

# Graduate School Course Index

## **CSC 530 MANAGEMENT INFORMATION SYSTEMS (4 CREDITS)**

This course presents theory, planning and practical use of information systems, introduction to components of hardware, software, and the history of computers. Analysis, design, and implementation strategies are explored in addition to tools available for managing information: microcomputers, databases, graphics, communications, and office automation. Other topics may include time sharing, service bureaus, future trends, artificial intelligence, Internet, Intranet, World Wide Web, and decision support systems. The course includes the use of a micro-computer in a decision support system. Prior computer knowledge is required to enter this course.

Prerequisite: MGT510 or concurrent

## **CSC 550 DATA MINING AND DISTRIBUTED COMPUTING (4 CREDITS)**

Larger information systems usually employ multiple computers. This course explores the design of large information systems with a focus on how to satisfy requirements for availability; reliability, interoperability, and scale. It covers database concepts including relational and object-oriented models, schema design, query processing, file systems, multimedia databases, and the interconnection of databases to other information systems. It also covers topics essential to management of electronic commerce including integrity, availability, transactions, recovery, and authentication in a distributed setting.

Prerequisite: MGT510 or concurrent

## **CSC 560 ELECTRONIC COMMERCE AND INTRANET DEVELOPMENT (4 CREDITS)**

A problem-set case study and journal driven course that examines the modern aspects of conducting commercial activities through electronic means. Topics include traditional means of conducting commerce using electronic technology, Internet, intranets, public databases, semi-private networks, and other telecommunications vehicles. Commercial Web page design and implementation are featured.

Prerequisite: MGT510 or concurrent

## **CSC 565 E-COMMERCE WEB APPLICATION DEVELOPMENT (4 CREDITS)**

This course introduces concepts in programming web application servers. Students study the fundamental architectural elements of programming and executing high performance, high reliability, shared applications with hands-on experience in developing these applications. Lectures are accompanied by programming assignments using Java and an advanced application development/execution environment. Students explore core technologies such as : Request/Response Protocols (HTTP/HTML), Partitioning, Data and Functional, Caching, Replication, Load Balancing, Failure Detection; Timeout and Sequence Number, Specification of Applications, Transactions (Synchronization, Recovery, Communication, Distributed), Threads, and Performance Evaluation. Specific programming technologies used include: HTML/HTTP Perl/cgi-bin, IDE (Integrated Development Environments), JavaBeans, Servlets, JSP, EJB, JDBC, and JMS. Prerequisite: MGT510 or concurrent

## **CSC 570 B2B AND B2C ELECTRONIC COMMERCE (4 CREDITS)**

This course concentrates on content and solutions necessary to design, develop, and conduct business-to-business (B2B) and business-to-consumer (B2C) transactions in information, goods, services and/or funds. The course provides the foundation of theoretical and practical skill sets used in understanding and developing electronic strategies and concepts for managing and delivering business solutions over the web, specifically Internets, intranets, and extranets. Presentations and case studies are used to develop critical-thinking skills. Prerequisite: CSC530

## **CSC 580 SOFTWARE SYSTEMS CREATION (4 CREDITS)**

Assurance of getting paid for goods and services is fundamental to electronic commerce. This course deals with technology and planning for the management of payments, across electronic networks including the banking and electronic funds transfer network. It includes payment gateways, electronic presentment, clearance, dishonor, credit card transactions, electronic bill payments, properties and examples of digital cash, ecash, cyber-cash, electronic banking, SET, electronic purses, negotiable electronic instruments, secure checks, billing servers, micro-payments, authenticity, integrity, provability of transactions, methods for assuring delivery before payment, electronic bills of lading, letters of credit, point-of-sale transactions, mail order/ telephone order (MOTO) systems, money laundering, kiting, off-shore issues, and allocation of risk among buyer, seller, bank and intermediaries. This course makes use of guest lecturers from local banks involved in electronic payment operations.

