scheduling algorithms. Simulation tools and statistical techniques are used to analyze uncertainty in project selection, budget allocation, and time estimation. Discussion covers project portfolio management and how multiple projects and programs fit into strategic direction of an organization. The processes, tools, and techniques of project management are applied to a team project, with emphasis on quantitative and analytical methods. Students may receive credit for only one of the following: PMAN 600 or PMAN 634/670.

# COURSE DESCRIPTIONS

## PRPA (Public Relations)

### PRPA 601 Public Relations Theory and Practice (3)

Prerequisites: MRKT 600 and 601. A study of the relationship between the management function of policy formulation and the communication process of disseminating ideas and information to the organization's public. The process of planning and executing public information and public relations programs to address the concerns of the organization's various publics are examined. Topics include message formation, media selection, and audience differentiation. The impact of the Internet on public relations practices is explored in depth.

### PRPA 602 Public Relations Techniques (3)

Prerequisite: PRPA 601. A presentation of advanced writing techniques designed to improve skills in the writing of specialized public relations materials. Emphasis is on audience, message, and channel identification. Topics include special communication techniques necessary for broadcast and electronic media.

### PRPA 610 Crisis Communication Management (3)

Prerequisite: PRPA 602. An examination of current approaches to crisis definition, issue management, and crisis communications management. Traditional and Web-based approaches to analyzing crisis and communications management issues are applied using appropriate public relations research, theory, and case examples to better identify issues and audience segmentation requirements and develop strategic public responses to crisis situations.

### PRPA 620 Global Public Relations (3)

Prerequisite: PRPA 610. A study of the role, function, and influence of public relations in a global environment. Topics include global trends, multicultural communication knowledge and skills, multiple cultures and diversity within nations, national media structures and public policy, and international legal and ethical codes in public relations. Global case studies are used to develop and implement strategic and creative communications plans.

### PRPA 650 Public Relations Campaigns (3)

(Formerly PRPA 670.) Prerequisite: 30 credits of program coursework, including all core and specialization courses. A study of public relations campaigns that integrates content from previous coursework. Focus is on creating a public relations strategy and a plan to execute that strategy for an existing organization. Critical principles of public relations are reviewed and applied in real-world settings.

## SWEN (Software Engineering)

### SWEN 603 Systems Engineering (3)

(Formerly MSWE 603.) An examination of the systems engineering process, with emphasis on software engineering as a discipline within systems engineering. Topics include an overview of system theory and structures, elements of the system life cycle (including systems design and development), risk and trade-off analyses, modeling and simulation, and the tools needed to analyze and support the systems process.

### SWEN 645 System and Software Standards and Requirements (3)

(Formerly MSWE 645.) An examination of major models of software requirements and specifications (sequential and concurrent systems), existing software standards and practices, and formal methods of software development. A comparative survey of various languages and methods serves to emphasize similarities and significant differences. Topics also include writing system and software requirements, formal specification analysis, formal description reasoning, models of "standard" paradigms, and translations of such models into formal notations.

### SWEN 646 Software Design and Implementation (3)

(Formerly MSWE 646.) Prerequisite: SWEN 651. A guide for the transition from programming-in-the-small to programming-in-the-large. Software development processes and the role of design as applied in those processes are discussed. Review covers major design methods and available computer-aided software engineering (CASE) tools, the proper application of design methods, and techniques for estimating the magnitude of the development effort. Strengths and weaknesses of the development methods are covered, along with traceability to requirements and code, are examined.

### SWEN 647 Software Verification and Validation (3)

(Formerly MSWE 647.) A study of the evaluation of software for correctness, efficiency, performance, and reliability. Skills covered include program proving, code inspection, unit-level testing, and system-level analysis. The difficulty and cost of some types of analysis and the need for automation of tedious tasks are examined. Problem-solving skills are stressed, especially in analysis of code. The textbook world is contrasted with the real world using case studies and personal experiences. Industry attitudes toward reliability and performance are also discussed.

### **SWEN 648 Software Maintenance (3)**

(Formerly MSWE 648.) A guide for the transition from programming for the short term to programming for the long term. The role of creation and maintenance in the software development process, as well as analysis and implementation of a software design, is reviewed. Topics also include the need for software maintenance and evolution, software maintenance process and performance issues, planning for extended software life, and effective mechanisms to control software change.

### **SWEN 651 Usability Engineering (3)**

Prerequisite: SWEN 645. A study of the theory and practice of designing user interfaces for interactive systems. Topics include the principles of usability engineering and basic rules for usable design. User interfaces are evaluated using techniques such as contextual inquiry, task analysis, and usability testing. Discussion also covers when these techniques are most appropriate.

### **SWEN 670 Software Engineering Project (3)**

(Formerly MSWE 617.) Prerequisite: SWEN 603, 645, 646, 647, 648, and 651 and ITEC 610 and 620. A comprehensive examination of the tools, skills, and techniques of software engineering and their application. Completion of a major team project is designed to integrate knowledge and skills gained through previous study and provide experience of the constraints commonly experienced in industry (scheduling, vagueness of clients). Project requires forming teams (organization) and scheduling work to meet the deadlines imposed by the contract (syllabus).

## **TLMN (Telecommunications Management)**

### **TLMN 602 Telecommunications Industry: Structure and Environment (3)**

A study of major technological, legal, and regulatory developments (national and international) that have molded the structure of the current telecommunications industry. Topics include early legislation, the regulated monopoly, antitrust, divestiture, and recent legislation that has led to the current industry environment of competition and incipient integration of different industry segments. The roles of various national and international institutions in shaping the telecommunications industry are discussed.

### **TLMN 623 Telecommunications Networks (3)**

A study of computer networks and telecommunications functionality, characteristics, and configurations. Recent advances in standardization, internetworking, and deployment of LANs (local area networks), MANs (metropolitan area networks), and WANs (wide area networks) are examined. Topics include network topologies; protocols; architectures; and current and emerging protocols such as asynchronous transfer mode (ATM), 10 gigabit Ethernet, and the Open Systems Interconnection (OSI) Reference Model. Emphasis is on emerging trends in telecommunications, network technologies, and services. Discussion also covers strategies for network planning, implementation, management, and security.

### **TLMN 630 Satellite Communication Systems (3)**

An analysis of issues surrounding the design and use of satellite communications systems. Topics include satellite system characteristics such as type, class (bandwidth, standards, and availability), applications, interfaces, traffic patterns, network installation, performance criteria, hardware, and cost. Current and planned satellite communications are examined and compared to future needs and technologies.

### **TLMN 641 Network Management and Design (3)**

A study of techniques that network managers can utilize to maintain and improve the performance of a telecommunications network. Network management systems are defined and explained. A description of how software package programs can monitor real-time performance of a network to identify problems is provided. Emphasis is on the five tasks traditionally involved with network management (fault management, configuration management, performance management, security management, and accounting management). Examples of current specific network management products are reviewed. Discussion also covers how the performance data gathered from monitoring can be archived and used later as an input when decisions are made on changes in the network architecture. Network design is studied for the development of a new network architecture when only user requirements are known.

# COURSE DESCRIPTIONS

## **TLMN 645 Wireless Telecommunications Systems (3)**

A review of wireless telecommunications systems from microcell to global infrastructures. Emphasis is on the technology, applications, and limitations of these systems, which have become an essential element of the world information infrastructure. Topics include cellular communication principles, coding, antenna and propagation effects, channel access schemes, traffic engineering, and wireless network design, as well as terrestrial systems such as cellular, personal communication services (PCS), dispatch, wireless local-area networks (LANs), and wireless data systems. Discussion also covers market trends, regulations, and standards. The role of wireless systems is assessed, and wireless systems are compared with alternative telecommunication options available to organizations.

## **TLMN 670 Capstone Course in Telecommunications (3)**

Prerequisite: 27 credits of program coursework. The application of knowledge and skills gained from previous study in telecommunications to real-world projects and to related business, technical, and ethical issues. Topics include entrepreneurship and venture creation, emerging telecommunications technologies and their applications, future trends, ethical development, and management. Focus is on demonstrating analytical, entrepreneurial, leadership, planning, managerial, and communication skills through a strategic research and development project for a telecommunications company.

## **TMAN (Technology Management)**

### **TMAN 600 Foundations of Management and Technology (6)**

A one-semester study of the foundations of management and the principles of managing technology in organizations. Topics include various organizational factors that affect efficiency and effectiveness and global competitiveness, such as group behavior, organization structure, environmental factors, international competitiveness, organization culture, change management, decision making, team effectiveness, values, conflict, power, and politics. Ethics and the socially responsible environment within which managers must operate are stressed through readings and practical applications. Discussion also covers key concepts of technology management and the role of technology managers in all sectors of the workforce. Focus is on examining technological innovation from a historical perspective, including its impact on the economy; public policy; global competitiveness; and organizational strategy, effectiveness, and efficiency. Students may receive credit for only one of the following: TMAN 600 or TMAN 611/633.

### **TMAN 611 Principles of Technology Management (3)**

(Formerly TMAN 601.) An introduction to key concepts in technology management and the role of technology managers in both private- and public-sector organizations. How organizational entities can be structured and managed to respond effectively to dynamic changes caused by technology and international competition is examined. The key cycles in the development of technology—including their impact on the economy, industrial sectors, and organizational strategy and survival—are covered from a historical perspective. Management is examined from both a process and system perspective. The major technical, social, legal, and ethical issues in innovating and implementing technology are presented. Students may receive credit for only one of the following: TMAN 600 or TMAN 611/633.

### **TMAN 614 Strategic Management of Technology and Innovation (3)**

A study of the effective management of technical organizations in an increasingly competitive, rapidly changing, global environment. A coherent process for the formulation, implementation, and assessment of business strategy is provided. A historical framework for the birth, growth, maturation, and decline of business innovation is presented. Findings and recommendations on contemporary businesses and industrial sectors are reported. Technology management is examined within a strategic framework that integrates strategy setting, implementation, and the assessment process. Discussion covers historical analogies/cases of business innovation through the maturation life cycle and lessons learned in contemporary cases in business, government, and nonprofit organizations. Students may receive credit for only one of the following: TMAN 680 or TMAN 614/632.

### **TMAN 621 Systems Analysis and Operations Research (3)**

An introduction to the fundamentals of systems analysis and operations research. The goal is to acquire an understanding of the systems view of a product, service, or process to include a generic representation of its elements and dynamics. Emphasis is on the skills, tools, and methodologies needed to quantitatively analyze and optimize systems and to make decisions as technology managers. State-of-the-art analytical tools and quantitative methods, including computer-based solutions, are discussed. Topics include decision theory linear programming, transportation problems, network analysis, game theory, reliability theory, cost estimating, and expert systems.

### **TMAN 625 Economics and Financial Analysis for Technology Managers (3)**

A study of the financial tools managers use to find answers to four important questions: What is the financial condition of the firm? What long-term investment should the firm make? How can the money be raised for the investments? And how will the firm meet its daily financial requirements? Topics include accounting statements, tax implications, types of costs, profit recognition, financial markets, investment decision tools, net present value, free cash flows, project financing, valuation of firms, risk/return, cost of capital, long-term financing, short-term financing, and equity financing for entrepreneurs. Discussion also covers mergers and acquisition activities, governance and ethics, and international aspects. Business cases from contemporary firms and readings relevant to technology management are used to illustrate the application of financial concepts.

### **TMAN 632 Organizational Performance Management (3)**

An overview of the most successful strategies and approaches for achieving a high-performing organization, based on the latest research findings and the examples of successful global organizations. Topics include organizational capabilities in managing costs, ensuring quality in products and services, and enhancing customer satisfaction, as well as performance capabilities (such as organizational values, adaptability, flexibility, agility, responsiveness, and decisiveness) that enable organizations to anticipate and respond to change. The Baldrige Criteria for Performance Excellence are examined as assessment tools for achieving desired organizational capabilities. Discussion also covers specific approaches that contribute to high performance and organizational effectiveness, such as customer relationship management, supply chain management, Six Sigma methodology, and other process improvement tools. Successful applications of these strategies and approaches are illustrated. Students may receive credit for only one of the following: TMAN 680 or TMAN 614/632.

### **TMAN 633 Managing People in Technology-Based Organizations (3)**

An overview of the management of three levels of behavior in organizations: individual employee behavior, group behavior, and organizational behavior. Topics include emerging organizational behavior issues such as knowledge management, work design, virtual organizations and teams, contingent workforce management, creativity/innovation, sociotechnical systems, the development of learning and boundary-less organizations, emotional intelligence, the global workforce, and the formulation of pay/retention strategies. Contemporary organizational behavior theories are linked to their applications in technology-based organizations through the use of real-life examples, case studies, and current events. Students may receive credit for only one of the following: TMAN 600 or TMAN 611/633.

