

# SCHOOL OF BUSINESS

Dean: Eric B. Dent

The School of Business offers the Bachelor of Science degree with a major in either Business Administration or Accounting.

The University of North Carolina at Pembroke also offers the Master of Business Administration (M.B.A.). Students should consult the School of Graduate Studies section of the catalog to obtain information about academic requirements for the MBA program.

## BUSINESS FACULTY

|                              |                               |                              |
|------------------------------|-------------------------------|------------------------------|
| Mohammad Ashraf <sup>1</sup> | Sharon L. Bell                | Ollie G. Bishop <sup>2</sup> |
| Stephen J. Bukowy            | Carmen Calabrese <sup>3</sup> | Alexander N. Chen            |
| Rick Crandall <sup>4</sup>   | Mark Dalen                    | Eric B. Dent                 |
| James R. Frederick           | David O. Fricke               | Cammie Hunt <sup>5</sup>     |
| Joseph P. Lakatos            | Xin "Lucie" Li                | Howard G. Ling <sup>7</sup>  |
| Ramin Maysami                | Cliff Mensah                  | John A. Parnell <sup>8</sup> |
| Michael Poletti              | Edward L. Powers <sup>6</sup> | Douglas W. Schell            |
| Craig D. Shoulders           | Donald R. Soucy               | Tom Stanley                  |
| Stewart Thomas               | Michael C. Zaccaro            |                              |

<sup>1</sup>Director of Economic and Business Research

<sup>2</sup>Coordinator of Information Technology

<sup>3</sup>Director of Master of Business Administration Program

<sup>4</sup>Director of Special Programs

<sup>5</sup>Assistant Dean of Student Enrichment and Success

<sup>6</sup>Director of Undergraduate Programs

<sup>7</sup>Director of International Programs

<sup>8</sup>Belk Distinguished Professor of Management

## BUSINESS PROGRAMS

The School of Business offers the Bachelor of Science degree with a major in either Accounting or Business Administration. Business Administration majors must choose a track in economics, finance, information technology management, international business, management, or marketing. Students who want to have more than one track must successfully complete all requirements for each, plus at least 12 additional unduplicated hours for the second track. A minimum of 50% of the semester hours in the Business major must be taken at UNCP. The School of Business offers minors in Business Administration, Economics, and Marketing for non-Business majors only. Business majors cannot obtain a minor from the School of Business.

The basic core of business studies emphasizes the broad background needed for successful competition in the dynamic work-world as well as preparation for further study in graduate programs. Another objective is to render service beyond the University and within the surrounding business community. Through evening and online degree programs in management (see Evening and Distance Programs), the School of Business serves students who are unable to attend daytime classes. Further assistance is supplied in placement services and special consultation to the business community at large.

Prospective students are strongly urged to consult a member of the faculty as soon as possible. To follow the courses in the necessary order, it is best to begin planning early.

**BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION**

| Requirements for a Bachelor of Science in Business Administration   | Sem. Hrs.        |
|---|------------------|
| Freshman Seminar  | 1                |
| General Education, including: MAT 107 and 215 or 221, ECN 202, 203  | 44               |
| BSBA Common Body of Knowledge   | 42               |
| DSC 209, MGT 215; ACC 227, 228; DSC 313, 314; MGT 303,<br>306; MKT 312, FIN 310; ECN 301 or ECN/FIN 304; DSC 413;<br>MGT 441, 466 |                  |
| Track (see below): choose one   | 12-24            |
| Economics, Finance, Information Technology Management,<br>International Business, Management, Marketing                           |                  |
| Business Electives (300 or 400 level)   | 6                |
| General Electives   | 3-15             |
|   | <b>Total:120</b> |

Tracks: select one

**Economics Track** (12 hours): ECN 301\*, 330, 411, 440, ECNS 4xx

\*ECN 301 cannot be taken as part of the BSBA Common Body of Knowledge

**Finance Track** (12 hours): FIN 304,\* 410, 418, and FIN 305, 421 or FINS 4xx

\*ECN 304/FIN 304 cannot be taken as part of the BSBA Common Body of Knowledge

**Information Technology Management Track** (18 hours): ITM 350, 410, 440, 495 and 6 hours of electives from ACC 413, ITM 310, 320, 370, 460, 480, 499, ITMS 4xx