Prerequisite: CSC530

## **CSC 610 INFORMATION SYSTEMS DEVELOPMENT (4 CREDITS)**

Today computers are creating major impacts on how managers make decisions on how companies compete successfully in the market place. In this course, students learn about the IS development process in a step-by-step manner. First students learn to identify areas of problems or opportunities for IS development. Based on the life cycle concept of IS development, students learn to evaluate the feasibility of proposed IS projects, and then proceed to determine the information required to make more effective decisions. Using a set of tools, students learn to model an existing system and then create an improved system and also study the use and development of decision support systems for chief executive officers. A mixture of lectures and case discussions are used to discuss project-management concepts in the context of IS development. Oral and written communication skills are emphasized in course assignments.

Prerequisite: MGT510

## **CSC 630 DECISION SUPPORT AND EXPERT SYSTEMS (4 CREDITS)**

This course introduces the planning, design, and implementation of decision support systems (DSS) and expert systems (ES). Problem sets, case studies, and journal articles are used to examine topics such as end-user computing, the evaluation and selection of DSS generators and ES shells, group support systems, and neural network. Students gain hands-on experience using DSS generators, prototyping languages and ES shells. Prerequisite: MGT510

### **CSC 635 COMPUTER SECURITY AND LEGAL ISSUES (4 CREDITS)**

The basis of electronic commerce is an infrastructure for providing reliable transactions in which payments and products are directed properly without risk of interception or tampering. This course is an overview of methods that management must utilize to assure genuine, secure and confidential transmissions of information across networks. It includes principles of digital cryptography and public-key cryptosystems, cryptographic standards, DES government security policy, digital signatures, digital escrow certification, secure communications, secure hardware, intrusion detection and countermeasures, pass-word attacks, virus detection and removal, copy and counterfeit detection, digital watermarks, electronic notaries, privacy, and anonymity. These security devices have no value standing alone. There are elements of a larger security system that delivers reliable, authentic, and confidential transactions. This course focuses on the appreciation of how a secure system needs to be set up and maintained both within the host computer and across the Internet. Prerequisite: MGT510 or concurrent

### **CSC 680 INTEGRATIVE MSMT CAPSTONE (4 CREDITS)**

The goal of this course is to develop the student's management skills by giving an integrated perspective of the entire business operation. In terms of specifics, topics will include: develop strategic planning and execution skills within a rapidly changing environment; crystallize the linkages between business decisions and financial performance; instill a bottom line focus and the simultaneous need to deliver customer value; internalize how important it is to line focus and the simultaneous need to deliver customer value; internalize how important it is to use market data and competitive signals to adjust the strategic plan and more tightly focus business tactics; and experience the challenges and rewards of the entrepreneur by starting up and running a new business venture. Prerequisites: CSC550, CSC610, FIN540, MGT580, MGT590

### **DRC 510 MEDIATOR DIAGNOSTICS AND ETHICS (4 CREDITS)**

Students complete personality and conflict-tolerance diagnostics to create baseline self-understanding for their relative strengths and weaknesses in participating as neutrals with parties in conflicts. All MSDR students must take this class prior to enrolling in other DRC courses. Prerequisite: None

### **DRC 515 CONFLICT THEORIES (4 CREDITS)**

This course provides students with a true interdisciplinary perspective on conflict from the broadest perspective. Human aggression, violence, and conflict, individual and collective, are examined from biological, behavioral, social scientific, industrial, and religious interpretations. This course allows students to step outside their normal employment applications to broaden their contextual thinking abilities. Prerequisite: None

### **DRC 520 DISPUTE RESOLUTION METHODS (4 CREDITS)**

Surveys how ADR began and popular developments, and current applications including ombuds, conciliation, arbitration, med-arb. Students learn distinctions between three major models of mediation practice used today: directive, facilitative and transformative. Prerequisite: None