### **TMAN 680 Managing Strategy and Performance in Technology-Based Organizations (6)**

An investigation of strategy and organizational performance in the context of managing technological innovations. Discussion covers the strategic management process in technology-based organizations: assessing the competitive dynamics of a strategic situation, formulating strategy, implementing strategy, and evaluating and controlling strategy. An integrative performance management approach, based on the latest research and case studies of successful high-tech organizations, is adopted. The need for a clear alignment between strategy and organizational performance management to achieve sustainable competitive advantage in the global corporate environment is examined. Students may receive credit for only one of the following: TMAN 680 or TMAN 614/632.

## **UCSP (Special Topics)**

### **UCSP 601 Graduate Writing Basics (0)**

A practical and foundational study of how to use the principles of English usage and good writing to construct well-developed and grammatically correct sentences, paragraphs, and academic essays. Topics include following the accepted grammatical, syntactic, lexical, and stylistic conventions of American English; revising writing to produce a clear, concise style appropriate to audience, context, and purpose; and correctly applying APA guidelines for citation to complete various assignments that demonstrate mastery of basic academic writing skills.

### **UCSP 611 Introduction to Graduate Library Research Skills (0)**

(Required within the first 6 credits of graduate study for all new graduate students.) An overview of online library and information resources material that is critical for 21st-century managers. An in-depth introduction to the library research process and the tools necessary to succeed in graduate study are provided. Emphasis is on the efficient and effective use of a variety of electronic retrieval systems, including the online catalog of the University System of Maryland and affiliated institutions (USMAI), UMUC's subscription databases, and the Web. Discipline-specific research is conducted in order to gain experience in formulating viable research questions, selecting the most appropriate investigative methods and resources for research, locating relevant research materials, evaluating the scholarly value of sources, and effectively citing sources.

# COURSE DESCRIPTIONS

## **UCSP 620 Financial Accounting (0)**

(Recommended as preparation for MGMT 640 or ACCT 610 for students who lack a background in accounting and finance.)

A basic study of financial accounting, encompassing basic financial concepts and their use in analyzing financial statements.

The financial statements of actual companies are analyzed, and the process by which accounting principles are developed is explored. Emphasis is on gaining an appreciation for how financial accounting information can be used to evaluate the economic performance of companies.

## **UCSP 621 Economics (0)**

(Recommended as preparation for MGMT 640 for students who lack a background in economics.) An overview of both the microeconomic issues of supply and demand for individual companies and products and macroeconomic issues concerning inflation, unemployment, and recession for the economy as a whole. Basic economic concepts such as opportunity cost, comparative advantage, economic efficiency, and the time value of money are explored in the context of business, government, and personal situations.

## **UCSP 630 Introduction to Research Methods (0)**

(Recommended as preparation for MGMT 650 or HAIN 650 for students who lack a background in statistics.) A presentation of basic research techniques and methodologies used in organizational research and evaluation studies to make business decisions. Focus is on applying basic research techniques to assess the performance of individuals, work groups, and organizations. Topics include principles of good data collection, presentation of data in tables and charts, summary and description of numerical data, basic probability and discrete estimation, the fundamentals of hypothesis testing, and the use of existing research-based materials to solve business problems. Discussion emphasizes basic approaches and beginning skills necessary to evaluate research materials and their use in decision making.

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### General Contact Information

Students who need assistance or other information should call 800-888-UMUC (8682) for all their student needs. Graduate academic advisors are available to help students make decisions about courses and programs. Students may also call a number of UMUC locations (listed on p. 144) to schedule in-person academic advising.

### Graduate Library and Writing Courses

Students taking COMM 600 Academic Writing for Graduate Students or the noncredit course UCSP 611 Introduction to Graduate Library Research Skills may reach one of the following individuals for assistance and information.

#### COMM 600 ACADEMIC WRITING FOR GRADUATE STUDENTS

##### ACADEMIC DIRECTOR

Andrew J. Cavanaugh  
*acavanaugh@umuc.edu*  
240-684-2890

#### UCSP 611 INTRODUCTION TO LIBRARY RESEARCH SKILLS

##### COURSE MANAGER

Julie Arnold Lietzau, MLS  
*jlarnold@umuc.edu*  
240-684-2023

## Instructional Sites

### Adelphi (UMUC Headquarters) and UMCP Campus

3501 University Boulevard East  
Adelphi, MD 20783

800-888-UMUC (8682)

### Dorsey Station

6865 Deerpath Road  
Elkridge, MD 21075

443-459-3500

### Shady Grove

9640 Gudelsky Drive  
Rockville, MD 20850

301-738-6090

### Waldorf Center for Higher Education

3261 Old Washington Road  
Waldorf, MD 20602

301-632-2900

# ADMISSION AND ENROLLMENT

## General Information and Orientation

Before the beginning of each academic session, UMUC holds various events online, as well as open houses in the Maryland area, for new and prospective students. These events offer an opportunity to learn about UMUC and its programs, student services, academic and career options, faculty members, and fellow students. Prospective students can apply for admission and enroll in courses during the on-site open houses.

For general information or to be directed to specific offices, students may call 800-888-UMUC (8682). Phone representatives are available for general information from 6 a.m. to 10 p.m., Monday through Saturday. Most UMUC offices are open weekdays from 8:30 a.m. to 5 p.m. eastern time.

## Admission

### Admission Requirements

For **master's degree and certificate programs**, most applicants who have graduated from a regionally accredited degree-granting university or college are eligible for admission. Transcripts are required, but Graduate Record Examination (GRE) or Graduate Management Admission Test (GMAT) scores are not. (Information on optional submission of GMAT scores for enrollment in the one-year MBA program is provided on p. 17.) Some graduate programs—such as the one-year program for the MBA and all accounting programs—also require the submission of additional information before an admission decision can be made (more details are provided under individual program descriptions).

Applicants to the **Master of Arts in Teaching** program must submit standardized text scores, usually Praxis I scores. (More information on MAT admission criteria may be found on p. 12.)

To be eligible to apply for the **doctoral programs**, students must have a master's degree from a regionally accredited college or university and must apply before the application deadline (or with permission of the department). Applicants must successfully complete the 3-credit prerequisite course DMGT 600 with a grade of A or B for full admission to the program (the course may not be repeated). This requirement may be waived for applicants who already have a terminal degree (e.g., PhD, JD) or who submit a GMAT score of 650 or higher or (for the DM in community college administration and policy) for those who have at least three years administrative experience at a community college. Application procedures are detailed on pp. 10 and 11.

### Admission Procedures

Applicants for **graduate certificate and master's degree programs** must complete and submit the graduate admission application, pay the nonrefundable fee, and provide an official transcript indicating completion of a bachelor's (or higher) degree from a regionally accredited degree-granting university or college. Applications for admission are accepted throughout the year.

Information on documentation required for admission to the **doctoral programs** is provided on pp. 10 and 11. Doctoral applicants should also visit [www.umuc.edu/grad/dm](http://www.umuc.edu/grad/dm) for further details and application deadlines. The doctoral program office may be contacted at 800-888-UMUC, ext. 2-2400.

Students may apply to all UMUC graduate programs online via MyUMUC at <https://my.umuc.edu>.

### Determination of Residency for Tuition Purposes

An initial determination of in-state or out-of-state status for tuition purposes is made when a student applies for admission. The determination made at that time remains in effect thereafter unless it is successfully challenged. The student is responsible for providing the information necessary to establish eligibility for in-state status. Official criteria for determining residency are in the section on University Policies on p. 195. Information on tuition and fees may be found on p. 136.

### Readmission

Students who have not enrolled in graduate classes at UMUC for a period of two years (six semesters) or more must complete a new application for admission but are not required to pay the application fee. Information on how an extended break from study may affect degree requirements is on p. 141.

Students who were academically dismissed from the Graduate School of Management and Technology will not be considered for readmission.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

# ADMISSION AND ENROLLMENT

## International Applicants

To be considered for admission, international students must present

- Official documents indicating successful completion of the equivalent of a regionally accredited U.S. bachelor's degree.

Applicants educated in countries other than the United States must have their official transcripts evaluated by an independent evaluation service. The evaluation organization will send a copy of the evaluation both to the applicant and to the Graduate School of Management and Technology. UMUC accepts credit evaluations from any National Association of Credential Evaluation Services (NACES)–approved organization, including World Education Services (WES), and the American Association of Collegiate Registrars and Admissions Officers (AACRAO). A list of NACES-approved agencies is available at [www.naces.org/members.htm](http://www.naces.org/members.htm). Applicants may access AACRAO request forms online at <http://www.aacrao.org/international> or may contact the organization by phone at 202-296-3359 or by e-mail at [oies@aacrao.org](mailto:oies@aacrao.org).

- Proof of English language proficiency.

Applicants who have not received a baccalaureate degree from an English-speaking country must demonstrate English language proficiency to be eligible for admission. (A complete list of countries recognized as English-speaking is available online at [www.umuc.edu/students/international](http://www.umuc.edu/students/international).) The following are accepted as proof of English proficiency:

- A minimum TOEFL (Test of English as a Foreign Language) score of 550 on the paper-based version or 79 on the Internet version and a minimum Test of Written English (TWE) score of 4 (unless the Internet-based TOEFL is submitted—then no TWE is required)
- A minimum score of 6.5 on the IELTS (International English Language Testing System), including the academic writing and academic reading modules
- A passing grade of Pre-1 on the Eiken Test in Practical English Proficiency
- A transcript indicating completion of at least 12 credits of graduate coursework at a regionally accredited U.S. degree-granting institution. Credits must have been earned in the past two years and earned a grade of B or higher. All credit is subject to review before being accepted as evidence of English proficiency.

Applicants must arrange to have official score reports sent directly from the testing agency to the Graduate School of Management and Technology. The TOEFL score recovery code for UMUC is 5804. Test scores must be less than two years old.

- Documentation of residency status.

Applicants must provide a photocopy (front and back) of a permanent residency card or the visa page of a valid passport.

Merely providing these documents does not ensure admission. An interview may also be required. The official transcript evaluation must be submitted and evaluated before admission is considered.

**Note:** UMUC no longer issues Form I-20 A-B Certificate of Eligibility for F-1 student status.

## Restrictions

Students may be admitted to only one institution in the University System of Maryland at any one time. Students may be admitted as either graduates or undergraduates, but no one may hold both classifications simultaneously. A student's most recent application for admission invalidates any previous admission.

Students may be admitted to only one graduate program at any time. Application for admission to a second graduate program is not permitted until notification of resignation has been presented to the first program. Students admitted to any other graduate program in the University System of Maryland must notify UMUC. Students retain active status for two years (six consecutive sessions) even without being registered in the program. However, after two years without a completed graduate course, students must submit a new application.

*Note:* Graduate students may take both graduate and undergraduate courses concurrently.

## Registration

### Ways to Register

Registration begins each session as soon as the class schedule becomes available on the Web and continues until the day classes begin. Students should check the current graduate schedule of classes for the deadlines for registration.

Students in some programs (Executive Programs and the Master of Business Administration) must register through the program office for most courses.

UMUC offers four ways to register for most courses: online via MyUMUC, by mail, by fax, and on-site.

### ONLINE VIA MYUMUC

Students may register online at <https://my.umuc.edu>. If a student has questions regarding confirmation of the registration, he or she should contact Graduate Advising.

### BY MAIL

Students may mail their registration to Graduate Advising, University of Maryland University College, 3501 University Boulevard East, Adelphi, MD 20783. Forms are available online at [www.umuc.edu/register](http://www.umuc.edu/register) and in the graduate schedule of classes.

### BY FAX

Students may fax their registration to 240-684-2151. Forms are available in the graduate schedule of classes and online at [www.umuc.edu/register](http://www.umuc.edu/register).

Students who have employer-provided tuition must be sure to fax their registration and employer contract at the same time. Any fees not covered by the contract must be charged to American Express, Discover, MasterCard, or Visa.

### ON-SITE

Walk-in registration is available in the Academic Center at Largo, in Largo, Maryland, and at a number of other locations in the Baltimore-Washington metropolitan area. Students may register for any course offered (regardless of location or format) during regular office hours.

### Waiting List

If a class is already full at the time of registration, the student has the option of placing his or her name on a waiting list for that class. Students can check on class availability by visiting MyUMUC at <https://my.umuc.edu>.