**International Business Track** (24 hours): MGT 315, FIN 421, MKT 313, ECN 440; 6 hours of any foreign language at the 200+ level; 6 hours of approved International Studies abroad, or any 2 of the courses listed below, or a combination of these two options: HST 332, 344, 345, 372, 373, 374, 375, 386, 417, 421, 427, 433; PSPA 200, 251, 355, 370, 375, 380; GGY 102, 200, 206

**Management Track** (12 hours): MGT 309, 315, 408, 410

**Marketing Track** (12 hours): MKT 430, 450, 480; and either MKT 313, 320, 405, 420 or MKTS 4xx

**BACHELOR OF SCIENCE IN ACCOUNTING**

| Requirements for a Bachelor of Science in Accounting  | Sem. Hrs.        |
|---|------------------|
| Freshman Seminar  | 1                |
| General Education, including: MAT 107 and 215 or 221, ECN 202, 203  | 44               |
| General Business Requirements   | 42               |
| DSC 209, MGT 215, 216; ACC 227, 228; DSC 313, 314; MGT<br>303, 306; MKT 312, FIN 310, ECN 301 or ECN/FIN 304; ACC<br>413; MGT 466 |                  |
| Accounting Requirements   | 24               |
| ACC 321, 322, 331, 417, 418, 421, 450, 458  |                  |
| Electives   | 9                |
|   | <b>Total:120</b> |

**MINORS**

| Requirements for a Minor in Business Administration  | Sem. Hrs.        |
|--|------------------|
| ACC 227, ACC 228, MGT 306, MKT 312, FIN 310, ECN 100 |                  |
|  | <b>Total: 18</b> |

| Requirements for a Minor in Economics                                | Sem. Hrs.        |
|--|------------------|
| Required Courses ECN 202 and 203                                     | 6                |
| Choose four courses from: ECN 301, 304, 330, 341, 406, 407, 408, 440 | 12               |
|  | <b>Total: 18</b> |

**Requirements for a Minor in Marketing**

Required Courses ACC 227, MGT 303, MGT 306, MKT 312

Choose one course from: MKT 430 or PRE 430

Choose one course from: MKT 405, MKT 420, MKT 480, MKTS 4xx

**Sem. Hrs.**

12

3

3

**Total: 18****EVENING AND DISTANCE PROGRAMS**

The Bachelor of Science in Business Administration, with a track in management, may be earned in whole or in part by attending classes in the evening or online. This is the only such complete, undergraduate degree program currently offered by the University.

**COURSES****ACCOUNTING (ACC)****ACC 227. Financial Accounting**

Introduction to accounting. A study of the basic accounting equation, transaction analysis, and financial statements. Fall, Spring. Credit, 3 semester hours.

**ACC 228. Managerial Accounting**

An introductory study of internal accounting with emphasis on cost analysis and budgeting. The course stresses the attention-directing and problem-solving function of accounting in relation to current planning and control, evaluation of performance, special decisions, and long-range planning. Fall, Spring. Credit, 3 semester hours. PREREQ: A "C" or better in ACC 227 or permission of instructor.

**ACC 321. Intermediate Accounting I**

A study of financial accounting theory and procedures. Includes time value of money and in-depth analysis of asset accounts. Fall. Credit, 3 semester hours. PREREQ: A "C" or better in ACC 227 or permission of instructor.

**ACC 322. Intermediate Accounting II**

A continuation of ACC 321. Includes in-depth study of liability and capital accounts, revenue recognition. Spring. Credit, 3 semester hours. PREREQ: ACC 321.

**ACC 331. Cost Accounting**

Cost determination and analysis, cost control, and cost-based decision making. Included are such topics as job order and process costing systems, application of factory overhead, and responsibility accounting. Fall. Credit, 3 semester hours. PREREQ: A "C" or better in ACC 228 or permission of instructor.

**ACC 413. Accounting Information Systems**

Basic concepts of accounting information systems including both computer based and manual systems. This course examines transaction processing systems with emphasis on internal controls and documentation, user support systems and systems development. Specific topics include spreadsheet functions, databases, etc. As Announced. Credit, 3 semester hours. PREREQ: DSC 209 and ACC 331 or concurrent registration.