### **DRC 521 DISPUTE RESOLUTION FOR MANAGERS (4 CREDITS)**

This course is designed to help students understand how unmanaged conflict can divert a manager's attention and prevent the organization from accomplishing its stated vision and mission. Strong emphasis is placed on 1) how unmanaged conflict can sabotage the organizational vision, 2) why effective managers need to develop strong conflict resolution skills, and 3) what managers can do to develop not only their own conflict resolution skills, but also help others in the organization develop effective skills. Prerequisite: MGT510

### **DRC 530 FAMILY CONFLICT AND MEDIATION (4 CREDITS)**

Surveys the broad spectrum of U.S. family conflicts facing ADR professionals today, with special attention to how family conflicts appear in Family Courts and Civil Courts. Divorce, child custody, wills and probate, litigated disputes related to family business, are discussed. Best U.S. standards of practice such as those developed by The Association for Family Conciliation Courts and Association for Dispute Resolution, Family Section provide ethical guidance. Mediation methods discussed include mediator objectivity, communication with legal representatives, the role of children in interest-based applications, and cooperation with the courts. Prerequisite: None

### **DRC 540 CONFLICT AND CULTURE (4 CREDITS)**

This course examines the nature and meaning of conflict, conflict management techniques, and the assessment of conflict situations from a cross-cultural perspective. It will explore how conflict management specialists can productively manage conflict when cultural differences are a contributing factor. Prerequisites: DRC510 and one other core course

### **DRC 550 NEGOTIATION IN CONFLICT RESOLUTION APPLICATIONS (4 CREDITS)**

This course will explore techniques employed in negotiation, studying processes and skills associated with successful negotiation, ethical issues, the use of power, and the role of persuasion in negotiation. Students will be able to describe the role of effective negotiation in conflict management and resolution skills as they apply to the workplace, to mediation and to Alternative Dispute Resolution (ADR) applications. Prerequisite: None

### **DRC 555 COURT-APPROVED TRAINING – FAMILY (4 CREDITS)**

U.S. court-approved trainings for mediation in family courts are transferable into the MSDR degree when students provide documentation and proof of satisfactory completion of family mediation trainings offered by any of the fifty (50) U.S. state courts or court-approved trainers. Students must comply with the policies for transfer credit application posted on the MSDR website. A grade of "S" will be assigned to the transcript which is not calculated in the transcript GPA. Prerequisite: None

### **DRC 556 COURT-APPROVED TRAINING – CIVIL (4 CREDITS)**

U.S. court-approved trainings for mediation in civil courts are transferable into the MSDR degree when students provide documentation and proof of satisfactory completion of civil mediation trainings offered by any of the fifty (50) U.S. state courts or court-approved trainers. Students must comply with the policies for transfer credit application posted on the MSDR website. A grade of "S" will be assigned to the transcript which is not calculated in the transcript GPA. Prerequisite: None

### **DRC 557 FACILITATION THEORY AND PRACTICE (4 CREDITS)**

This course will help students learn to facilitate the unique dynamics of group problem-solving. It will explore obstacles to communication, examine the role of the facilitator in group problem-settings, and identify desirable facilitator skills and styles. Students will review current research on facilitation methods and approaches, with an emphasis on skills, methods, and approaches for consensus building. Prerequisite: None

### **DRC 561 ORGANIZATIONAL CONFLICT MANAGEMENT (4 CREDITS)**

This is a survey course covering various forms of organizational conflict, its causes, dynamics, and effects in individuals, teams, and intra-organizational groups. Special attention is given to models of assessment, systems design, and issues arising from organizations requiring outside consultation. Prerequisites: DRC 510 and one other core course, DRC 515 or DRC 530

### **DRC 565 LABOR ORGANIZATION MEDIATION (4 CREDITS)**

Surveys history of negotiation and mediation in labor organizations, compares current mediation theories and practices across multiple labor organization contexts, and prepares students with general knowledge useful for serving effectively as a neutral to either labor or management parties. Prerequisite: None

### **DRC 570 GRIEVANCE AND COMPLAINT MEDIATION AND CONCILIATION (4 CREDITS)**

Centers on EEO-related grievances and complaints: techniques and principles for prevention, amelioration, negotiation, and conciliation of EEO and similar charges. This course prepares students with effective basic knowledge of classic EEO dispute resolution issues, methods, and challenges. Special attention is given to establishing common ground between complainant and respondent with emphasis on interest-based resolution. Prerequisite: None

### **DRC 620 SMALL COMMUNITY AND RURAL MEDIATION SYSTEMS (4 CREDITS)**

This course will expose the students to all aspects of creating and running a community mediation program, including volunteer recruitment, training, fundraising, needs assessment, and evaluation. Students will be expected to conduct research in the viability of community mediation in their home communities and will end the course by developing a mock grant proposal to found a new community mediation center.. Prerequisite: None

### **DRC 660 INTERNATIONAL DISPUTE RESOLUTION (4 CREDITS)**

Examines complex features typically associated with international mediation in business transactions, labor management, and intellectual property rights. Attention will be given to cost factors of cultural ignorance; mediation management with multi-national, multi-religious, and volatile personalities. Prerequisite: None

### **DRC 691, DRC 693, DRC 695 (4 CREDITS EACH)**

Students may elect to take the final three-course sequence called the Mediation Practicum Module [MPM], three guided learning, mentored experiences aimed to provide on-the-job knowledge and skills. Prerequisites: (1) Submission of a completed MPM Plan; (2) Completion of nine courses; (3) petition and approval of the Chair of the Dept for each MPM course; (3) satisfactory completion of prior coursework.

### **ECO 510 MANAGERIAL ECONOMICS (4 CREDITS)**

In this course we will apply economic theory to managerial decision-making. We will employ many of the traditional tools of microeconomics and see how they can be used to analyze practical business problems. We will pay particular attention to the strategy of firms in the marketplace. Prerequisite: MGT510 or concurrent

### **ECO 535 LABOR ECONOMICS (4 CREDITS)**

This course provides an examination of wages, employment, and the quality of work. Issues are examined in both the theoretical and empirical sense with the focus on problems and journal articles. Prerequisite: ECO510

### **FIN 510 FINANCIAL MANAGEMENT (4 CREDITS)**

This course emphasizes the use of accounting information for internal planning and control purposes. Students learn how to use accounting data to evaluate business performance and make strategic decisions. Prerequisite: MGT510

### **FIN 540 MANAGERIAL FINANCE (4 CREDITS)**

This course focuses on the basis for financial decision making in terms of the underlying principles of economics. The emphasis is placed on capital budgeting decisions, financial structure, dividend policy, analysis of financial statements, cost of capital, and capital budgeting. In-class activities include financial case studies of business firms, problem solving, and group interaction. Prerequisite: MGT510

### **FIN 542 FINANCE FOR EXECUTIVES (4 CREDITS)**

An in-depth look that surveys the principles and tools executives need to know in order to manage for value creation. The course reviews the technique executives use to assess a firm's financial health, evaluate and plan its future development, and make decisions that enhance its chances of survival and success. The case method approach is utilized to apply the principles learned to actual company situations. Prerequisite: None

### **HRL 520 WORKFORCE PLANNING AND STAFFING (4 CREDITS)**

This course will explore the strategic staffing needs of the organization. Key topics include talent assessment, developing staffing forecasts, sourcing tactics, selection issues, succession planning, retention, metrics and integrating staffing activities with diversity and equal employment opportunity. Prerequisites: MGT/HRL580 and LAW545 or concurrent

### **HRL 530 HUMAN RESOURCE DEVELOPMENT (4 CREDITS)**

This course is designed to examine the practical strategies for developing human resources and improving performance at the individual and organizational levels. The emphasis in this course is on learning theory and techniques, employee development and performance improvement strategies and systems. Prerequisite: MGT/HRL580

### **HRL 540 COMPENSATION, BENEFITS AND SECURITY (4 CREDITS)**

The primary focus of this course is on the total reward system to retain a company's human capital and successfully compete with other employers in the ongoing war for talent. In addition, health, safety, and security will be discussed. Students completing this course will have a practical, comprehensive understanding of compensation, benefits and safety/security programs, as well as the knowledge to successfully execute such programs in the workplace. Prerequisite: MGT/HRL580

### **HRL 580 STRATEGIC HUMAN RESOURCE MANAGEMENT (4 CREDITS)**

The focus of Strategic Human Resource Management is organizational capacity, i.e. the company's infrastructural and extra structural resources, which is fundamental to developing and sustaining the company's competitive advantage. Students examine, model, and play with the central elements of 21st century SHRM: organizational design (e.g. flexible organizations, boundary less organizations) inter-organizational cooperation (e.g. networks, strategic alliances, outsourcing), and organizational development (e.g. knowledge organizations, organizational change). Prerequisite: MGT510 or concurrent

### **HRL 610 EMPLOYEE AND LABOR RELATIONS (4 CREDITS)**

This course focuses on the laws governing labor relations and employee rights in the workplace. Historical perspectives concerning HR and labor relations will be addressed in addition to the following: collective bargaining, union organizing, decertification of the union, laws against discrimination, disability law, privacy, handling EEOC complaints, guiding and counseling employees, conflict resolution in the workplace and employment litigation. Prerequisites: MGT/HRL580 and LAW545 or concurrent

### **HRL 620 STRATEGIC BUSINESS PLANNING FOR HUMAN RESOURCE PROFESSIONALS (4 CREDITS)**

This course will focus on planning, execution and evaluation of HR programs and aligning goals and objectives with the overall business strategy. Students will become aware of how human resources may sustain a company's competitive advantage through talent acquisition and management, branding, technology, employee development, retention and leadership. In addition, planning for mergers, acquisitions, layoffs and international HR strategies will be covered. Prerequisite: MGT/HRL580

### **HRL 630 DIVERSITY AND INCLUSION (4 CREDITS)**

This course explores dimensions of diversity as it pertains to the workplace. It focuses upon the role the human resources professional plays in leading diversity initiatives, managing diversity-related programs, applying inclusive approaches, and ensuring best practices with regard to selection, development, teamwork and leadership for a healthy and collaborative workplace. Prerequisite: MGT/HRL580

### **HRL 660 ORGANIZATIONAL EFFECTIVENESS (4 CREDITS)**

This course examines the various tools, interventions and techniques to improve an organization's ability to achieve results. Topics include, but are not limited to, organizational design and development, technology innovations, human resource metrics, change management, knowledge management, employee involvement, leadership development and process improvement techniques. Prerequisite: MGT/HRL580

### **HRL 680 GLOBAL HUMAN RESOURCE MANAGEMENT (4 CREDITS)**

This course links the global marketplace with human capital strategies. Major topics include: outsourcing/off-shoring, staff planning, preparing and training employees that will be working overseas, expatriate issues for employees and their families, international implications of compensation and benefits strategies, differences in labor laws, cultures and governance. Prerequisite: MGT/HRL580

### **HRL 690 INTEGRATIVE MSHRL CAPSTONE (4 CREDITS)**

The capstone is the culmination of all the knowledge and skills acquired throughout the MSHRL program. In partnership with SHRM, this course will incorporate the SHRM Learning System's HR body of knowledge for human resource professionals and will integrate case studies and real-world HR applications. Prerequisite: Last quarter course.

### **LAW 520 CORPORATION LAW (4 CREDITS)**

This course surveys the formation and management of the corporation. The mechanisms for control of the corporation are given in-depth attention. These are accomplished through problem solving, case-studies, and role-playing devices. In addition, some consideration of the laws of banking, security transactions, and commercial paper are included for a well-rounded understanding of corporate functions. Prerequisite: MGT510 or concurrent

### **LAW 545 EMPLOYMENT LAW (4 CREDITS)**

Examines the implications that analysis of seminal statutory and case law hold for present and future human resource practices, policies, liabilities, and procedures. Analysis of leading-edge developments in employment laws and their applications are discussed. Prerequisite: MGT510 or concurrent

### **LDR 550 LEADERSHIP AND TEAM DEVELOPMENT (4 CREDITS)**

This class will be a study of the many facets and aspects of leadership theory with application for individual skill, team dynamic and strategic organization development. The class covers such topics as the evolution of leadership theory, why leadership is important, and the important differences between management and leadership. Information and materials will include sources of leader power, communication, conflict and networking methods, and transformational change processes. Prerequisite: MGT510

### **LDR 605 CAPSTONE LEADERSHIP SEMINAR (4 CREDITS)**

This course provides a forum for advanced students to research, study, discuss, and debate interesting and current leadership topics, problems, and trends. Prerequisite: LDR550

### **MGT 510 MANAGERIAL COMMUNICATION SKILLS (4 CREDITS)**

This course enhances the student's professional business writing skills within managerial contexts. The course is designed to help students analyze business communication problems and formulate strategies for presenting the solution clearly, concisely, and persuasively. The specific objective is to guide students through the research writing process for a formal business report. Prerequisite: None

### **MGT 580 STRATEGIC HUMAN RESOURCE MANAGEMENT (4 CREDITS)**

The focus of Strategic Human Resource Management is organizational capacity building, i.e. the company's infrastructural and extra structural resources, which is fundamental to developing and sustaining the company's competitive advantage. Students examine, model, and play with the central elements of 21st century SHRM: organizational design (e.g. flexible organizations, boundary less organizations), inter-organizational cooperation (e.g. networks, strategic alliances, outsourcing), and organizational development (e.g. knowledge organizations, organizational change). Prerequisite: MGT 510 or concurrent

### **MGT 590 PROJECT MANAGEMENT (4 CREDITS)**

This course is a multi-disciplinary examination of practices of planning and implementing major projects in work organizations. Concepts and practices are drawn from telecommunications, marketing, operations management, and MIS. Prerequisite: MGT/HRL 580 or concurrent

### **MGT 600 TOPICS IN MANAGING INFORMATION TECHNOLOGY (4 CREDITS)**

The topics in this class are guided by what is new and required of future IT managers. Topics vary each time the course is offered. Prerequisite: MGT510 or concurrent

### **MGT 610 STRATEGIC LOGISTICS AND SUPPLY CHAIN MANAGEMENT (4 CREDITS)**

This course essentially deals with flows, the movement of both materials and information. The most important topic is how logistics and supply chain management (LSCM) fits into an enterprise's competitive strengths. Addresses how LSCM functions might be organized and managed in an age of rapid deployment of advancing information technology and business process reengineering. Prerequisite: MGT510

### **MGT 620 OPERATIONS STRATEGY (4 CREDITS)**

Examination of how firms create value and how decisions are made in the areas of capacity, facilities, and technology. Vertical Integration, workforce planning/materials control and organization influence a firm's ability to add value, and make decisions. The analysis tools for these decisions are examined. Prerequisite: QNT550

### **MGT 680 INTEGRATIVE MBA CAPSTONE (4 CREDITS)**

The goal of this course is to develop the student's management skills by giving an integrated perspective of the entire business operation. Topics will include: develop strategic planning and execution skills within a rapidly changing environment; crystallize the linkages between business decisions and financial performance; instill a bottom line focus and the simultaneous need to deliver customer value; internalize how important it is to use market data and competitive signals to adjust the strategic plan and more tightly focus business tactics; and experience the challenges and rewards of the entrepreneur by starting up and running a new business venture (equivalent to CSC 680). Prerequisites: ECO510, FIN510, FIN540, MGT510, MGT580, MKT570

### **MKT 570 MARKETING STRATEGY AND IMPLEMENTATION (4 CREDITS)**

This course is designed to develop a comprehensible integrated knowledge of a broad field of marketing. It synthesizes material presented in basic marketing classes; however, the major emphasis is on the systematic, analytical problem solving and the dynamics of decision making as faced by marketing managers. Using case analysis and group projects, students solve complex marketing problems. Prerequisite: MGT510 or concurrent

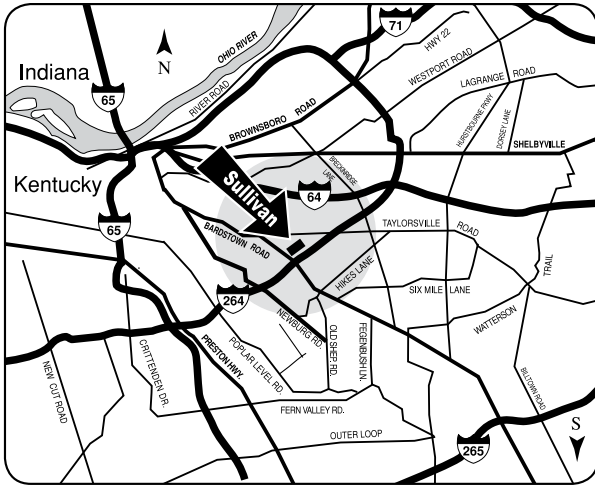
### **MKT 571 COMPETING IN DOMESTIC AND INTERNATIONAL MARKETS (4 CREDITS)**

This course explores the role of capital markets and corporate financial policies in shaping a firm's future competitiveness in global markets; the identification of appropriate boundaries for a firm including strategic alliances and the degree of diversification. Prerequisite: None

### **QNT 550 ADVANCED QUANTITATIVE METHODS (4 CREDITS)**

Reintroduces statistical methods for improving decision making under uncertainty. Topics include introduction to probability, random variables, probability distributions, statistical inferences, correlation, regression, time series analysis, and forecasting techniques. Prerequisite: MGT510 or concurrent

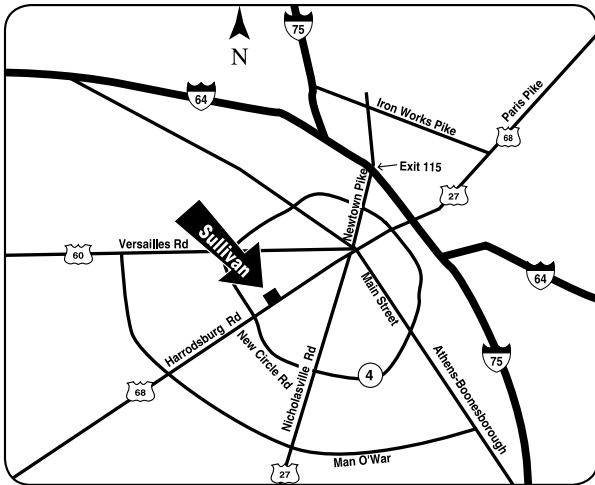




## Louisville Campus

3101 Bardstown Road  
Louisville, KY 40205

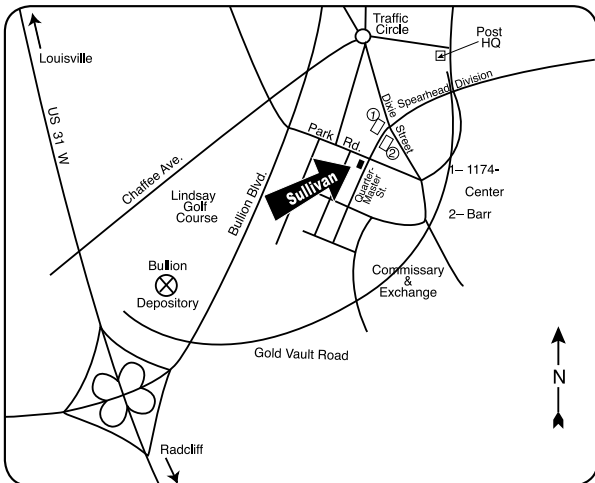
**502-456-6505**  
**800-844-1354**



## Lexington Campus

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## Fort Knox Campus

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# Sullivan University

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