- If a space becomes available, the first student on the waiting list will automatically be registered for it, and the charge will appear on their account. An e-mail notification of the enrollment from the waiting list will be sent. If a space becomes available but the first student is ineligible to enroll in the class (for reasons such as failing to meet the prerequisites or being enrolled in a class that conflicts in time), the space will go to the next person on the waiting list.
- Students who no longer want a class should remove their name from the waiting list to prevent the possibility of an automatic enrollment.
- Students already enrolled in the maximum number of allowable credits (6 credits) who are on a waiting list for a third course will not be registered in the third course even if space becomes available in the class.
- Faculty members and academic advisors are not authorized to add students to a full class.

### Withdrawals or Dropped Courses

Stopping payment on checks for registration fees, or not paying at registration, does not constitute an official withdrawal or relieve the student of his or her financial obligation to UMUC. Never attending or ceasing to attend class(es) does not constitute a withdrawal.

Students who officially withdraw from a course receive a mark of W (described on p. 139). Graduate students must officially withdraw before 65 percent of the class has expired. Specific deadlines are provided online at [www.umuc.edu/withdrawals](http://www.umuc.edu/withdrawals).

Students may withdraw from a course by three methods:

- Students may access MyUMUC online at <https://my.umuc.edu> and follow the directions for dropping a course. The use of the student and personal identification numbers is considered official authorization for the withdrawal, which is effective immediately.
- Students may complete a withdrawal form request to be processed by an advisor. The withdrawal becomes effective the date the form is filed with UMUC.
- Students may request in writing to withdraw from a course or courses. The letter should specify the course, course number, and section, and include the student's full name, student ID number, and signature. The request should be addressed to Graduate Advising, University of Maryland University College, 3501 University Boulevard East, Adelphi, MD 20783. The postmark on the envelope becomes the official date of withdrawal. *Note:* Because the Graduate School of Management and Technology can only honor withdrawal requests actually received, it is recommended that students ask for a return receipt from the post office to ensure that delivery of the withdrawal will be acknowledged.

In all cases, the student should maintain a copy of the transaction for his or her records.

UMUC cannot accept withdrawals verbally over the telephone. Failure to withdraw in the required manner results in the forfeiture of any refund and may result in a failing grade. For financial aid recipients, failure to withdraw in the required manner may result in cancellation/reversal of financial aid rewards. It is recommended that the student contact a financial aid advisor before withdrawing to determine if or how this will affect his or her financial aid.

# ADMISSION AND ENROLLMENT

## Financial Information

### Tuition and Fees

UMUC students are expected to make payment at the time of registration. If a student's payment is not received by the due date, he or she may be penalized by being disenrolled from courses or having his or her account balance transferred to the State Central Collections Unit.

Several payment options are available to UMUC students who are unable to make payment at the time of registration. To find out more about payment options, students should visit [www.umuc.edu/paymentoptions](http://www.umuc.edu/paymentoptions).

Payment may be made by cash, check, money order, or American Express, Discover, MasterCard, or Visa credit cards. Checks should be payable to University of Maryland University College. Students who qualify for tuition assistance, financial aid, or veterans benefits should consult the appropriate sections of this catalog. Students interested in the monthly payment plan, administered by Sallie Mae, should visit [www.tuitionpay.com/umuc](http://www.tuitionpay.com/umuc) on the Web or call 800-635-0120.

### CURRENT TUITION AND FEES

Tuition rates and fees are published each session in the graduate schedule of classes and are available on the Web at [www.umuc.edu/tuition](http://www.umuc.edu/tuition). Students should review the fee schedule carefully to see which ones apply. Fees are commonly charged for admission and graduation applications, makeup testing, technology, and transcripts. There is also a service charge for dishonored checks.

### Refunds

The official date used to determine a refund is either the date the withdrawal form is hand-delivered to the Information Desk at the Academic Center at Largo, the date and time the change was made in MyUMUC, or the postmarked date on a mailed request. The official date for federal financial aid recipients is the last date of class attendance as determined by federal regulations.

*Note:* Students in their first enrollment period with UMUC who are receiving financial aid (grants, work-study, or loans) and withdraw from the institution (not merely from a course) before completing 60 percent of the enrollment period for which they have been charged are subject to a federal pro-rata refund policy. Financial aid advisors can provide further information.

### REFUND FOR COURSE CANCELLATIONS

The university refunds 100 percent of tuition, technology, and registration fees for courses canceled by the university. The application fee is nonrefundable, even when a course is canceled.

### REFUND FOR STUDENT WITHDRAWALS

For classes that last five to nine weeks, tuition is refunded as follows:

- 100% Withdrawal before the class start date
- 75% Withdrawal 1–6 calendar days after a class starts
- 50% Withdrawal 7–10 calendar days after a class starts
- 0% Withdrawal 11 or more calendar days after a class starts

For classes that last 10 weeks or more, tuition is refunded as follows:

- 100% Withdrawal before the class start date
- 75% Withdrawal 1–13 calendar days after a class starts
- 50% Withdrawal 14–20 calendar days after a class starts
- 0% Withdrawal 21 or more calendar days after a class starts

Fees are nonrefundable, with the exception of technology fees, which are refundable before the first day of class. No refunds are given for technology fees or for tuition for noncredit courses after the official start date of class.

*Note:* This policy applies only to students not receiving federal financial aid.

### Dishonored Checks

For each paper or electronic check returned to UMUC by the payer's bank (whether because of insufficient funds, stopped payment, postdating, or drawing against uncollected items), UMUC assesses a service charge of \$30 (over and above any service charges levied by the financial institution).

A student who stops payment on a check for tuition is thereby neither disenrolled nor relieved of responsibility for paying tuition and fees. Anyone whose checks for tuition or fees remain dishonored may be barred from classes.

### Indebtedness to the University

Students who incur debts to UMUC must clear them to be permitted to register. Requests for transcripts and diplomas are denied until all debts have been paid. Outstanding debts are collected against refunds due the student. After a reasonable period

of time, uncollected debts are forwarded to the Central Collection Unit of the State Attorney General's Office.

The Board of Regents has authorized UMUC to charge students' delinquent accounts for all collection costs incurred by UMUC. The normal collection fee is 17 percent plus attorney and/or court costs. Delinquent accounts are reported to a credit bureau.

### Employer-Provided Tuition Assistance

If an employer is going to pay for part or all of a student's tuition, at the time of registration the student must submit two copies of a document (purchase order, tuition assistance form, or contract on company letterhead) containing the following information:

- A specific description of types of fees and charges (such as tuition, application fee, or books) and the amount to be assumed by the employer
- The student's name and student identification number
- The session covered by the document
- The billing address
- The signature and phone number of the authorizing official

A student who does not have an authorizing document at the time of registration must pay the bill in full and arrange for direct reimbursement from the employer. UMUC cannot issue refunds for authorizing documents submitted after registration.

Documents that restrict payment or are in any way conditional will not be accepted. If the employer does not pay UMUC, the student is responsible for payment.

### Monthly Tuition Payment Plan

UMUC offers a cost-effective alternative for students who are budgeting for college tuition: an interest-free, monthly tuition-payment plan. This plan allows students to spread all or part of their tuition bills into monthly installments on an academic session basis. All UMUC students are eligible to participate in the payment plan, regardless of financial need. More complete information is available online at [www.umuc.edu/paymentoptions](http://www.umuc.edu/paymentoptions).

# ACADEMIC AND ADMINISTRATIVE REQUIREMENTS

## Grading Methods

There are four grading methods at UMUC. The most commonly used is the standard method. The pass/fail alternative is available only under limited conditions. The satisfactory/I/fail method is restricted to certain specified courses. Any course may be audited. Regulations for each are given in the following paragraphs.

GRADE OR MARK	INTERPRETATION	QUALITY POINTS
A	Excellent	4
B	Good	3
C	Below standards	2
F	Failure	0
FN	Failure for nonattendance	0
G	Grade pending	0
P	Passing	0
S	Satisfactory	0
I	Incomplete	0
AU	Audit	0
U	Unsatisfactory	0
W	Withdrawal	0

## Standard

Unless students choose the audit option at the time of registration, they will be given a letter grade according to the standard method. Under the standard grading method, students are given a grade of A, B, C, or F on the basis of their performance in meeting the requirements of each course.

## Pass/Fail

Noncredit courses, such as the required graduate library skills course, are graded on a pass/fail basis. Students may not choose to take other graduate courses on a pass/fail basis.

## Satisfactory/Incomplete/Fail

This grading method is available only on a limited basis. Although a grade of satisfactory (S) earns credit toward graduation, it is not included in calculating grade point averages. The mark of incomplete (I) earns no credit and is not included in computing grade point averages, but is included in computing the course completion rate (explained on p. 200). While a failing grade (F) earns no credit, it is included in computing grade point averages.

## Audit

Students who do not wish to receive credit may register for courses as auditors after they have been admitted. Students must indicate this intention when they register. Students may request a change from credit to audit status anytime before the end of the second week of classes.

Audited courses are listed on the permanent record, with the notation AU. No letter grade is given for audited courses, nor are credits earned. Students receiving financial aid should check with a financial aid advisor before selecting audit as a grading option as this may affect financial aid.

## Grades and Marks

### The Grade of A: Excellent

Only students who demonstrate exceptional comprehension and application of the course subject matter merit an A.

### The Grade of B: Good

The grade of B represents the benchmark for the Graduate School of Management and Technology. It indicates that the student has demonstrated competency in the subject matter of the course. For example, the student has fulfilled all course requirements on time, has a clear grasp of the full range of course materials and concepts, and is able to present and apply these materials and concepts in clear, reasoned, well-organized, and grammatically correct responses, whether written or oral.

### The Grade of C: Below Standards

The grade of C indicates that the student has passed the course. However, the grade of C is not considered to meet overall standards for graduate work. Students should refer to Academic Standards (p. 140) for further information on the implications of a grade of C.

### The Grade of F: Failure

The grade of F means a failure to satisfy the minimum requirements of a course. Although it carries no credit, it is included in calculating the grade point average. If applicable, a student assigned the grade of F must register again for the course, pay the applicable fees, repeat the course, and earn a passing grade in order to receive credit for that course.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

## The Grade of FN: Failure for Nonattendance

The grade of FN means a failure in the course because the student has not attended or participated in course assignments and activities. It is assigned when the student ceases to attend class but has not officially withdrawn. If applicable, a student assigned the grade of FN must register again for the course, pay the applicable fees, repeat the course, and earn a passing grade to receive credit for that course.

## The Grade of P: Passing

Since the grade of P is only awarded for noncredit graduate courses, it is not included in calculating the grade point average. It does, however, appear on the permanent record.

## The Grade of S: Satisfactory

The grade of S is only awarded for select courses. Although the grade of S confers credit and appears on the permanent record, courses graded S are not used in determining grade point averages.

## The Mark of G: Grade Pending

The mark of G is an exceptional and temporary administrative mark given only when the final grade in the course is under review. It is not the same as a mark of Incomplete.

## The Mark of I: Incomplete

The mark of I (Incomplete) is an exception and is given only to students whose completed coursework has been qualitatively satisfactory, but who have been unable to complete all course requirements because of illness or other extenuating circumstances beyond their control. To be eligible for an I, students must have completed 60 percent or more of the course requirements with a grade of B or better. Students must request an I from their faculty member before the end of the session. Faculty, however, are not required to grant the request. Students with a mark of I must arrange fulfillment of course responsibilities with their teachers to receive credit. The teacher must set a deadline within four months of the last day for the session in which the course occurred. Marks of I are automatically converted to F after four months.

## The Mark of W: Withdrawal

Students who officially withdraw from a course receive a mark of W. This mark appears on the permanent record unless with-

drawal is completed before a course begins. For purposes of financial aid, the mark of W is counted as attempted hours. It is not used in determining grade point averages.

The withdrawal process is described on p. 135.

## Computing the GPA

The grade point average is calculated using the quality points assigned to each grade or mark (chart on p. 138). First, the quality-point value of each grade or mark is multiplied by the number of credits; then the sum of these quality points is divided by the total number of credits attempted for which a grade of A, B, C, or F was received.

## Changes in Grade

Teachers may revise a grade previously assigned if a student's grade has been miscalculated or a mark of I has been submitted and must be changed. Any revision must be made no later than four months after the original grade was awarded.

## Grading Repeated Courses

When a course is repeated, only the higher grade earned in the two attempts is included in the calculation of the GPA. For purposes of financial aid, both attempts are counted. Both grades are entered on the permanent record, with a notation indicating that the course was repeated. Students cannot increase the total hours earned toward a degree by repeating a course for which a passing grade was conferred previously.

To establish credit in a course previously failed or withdrawn from, students must register, pay the full tuition and fees, and repeat the entire course successfully.