**ACC 417. Income Tax I**

Federal income taxes as applied to individuals and sole proprietorships. Includes an overview of the tax system and the effect that tax law has on individual economic decisions. Fall. Credit, 3 semester hours. PREREQ: ACC 227.

**ACC 418. Income Tax II**

Federal income tax laws applicable to partnerships, corporations, estates, and trusts. Spring. Credit, 3 semester hours. PREREQ: ACC 417.

**ACC 421. Advanced Accounting**

Mergers and acquisitions accounting as well as preparation of consolidated statements after acquisition. Special accounting problems in consolidated financial statements, partnerships, pension funds, fund accounting, and fiduciary accounting. Spring. Credit, 3 semester hours. PREREQ: ACC 322.

**ACC 450. Governmental and Not-For-Profit Accounting**

Study of accounting principles unique to not-for-profit organizations as prescribed by generally accepted accounting principles and the Governmental Accounting Standards Board. Spring. Credit, 3 semester hours. PREREQ: A "C" or better in ACC 228 or permission of the instructor.

**ACC 458. Auditing**

A study of the theory and application of generally accepted auditing standards used in the examination of financial statements. The role of internal control review, working papers, audit programs, and the auditor's liability are considered along with selected case studies. Spring. Credit, 3 semester hours. PREREQ: ACC 322.

**ACC 499. Directed Studies in Accounting**

Independent study in an area of accounting of particular interest to a student under the direction of one or more faculty members. Students must submit detailed proposals for a directed study, detailing the proposed plan of study, research involved, dates for deliverables, final product to be produced, and faculty who will be supervising. Proposals will be reviewed by a faculty committee to determine acceptance of the proposal. Fall, Spring. Credit, 1-3 semester hours. PREREQ: ACC 227, ACC 228, and permission of the Department.

**ACCS 4xx. Special Topics in Accounting**

The study of a particular topic of special importance, relevance, and currency in the field of accounting. The content of the special topics course varies with each offering. Course may be repeated as long as topic being studied is different. As Announced. Credit, 3 semester hours. PREREQ: ACC 227, ACC 228.

**DECISION SCIENCE (DSC)****DSC 109. Business Uses of Computers**

An introduction to the uses of microcomputers in business. Primary emphasis on spreadsheet analysis. Also includes DOS, word processing, database management. Fall, Spring. Credit, 3 semester hours.

**DSC 209. Spreadsheet and Database Management**

A comprehensive advanced-level course in spreadsheet analysis and database management. The focal point in this course will be on the use of spreadsheet analysis and database management to address contemporary business problems. Fall, Spring. Credit, 3 semester hours. PREREQ: DSC 109 or permission of the instructor.

**DSC 313. Business Statistics I**

A study of descriptive statistics including functional and summation notation, describing data graphically and numerically, and probability distributions. Fall, Spring. Credit, 3 semester hours. PREREQ: C or better in MAT 107.

**DSC 314. Business Statistics II**

A study of statistical inference including probability theory, random variables and probability distributions, testing hypotheses, estimating unknown parameters, analysis of variance, and linear and multiple regression. Fall, Spring. Credit, 3 semester hours. PREREQ: DSC 313.

**DSC 365. Management Science**

The mathematical concepts application to the solution of management problems. Topics include linear programming, decision theory, optimization, queuing theory, and transportation modeling. As Announced. Credit, 3 semester hours. PREREQ: DSC 314, MGT 306.

**ECONOMICS (ECN)****ECN 100. Economics of Social Issues**

Economic thinking applied to persistent economic problems and issues in a market economy. Emphasis on implications for government policy rather than on the underlying theory. Topics include the nature of an economic system, demand and supply, monopolies, pollution and public goods, ethics and law, unemployment, inflation, the Federal Reserve System and money. Fall, Spring. Credit, 3 semester hours.

**ECN 202. Principles of Microeconomics**

This course focuses on the individual decisions in the market economy. After an overview of how a market economy works, the course develops theories of consumer behavior, the behavior of firms in various degrees of competition, and workers' decision to offer labor. Government regulation of markets is also examined. Fall, Spring. Credit: 3 semester hours.