## Scholastic Recognition

### Academic Honor Society

As the oldest and most selective of the nation's honor societies, Phi Kappa Phi promotes the pursuit of excellence in all fields of higher education. It recognizes the outstanding achievements of students, faculty, and others through election to membership and through awards for distinguished scholarly achievement. To qualify, graduate students must be in the final session of their degree coursework and in the upper 10 percent of their graduating class. Additional information on the Phi Kappa Phi chapter can be found at [www.umkpkp.org](http://www.umkpkp.org).

# ACADEMIC AND ADMINISTRATIVE REQUIREMENTS

## Presidential Management Fellows Program

The Graduate School of Management and Technology participates in the Presidential Management Fellows Program, a prestigious leadership development program that is a pathway to a career with the executive branch of the federal government. The program considers graduating master's and doctoral degree candidates who demonstrate a strong commitment to a career in public service. Student candidates to the program are nominated by UMUC; those selected participate in a fellowship working with federal agencies in locations throughout the country.

The Presidential Management Fellows Program operates under the auspices of the federal Office of Personnel Management. To learn about nomination criteria, students should contact Student Relations at 240-684-2400.

## Academic Standards

### Grade Point Average

Graduate students are expected to maintain a 3.0 or higher GPA at all times.

### ACADEMIC LEVELS OF PROGRESS

An assessment of academic standing is made for each student at the end of every session. Each student's GPA is computed for all UMUC graduate-level graded coursework to make a determination of academic standing as described below.

#### Good Academic Standing

A student with a cumulative GPA of 3.0 or higher with no grade of F is in good academic standing. Students must be in good academic standing to be considered for graduation.

#### Academic Probation

A student with a cumulative graduate GPA below 3.0 or with a grade of F is placed on academic probation. Academic probation is a temporary status. Students placed on academic probation must restore their GPA to 3.0 or higher by the end of the next session of enrollment. Students on academic probation should seek guidance and advice from an academic advisor. Any course in which a grade of F is earned must be repeated in the next session of enrollment. Failure to restore the GPA to 3.0 or higher will result in academic dismissal. A student who successfully restores his or her GPA to 3.0 or higher will be in good academic standing.

#### Dismissal

A student on academic probation who fails to raise the GPA to 3.0 or higher by the end of the next session of enrollment is

dismissed. A student who is dismissed is ineligible to enroll in UMUC graduate courses and ineligible for readmission to any UMUC graduate program.

## Program Completion Requirements

Students are responsible for applying for graduation (for degrees and/or certificates) by completing and submitting the appropriate diploma application and fees by the deadlines published on the UMUC Web site. The award of degrees and certificates is conditional upon satisfactory completion of all program requirements and compliance with all UMUC policies. Graduation clearance will not be granted for a student with outstanding debt to UMUC or any outstanding misconduct charges or unsatisfied sanction terms. Regardless of GPA, no grade of F can remain on the graduate record at the time a student applies for graduation. Individual programs may have additional requirements that must be met before graduation clearance can be granted.

## Time Limit for Degrees and Certificates

All requirements established for the completion of a graduate degree or certificate program must be fulfilled within seven consecutive years, except for the Master of Business Administration, which must be completed within five years. For dual degree programs, both degrees must be completed within seven years. This regulation includes courses transferred from other institutions. Any transfer of credit must be completed within the five- or seven-year time frame applied toward the degree or certificate program.

## Doctoral Program Standards

The Doctor of Management (DM) program has requirements in addition to those listed at left for academic standing. In addition to a minimum GPA of 3.0, a DM student who receives a grade of C in a course must repeat that course in the next session of enrollment and earn a grade of B or better. The option to repeat a course may be exercised only once; DMGT 600 may not be repeated. A DM student who receives a grade of F or a second grade of C is dismissed from the DM program, regardless of GPA.

A DM student who receives a grade of U (unsatisfactory) in a dissertation course (DMGT 890, 891, and 892) must repeat that dissertation course in the next session of enrollment and earn a grade of S (satisfactory) to continue in the program. Students may repeat a dissertation course only once. A DM student who receives a second grade of U will be dismissed from the program. Further information is available in section IV of

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

UMUC policy 158.00 Academic Levels of Progress ([www.umuc.edu/policies/academicpolicies/aa15800.cfm](http://www.umuc.edu/policies/academicpolicies/aa15800.cfm)).

## Degree Requirements

In general, the UMUC degree and certificate requirements that apply to a student are those that were in effect when the student began continuous enrollment in the program. If a student has not been continuously enrolled, the requirements that apply are those in effect at UMUC when the student resumes continuous enrollment. To be considered continuously enrolled, students must be or have been enrolled at UMUC and have had no more than two years of nonenrollment. When a continuously enrolled student chooses to change his or her program, the student may be subject to the requirements in effect at the time of the change.

## Responsibilities of the Student

### Attendance

Students are expected to attend all on-site or online classes and any related activities regularly and punctually. Attendance in itself is not a requirement for successfully completing a course.

Students who are absent from class retain responsibility for completing any missed coursework, as indicated in the course outline. Students are also responsible for obtaining information about each class session, including any announcements and assignments they missed. Failure of the student to complete any required coursework as scheduled may adversely affect the grade earned. Faculty are not expected to repeat material that a student missed because of absence.

Students who are not officially registered for classes are not permitted to sit in on classes.

### Academic Integrity

Integrity in teaching and learning is a fundamental principle of a university. UMUC believes that all members of the university community share the responsibility for academic integrity, as expressed in the University System of Maryland (USM) policy “Faculty, Student, and Institutional Rights and Responsibilities for Academic Integrity.” At UMUC, faculty members are expected to establish classroom environments conducive to the maintenance of academic integrity by giving students a complete syllabus describing the course and its requirements, by grading submitted work promptly and adequately, and by arranging

appropriate testing conditions, including having faculty members monitor examinations given in class. Students at UMUC are expected to conduct themselves in a manner that will contribute to the maintenance of academic integrity. The USM policy is found at [www.usmd.edu/regents/bylaws/SectionIII](http://www.usmd.edu/regents/bylaws/SectionIII).

Academic dishonesty is the failure to maintain academic integrity. Academic dishonesty includes but is not limited to cheating; fabrication; bribery offered for grades, transcripts, or diplomas; obtaining or giving aid on an examination; having unauthorized prior knowledge of an examination; doing work for another student; presenting another student’s work as one’s own; and plagiarism.

Plagiarism is the presentation of another person’s idea or product as one’s own. Plagiarism includes but is not limited to the following: copying verbatim all or part of another’s written work; using phrases, charts, figures, illustrations, or mathematical or scientific solutions without citing the source; paraphrasing ideas, conclusions, or research without citing the source; or using all or part of a literary plot, poem, film, musical score, or other artistic product without attributing the work to its creator.

Students can avoid unintentional plagiarism by carefully following accepted scholarly practices. Notes taken for papers and research projects should accurately record sources of material to be cited, quoted, paraphrased, or summarized, and papers and research projects should acknowledge these sources in references.

Additional information on UMUC’s policy on Academic Dishonesty and Plagiarism may be viewed at [www.umuc.edu/policies](http://www.umuc.edu/policies).

### Examinations and Assignments

The student is responsible for obtaining information about quiz and examination schedules and policies.

Make-up examinations and tests may be given to students who for valid reasons are unable to take exams at the scheduled time. Teachers are not required to offer make-up examinations because of a student’s absence unless the student can present evidence that it was caused by unavoidable circumstances or occurred on a religious holiday.♦ In such cases, an examination may be rescheduled for the mutual convenience of student and teacher and must cover only the material for which the student was originally responsible. Such a rescheduling must not cause a conflict with the student’s other classes.

♦ The UMUC policy on religious holidays is stated in the chapter on University Policies.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

# ACADEMIC AND ADMINISTRATIVE REQUIREMENTS

## Academic Load

Generally, graduate students are considered full-time if they are registered for at least 9 credits per session. Graduate students who are enrolled in 6 credits per session are considered half-time.

Doctoral and regular MBA students are considered full-time when they register for at least 6 credits per session in their degree program, half-time if they register for 3 credits per session. Students in the one-year MBA program are considered full-time when they enroll in 6.5 credits per session; those who register for 3 credits are considered half-time.

Students are advised to limit their academic loads to conform with the demands of their employment and the time they have to prepare for class. The academic load for students who work more than 20 hours a week is limited to 6 credits per session. Students who work no more than 20 hours a week may take 9 credits per session.

Students (*except those in the MBA or doctoral programs*) who have a compelling need to take a course overload may submit a written request to take one additional course to Graduate Advising. Requests for exceptions to the standard course load must be made at least one month before the beginning of the session.

To be considered for a course overload, a student must

- Be a degree- or certificate-seeking student.
- Have no previous grades of C or F.
- Have no current marks of I.
- Have never been on academic probation.

MBA and doctoral students cannot take course overloads.

## Grievance/Appeal Procedure

Students having legitimate complaints about Graduate School of Management and Technology faculty, staff members, academic departments, or administrative units should contact their program director. For information on the procedure to file a formal appeal or grievance about the actions of a faculty or administrative staff member, students should contact Student Relations, Graduate School of Management and Technology, at 800-888-UMUC, ext. 2-2400, or [graduateschool@umuc.edu](mailto:graduateschool@umuc.edu). More information is available online at [www.umuc.edu/policies/academicpolicies/aa13070.cfm](http://www.umuc.edu/policies/academicpolicies/aa13070.cfm) and [www.umuc.edu/policies/academicpolicies/aa13080.cfm](http://www.umuc.edu/policies/academicpolicies/aa13080.cfm).

## Connectivity and Computer Literacy

To take full advantage of the Graduate School of Management and Technology's educational offerings, students must own or have access to a personal computer and have access to the Internet.

All graduate students must be able to reach their fellow students, faculty, and the university via e-mail. **It is imperative that students update their e-mail address through MyUMUC at <https://my.umuc.edu>.** Students who do not have a personal e-mail account may create one by following the directions provided on the Web at <http://support.umuc.edu>. In some classes, students may be required to participate in synchronous computer-based class discussions and study group activities.

All graduate students are expected to have a working knowledge of, and access to, a basic word processing program such as Microsoft Word, a spreadsheet program such as Microsoft Excel, and Internet electronic mail services. Knowledge of Microsoft Windows and Internet information services such as the World Wide Web is also necessary.

Applicants and students who require further training in the use of Internet services and basic software packages may wish to consult the UMUC undergraduate schedule of classes or speak to an undergraduate advisor regarding appropriate classes. The schedule may be obtained by calling 800-888-UMUC, and advisors may be reached at 800-888-UMUC, ext. 2-2100. Schedules and catalogs are also available for download on the UMUC Web site.

## Electronic File Sharing

Peer-to-peer programs permit computers to share data in the form of music, movies, games, computer files, and software.

All users of the UMUC network are required to comply with federal copyright laws. UMUC network users are not permitted to share unauthorized copyrighted material over the UMUC network, whether on personally owned or on university computers.

Any unauthorized distribution of copyrighted materials on the university network, including peer-to-peer file sharing, is a violation of federal law and UMUC policies. Violations may lead to disciplinary proceedings and, in some cases, civil and criminal legal action. UMUC's Computing Resources Policies can be found online at [www.umuc.edu/computerresource](http://www.umuc.edu/computerresource). UMUC's Computer Use Policy can be found at [www.umuc.edu/computerpolicy](http://www.umuc.edu/computerpolicy).

More information on how to legally download music is provided on the Recording Industry Association of America Web site at [www.riaa.com](http://www.riaa.com). Information on how to legally download movies

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

and television programs is available on the Motion Picture Association of America Web site at [www.mpa.org](http://www.mpa.org).

## Code of Student Conduct

In accordance with the Board of Regents Policy V-1.00 Policy on Student Affairs, approved on January 11, 1990, disciplinary regulations are set forth in writing to give students general notice of prohibited conduct. UMUC reserves the right to take appropriate action to protect the safety and well-being of the UMUC community.

Students may be accountable to both civil authorities and to UMUC for acts that constitute violations of law and of this code. Disciplinary action at UMUC will normally go forward pending criminal proceedings and will not be subject to challenge on the grounds that criminal charges involving the same incident have been dismissed or reduced.

To encourage the development and growth of a supportive and respectful academic environment for all students, faculty, and staff, UMUC has created the Code of Civility, which is available at [www.umuc.edu/students/support/studentlife/conduct/code.cfm](http://www.umuc.edu/students/support/studentlife/conduct/code.cfm) and in UMUC publications.

In every case of alleged Code of Conduct violation, the burden of proof rests with the complainant who must establish the guilt of the person accused by clear and convincing evidence. In cases where the complainant wishes to remain anonymous, the burden of proof rests with the administrator.

Additional information on the UMUC Code of Student Conduct may be found at [www.umuc.edu/policies/studentpolicies/stud15100.cfm](http://www.umuc.edu/policies/studentpolicies/stud15100.cfm).

# SERVICES AND RESOURCES

## Availability of Services

UMUC provides services and resources to help students all over the world complete their educational programs—through automated systems and resources available online or by telephone, by e-mail and telephone communication, and in person at sites throughout the Maryland area. A number of offices are responsible for the delivery of these services, including Career Services and the offices of Enrollment Management, Financial Aid, Information and Library Services, and Information Technology.

Among these, the Office of Student Affairs and the Office of Enrollment Management (which includes Graduate Advising) respond to most of the student's academic needs throughout his or her college career, providing general information; admission assistance; academic advising; registration, graduation, and transcript services; and veterans benefits assistance.

All regional sites offer graduate services. In the Maryland area, services are available at the following locations:

### Aberdeen Proving Ground

Phone 410-272-8269

### Arundel Mills

Phone 410-777-1882

### Dorsey Station

Phone 443-459-3500

### Fort Belvoir

Phone 703-781-0059

### Fort Detrick

Phone 301-619-2854

### Fort Meade

Phone 410-551-0431 or 301-621-9882

### Joint Base Anacostia-Bolling

Phone 202-563-3611

### Joint Base Andrews Naval Air Facility Washington

Phone 301-981-3123

### Joint Base Myer-Henderson Hall

Phone 202-563-3611

### Largo (UMUC Academic Center)

Phone 800-888-UMUC (8682)

*grandinfo@umuc.edu*

### Laurel College Center

Phone 410-772-4162

### Marine Corps Base Quantico

Phone 703-630-1543

### National Naval Medical Center (Bethesda)

Phone 301-654-1377

### Patuxent River Naval Air Station

Phone 301-737-3228

### Shady Grove

Phone 301-738-6090

### Southern Maryland Higher Education Center

Phone 301-737-2500, ext. 215

### University System of Maryland at Hagerstown

Phone 240-527-2711

### Waldorf Center for Higher Education

Phone 301-632-2900

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

## General Information

UMUC phone representatives are available Monday through Saturday, 6 a.m. to 10 p.m., at 800-888-UMUC (8682) to provide answers to general questions and help navigating UMUC's Web site. Representatives can also make sure that callers are on the UMUC mailing list to receive upcoming class schedules and other important announcements.

## Admission Assistance

New student advisors serve individuals who are inquiring about becoming UMUC students at some future time or are admitted but have not yet registered. They can help prospective students apply for admission, identify financial aid opportunities, plan their curriculum, and register for their first session of classes.

New student advisors can also help qualified senior citizens apply for Golden Identification benefits. More information is on p. 147.

Prospective and new students may contact a new student advisor by phone at 800-888-UMUC or by e-mail at [newgrad@umuc.edu](mailto:newgrad@umuc.edu). More detailed information on admission is available on p. 133.

## Automated Services

Through MyUMUC (available online at <https://my.umuc.edu>), students have access to many of their personal UMUC records. MyUMUC enables them to change personal information (such as home address, e-mail address, or phone numbers); register; pay bills; check grades and financial aid and student account status; apply for graduation; request certification for VA educational benefits and check the status of the request; and view and print reports (such as their class schedule, grade report, statement of account, and unofficial transcript).

## Advising

All students who have registered in a course are assigned an advisor, who will help guide them through all of the steps that lead to a graduate-level degree or certificate. Advisors will also recommend ways for the student to complete academic requirements quickly and efficiently.

Students who have not attended UMUC for a year or more should also contact an advisor for assistance in getting back on track. If it has been more than two years since the student's last enrollment, he or she must first reapply for admission.

It is up to the student to seek advising and to keep track of his or her program requirements. Students should retain the catalog of the year they entered their program as it contains all degree requirements for which they will be held accountable.

Whenever possible, students should get advising information in writing. Students who fail to meet all degree requirements will not be cleared for graduation.

Students may contact advisors by phone, fax, or e-mail. In the Washington, D.C., metropolitan area, students also have the option of scheduling an appointment with an advisor in person at the sites listed on the previous page.

## Evaluation of Transfer Credit

Up to 6 credits of graduate coursework may be considered for transfer to most graduate degree programs at UMUC if earned at an approved institution and if applicable to the student's program of study. The Graduate School of Management and Technology may accept up to 3 graduate transfer credits for a certificate program.

UMUC may accept more than the usual maximum credit (3 credits for certificates or 6 credits for degree programs) under approved articulation agreements. Decisions regarding the eligibility of students to enter a graduate program under an existing articulation agreement are made at the time of admission and may not be made retroactive after enrollment.

The DM, MBA, MS in cybersecurity, and MS in cybersecurity policy and the CIO certificate program do not accept transfer credit. Students should contact their advisors for details.

All graduate credits offered for transfer credit must meet the following criteria:

1. The credits must have been earned as graduate credit.
2. The credits must not have been used to meet the requirements for any degree the student previously earned or is expected to earn.
3. The credits must have been awarded within the time limit for the degree or certificate.
4. The student must have earned a grade of B or better in the courses considered for transfer. (However, these grades are not included in the calculation of the student's grade point average.)

# SERVICES AND RESOURCES

5. The department advisor and the program director must have determined that the transfer courses are relevant to the student's program of study.
6. The credits must have been earned at an approved institution (defined below) and be equivalent to graduate-level coursework or recommended for graduate-level credit by the American Council on Education (ACE) or other nationally recognized bodies, or part of an approved articulation agreement.

## APPROVED INSTITUTIONS

Approved institutions include those accredited by the following regional associations:

- Middle States Association of Colleges and Schools Commission on Higher Education
- Northwest Commission of Colleges and Universities
- North Central Association of Colleges and Schools, The Higher Learning Commission
- New England Association of Schools and Colleges Commission on Institutions of Higher Education
- Southern Association of Colleges and Schools Commission on Colleges
- Western Association of Schools and Colleges Accrediting Commission for Senior Colleges and Universities

Other institutions may be approved based on agreements and/or joint programs with UMUC.

## Services for Students with Disabilities

Reasonable accommodations are available for students who have disabilities and are enrolled in any program offered at UMUC. To allow for adequate planning, students who need accommodations should contact Disability Services at least four to six weeks before the beginning of the session.

Students must request accommodations each time they register. The first time a student requests accommodation, current (within three years) documentation of a disability must be submitted. Depending on the disability, documentation may include secondary school records; medical, psychiatric, or psychological reports and diagnoses; or a psychoeducational evaluation. The documentation must provide clear and specific evidence of a disability and recommended accommodations from a qualified licensed professional.

All UMUC students are required to meet university policies and procedures and the academic requirements of all graduate degrees and certificates. Students with disabilities should review

the academic and administrative requirements listed under the program descriptions in this graduate catalog. Students should not apply to a UMUC certificate or degree program with the expectation that any academic requirement or administrative policy will be waived or substituted.

For more information, students should call Disability Services at 800-888-UMUC, ext. 2-2287, or 240-684-2277 (TTY) or send an e-mail to [disabilityservices@umuc.edu](mailto:disabilityservices@umuc.edu).

## Transcript Services

Students should contact the Office of the Registrar to receive an official UMUC transcript. Written requests must include the student's signature and should be addressed to the Office of the Registrar, University of Maryland University College, 3501 University Boulevard East, Adelphi, MD 20783. Continuing students may request transcripts via MyUMUC at <https://my.umuc.edu>.

## Graduation Services

UMUC holds a graduation ceremony in Adelphi each year in May. Students who completed degree requirements the previous August and December, as well as those who complete their requirements that May, are invited to participate.

Students who expect to complete the requirements for a degree are responsible for filing an application for a diploma (available online at <https://my.umuc.edu>) with Student Affairs, and paying the appropriate fee (currently \$50). Applications for diploma may be submitted at the time of the final session's registration or up to the following deadlines:

December graduation	October 1
May graduation	February 15
August graduation	June 15

Students whose applications for a diploma are received after the deadlines will be considered for receiving degrees at the next graduation. Students who do not complete degree requirements in the session in which they first applied for graduation must complete a new application for diploma and pay the fee for the session in which they will graduate.

Students pursuing certificates must apply for certificates by the same deadlines. The application form is available online at <https://my.umuc.edu>.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Advisors are available to answer any questions about requirements for graduation and the application for diploma or certificate at 800-888-UMUC, ext. 2-2100, or [gradinfo@umuc.edu](mailto:gradinfo@umuc.edu).

## Golden ID Program

Senior citizens may qualify for participation in the Golden Identification program, which allows them to register for up to 6 credits per semester without paying tuition. Students must be Maryland residents, U.S. citizens, or documented permanent residents; 60 years old by the beginning date of the session for which they are applying; and not employed more than 20 hours per week to qualify for this program. Golden ID students may only register the week before classes begin on a space-available basis. Benefits do not apply to Master of Business Administration, Master of Science in cybersecurity or cybersecurity policy, Executive Programs, or 800-level courses. To request an application, students should contact Graduate Advising at 800-888-UMUC. More information on this program is available online at [www.umuc.edu/students/support/advreg/registration/golden.cfm](http://www.umuc.edu/students/support/advreg/registration/golden.cfm).

## Student Advisory Council

The Student Advisory Council provides an avenue for students to express their concerns about UMUC or their academic career. The council consists of 12 members, elected by their fellow students, who act in an advisory capacity to the university president, provost, deans, and other officials on behalf of all students.

Students who would like to see certain issues addressed or who have questions should contact their council representative by e-mail at [stac@umuc.edu](mailto:stac@umuc.edu).

More information on shared governance is available in the chapter on University Policies in this catalog and online at [www.umuc.edu/visitors/about/governance](http://www.umuc.edu/visitors/about/governance).

## Financial Aid

UMUC's Financial Aid Office administers a variety of financial assistance programs—including grants, scholarships, federal work-study, and loans—to help students meet the costs of their educational goals. Aid is available for students who can demonstrate financial need, academic merit, or both. Regardless of income level, all students are encouraged to apply for assistance; many financing alternatives are available.

## General Eligibility Requirements

An eligible applicant for UMUC need-based assistance must

- Be admitted to UMUC as a degree-seeking or eligible certificate-seeking student.
- Be a U.S. citizen or an eligible noncitizen.
- Be enrolled half-time for federal loan programs; institutional aid requires enrollment for at least 3 credits. (Note: Audited courses do not count.)
- Demonstrate satisfactory academic progress toward a degree or certificate according to UMUC policy.
- Have a high school diploma or GED.
- Possess a valid Social Security number.
- Register with Selective Service, if required to do so.
- Not be in default on any federal student loans, nor have borrowed in excess of loan limits, nor owe a refund on any grant under Title IV federal student aid programs.
- Not be ineligible based on a drug conviction.

## Financial Aid Programs

Most aid programs are available to both full- and part-time students. UMUC may offer the following types of financial aid: grants, scholarships, work-study, and loans. In most cases, at least half-time enrollment is required. (Full- and part-time status is explained on p. 142.)

Amounts and eligibility for financial aid vary from year to year. Following is a description of programs available for the upcoming award year.

### GRANTS AND SCHOLARSHIPS

Gift assistance, for which no repayment is required, is offered by the state of Maryland and UMUC. The UMUC Financial Aid Office administers several types of gift assistance: UMUC scholarships and grants and Maryland state scholarships and grants.

The UMUC President's Grant program offers grants to students who demonstrate financial need. Typical awards range from \$300 to \$600 per semester, based on need.

UMUC scholarship programs, which include the UMUC President's Scholarship, offer a number of institutional scholarships as well as scholarships from corporate donors and foundations. A separate scholarship application (available online at <https://my.umuc.edu>) must be completed for consideration. Requirements vary according to the individual scholarship programs. Typical

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

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awards range from \$200 to \$1,500 per semester. Most scholarships require a minimum GPA and completion of a minimum number of credits at UMUC for consideration. Students should visit [www.umuc.edu/scholarships](http://www.umuc.edu/scholarships) for more information.

Maryland state grant and scholarship programs provide financial assistance to Maryland residents based primarily on financial need. Awards to graduate students typically require enrollment of at least 6 credits per semester. Award amounts range from \$200 to \$5,700 annually. Senatorial and Delegate Scholarship awards are based on criteria established by the elected official. For more information, students should contact the Maryland Higher Education Office of Student Financial Assistance at 410-260-4565 or 800-974-1024 or visit [www.mhec.state.md.us](http://www.mhec.state.md.us).