**ECN 203. Principles of Macroeconomics**

This course offers an overall picture of the operation of our economy. The course focuses on how the economic system determines the level of national income, the unemployment rate, and the rate of inflation. Fiscal, monetary, and supply-side policies are discussed. Fall, Spring. Credit: 3 semester hours.

**ECN 206. Economic Geography (GGY 206)**

Geographic analysis of the location, development and distribution of major industries, resources, agricultural products, and economic services. Study of economic development problems and prospects. Fall, Spring. Credit, 3 semester hours.

**ECN 301. Managerial Economics**

Price determination, income distribution, consumer behavior, resource allocation, and the theory of the firm. Fall, Spring. Credit, 3 semester hours. PREREQ: A "C" or better in MAT 215 or 221 and ECN 202 or permission of the instructor.

**ECN 304. Money, Financial Markets, and Institutions (FIN 304)**

Study of financial institutions and their role in the economy. Analysis includes the Keynesian macroeconomic model and effects of money and credit on national income, prices, and interest rates. Fall, Spring. Credit, 3 semester hours. PREREQ: A "C" or better in MAT 215 or 221 and ECN 203 or permission of the instructor.

**ECN 330. Public Finance (PSPA 331)**

A descriptive and analytical study of government revenues and government expenditures. Includes federal, state, and local levels of government. As Announced. Credit, 3 semester hours. PREREQ: ECN 202 or ECN 203.

**ECN 341. U. S. Economic History (HST 341)**

A study of the United States economy from colonization to the present. As Announced. Credit, 3 semester hours. PREREQ: Permission of instructor.

**ECN 406. Comparative Economic Systems**

A comparative study of alternative economic systems, including communism, socialism, and capitalism. As Announced. Credit, 3 semester hours. PREREQ: ECN 202, ECN 203.

**ECN 407. Labor Economics**

Examines the nature of the labor markets and problems dealing with labor groups. Topics include history of the labor movement, union structure, labor law, collective bargaining. As Announced. Credit, 3 semester hours. PREREQ: ECN 202, ECN 203.

**ECN 408. Economic Development**

Analysis of economic and social problems of underdeveloped regions. Theories and strategies of economic growth and development designed to accelerate solutions to these problems. As Announced. Credit, 3 semester hours. PREREQ: ECN 202, ECN 203.

**ECN 411. Development of Economic Thought**

A basic course in the development of economic theories and doctrines, from the ancient Greeks to the present day. As Announced. Credit, 3 semester hours. PREREQ: ECN 202, ECN 203.

**ECN 440. International Trade**

An introductory analysis of international trade relations, the nature of a country's imports and exports, costs and benefits of trade protectionism, the role of trade in the domestic economy, balance of payments, and the determination of exchange rates. As Announced. Credit, 3 semester hours. PREREQ: ECN 202, ECN 203.

**ECN 499. Directed Studies in Economics**

Independent study in an area of economics of particular interest to a student under the direction of one or more faculty members. Students must submit detailed proposals for a directed study, detailing the proposed plan of study, research involved, dates for deliverables, final product to be produced and faculty who will be supervising. Proposals will be reviewed by a faculty committee to determine acceptance of the proposal. Fall, Spring. Credit, 1-3 semester hours. PREREQ: ECN 202, ECN 203, and permission of the Department.

**ECNS 4xx. Special Topics in Economics**

The study of a particular topic of special importance, relevance, and currency in the field of economics. The content of the special topics course varies with each offering. Course may be repeated as long as topic being studied is different. As Announced. Credit, 3 semester hours. PREREQ: ECN 202, ECN 203.

**FINANCE (FIN)****FIN 205. Personal Finance**

Course focuses on tools consumers can use in making purchase decisions. Topics include planning and managing personal finances, credit, insurance, real estate, financial investments, retirement planning and estate planning. As Announced. Credit, 3 semester hours.

**FIN 304. Money, Financial Markets, and Institutions (ECN 304)**

Study of financial markets and financial institutions and their role in the economy. Analysis includes the Keynesian macroeconomic model and effects of money and credit on national income, prices, and interest rates. Fall, Spring. Credit, 3 semester hours. PREREQ: A "C" or better in MAT 215 or 221 and ECN 203 or permission of the instructor.

**FIN 305. Risk Management and Insurance**

This course provides for the future business manager an introduction to the nature and management of risk. Theory and application into the nature of risk, exposure, insurance, and hedging are covered. Insurance is covered from the point of view of the business person, to be a smart consumer of insurance services; as well as from the point of view of a potential insurance industry representative or executive. As Announced. Credit, 3 semester hours. PREREQ: FIN 310, DSC 313.

**FIN 310. Business Finance**

Principles of financial management as they apply to American business organizations. The role of finance and the financial manager, risk, return and interest rates, long-term investment decisions, cost of capital, and short and long term financing decisions. Fall, Spring. Credit, 3 semester hours. PREREQ: A "C" or better in ACC 228, DSC 313 or equivalent statistical course, and MAT 107 or permission of the instructor.

**FIN 410. Financial Management**

Finance from the viewpoint of the financial manager. This course introduces and utilizes the case study method to explore differences in financial policy, financial statements for ratio analysis, capital budgeting investment decisions, and strategic bond and stock valuations. As Announced. Credit, 3 semester hours. PREREQ: A "C" or better in FIN 310 or permission of the instructor.

**FIN 418. Investment Analysis and Portfolio Management**

Equity and debt securities as investments, the organization and functions of the capital market, and the analysis and evaluation of securities and portfolios. As Announced. Credit, 3 semester hours. PREREQ: A "C" or better in FIN 310 or permission of the instructor.

**FIN 420. Bank Management and Policy**

Course focuses on the theory and practice of management of commercial banks and other depository institutions. Primary emphasis is on the application of concepts and analytical tools crucial to decisions facing managers of contemporary banks. Areas covered include financial and portfolio management, deposit acquisitions, capital adequacy, managerial objectives, market and regulatory environment, and dimensions of risk. Spring. Credit, 3 semester hours. PREREQ: A "C" or better in FIN 310 or permission of the instructor.

**FIN 421. International Finance**

This course will provide the student with a comprehensive survey of complex financial concepts as applied to the international arena, through the exploration of theoretical constructs and their practical applications. Topics explored include the international macroeconomic environment, international financial landscape, and the management of the multinational firm. Credit, 3 semester hours. PREREQ: FIN 310, DSC 313, MAT 215 or 221.

**FIN 480. Financial Institution Internship**

A work experience in a bank or financial institution where the student, under academic and employer supervision, participates in actual managerial functions and is exposed to the daily operation, decisions and working policies of the bank (minimum of 40 work hours per semester credit hour required). Students must keep an extensive diary of work experiences and submit frequent reports to the academic supervisor. As Announced. Credit, 1-3 semester hours. Pass/Fail. May be repeated for credit. PREREQ: A "C" or better in FIN 310 and the consent of Dean or faculty member supervising bank internships.

**FIN 499. Directed Studies in Finance**

Independent study in an area of finance of particular interest to a student under the direction of one or more faculty members. Students must submit detailed proposals for a directed study, detailing the proposed plan of study, research involved, dates for deliverables, final product to be produced, and faculty who will be supervising. Proposals will be reviewed by a faculty committee to determine acceptance of the proposal. Fall, Spring. Credit, 1-3 semester hours. PREREQ: A "C" or better in FIN 310 and permission of the Department.

**FINS 4xx. Special Topics in Finance**

The study of a particular topic of special importance, relevance, and currency in the field of finance. The content of the special topics course varies with each offering. Course may be repeated as long as topic being studied is different. As Announced. Credit, 3 semester hours. PREREQ: A "C" or better in FIN 310 or permission of the instructor.

## **INFORMATION TECHNOLOGY MANAGEMENT (ITM)**

### **ITM 301. Management Information Systems**

Introductory examination of the role of information systems in the support of managerial decisions. Communications theory, electronic storage systems, data base accumulation. As Announced. Credit, 3 semester hours. PREREQ: DSC 209, MGT 306.

### **ITM 310. Basic Application Development**

This course is an introduction to the Visual Basic.NET language within the Visual Studio.NET integrated application development environment. The course covers the fundamentals of programming in a visual, object-oriented language and focuses on common programming methodologies and basic application development skills. Credit, 3 semester hours.

### **ITM 320. E-Commerce**

This course is designed to help business students increase their knowledge in E-Commerce so that they may better understand how organizations can successfully operate their businesses online. Specific topics to be addressed include business models, technical infrastructure, software procurement strategies, customer interaction, and the implementation of customer-centric systems. Credit, 3 semester hours. PREREQ: A "C" or better in ITM 301 and MKT 312.

### **ITM 350. Database Management Systems**

In this course, students will investigate application development in a business database environment with an emphasis on designing, modifying, and querying databases. In this course students will develop an understanding of database technology, database design, database selection and acquisition. Decision-making using databases will be covered. Overviews of emerging trends in data management will be covered. Credit, 3 semester hours. PREREQ: A "C" or better in ITM 301.

### **ITM 370. Enterprise Business Systems**

Enterprise Business Systems provide information management and analysis to organizations. This course provides the student with an overview of Enterprise Business Systems. Topics covered will include functional systems, cross-functional systems, CRM, MRPII/ERP, SCM. Credit, 3 semester hours. PREREQ: A "C" or better in ACC 228, ITM 301, and MKT 312.

### **ITM 410. System Analysis and Design**

An introduction to systems thinking and the systems analysis process. The emphasis will be on traditional analysis, design, and implementation through the data flow analysis and systems development life-cycle approaches. Student teams will perform system studies of real-world problems and develop potential solutions. Credit, 3 semester hours. PREREQ: A "C" or better in ITM 350; ITM 310 is recommended.

### **ITM 440. Project Management**

This course is designed to provide knowledge of business project management in general and information technology project management in specific. It explores the dimensions and elements of project management; concepts, methodologies, strategies, and structures. Attention will also be given to cost controls, teamwork, and quality management. Credit, 3 semester hours. PREREQ: A "C" or better in ITM 301 and MGT 303.

### **ITM 460. Systems Security, Reliability, and Privacy**

This course develops the student's ability to comprehend, communicate, and apply current electronic commerce developments as a professional involved in designing, building, or managing information and accounting systems. Topics include the number-one topic of concern for businesses using E-business applications: transaction security and privacy. In addition, reliability of information systems as well as business decisions required to implement, plan, and support an electronic commerce endeavor are presented. Credit, 3 semester hours. PREREQ: A "C" or better in ITM 350.

**ITM 480. Information Technology Management Internship**

A work experience in an operating business where the student, under academic and employer supervision, participates in actual information technology managerial functions (40 work hours per semester credit hour required). Student must keep an extensive diary of work experiences and submit frequent reports to academic supervisor. Credit, 1 - 3 semester hours. PREREQ: A "B" or better in ITM 410 and 440.

**ITM 495. Advanced Information Technology Management**

This course emphasizes the management of information technology and related resources from a broad strategic perspective. Topics covered include assessment of information technologies and their fit to organizational structure, tracking emerging technologies and trends, managing portfolio resources and matching them to business needs, technology transfer, end-user computing, outsourcing, theoretical models, strategic applications, and strategic IT planning. Credit, 3 semester hours. PREREQ: A "C" or better in FIN 310, ITM 301 and 440.

**ITM 499. Directed Studies in Information Technology Management**

Independent study in an area of ITM of particular interest to a student under the direction of one or more faculty members. Students must submit detailed proposals for a directed study, detailing the proposed plan of study, research involved, dates for deliverables, final product to be produced, and faculty who will be supervising. Proposals will be reviewed by a faculty committee to determine acceptance of the proposal. Credit, 1 - 3 semester hours. PREREQ: A "C" or better in ITM 410 and 440.

**ITMS 4xx. Special Topics in Information Technology Management**

The study of a particular topic of special importance, relevance, and currency in the field of Information Technology Management. The content of the special topics course varies with each offering. Credit, 3 semester hours. PREREQ: A "C" or better in ITM 301.

**MANAGEMENT (MGT)****MGT 215. Legal Environment of Business**

The legal environment of business, contracts, personal property, commercial transactions, and forms of business organization. Fall, Spring. Credit, 3 semester hours.