Many UMUC students receive private scholarships offered by corporations, associations, foundations, and other organizations. These private scholarships offer awards on a competitive basis to students who meet specific criteria. Scholarship links and search tools are available online at [www.umuc.edu/financialaid](http://www.umuc.edu/financialaid).

## LOANS

Loan programs are available to students enrolled at least half-time per semester. Students who take loans to pay for college expenses must repay the principal and interest in accordance with the terms of the promissory note.

The Federal Perkins Loan program provides low-interest loans to help needy students finance their costs at UMUC. Award amounts typically range between \$500 and \$2,000 per semester. The current interest rate is 5 percent. Repayment is made to UMUC and begins nine months after the borrower leaves school or attendance drops below half-time.

The William D. Ford Federal Direct Loan program offers low-interest federal loans to students. Repayment begins six months after the student leaves school or attendance drops below half-time. For annual award amounts and general repayment terms, students should visit [www.umuc.edu/financialaid](http://www.umuc.edu/financialaid).

Graduate PLUS and other alternative student loan programs are also options for UMUC students. Students whose financial aid awards do not meet their financial need may be able to borrow up to their cost of attendance through the graduate PLUS program offered by the U.S. Department of Education. Students may also borrow additional funds through alternative loan programs offered by many banks and other lenders. Both programs require applicants to be credit-worthy. More information on graduate PLUS loans and alternative loan programs is available online at [www.umuc.edu/financialaid](http://www.umuc.edu/financialaid).

## FEDERAL WORK-STUDY PROGRAM

The Federal Work-Study program is a need-based program that provides jobs to help students meet college costs. Award amounts vary according to financial need and availability of funds. Funds are paid biweekly, based on hours worked. Students must apply and be hired for employment at UMUC location. More information may be obtained by visiting [www.umuc.edu/financialaid](http://www.umuc.edu/financialaid).

## UMUC Financial Aid Standards for Satisfactory Academic Progress

Federal regulations require students receiving financial aid to maintain satisfactory academic progress toward their degree or certificate. Students who fail to meet the minimum academic standard are not eligible to receive financial aid. Students should refer to the chapter on University Policies for details of the appeal process and the complete Satisfactory Academic Progress policy for financial aid students.

## The Financial Aid Application Process

Students must complete the Free Application for Federal Student Aid (FAFSA) to be considered for any type of federal, state, or institutional financial aid at UMUC. The FAFSA (which may be completed online at [www.fafsa.gov](http://www.fafsa.gov)) must also be completed for a student to be considered for need-based Maryland state scholarships.

## UMUC FINANCIAL AID PRIORITY DEADLINES

One of the most important aspects of the financial aid process is applying for assistance as early as possible. Priority deadlines are listed on the following page. Students who apply by the priority deadlines may be considered for additional grant and scholarship programs with limited funds.

Students who apply late may still receive aid, depending on their eligibility and the availability of funds. Late applications are still processed and considered. Students are always encouraged to apply for financial aid.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

Program or Period Being Applied for	Priority Deadline for Filing Financial Aid Forms
Maryland State Scholarships	March 1
Full Academic Year or Fall Semester Only	June 1
Spring Semester Only	November 1
Summer Semester	April 1

### Federal Return of Funds Policy

Students receiving federal financial aid have the responsibility to follow the institution's withdrawal procedures, which are outlined on the UMUC Web site at [www.umuc.edu/refundpolicies](http://www.umuc.edu/refundpolicies). The U.S. Department of Education requires the university to calculate a return of Title IV funds for all federal financial aid recipients who withdraw from classes. Students who stop attending classes without officially withdrawing are also subject to a return of funds calculation at the end of the semester based on the last documented date of attendance. For further information, students should visit [www.umuc.edu/titleIVfunds.pdf](http://www.umuc.edu/titleIVfunds.pdf).

Financial aid recipients should contact the Office of Financial Aid before withdrawing from a course to determine the impact on their award.

Students must follow UMUC's withdrawal procedures, as detailed on p. 135.

### For Further Information

Students with additional questions should visit the Financial Aid Online Support Center at [www.umuc.edu/financialaid](http://www.umuc.edu/financialaid) to e-mail, chat, request a call, or view the extensive list of frequently asked questions.

## Veterans Benefits

### Veterans Benefits Programs

The following educational assistance programs administered by the U.S. Department of Veterans Affairs are available for active-duty military personnel, reservists, veterans, and their dependents who are attending UMUC:

- The Montgomery GI Bill—Active Duty Educational Assistance Program (Chapter 30)
- Vocational Rehabilitation (Chapter 31)
- Post–Vietnam Era Educational Assistance Program (Chapter 32)
- Survivors' and Dependents' Educational Assistance Programs (Chapter 35)
- Montgomery GI Bill—Selected Reserve Educational Assistance Program (Chapter 1606)
- Educational Assistance for Reserve Component Members Supporting Contingency Operations and Certain Other Operations (Chapter 1607)
- Post-9/11 Veterans Educational Assistance Program (Chapter 33)
- Transfer of Post-9/11 GI Bill Benefits to Dependents
- Yellow Ribbon Program
- Marine Gunnery Sergeant John David Fry Scholarship

Detailed information on these programs is available online at [www.umuc.edu/vabenefits](http://www.umuc.edu/vabenefits) and [www.gibill.va.gov](http://www.gibill.va.gov).

### Application Procedures

Every educational assistance program requires different paperwork and documentation to process a claim. Initial applications for benefits may be submitted online directly to the U.S. Department of Veterans Affairs. Students must also complete a UMUC Veterans Certification form (available online via MyUMUC) each session they wish to receive benefits. The U.S. Department of Veterans Affairs processes claims and issues payment six to eight weeks after receiving completed paperwork.

### Amounts and Methods of Payment

The amount of money a student may receive from the U.S. Department of Veterans Affairs depends on the educational assistance program for which the student is eligible, the number of credits for which the student is registered, the length of the

# SERVICES AND RESOURCES

session, and for certain programs the number of dependents the student has. The current monthly payment for each educational assistance program is available online at [www.gibill.va.gov](http://www.gibill.va.gov).

The U.S. Department of Veterans Affairs offers an accelerated payment program to students eligible for Montgomery–GI Bill (MGIB) benefits. The program provides a lump-sum payment of 60 percent of a student's tuition and fees for certain high-cost, high-tech programs. To receive accelerated payment, the tuition and fees for a session must be more than double the MGIB benefits that a student would receive otherwise for the session. More information on the accelerated payment program is available on the U.S. Department of Veterans Affairs Web site at [www.gibill.va.gov](http://www.gibill.va.gov).

## Evaluation of Prior Training

When a student files a claim for educational benefits, the U.S. Department of Veterans Affairs requires previous training to be evaluated so that the student receives correct transfer credit. Students who have graduate credit earned from a regionally accredited institution must have an evaluation completed during the first session of attendance. Students who do not comply may find future benefits delayed. After their first registration, eligible students are provided with information on the necessary procedure.

## Students' Responsibilities

Students receiving benefits are expected to follow all regulations and procedures of the U.S. Department of Veterans Affairs while attending UMUC.

At UMUC, all regulations of the U.S. Department of Veterans Affairs are enforced. Students should be aware of the following requirements and consequences:

- Each student is expected to make satisfactory progress toward a degree or certificate; everyone must comply with the academic standards of UMUC.
- Each student must report all changes in enrollment—including drops, adds, withdrawals, changes to audit, and changes in degree objective.
- Registering for a course and then not attending, or ceasing to attend without officially withdrawing, is a misuse of federal funds that is punishable by law.
- Payment of benefits will be disallowed for any course in which a nonpunitive grade is assigned.
- Payment of benefits will be disallowed for any course in which a grade of FN is assigned.

- Payment of benefits will be disallowed for repeating a course for which transfer credit has been granted or for which a passing grade of A, B, C, P, or S was assigned.
- Payment of benefits will be disallowed for any course that is not a requirement in a student's degree or certificate program.

## Noncredit Graduate Courses

The U.S. Department of Veterans Affairs does not pay benefits for noncredit graduate courses.

## Tutorial Assistance

Veterans, active-duty military personnel, and reservists receiving funding assistance from the U.S. Department of Veterans Affairs may qualify for tutorial assistance. Students enrolled at least half-time may qualify. Payments are allowed when students demonstrate deficiency in courses that are required for their degree programs.

## Work-Study Allowance

Students who are registered at least three-quarters time (9 credits) and who need money to attend school may participate in work-study. Recipients of benefits under the provisions of Chapters 30, 31, 32, 35, and 106 may be eligible. Students may work up to 400 hours during a session and receive either the federal minimum wage or the state minimum wage, whichever is greater.

## For Further Information

Information and applications are available from the student's advisor or at [www.umuc.edu/vabenefits](http://www.umuc.edu/vabenefits) on the UMUC Web site.

More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

## Other Resources

### Bookstores

Students can order books from MBS Direct online through the UMUC Virtual Bookstore. In conjunction with MBS Direct, UMUC offers convenient online and mail-order shipping for required textbooks and software for courses in classroom and distance education formats. MBS guarantees availability of new and used inventory, shopping discounts if books are ordered online, no sales tax, and an easy return and buyback program. Orders are shipped via UPS, Monday through Friday, within 24 hours of receipt. Overnight and two-day delivery is available for an additional fee. Payment by personal check, American Express, Discover, MasterCard, and Visa is accepted. Some employer contracts may be accepted.

University Book Center/Barnes & Noble in College Park also carries materials for UMUC classes held on the College Park campus. Walk-in customers should inquire at the customer service desk. Most major credit cards and some employer-provided assistance documents are accepted. Students should call 800-343-6621 for additional information and store hours.

### Career Services

Career Services provides resources and services to assist UMUC students and alumni worldwide with their career and job search needs. For additional information, students should call 800-888-UMUC, ext. 2-2720, or visit [www.umuc.edu/careerservices](http://www.umuc.edu/careerservices).

### CAREER DEVELOPMENT AND PLANNING

Career Services professionals are available to provide personalized attention to help students clarify their skills, interests, and work-related values; making career/life-related decisions; research career options; plan for further study; and search for employment.

### JOB-SEARCH SERVICES

Services designed to assist the employment needs of UMUC students and alumni include job fairs; employability skills workshops, such as résumé writing and interview preparation; job-search tutorials; and CareerQuest, UMUC's online job and internship database, which enables students to search job listings and post résumés for prospective employers.

## RESOURCE LIBRARY

Career Services offers a variety of print and online materials that can be useful in the career planning and job search process. Resources include occupational information, employer and graduate school directories, job hunting guides, and career resource literature.

Services are available on a walk-in basis, by appointment, or online via e-mail. For more information students should call 240-684-2720 or e-mail queries to [careerservices@umuc.edu](mailto:careerservices@umuc.edu).

### Computer Labs and Services

Computer labs are available at many UMUC sites (including Dorsey Station, Largo, Shady Grove, and Waldorf). These labs are available primarily for the use of students completing coursework, but are also open to faculty members, staff, and alumni on a first-come, first-served basis on presentation of a valid library bar code. Students must bring a disk or flash drive to save data or documents.

Lab assistants are available during scheduled hours to help users with resident software programs, but cannot provide tutoring.

Students may also access host computers at UMUC via the Internet using Telnet. Two host systems are accessible: Nova and Polaris. Students must have an account for the particular system they wish to use. For most students taking courses in computing, accounts are set up automatically as part of the coursework and are valid for the duration of the class.

Technical support for WebTycho, MyUMUC, and other learning applications is available 24 hours a day, seven days a week, through UMUC 360 Support online at [support.umuc.edu](http://support.umuc.edu) or by phone at 888-360-UMUC (8682).

### Information and Library Services

UMUC's Information and Library Services ([www.umuc.edu/library](http://www.umuc.edu/library)) serves to educate students, faculty, and staff in the use of library and information services, emphasizing the critical importance of information literacy knowledge and skills for success in today's information-rich world. The office also develops and manages extensive online research resources and user-centered services for UMUC students, faculty, and staff worldwide.

# SERVICES AND RESOURCES

## LIBRARY RESOURCES

Information and Library Services provides access to a rich collection of research materials on a wide variety of topics (business, social science, science, arts and humanities, computer and information systems). Students can access an extensive array of subscription research databases containing tens of thousands of full-text articles, as well as thousands of electronic books, through the Information and Library Services home page at [www.umuc.edu/library](http://www.umuc.edu/library) or through WebTycho. Information and Library Services has also created subject-specific resource guides to serve as a jumping-off point for research. Each guide includes subject-relevant research databases, books, Web sites, and (where applicable) other Web 2.0 technologies.

## LIBRARY SERVICES

Currently enrolled students in the continental United States have borrowing privileges at the 16 University System of Maryland and affiliated institutions libraries. The library collections can be searched and books can be requested through the online library catalog, available via the library home page. All UMUC students may use the DocumentExpress service to request that journal articles or book chapters not available online in full text be sent to them electronically.

## LIBRARY INSTRUCTION AND RESEARCH ASSISTANCE

To help students gain the in-depth research skills needed to locate, evaluate, and use the rich research resources available to them, Information and Library Services offers library instruction both in person and via WebTycho. This instruction serves to complement and reinforce the skills and information gained through UCSP 611 Introduction to Graduate Library Research Skills. Faculty members may contact Information and Library Services to request an on-site or online library instruction session. In addition, students can obtain individualized research assistance by contacting Information and Library Services or by visiting the Peck Virtual Library Classroom (VLIB 101) within WebTycho, which serves as an additional free resource to help students improve their research skills.

Reference and research assistance is available 24 hours a day, seven days a week, through the library Web page under “Ask a Librarian.” For a complete list of library services, students should visit [www.umuc.edu/library](http://www.umuc.edu/library) or call Information and Library Services at 240-684-2020 or 800-888-UMUC, ext. 2-2020, during regularly scheduled office hours.

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More information about certificates, including gainful employment disclosures, is available at [www.umuc.edu/grad/gradcertificates](http://www.umuc.edu/grad/gradcertificates).

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# UNIVERSITY POLICIES

## Student Classification for Admission and Tuition Purposes

(University System of Maryland Policy VII-2.70, Approved by the Board of Regents August 28, 1990; Amended July 10, 1998; Amended November 27, 2000; Amended April 11, 2003; Amended June 23, 2006; Amended February 15, 2008; Amended September 18, 2009)

### I. POLICY

#### A. Purpose

To extend the benefits of its system of higher education while encouraging the economical use of the state's resources, it is the policy of the Board of Regents of the University System of Maryland (USM) to recognize the tuition categories of in-state and out-of-state students for the purpose of admission and assessing tuition at USM institutions.

#### B. Burden of Proof

The person seeking in-state status shall have the burden of proving by clear and convincing evidence that he or she satisfies the requirements and standards set forth in this policy. Assignment of in-state or out-of-state status will be made by the applicable USM institution upon a review of the totality of facts known or presented to it.

#### C. In-State Status

To qualify for in-state tuition, a student must demonstrate that, for at least twelve (12) consecutive months immediately prior to and including the last date available to register for courses in the semester/term for which the student seeks in-state tuition status, the student had the continuous intent to

1. Make Maryland his or her permanent home;
2. Abandon his or her former home state;
3. Reside in Maryland indefinitely; and
4. Reside in Maryland primarily for a purpose other than that of attending an educational institution in Maryland.

Satisfying all of the requirements in Section II (and Section III, when applicable) of this policy demonstrates continuous intent and qualifies a student for in-state tuition. Students not entitled to in-state status under this policy shall be assigned out-of-state status for admission and tuition purposes.

#### D. Presumption

Either of the following circumstances raises a presumption that the student is residing in the state of Maryland

primarily for the purpose of attending an educational institution and therefore, does not qualify for in-state status under this policy:

1. A student is attending school or living outside Maryland at the time of application for admission to a USM institution; or
2. A student is financially dependent on a person who is not a resident of Maryland.

This presumption may be rebutted. The student bears the burden of rebutting the presumption. See III. Rebuttal Evidence.

### II. REQUIREMENTS

Before a request for classification to in-state status will be considered, a student must comply with all of the following requirements for a period of at least twelve (12) consecutive months immediately prior to and including the last date available to register for courses in the semester/term for which the student seeks in-state tuition status. The student must demonstrate he or she

- A. Owns or possesses, and has continuously occupied, including during weekends, breaks, and vacations, living quarters in Maryland. The student must provide evidence of a genuine deed or lease and documentation of rent payments made. In lieu of a deed or lease, a notarized affidavit from a landlord showing the address, name of the student as occupant, term of residence, and history of rent payments made will be considered. As an alternative, a student may demonstrate that he or she shares living quarters in Maryland which are owned or rented and occupied by a parent, legal guardian, or spouse.
- B. Has substantially all of his or her personal property, such as household effects, furniture, and pets, in Maryland.
- C. Has paid Maryland income tax on all taxable income, including all taxable income earned outside the state, and has filed a Maryland tax return.
- D. Has registered all owned or leased motor vehicles in Maryland.
- E. Possesses a valid Maryland driver's license, if licensed.
- F. Is registered to vote in Maryland, if registered to vote.
- G. Receives no public assistance from a state other than the state of Maryland or from a city, county, or municipal agency other than one in Maryland.
- H. Has a legal ability under federal and Maryland law to live permanently without interruption in Maryland.

# UNIVERSITY POLICIES

- I. Has rebutted the presumption that he or she is in Maryland primarily to attend an educational institution, if the student's circumstances have raised the presumption.

### III. REBUTTAL EVIDENCE

Satisfying the requirements listed in paragraphs A through I of Section II does not rebut the presumption that a student is in Maryland primarily to attend an educational institution. To overcome the presumption, a student must present additional evidence.

To determine a student's intent, the university will evaluate evidence of a student's objectively verifiable conduct. Evidence that does not document a period of at least twelve (12) consecutive months immediately prior to and including the last date available to register for courses in the semester/term for which the student seeks in-state tuition status is generally considered an unfavorable factor under this policy. Evidence of intent must be clear and convincing and will be evaluated not only by the amount presented but also based upon the reliability, authenticity, credibility, and relevance of the evidence.

The absence of objective, relevant evidence is generally considered an unfavorable factor. A student's statement of intent to remain in Maryland in the future is generally not considered to be objective evidence under this policy.

Additional evidence that will be considered includes, but is not limited to, the following:

- A. Source of financial support:
  1. Maryland employment and earnings history through sources beyond those incident to enrollment as a student in an educational institution, e.g., beyond support provided by work study, scholarships, grants, stipends, aid, student loans, etc. (Tuition costs will be considered as a student expense only to the extent tuition exceeds the amount of any educational scholarships, grants, student loans, etc.); or
  2. Evidence the student is financially dependent upon a person who is a resident of Maryland.
- B. Substantial participation as a member of a professional, social, community, civic, political, athletic, or religious organization in Maryland, including professionally related school activities that demonstrate a commitment to the student's community or to the state of Maryland.
- C. Registration as a Maryland resident with the Selective Service, if male.
- D. Evidence showing the student uses his or her Maryland address as his or her sole address of record for all purposes, including on health and auto insurance records,

bank accounts, tax records, loan and scholarship records, school records, military records, leases, etc.

- E. An affidavit from a person unrelated to the student that provides objective, relevant evidence of a student's conduct demonstrating the student's intent to live permanently in Maryland.

### IV. NONRESIDENTS WHO MAY TEMPORARILY QUALIFY FOR IN-STATE STATUS

In addition, persons with the following status shall be accorded the benefits of in-state status for the period in which they hold such status:

- A. A full-time or part-time (at least 50 percent time) regular employee of USM or a USM institution.
- B. The spouse or financially dependent child of a full-time or part-time (at least 50 percent time) regular employee of USM or a USM institution.
- C. A full-time active member of the Armed Forces of the United States whose home of residency is Maryland or one who resides or is stationed in Maryland, or the spouse or a financially dependent child of such a person. Students that qualify under this provision will retain in-state status for tuition purposes as long as they are continuously enrolled, regardless of a change in military assignment or status of the active member of the military.
- D. A veteran of the United States Armed Forces with an honorable discharge who, within one year of discharge, presents documentation that he or she attended a secondary school in the state for at least three years and graduated or received the equivalent of a high school diploma from a secondary school in the state. The veteran must present documentation and register at a USM institution within one year of discharge for this provision to apply.
- E. A member of the Maryland National Guard, as defined in the Public Safety Article of the Maryland Annotated Code, who joined or subsequently serves in the Maryland National Guard to
  1. Provide a critical military occupational skill; or
  2. Be a member of the Air Force Critical Specialty Code as determined by the National Guard.
- F. For UMUC, a full-time active member of the Armed Forces of the United States on active duty or the spouse of a member of the Armed Forces of the United States on active duty.
- G. A graduate assistant appointed through a USM institution for the semester/term of the appointment. Except through prior arrangement, this benefit is available only for enrollment at the institution awarding the assistantship.

## V. PROCEDURES

- A. An initial determination of in-state status will be made at the time of admission. The determination made at that time, and any determination made thereafter, shall prevail for each semester/term until the determination is successfully challenged in a timely manner.
- B. A change in status must be requested by submitting a USM institution's "Petition for Change in Classification for Tuition." A student applying for a change to in-state status must furnish all evidence that the student wishes the USM institution to consider at the time the petition is due. The due date is based on the deadline set forth by the USM institution at which the student seeks to enroll. If the applicable USM institution has no such deadline, the due date is the last published date to register for the forthcoming semester/term for which the change in classification is sought.
- C. The student shall notify the USM institution in writing within fifteen (15) days of any change in circumstances which may alter in-state status.
- D. In the event incomplete, false, or misleading information is presented, the USM institution may, at its discretion, revoke in-state status and take disciplinary action provided for by the institution's policy. Such action may include suspension or expulsion. If in-state status is gained because of false or misleading information, the institution reserves the right to retroactively assess all out-of-state charges for each semester/term affected.
- E. Each USM institution shall develop and publish additional procedures to implement this policy. Procedures shall provide that on request the institution president or designee has the authority to waive any requirement set forth in Section II if it is determined that the application of the requirements creates an unjust result. These procedures shall be filed with the Office of the Chancellor.

## VI. DEFINITIONS

- A. Financially Dependent: For the purposes of this policy, a financially dependent student is one who is claimed as a dependent for tax purposes.
- B. Parent: A parent may be a natural parent, or, if established by a court order recognized under the law of the State of Maryland, an adoptive parent.
- C. Guardian: A guardian is a person so appointed by a court order recognized under the law of the state of Maryland.
- D. Spouse: A spouse is a partner in a legally contracted marriage.

- E. Child: A child is a natural child or a child legally adopted pursuant to a court order recognized under the law of Maryland.
- F. Regular Employee: A regular employee is a person employed by USM or a USM institution who is assigned to a state budget line or who is otherwise eligible to enroll in a state retirement system. Examples of categories NOT considered regular employees are graduate students, contingent employees, and independent contractors.
- G. Continuous Enrollment
  1. Undergraduate Student: An undergraduate student who is enrolled at a USM institution for consecutive fall and spring semesters, until completion of the student's current degree program or unless on an approved leave of absence or participating in an approved program off-campus.
  2. Graduate and Professional: Continuous enrollment for a graduate or professional student is defined by the institution in accordance with program requirement.

## VI. IMPLEMENTATION

This policy as amended by the Board of Regents on September 18, 2009 shall be applied to all student tuition classification decisions made on or after July 1, 2009.

UMUC students should also consult UMUC Policy 210.20—Procedures for Student Residency Classification for Admission, Tuition and Charge-Differential Purposes, which implements USM Policy VIII-2.70.

# UNIVERSITY POLICIES

## Religious Observances

(UMUC Policy 51.00)

- I. UMUC conforms to the Board of Regents Policy III-5.10 Concerning the Scheduling of Academic Assignments on Dates of Religious Observance, approved on January 11, 1990.
- II. So that the academic programs and services of UMUC shall be available to all qualified students who have been admitted to its programs, regardless of their religious beliefs, students shall not be penalized because of observances of their religious holidays. Students who miss a course session because of an observance of their religious beliefs must be allowed
  - To make up any examinations, other written tests, or class work;
  - To have access to any handouts or other material distributed in class; and
  - To have the opportunity to obtain or review any duplicated lecture notes or slides presented in class.
- III. UMUC prohibits scheduling examinations on the following religious holidays: Rosh Hashanah, Yom Kippur, and Good Friday.

## Shared Governance

(UMUC Policy 20.20)

### I. INTRODUCTION

- A. University of Maryland University College (UMUC) is one of eleven degree-granting institutions within the University of System Maryland (USM). Governance is vested in the Board of Regents and by the board delegated to the chancellor of the USM and to the presidents of the constituent institutions of the USM.
- B. The president of UMUC is the senior officer of the university and is responsible for the overall implementation and continued management of UMUC's mission and vision. The provost and chief academic officer (or "provost") is UMUC's senior academic officer and the senior vice president for policy and administration (or "senior vice president") is UMUC's senior administrative officer. The Executive Committee and the Cabinet serve as the senior advisory councils to the president.
- C. The provost heads the governance structure for all academic affairs at UMUC. Academic affairs include, but are not limited to, the following: academic policies and procedures, research and training, faculty and student

services, and academic programs and courses. The major contributors to the academic governance system are the Academic Affairs Council, the Undergraduate Programs Advisory Council, the Graduate Council, responsible vice provosts, and the provost.