**MGT 216. Commercial Law**

Study of the commercial legal environment in which business enterprises operate. Examines the law of contracts, sales and warranties, security interests, commercial paper, and debtor and creditor rights. As Announced. Credit, 3 semester hours.

**MGT 303. Business Communications**

Development of skill in the fundamentals of oral and written communication skills. In addition to studying the concepts of communication, students are required to make both oral and written presentations. The importance of effective communication within the business context is emphasized. Fall, Spring. Credit, 3 semester hours.

**MGT 306. Organization and Management**

Introductory study of management processes within profit and non-profit organizations. Emphasis on behavioral issues as applied to organizations, such as motivation, teams, perception, and organizational development. Fall, Spring. Credit, 3 semester hours.

**MGT 309. Organizational Leadership**

A survey of theoretical and contemporary approaches to leadership in organizations. Issues such as decision-making, change, power, strategy, and social responsibility are also addressed as they relate to leader effectiveness. Fall, Spring. Credit, 3 semester hours. PREREQ: MGT 306.

**MGT 315. International Management**

An introduction to and an overview of the essential elements of international management. Emphasis on the application of behavioral and strategic management practices to global business environments. As Announced. Credit, 3 semester hours. PREREQ: MGT 306.

**MGT 316. International Business Law**

This course will introduce students to the legal mechanics of international business transactions and to the commercial law environment within which those transactions are negotiated and executed. The course will focus on the trade and investment activities of business entities, examining in a practical way the legal documentation necessary to execute various types of transactions and issues that the international lawyer and business person are likely to confront. As Announced. Credit, 3 semester hours. PREREQ: MGT 215.

**MGT 381, 382, 383, 384. Students in Free Enterprise I, II, III, IV**

Educational experience in hands-on learning of free enterprise education. Students will be required to complete a minimum of 50 hours of project work in addition to other requirements set by the instructor. Fall, Spring. Credit, 1 semester hour each. PREREQ: permission of the instructor.

**MGT 407. Organization Theory**

An examination of contemporary organizations from a theoretical perspective. Topics include but are not limited to organizational structure and design, organizational lifecycle, culture, ethics and social responsibility, strategy, technology, innovation and change, conflict, power, and politics. Credit, 3 semester hours. PREREQ: MGT 306 or 307 or permission of the instructor.

**MGT 408. Human Resource Management**

Application of behavioral science concepts in the development of hiring, training, and compensation policies relevant to the management of people at work. As Announced. Credit, 3 semester hours. PREREQ: MGT 306.

**MGT 410. Small Business Management**

Consideration of opportunities and obstacles involved in starting and operating a small business. Emphasis is placed on integrating major concepts from finance, marketing, operations, and accounting as they apply to owning and operating a small business. Fall. Credit, 3 semester hours. PREREQ: MGT 306, MKT 312, FIN 310.

**MGT 411. Small Business Institute Problems**

Project-oriented course in which teams, under the supervision of the instructor, provide consulting assistance to individuals who are starting a new business or currently operating a small business. Emphasis is placed on integration and application of business concepts to actual business situations. Limited enrollment. Spring. Credit, 3 semester hours. PREREQ: MGT 306, MKT 312, FIN 310 (MGT 410 desirable, but not required).

**MGT 441. Operations Management**

Operations management is responsible for systems that create goods and/or provide services. The course examines the techniques required to operate the system and points out potential problems. Global systems, with emphasis on Japan, are discussed. Fall, Spring. Credit, 3 semester hours. PREREQ: DSC 314, MGT 306.

**MGT 466. Business Strategy**

Course integrates knowledge from functional areas through analysis of complex business problems. Case approach requires student involvement in decision making. Fall, Spring. Credit, 3 semester hours. PREREQ: ACC 331 or MGT 441, MGT 303, and a "C" or better in MGT 306, MKT 312 and FIN 310 or permission of the instructor.

**MGT 480. Management Internship**

A work experience in an operating business where the student, under academic and employer supervision, participates in actual managerial functions (40 work hours per semester credit hour). Student must keep extensive diary of work experiences and submit frequent reports to academic supervisor. All internships, practica, and other external learning experiences are supervised by UNC Pembroke faculty, who also assign grades in the courses. Fall or Spring, contingent on faculty availability. Credit, 3 semester hours. Pass/Fail. PREREQ: Written proposal and consent of Department Chair.

**MGT 499. Directed Studies in Management**

Independent study in an area of management of particular interest to a student under the direction of one or more faculty members. Students must submit detailed proposals for a directed study, detailing the proposed plan of study, research involved, dates for deliverables, final product to be produced, and faculty who will be supervising. Proposals will be reviewed by a faculty committee to determine acceptance of the proposal. Fall, Spring. Credit, 1-3 semester hours. PREREQ: MGT 306 and permission of the Department.

**MGTS 4xx. Special Topics in Management**

The study of a particular topic of special importance, relevance, and currency in the field of management. The content of the special topics course varies with each offering. Course may be repeated as long as topic being studied is different. As Announced. Credit, 3 semester hours. PREREQ: MGT 306.

**MARKETING (MKT)****MKT 312. Principles of Marketing**

An introductory course in basic marketing principles is viewed from the perspective of a marketing manager. Topics covered include the marketing concept, product analysis, consumer behavior, channels of distribution, pricing, promotion, international marketing, and marketing's role in society. Fall, Spring. Credit, 3 semester hours.

**MKT 313. International Marketing**

This course examines the role of marketing in international arenas. Will be concerned with societal, cultural, as well as economic aspects of marketing in different countries. As Announced. Credit, 3 semester hours. PREREQ: MKT 312.

**MKT 320. Consumer Behavior**

Examination of the consumer decision-making process, including searching for, purchasing, using, evaluating, and disposing of products and services. Emphasis on how marketing mix, social-cultural factors, inner characteristics, and lifestyle affect consumer behavior. Discussion of current examples and public policy issues. As Announced. Credit, 3 semester hours. PREREQ: A "C" or better in MKT 312 or permission of the instructor.

**MKT 405. Retail Management**

Study of retail structure and organization. Analysis of major store functions including buying, selling, pricing, advertising, and inventory control. As Announced. Credit, 3 semester hours. PREREQ: A "C" or better in MKT 312 or permission of the instructor.

**MKT 420. Personal Selling and Sales Management**

An overview of skills and knowledge involved in personal selling management of sales programs. Emphasis on learning the different techniques for developing personal selling presentations, prospecting for customers, managing customer accounts, and sales management theories and their applications. As Announced. Credit, 3 semester hours. PREREQ: A "C" or better in MKT 312 or permission of the instructor.

**MKT 430. Integrated Marketing Communications**

A study of advertising planning and strategy. Topics include economics and social aspects, types of advertising, advertising objectives, development of advertising messages, media selection and evaluation, and advertising research. As Announced. Credit, 3 semester hrs PREREQ: A “C” or better in MKT 312 or permission of the instructor.

**MKT 450. Marketing Research**

A study of the application of research methods, both quantitative and qualitative, in the collection of marketing information and the development of marketing strategy. Applied marketing research studies are examined from the perspectives of planning, designing, executing, and interpreting. As Announced. Credit, 3 semester hours. PREREQ: A “C” or better in MKT 312 and DSC 314 or permission of the instructor.

**MKT 480. Marketing Strategy**

Integration of marketing elements in a strategic planning framework. Topics include demand analysis, formulating marketing strategies, establishing marketing policies and procedures, coordinating marketing actions, and evaluating performance of marketing functions. Fall, Spring. Credit, 3 semester hours. PREREQ: A “C” or better in MKT 312 or permission of the instructor.

**MKT 499. Directed Studies in Marketing**

Independent study in an area of marketing of particular interest to a student under the direction of one or more faculty members. Students must submit detailed proposals for a directed study, detailing the proposed plan of study, research involved, dates for deliverables, final product to be produced, and faculty who will be supervising. Proposals will be reviewed by a faculty committee to determine acceptance of the proposal. Fall, Spring. Credit, 1-3 semester hours. PREREQ: A “C” or better in MKT 312 and permission of the Department.

**MKTS 4xx. Special Topics in Marketing**

The study of a particular topic of special importance, relevance, and currency in the field of marketing. The content of the special topics course varies with each offering. Course may be repeated as long as topic being studied is different. As Announced. Credit, 3 semester hours. PREREQ: A “C” or better in MKT 312 or permission of the instructor.