- D. The senior vice president heads the governance structure for all administrative matters at UMUC. These matters include, but are not limited to, the following: legal counsel, human resources management, financial management, government and external outreach, institutional advancement, communications and marketing, planning and accountability, information technology, and facilities management. The major contributors to the administrative governance system are the Administrative Council, the responsible vice presidents, and the senior vice president.
- E. To facilitate the decision-making process in UMUC, individual units are encouraged to have standing or ad hoc committees, task forces, or working groups to provide the unit leader the best possible information for sound decision making.

### II. SHARED GOVERNANCE

In accordance with University System of Maryland Policy I-6.00 Policy on Shared Governance in the University System of Maryland, approved on August 25, 2000, by the Board of Regents, UMUC has developed a shared governance structure that allows stakeholders to provide input to and be informed about significant institutional decisions. Each shared governance body within this structure acts in advisory capacity to the president and other university officers.

### III. STAKEHOLDERS

UMUC's internal stakeholder groups are students, faculty, and staff.

- A. Students: UMUC admits full-time and part-time students "on the ground" and online, through UMUC stateside, UMUC Europe, and UMUC Asia.
- B. Faculty: UMUC has four types of faculty worldwide, as defined in UMUC Policy 181.00—Faculty Appointment, Rank, and Promotion.
- C. Staff: UMUC employs full-time and part-time staff at its main locations in Maryland (Adelphi, Largo, Shady Grove, and Waldorf) as well as in UMUC Asia and UMUC Europe.

#### IV. SHARED GOVERNANCE STRUCTURE

- A. Because of its unique structure and geographically dispersed stakeholder population, UMUC provides separate governance bodies for each stakeholder group as well as an institution-wide shared governance body. Each of the three stakeholder groups has an Advisory Council. The Advisory Councils consist of a minimum of 12 representatives, all duly elected by the stakeholders themselves. Each Advisory Council may also have one or more ex officio members selected from the university's senior leadership. The charter and constitution of each group outline the representation, mission, and purpose of the council. It is the responsibility of each council to comply with its charter and constitution. With the approval of the president, councils may modify their charters and constitutions as needed. Four representatives are chosen from each stakeholder Advisory Council to sit on the University Advisory Council, the institution-wide governance body.

The Advisory Councils are

- B. **Student Advisory Council:** The Student Advisory Council serves as an information network for its constituents. The Student Advisory Council will meet periodically with the university's senior academic officers to address issues of concern to UMUC students.
- C. **Faculty Advisory Council:** This council is structured to ensure representation of all faculty in a common, university-wide advisory body. The Faculty Advisory Council advises the provost, vice provosts, and any others designated by the provost on faculty issues and UMUC's research agenda.
- D. **Global Staff Advisory Council:** The Global Staff Advisory Council serves as a worldwide communication link between the staff and the president on matters of concern to UMUC staff. The council will meet periodically with the vice president for human resources to advise on issues of concern to UMUC employees.
- E. **University Advisory Council:** The University Advisory Council consists of four representatives from each of the above stakeholder councils. They meet with the president, the provost, the senior vice president, and other senior administrators as the president shall designate on a regular basis to review the broad direction of the university in the following areas: mission/budget; curriculum/instruction; research; appointment, rank, and promotion of faculty; human resource policies; student issues; and other areas of interest or concern. In addition, the council shall upon request of the president, the provost, or senior vice president, provide appropriate representatives to serve on search committees for the selection of senior university officers and administrators.

#### V. PROCESSES

To ensure representation by all stakeholder subgroups, each of the councils will use appropriate telecommunications technology to canvass for nominations to its offices, disseminate information to stakeholders, and conduct other business. The University Advisory Council will hold its meetings with the president, provost, and senior vice president at UMUC Adelphi or other location as the president shall designate. Funds will be provided for council members' travel where necessary.

#### VI. ACCOUNTABILITY

The president will submit an annual report to the chancellor describing the activities of the various advisory councils during the previous year.

### Student Advisory Council

The Student Advisory Council consists of 12 student representatives from UMUC locations worldwide and includes both undergraduate and graduate students. Student Advisory Council representatives serve on the overall University Advisory Council. Members act in an advisory capacity to the university president, provost, deans, and other officials on behalf of all students. To learn more about the Student Advisory Council or contact a representative, students should visit the Web page at [www.umuc.edu/gov/stac](http://www.umuc.edu/gov/stac) or send an e-mail to [stac@umuc.edu](mailto:stac@umuc.edu).

### Student Drug and Alcohol Use

UMUC complies with all federal, state, and local laws that regulate or prohibit the possession, use, or distribution of alcohol or illicit drugs. Violations of such laws that come to the attention of UMUC officials will be addressed through UMUC procedures, or through prosecution in the courts, or both.

All UMUC students are prohibited by UMUC from unlawfully possessing, using, manufacturing, distributing, or dispensing alcohol or any controlled substance on UMUC premises or at UMUC-sponsored activities. UMUC expects all students to comply with applicable federal, state, and local laws and regulations pertaining to possession, use, manufacture, distribution, or dispensation of alcohol and/or controlled substances.

Any student who violates any of the applicable standards of conduct is subject to corrective disciplinary actions and penalties up to and including expulsion from UMUC academic programs and referral to the appropriate state, federal, and/or local authorities for prosecution in the courts. Students should see section III of the most current annual information report ([www.umuc.edu/inform](http://www.umuc.edu/inform)) for additional information.

# UNIVERSITY POLICIES

## Financial Aid—Satisfactory Academic Progress, Graduate

(UMUC Policy 220.33)

### I. INTRODUCTION

Financial aid is intended to meet the financial needs of the student who otherwise could not or would not consider continuing their education. Students who receive financial aid must not only demonstrate financial need, but must also make satisfactory progress toward the completion of their programs of study as determined by University of Maryland University College in accordance with federal regulations. Satisfactory academic progress (SAP), as described below, is evaluated each year following the posting of all spring grades for students enrolled in degree programs. Students who are enrolled in eligible postbaccalaureate programs of one academic year or less will have their SAP evaluated at the end of the fall and spring semesters. Failure to maintain satisfactory progress, as described below, will result in cancellation of financial aid awards, and the student may have to repay any funds already received.

### II. MINIMUM STANDARDS FOR GRADUATE STUDENTS

A. UMUC's institutional requirements for minimum satisfactory performance for graduate financial aid recipients are defined as follows:

1. Minimum cumulative grade-point average (GPA).

Graduate students must maintain a minimum cumulative GPA of 3.0.

2. Maximum timeframe to completion.

Graduate students are required to complete their programs of study within seven consecutive years, except for the Master of Business Administration which must be completed within five years. Graduate students who are enrolled in dual degree programs must complete both degrees within seven years.

Federal regulations require that UMUC track the academic progress of financial aid recipients from the first date of enrollment at UMUC, whether or not financial aid was received. Students who do not earn their degree within the maximum timeframe to completion, outlined above, will be placed in Financial Aid Denied status. No financial aid will be disbursed for the student during subsequent semesters of enrollment unless the student has made an appeal of the Financial Aid Denied and the appeal is granted. Please note that readmission to the graduate program does not guarantee reinstatement of federal student financial aid.

Students who have graduated from one program at UMUC and then enroll in a second eligible program should contact the Financial Aid Office to determine their SAP status under their new program of study

### III. TREATMENT OF W, I, AU, F, FN, S, P, U, AND G GRADES, NO GRADE REPORTED, REPEATED COURSEWORK, AND TRANSFER CREDITS

- A. Course withdrawals (W) after the drop/add period are not included in the GPA calculation, but are considered a noncompletion of attempted coursework.
- B. Incomplete (I) grades are not included in the GPA calculation but are considered a noncompletion of attempted coursework until the grade is replaced with a permanent grade and academic progress can be re-evaluated.
- C. Audit (AU) grades are not considered attempted coursework and are not included in completion rate determinations.
- D. Satisfactory grades (S) and passing grades (P) are treated as attempted credits, which are earned but not included in calculation of the GPA.
- E. Failure (F) and failure for nonattendance (FN) grades will be treated as attempted credits that were not earned, and will be included both in the calculation of the GPA and minimum completion rate.
- F. If a grade pending (G) or no grade is assigned, for any reason, the credits will not be included in the GPA calculation and will be considered a noncompletion of attempted coursework until a grade is assigned and academic progress can be re-evaluated.
- G. Transfer credits will be counted as attempted and completed credits for the calculation of completion rate and maximum timeframe but will not affect the student's GPA calculation.
- H. The highest grade earned in a course that is repeated will count in the GPA computation.

### IV. FINANCIAL AID DENIED STATUS

- A. Graduate students who fail to maintain a minimum cumulative GPA of 3.0 or better will be placed in Financial Aid Denied status for subsequent semesters of enrollment. No financial aid will be disbursed during subsequent semesters of enrollment until the student is removed from Financial Aid Denied status (See Reinstatement of Aid after Financial Aid Denied Status).

- B. Graduate students who do not earn their degree within the maximum timeframe to completion will be placed in Financial Aid Denied status. No aid will be disbursed during subsequent semesters of enrollment unless the student has made an appeal and the appeal is granted for that semester.
- C. Students placed in Financial Aid Denied status will be notified via e-mail.

## V. REINSTATEMENT OF AID AFTER FINANCIAL AID DENIED STATUS

- A. Reinstatement of financial aid after a student is placed in Financial Aid Denied status is achieved in one of the following ways:
  - 1. The student submits a written letter of appeal and the Financial Aid Appeals Committee grants the appeal. The student is placed on Financial Aid Probation for the next semester of enrollment. Financial aid probation means that the student who failed to make satisfactory academic progress and who has appealed has had eligibility for aid reinstated. At the end of that probationary semester their SAP status will be reevaluated. The student must meet all SAP requirements at the end of that semester or they will return to Financial Aid Denied status and must reestablish eligibility as described in item 2.
  - 2. The student attends UMUC, pays for tuition and fees without the help of student financial aid, and does well enough in the coursework to satisfy all the satisfactory academic progress standards. Students who are in Financial Aid Denied status for failure to graduate within the maximum timeframe to completion cannot regain eligibility this way. Students who are beyond the maximum timeframe to completion cannot regain financial aid eligibility except on a semester-by-semester basis through the appeal process.
- B. Appeal Process
  - 1. The student must submit a written appeal of Financial Aid Denied status before the deadline to the Financial Aid Office. The appeal must include documentation of the circumstance that led to their not meeting SAP standards as well as a description as to how they will be able to meet SAP at the end of the next enrollment period. Circumstances which may be considered include death of a family member, unexpected injury or illness of the student or other special circumstances as supported with documentation.

- 2. The Financial Aid Appeals Committee will review the appeal and notify the student in writing of their decision via e-mail. Appeals will not be granted unless the student would be able to reestablish their progress under these standards in the upcoming semester.
- 3. All decisions of the Financial Aid Committee are final.
- 4. Deadlines: Fall November 1, Spring April 1, Summer July 1

## VI. EFFECTIVE DATE

This policy is effective 7/1/2011 and will be first calculated for students on probation under the prior policy at the conclusion of the fall 2011 semester.

Note: Students who fail to enroll after an appeal has been granted may be suspended again and may be required to submit a new appeal before they will be eligible to receive financial aid.

## Disclosure of Student Records

(UMUC Policy 210.14)

### I. INTRODUCTION

UMUC complies with the Family Educational Rights and Privacy Act (FERPA) of 1974 (also known as “the Buckley Amendment”) which protects the education records of students. In accordance with FERPA, this policy informs students of their rights to

- A. Inspect and review their education records;
- B. Seek an amendment of their education records, where appropriate;
- C. Limit disclosure to others of personally identifiable information from education records without the student’s prior written consent; and
- D. File formal complaints alleging a violation of FERPA with the Department of Education.

### II. DEFINITIONS

- A. “Student” is an individual who is attending or who has attended UMUC. A “student” does not include any applicant for admission to UMUC who does not matriculate, even if he or she previously attended UMUC.
- B. “Education records” are records that contain information directly related to a student that are maintained by UMUC or by a third party on behalf of UMUC. The following records are not education records: