University Catalog

Sept. 1, 2012 – Aug. 31, 2013

UNIVERSITY of RIVERSIDE

Strength in Excellence.

University of Riverside
11840 Pierce Street, Suite 200
Riverside, Ca 92505
t. 951.637.0100
f. 951.637.0400
info@uofriverside.com

www.uofriverside.com

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A Message from the President

Welcome to the University of Riverside. The University of Riverside offers distinctive and outstanding educational programs and opportunities to meet the lifelong learning needs of our students around the world. We deliver both degree and non-degree programs via online and on campus delivery modes. We also provide a wide variety of supportive services and resources to assist our students in obtaining their educational goals. In addition, we are dedicated to serving our local as well as global community to enhance the economic and social development for mankind through education.

It is my honor to invite you to participate in any of our challenging degree and certificate programs at the University of Riverside. Our goal is to provide high quality education at a reasonable cost to our students.

Sincerely,

Raj K. Singh, Ph.D.
President

MISSION

The University of Riverside is a private, international, and independent distance learning institution of higher education consisting of the Schools of Management, Education, Health and Human Services, and Extended Education. The University of Riverside provides undergraduate, graduate, and postgraduate education. The University of Riverside was established to fulfill the needs of its students so that they may promote civil society in the global village and raise the financial well-being of the communities in which they live.

School of Management

PROGRAM OBJECTIVES

Each student will seek a mastery of basic business tools and skills and an understanding of fundamental business procedures.

Each student will seek to understand the role and responsibilities of administrators in the business firm.

Each student will seek a level of educational achievement such that he/she can then positively impact a firm's profits through wise decision-making and implementation of appropriate managerial principles.

Each student will seek to understand the total functioning of a business organization as it pertains to making necessary changes for proper organizational development and expansion.

Each student, in his/her career at the University of Riverside, will commence a process of continual educational growth such that he/she can apply the most contemporary, and scientific, approaches towards the increased efficiency and overall betterment of his/her firm.

School of Health and Human Services

PROGRAM OBJECTIVES

Each student will seek a mastery of basic tools and skills and an understanding of fundamental processes employed by Health and Human Services organizations.

Each student will seek to understand the role and responsibilities of administrators in Health and Human Services organizations.

Each student will seek a level of educational achievement such that he/she can then make a positive impact in society.

Each student will seek to understand the total functioning of an organization as it pertains to making necessary changes for proper organizational development and expansion.

Each student, in his/her career at the University of Riverside, will commence a process of continual educational growth such that he/she can apply the most contemporary, and scientific, approaches towards the increased efficiency and overall betterment of his/her organization.

School of Education

PROGRAM OBJECTIVES

Each student will seek a mastery of basic education tools and skills and an understanding of fundamental educational processes.

Each student will seek to understand the role and responsibilities of administrators in the educational environment.

Each student will seek a level of educational achievement such that he/she can make a positive impact in education.

Each student will seek to understand the total functioning of an educational organization as it pertains to making necessary changes for proper organizational development and expansion.

Each student, in his/her career at the University of Riverside, will commence a process of continual educational growth such that he/she can apply the most contemporary, and scientific, approaches towards the increased efficiency and overall betterment of his/her organization.

School of Extended Education

PROGRAM BENEFITS

Customized training designed to meet the educational needs of the business

Qualified instructors who have extensive experience in the workplace and expertise in their respective fields.

Ability to deliver the same educational knowledge to all at the same time

Offering an opportunity for employees to work as a team to develop workplace skills and learning, and to apply those skills together.

Present flexible and convenient scheduling that can be tailored in a variety of ways: workshops, ongoing training sessions, online courses, classes during days or evenings, and on weekends.

Reduced employee travel and time.
Lower training costs by obtaining group rates.

About Us

Call us Monday through Friday
Hours: 8:30 am to 5:30 pm.
Pacific Standard Time:

Toll-free:	877-637-0108
Local:	951-637-0100
Fax:	951-637-0400

School Location

11840 Pierce Street, Suite 200
Riverside, CA, 92505

www.uofriverside.com

All classes are held at the above location.

Our campus is located at Pierce and Riverwalk off the 91 Freeway in Riverside, California.

Email us:
info@uofriverside.com

Administration

Raj Singh, Ph.D.
President
rsingh@uofriverside.com

Jeannette Singh, MBA
Vice President, Operations
jsingh@uofriverside.com

Wes Rouse, Ph.D.
Accreditation Officer
wrouse@uofriverside.com

Nikki Merizan, BA
Office Administrator
nmerizan@uofriverside.com

Emily Reyes
Director of Global Conferences
ereyes@uofriverside.com

Lorena Arellano
Academic Affairs Coordinator
larellano@uofriverside.com

Mawousse Imaku, MBA
Director of Academic Services
mimaku@uofriverside.com

Brian Konn
Business Technologies
IT Specialist

Priscilla O'Connor
O'Connor Graphic Design
Graphic Designer

University Advisory Board Members

- Carol Eyermann, Ph.D.
- Tammi Reilly, DM
- Sheila Embry, DM
- Douglas Roberts, Ph.D.
- Stanley Mutunga, Ph.D.

Approvals/Recognitions

University of Riverside is a privately owned, legally operating in California as an educational institution to grant all degrees and/or offer credentials as indicated on its website / catalog. UOR has a governing board with legal and fiduciary responsibility to exercise appropriate oversight over institutional integrity, policies, resource development, and ongoing operations.

On March 2007, University of Riverside received its initial approval to operate by the Bureau for Private Postsecondary and Vocational Education (BPPVE) to grant degrees under the provisions of the California Education Code, Section 94900.

On October 11, 2009, Governor Schwarzenegger signed the Private Postsecondary Education Act of 2009 ("Act") and establishes the Bureau for Private Postsecondary Education (BPPE) within the Department of Consumer Affairs on January 1, 2010. University of Riverside is approved by the current Bureau for Private Postsecondary Education (BPPE) and is listed in the current Directory of Approved BPPE Schools.

The United States government requires that all schools are approved by the governing body of the State in which they are located. This is the only required level of recognition in the United States. University of Riverside is a legally operating degree-granting educational provider in the United States.

University of Riverside is approved by the United States Immigration and Customs Enforcement (ICE) of the Department of Homeland Security (DHS) to accept and enroll foreign, non-immigrant F-1 students for academic degrees. The U.S. Consulates / Embassies issue F-1 Visas for all the students from overseas who are accepted for full-time study at UOR. Rules for Visa Application may vary in each country

(A) "Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education, P.O. Box 980818, West Sacramento, CA 95798-0818, www.bppe.ca.gov, Phone: (916) 431-6959, Toll Free: (888) 370-7589, Main Fax: (916) 263-1897."

(B) "As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement."

(C) "A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling Toll Free: (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's Internet Web site (www.bppe.ca.gov)."

Nondiscrimination Policy

This institution is committed to providing equal opportunities to all applicants to programs and to all applicants for employment. Therefore, no discrimination shall occur in any program or activity of this institution, including activities related to the solicitation of students or employees on the basis of race, color, religion, religious beliefs, national origin, sex, sexual orientation, marital status, pregnancy, age, disability, veteran’s status, or any other classification that precludes a person from consideration as an individual. Please direct any inquiries regarding this policy, if any, to the Chief Operations Officer who is assigned the responsibility for assuring that this policy is followed.

Sexual Harassment

This institution is committed to providing a work environment that is free of discrimination, intimidation and harassment. In keeping with this commitment, we believe that it is necessary to affirmatively address this subject and express our strong disapproval of sexual harassment. No one associated with this institution may engage in verbal abuse of a sexual nature; use sexually degrading or graphic words to describe an individual or an individual’s body; or display sexually suggestive objects or pictures at any

facility or other venue associated with this institution. Students are responsible for conducting themselves in a manner consistent with the spirit and intent of this policy.

Admission Requirements

Academic Transfer of Credit Policy

All entering students must arrange to have original transcripts sent to UOR. These arrangements are to be made at the time of the student's application. Upon receipt of these transcripts of high school completion and college level course/degree completions, the Director of Enrollment (with advice from the Academic Dean if needed) will review the documents and make the assessment of the transferability of each course appearing on the transcripts. The following items will be used in the review:

1. Minimal acceptable grade point average of 2.0.
2. Accreditation of the sending institution (credit will not be denied solely because of the accreditation status of the student's previous institution).
3. Types of course that will be considered include any courses offered outside of an institutional setting, such as those offered by the military, in the workplace, through apprenticeship and/or training programs, or other such programs recognized by the American Council on Education's Center for Adult Learning and Education Credentials programs.
4. Credit earned through examinations such as the ACT Proficiency Examination Program (PEP), the College Board's Advanced Placement (AP) program and College-Level Examination Program (CLEP), the Defense Activity for Non-Traditional Education Support (DANTES) Subject Standardized Testing (DSST), widely accepted industry certification, or institution-developed tests.
5. Credits less than 7 years old.
6. Credits comparable to the program content of the program in which the student will enroll.
7. Documentation should include all proof possible, e.g., transcript, catalog, syllabi, or course outlines.

Associates Degree Program

A high School diploma or GED is required to apply for the Associate degree program. The Director of Admissions with advisement from the Academic Dean, may grant probationary acceptance if other factors give evidence of the applicant's ability to successfully complete a program. The probationary status will be removed when the student has successfully completed nine semester units with a 2.0 G.P.A. or better.

Bachelors Degree Program

The university offers a bachelor's completion degree (the last 2 years of a B.S. degree). Bachelor's program staff members work with students to help them complete the general education requirements associated with the first 2 years of a B.S. degree; however, the university offers only the upper-division courses.

Required is an associate's degree or at least one full year of college credit (30 semester credits or 45 quarter credits) from a U.S. school accredited by a regional, professional/specialized, or national accrediting organization recognized by the Council for Higher Education Accreditation (CHEA), or from a non-U.S. institution, in a discipline or field related to the program/specialization for which application is made. Educational Credential Evaluators, Inc. (ECE) must evaluate a degree or coursework awarded from a non-U.S. institution as equivalent to an associate's degree or college coursework awarded by a U.S.

institution. Note: College credits must be earned at the lower-division undergraduate level and fulfill University's general education requirements.

- A minimum grade point average (GPA) of 2.0 on a 4.0 scale in college coursework.
- Completed application form.
- Application fee.
- Purpose statement.
- Official transcript(s) of college coursework completed to date.
- Access to a computer and the Internet.

Master's Admission Requirements

All applicants are required to have a bachelor's level degree from an approved college or university with at least a 3.0 G.P.A. for full acceptance into Masters Degree programs.

- A bachelor's degree from a U.S. school accredited by a regional, professional/specialized, or national accrediting organization recognized by the Council on Higher Education Accreditation (CHEA), or from a non-U.S. institution, in a discipline or field related to the program/specialization for which application is made.
- A minimum grade point average (GPA) of 3.0 on a 4.0 scale in bachelor's degree coursework.
- Completed application form.
- Application fee.
- Names of and contact information for two persons qualified to comment knowledgeably on the applicant's skills and professional and/or academic qualifications for study in the intended field.
- Goals statement.
- Official transcript(s) of confirmed bachelor's degree, as well as any additional completed coursework to be considered for transfer of credit.
- Access to a computer and the Internet.

Doctoral Admission Requirements

- A master's degree from a U.S. school accredited by a regional, professional/specialized, or national accrediting organization recognized by the Council on Higher Education Accreditation (CHEA), or from a non-U.S. institution, in a discipline or field related to the program for which application is made.
- A minimum grade point average (GPA) of 3.0 on a 4.0 scale in master's degree coursework.
- Three years of professional experience related to the program for which application is made.
- Completed application form.
- Application fee.

- Names of and contact information for two persons qualified to comment knowledgeably on the applicant's skills and professional and/or academic qualifications for study in the intended field.
- Goals statement.
- Official transcript(s) of highest degree or coursework completed to date.
- Access to a computer and the Internet.

Documentation Requirements

Individuals must file an application with the application fee made payable to this institution. All entering students must review program requirements. To be admitted to a program, the applicant must arrange to have official transcripts sent to the Registrar's office. Applicants will be advised, in writing, of any deficiencies in transfer units that must be remedied. A proposed remedy will be sent to the student, in writing, to assist the student through the application and admission process. As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement.

Transcripts

Transcripts in English: Transcripts, one from each college attended. Transcripts must be sent directly from the institutions you have attended directly to the Admissions Office of University of Riverside. The transcripts become college property and will not be copied or released to other institutions. The processing of your application is contingent upon our receipt of required transcripts. Transcripts received from applicants who do not enroll within one year of their application date or who send transcripts but do not subsequently enroll will thereafter be destroyed unless the applicant maintains communication with this institution that indicates the applicant's continuing plan to enroll. In no event will transcripts be held for more than two years from the date of receipt of the documents. Said documents will be shredded prior to disposal.

Transcripts Not in English: Transcripts that are not in English must be accompanied by an official English translation. Many institutions will be able to accommodate your request to have your transcripts issued in English. If your school is unable to issue official transcripts in English, you have a two options:

(1) You can ask your institution to have the transcripts translated into English and notarized. Then have the institution send those documents directly to us in a sealed, preferably signed envelope. If the institution will only release the verification to you, please request that they seal it in an envelope so that you can forward that envelope directly to the University of Riverside; DO NOT open the envelope as that will void the verification. The documents must be received in their original sealed envelope to be considered official.

(2) You can submit your transcripts to a translation service. The translation service can then send those documents directly to us in a sealed, preferably signed envelope. If they send the translation to you, it must be forwarded to us in its original sealed state. Again, DO NOT open the envelope as that will void the translation; the documents must be sealed to be considered official. You should also request that an official copy (in your native language) be sent from your university to us so that we can compare the original to the translation.

International Student Admission

The University of Riverside is approved by the U.S. Immigration and Customs Enforcement through the Student and Exchange Visitor Program (SEVP) to issue I-20's to its International students. The requirements for International Student admissions are listed below:

1. Completed and Signed Application
2. $100 USD Application Fee
3. Statement of Purpose
4. 2 Letters of Reference (from individuals with no relation)
5. Official Transcripts
6. Evaluated Transcripts from Educational Credential Evaluators (www.ece.org
7. Completed I-20 Application Form
8. $250 USD I-20 Application Fee

Application procedures require the submission of the following documents:

1. Evidence of a qualifying TOEFL score of 500 (applicable to students of limited English proficiency who have not completed at least 2 years of university level study delivered in the English language.); a score of 530 for students entering the master's degree program (applicable to students who did not receive their undergraduate degree from a university level study delivered in the English language); and a score of 550 for students entering the doctoral program (applicable to students who did not receive their undergraduate degree from a university level study delivered in the English language).

2. Transcripts, one from each college attended. Transcripts must be sent directly from the institutions you have attended directly to the Admissions Office of University of Riverside. The transcripts become college property and will not be copied or released to other institutions. The processing of applications is contingent upon our receipt of required transcripts. Transcripts received from applicants who do not enroll within one year of their application date or who send transcripts but do not subsequently enroll will thereafter be destroyed unless the applicant maintains communication with this institution that indicates the applicant's continuing plan to enroll. In no event will transcripts be held for more than two years from the date of receipt of the documents. Said documents will be shredded prior to disposal.

Experiential Learning Credit

The University accepts the granting of credit for prior experiential learning. The following indicators will be used when offering credit for prior experience.

1. Credit for prior experiential learning may be granted only at the undergraduate level.

2. The burden of proof is on the student to provide adequate attestation for granting credit.

3. The Academic Dean, the Dean of the Program in question, and one faculty member who regularly teaches the course in question will constitute a review committee to make the decision whether credit will be offered for a certain course.

4. Credit may be granted only for a documented course which falls within the regular curricular offerings of the institution.

5. Credit for all prior experiential learning will not constitute more than 25% of the credits needed for a degree.
6. No assurances are made as to the number of credits to be awarded prior to the completion of the institution's review process.
7. Credit may be granted only to enrolled students, and all credit is to be identified on the student's transcript as credit for prior experiential learning.
8. There is no additional charge for the experiential learning review.

Academic Policies and Procedures

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement.

Academic Freedom

This institution is committed to assuring full academic freedom to faculty. Confident in the qualifications and expertise of its faculty members, the college encourages its faculty members to exercise their individual judgments regarding the content of the assigned courses, organization of topics and instructional methods, providing only that these judgments are made within the context of the course descriptions as currently published, and providing that the instructional methods are those officially sanctioned by the institution using methods for which the college has received oversight approval.

This institution's administration believes that the most important diversity that can accrue to the benefit of students is the diversity of thought that results from free discussion, the open expression of view-points and opinions on the subject matter at hand, and the diversity of thought that results from the free exercise of research and original thinking in the academic fields related to the institution's course offerings.

Therefore, this institution encourages instructors and students to engage in discussion and dialog. Students and faculty members alike are encouraged to freely express views, however controversial, as long as they believe it would advance understanding in their specialized discipline or disciplines.

Articulation Agreements

This institution has not entered into an articulation or transfer agreement with any other college or university.

Ability to Benefit Students

This institution does not admit ATB students.

Special notice of Financial Status

This institution has not had a pending petition in bankruptcy, is not operating as a debtor in possession and has not filed a bankruptcy petition within the last five years. It has not had a petition in bankruptcy filed against it within the preceding five years that resulted in reorganization under chapter 11 of the United States Bankruptcy Code

Semester Credit Units

Semester units are used to measure course credit. A semester unit is defined as a minimum of 15 contact hours of instruction. Additional time must be invested by the student to assure appropriate preparation for

interaction with classmates and instructors and the research, reading and other work required to properly complete educational assignments.

Attendance Policy

This institution's policy on attendance is based on the premise that regular communication between the teacher and the student and also, among students themselves, has significant value in the learning process. Students must check in to their online classroom and have interaction in the discussion board with a minimum of 2 posts per week to count as having attended that week of class. If the student does not post at least a minimum of 2 responses each week, they will be considered absent.

Students are allowed to be absent for no more than one week per five/six week course. Failure to meet this requirement will result in a drop from the course.

International and Hybrid students must meet the above requirements as well as a ***mandatory*** *face to face meeting with their instructor for the first and last week of each course. Students who fail to meet this requirement and who are under an I-20 can potentially lose their status immediately.*

Allowances for interruptions in communications with instructors due to illness or personal emergency will be handled on a case-by-case basis between the student and instructor. Students are encouraged to use email to keep instructors fully informed of such circumstances. Arrangements to make up work missed and return to an agreed schedule should be initiated by the student and established with the instructor. If you are unable to stay on schedule due to unusual circumstances, please attempt to seek an accommodation from your instructor, and, if required, seek an official leave of absence.

Leaves of Absence – Drop Policy

Should circumstances be such that a leave of absence is to be requested, a student must submit an application for a leave of absence to the office of the Academic Dean. At his/her discretion, a leave may be granted for a reasonable time, as warranted by the circumstances. If a student repeatedly resorts to the use of a leave of absence, and if such applications show a pattern of delays, or should the issuance of a leave of absence be such that it would significantly interfere with the planned completion of a program of study, the Academic Dean may, in his/her sole discretion, dismiss a student from the program and issue the appropriate refunds as may be required. A student may drop at any time for any reason by notifying the administrative office, in writing.

Transferability of Units and Degrees Earned at This School

Students wishing to transfer credits to another institution for further work should first consult with that institution before enrolling with this institution or any other college or university. Neither state approval nor accreditation will guarantee acceptability of credits for transfer.

Grades and Standards for Student Achievement

Grades are awarded on a traditional letter grade scale (A, A-, B+, B, ...F). The minimum passing grade is a D-. The minimum allowable grade point average to maintain satisfactory progress is a C, or 2.0.

In calculating a student's grade point average, the following policy applies:

A	4.0 Grade Points	A-	3.67 Grade Points
B+	3.33 Grade points	B	3.0 Grade Points
B-	2.67 Grade Points	C+	2.33 Grade Points
C	2.0 Grade Points	C-	1.67 Grade points

D+	1.33 Grade Points	D	1.0 Grade Point
D-	0.67 Grade Points	F	0.00 Grade Points

If the student has not completed the coursework and earned a grade at the end of the course, the instructor may issue one of the following grades:

I Incomplete If the course has not been completed, the instructor may grant an I on a two-month extension of the term, at no additional tuition cost, when the student is making satisfactory progress and the instructor believes that an extension of time will permit satisfactory completion. At the end of this period, a final grade must be recorded.

W Withdraw The student may withdraw from any course before the end of the term. At the end of the term, the instructor may withdraw the student from the course and issue a W when the instructor believes the student's progress is insufficient to warrant an extension. A student who withdraws or is administratively withdrawn must retake the course and is responsible for a new tuition payment for that course of study.

Academic Probation

The Chief Academic Officer may place a student on academic probation if the student is not making satisfactory academic progress as per this institution's published policy. The student's grade point average will be monitored at the end of each enrollment period when the grades are posted. Should the GPA fall below that required for graduation, a student may be placed on academic probation. This will result in a formal advisory, which will be sent to the student, indicating the reason for the probation. Failure to maintain satisfactory academic progress may result in dismissal from the program.

Student Services

Academic Advisement

There are a limited number of issues that a student will encounter since the course requirements are clearly presented in the institution’s catalog. The primary issue will be which electives to select. However a mentor will be assigned to every new student who can help in understanding the requirements.

Student Rights - Grievance Procedures

Students have a right to be treated fairly and ethically in all matters and transactions with this institution; therefore, this institution is dedicated to fair dealing and professional conduct. Should any student have a complaint, the student is asked to discuss the matter directly with an instructor or administrator. That instructor or administrator will engage in an informal process endeavoring to settle the dispute in good faith. That informal process will involve three steps: (1) an effort to define the problem, (2) an effort to identify acceptable options for resolution, and (3) an attempt to resolve the conflict through the application of one or more of those options for resolution. The student may thereafter choose to file a written complaint directly with the institution's Chief Academic Officer who will work to resolve the matter. The Chief Academic Officer is the individual designated to resolve student complaints. That individual will investigate all formal (written) complaints, endeavor to resolve all such complaints, and record an entry into the institution's official log. The formal process will involve (1) the student's submission of a written description of the specific allegations and the desired remedy accompanied by any available documentary items within 60 days after the beginning date of the term following that in which the dispute(s) occurred or are alleged to have occurred, (2) the student may terminate the formal process should, in the interim, the informal process produce a satisfactory resolution, (3) the Chief Academic Officer will notify all parties involved of the receipt and nature of the grievance, (4) a timeline for

resolution will be delivered to the principles by the Chief Academic Officer, (5) interested parties will communicate with the CAO in order to make recommendations to resolve the grievance, and (6) the party responsible for implementing the selected method of resolution will notify the principals of the decision reached. In the event that a student does not agree to the resolution proposed, the student retains the right to file a complaint with the Bureau for Private Postsecondary and Education 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833. (888) 370-7589.

Availability of Transcripts

Each student's file will contain student's records including a transcript of grades earned. The first copy of the official transcript is provided at no charge. Subsequent copies are available upon advance payment of the transcript fee of $15.00 per copy. Transcripts will only be released to the student upon receipt of a written request bearing the student's live signature. No transcript will be issued until all tuition and other fees due to the institution are current.

Privacy Act, Student Records and Transcripts

Student records for all students are kept for five years. Transcripts are kept in permanently. Students may inspect and review their educational records. To do so, submit a written request identifying the specific information you would like to review. Should you find, upon your review, that there are records that are inaccurate or misleading, you may request that errors be corrected. In the event that a difference of opinion exists regarding the existence of errors, you may ask that a meeting be held to resolve the matter. It is our intent to carefully follow the rules applicable under the Family Education Rights and Privacy Act. Furthermore, it is our intent to protect the privacy of your financial, academic, and other school records. We will not release such information to any individual without having first received your written request to do so or unless otherwise required by law.

Student Housing

This institution does not operate dormitories or other housing facilities as all instruction is offered by correspondence. However, the University has affordable hotel/motel agreements for the use of students visiting or studying in residence. This institution does not accept responsibility to assist a student in finding housing.

Placement Services

No placement services are provided.

Library Resources

The university has a small library with approximately 300 works. The university also provides access to collections on the internet. The university library is available to faculty, staff and enrolled students of the University of Riverside. The library is not open to the general public. Internet access for students will be limited to one-hour sessions when other students are waiting.

Description of Facilities

The University of Riverside is located in a modern concrete tilt up one story facility and is one building of many in the complex. The structure is approximately five years old and the interior has been customized to provide a modern and multi-media friendly instructional environment for its students.

Language of Instruction

All instruction is delivered in English.

ESL Proficiency

For those students for whom English is not their first language, and who have not completed at least one full year of instruction at the college level, delivered in English, a TOEFL score of 500 is required.

Online Delivery Response and Evaluation

This institution adheres to a policy of requiring that instructors respond to the receipt of student lessons, projects or other submissions within ten school days.

Financial Information

Tuition and Fees

DEGREE PROGRAM	Total Semester Units	Tuition per Unit	Total Program Tuition	Estimated Books & Materials	Total Program Charges*
Associate of Arts, Business Administration	60	250	$15,000	$1,500	$16,500
Associate of Arts, Criminal Justice Administration	60	250	$15,000	$1,500	$16,500
Bachelor of Business Administration	60	250	$15,000	$1,500	$16,500
Bachelor of Science in Nursing	60	250	$15,000	$2,000	$17,000
Master of Science in Education	30	325	$ 9,750	$1,500	$11,250
Master of Business Administration	39	325	$12,675	$1,500	$14,175
Doctor of Business Administration	60	380	$22,800	$3,000	$25,800
Doctor of Education	54	380	$20,520	$3,000	$23,520
Doctor of Philosophy in Business Administration	60	380	$22,800	$3,200	$26,000
Doctor of Philosophy in Education	54	380	$20,520	$3,000	$23,520

*Plus applicable charges from the miscellaneous fees schedule, below.

Miscellaneous Fees (All Programs) [Non-refundable unless otherwise indicated]

Application Fee	$100, non - refundable
Registration per Session	$ 15
Technology Fee (Internet Students)	$100
Graduation Fee	$250
Returned Check Fee	$ 25
Transcripts	$ 15
Change of Status (Probation, Leave of Absence)	$ 25
STRF Tax	$ 2.50 per $1,000 of Tuition (CA Residents)

All fees are subject to change from time to time, without notice.

Schedule of Total Charges for a Period of Attendance

The following is a schedule of charges for an anticipated enrollment in one semester of attendance.

Doctorate Programs	
9 units @ $380/unit	$ 3,420
Registration Fee per Session	$ 15
Books & Equipment	$ 500
Total Charges	$ 3,935

Bachelor Programs	
15 Units @ $250/unit	$ 3,750
Registration Fee per Session	$ 15
Books & Equipment	$ 375
Total Charges	$ 4,140

Master Programs or MBA	
9 units @ $325/unit	$ 2,925
Registration Fee per Session	$ 15
Books & Equipment	$ 375
Total Charges	$ 3,315

Associate Programs	
15 Units@ $250/unit	$ 3,750
Registration Fee per Session	$ 15
Books & Equipment	$ 375
Total Charges	$ 4,140

STRF Disclosure

The Student Tuition Recovery Fund (STRF) was established by the Legislature to protect any California resident who attends a private postsecondary institution from losing money if you prepaid tuition and suffered a financial loss as a result of the school closing, failing to live up to its enrollment agreement, or refusing to pay a court judgment. To be eligible for STRF, you must be a California resident and reside in California at the time the enrollment agreement is signed or when you receive lessons at a California mailing address from an approved institution offering correspondence instruction. Students who are temporarily residing in California for the sole purpose of pursuing an education, specifically those who hold student visas, are not considered a California resident.

Students are advised that 1. Schools are required, by law, to collect the fee from California Residents. 2. That students whose tuition is paid by a third part payer are excluded from the STRF, 3. Students are responsible for paying the state assessment amount for the STRF. To qualify for STRF reimbursement you must file a STRF application within one year of receiving notice from the Bureau that the school is closed. If you do not receive notice from the Bureau, you have 4 years from the date of closure to file a STRF application. If a judgment is obtained you must file a STRF application within two years of the final judgment.

It is important that you keep copies of the enrollment agreement, financial aid papers, receipts or any other information that documents the monies paid to the school. Questions regarding the STRF may be directed to the Bureau for Private Postsecondary Education, 2535 Capital Oaks Dr., Suite #400, Sacramento, CA 95833, www.bppe.ca.gov (888) 370-7589 (fax) (916) 263-1897.

PART ONE
The State of California created the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic losses suffered by California residents who were students attending schools approved by, or registered to offer Short-term Career Training with the Bureau for Private Postsecondary Education (Bureau).

You may be eligible for STRF if you are a California resident, prepaid tuition, paid the STRF fee, and suffered an economic loss as a result of any of the following:

- The school closed before the course of instruction was completed.
- The school's failure to pay refunds or charges on behalf of a student to a third party for license fees or any other purpose, or to provide equipment or materials for which a charge was collected within 180 days before the closure of the school.
- The school's failure to pay or reimburse loan proceeds under a federally guaranteed student loan program as required by law or to pay or reimburse proceeds received by the school prior to closure in excess of tuition and other costs.
- The school's breach or anticipatory breach of the agreement for the course of instruction.
- There was a decline in the quality of the course of instruction within 30 days before the school closed, or if the decline began earlier than 30 days prior to closure, a time period of decline determined by the Bureau.
- The school committed fraud during the recruitment or enrollment or program participation of the student.

You may also be eligible for STRF if you were a student that was unable to collect a court judgment rendered against the school for violation of the Private Postsecondary Education Act.

PART TWO
You must pay the state-imposed fee for the Student Tuition Recovery Fund (STRF) if all of the following applies to you: (1) You are a student, who is a California resident and prepays all or part of your tuition either by cash, guaranteed student loans, or personal loans, and (2) Your total charges are not paid by a third-party payer such as an employer, government program or other payer unless you have a separate agreement to repay the third party.

You are not eligible for protection from the STRF and you are not required to pay the STRF fee if either of the following applies: (1) You are not a California resident (2) Your total charges are paid by a third-party payer, such as an employer, government program, or other payer, and you have no separate agreement to repay the third party.

STRF Disclosure

§ 76215. Student Tuition Recovery Fund Disclosures.

(a) A qualifying institution shall include the following statement on both its enrollment agreement and its current schedule of student charges: "You must pay the state-imposed assessment for the Student Tuition

Recovery Fund (STRF) if all of the following applies to you:

1. You are a student, who is a California resident and prepays all or part of your tuition either by cash, guaranteed student loans, or personal loans, and
2. Your total charges are not paid by any third-party payer such as an employer, government program or other payer unless you have a separate agreement to repay the third party.

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment, if either of the following applies:

1. You are not a California resident.
2. Your total charges are paid by a third party, such as an employer, government program or other payer, and you have no separate agreement to repay the third party."

(b) In addition to the statement described under subdivision (a) of this section, a qualifying institution shall include the following statement on its current schedule of student charges:
"The State of California created the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic losses suffered by California residents who were students attending certain schools regulated by the Bureau for Private Postsecondary and Education.

You may be eligible for STRF if you are a California resident, prepaid tuition, paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The school closed before the course of instruction was completed.
2. The school's failure to pay refunds or charges on behalf of a student to a third party for license fees or any other purpose, or to provide equipment or materials for which a charge was collected within 180 days before the closure of the school.
3. The school's failure to pay or reimburse loan proceeds under a federally guaranteed student loan program as required by law or to pay or reimburse proceeds received by the school prior to closure in excess of tuition and other cost.
4. There was a decline in the quality of the course of instruction within 30 days before the school closed or, if the decline began earlier than 30 days prior to closure, the period of decline determined by the Bureau.
5. An inability to collect on a judgment against the institution for a violation of the Act."

NOTE: Authority cited: Sections 94803, 94877 and 94923, Education Code. Reference: Section 94923, Education Code.

NOTICE CONCERNING TRANSFERABILITY OF CREDITS AND CREDENTIALS EARNED AT OUR INSTITUTION

"The transferability of credits you earn at University of Riverside is at the complete discretion of an institution to which you may seek to transfer. Acceptance of the degree, certificates or credits you earn in the University of Riverside is also at the complete discretion of the institution to which you may seek to transfer. If the credits, degree, certificate or credits that you earn at this institution are not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason you should make certain that your attendance at this institution will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending University of Riverside to determine if your credits or degree will transfer."

Financial Aid

The school does not provide either State or Federal financial aid.

If a student obtains a loan to pay for an educational program, the student will have the responsibility to repay the full amount of the loan plus interest, less the amount of any refund, and that, if the student has received federal student financial aid funds, the student is entitled to a refund of the moneys not paid from federal student financial aid program funds.

STUDENT'S RIGHT TO CANCEL

If the student has received federal student financial aid funds, the student is entitled to a refund of moneys not paid from federal student financial aid program funds. The student has the right to cancel the enrollment agreement and obtain a refund of charges paid through attendance at the first class session, or the seventh day after enrollment, whichever is later.

Distance Education Programs:
The student shall have the right to cancel the agreement and receive a full refund before the first lesson and materials are received. Cancellation is effective on the date written notice of cancellation is sent. The institution shall make the refund as per the calculation consistent with the California Code of Regulations. If the institution delivered the first lesson and materials before an effective cancellation notice was received, the institution shall make a refund within 45 days after the student's return of the materials.

Classroom Programs:
A notice of cancellation shall be in writing, and a withdrawal may be effectuated by the student's written notice or by the student's conduct, including, but not necessarily limited to, a student's lack of attendance. The student has the right to cancel the enrollment agreement and obtain a refund of charges paid through attendance at the first class session, or the seventh day after enrollment, whichever is later. The institution shall refund 100 percent of the amount paid for institutional charges, less a reasonable deposit or application fee not to exceed two hundred fifty dollars ($250).

The institution shall issue a refund for unearned institutional charges if the student cancels an enrollment agreement or withdraws during a period of attendance. The refund policy for students who have completed 60 percent or less of the period of attendance shall be a pro rata refund. The institution shall pay or credit refunds within 45 days of a student's cancellation or withdrawal.

Notice Regarding Distance Educational Programs
The school will transmit your first lesson and other materials to you within seven days after your admission. This institution will transmit all of the lessons and other materials to you if (A) you have fully paid for the educational program; and (B) if after having received the first lesson and initial materials, you request in writing that all of the materials be sent. If this institution transmits the balance of the materials per your request, this institution shall remain obligated to provide other educational services it agreed to provide, such as responses to student inquiries, student and faculty interaction, and evaluation and comment on lessons submitted by you. This institution shall not be obligated to pay any refund after all of the lessons and materials have been transmitted.

REFUND POLICY

The amount owed to the student equals the institutional charge for the instruction divided by the total number of clock hours in the period of attendance multiplied by the number of clock hours the student has not attended prior to withdrawal. No refunds are due once the student has received more than 60% of the clock hours of instruction in any given period of attendance.

For purposes of determining a refund, a student shall be considered to have withdrawn from an educational program when he or she withdraws or is deemed withdrawn in accordance with the withdrawal policy stated in this institution's catalog.

If an institution has collected money from a student for transmittal on the student's behalf to a third party for a bond, library usage, or fees for a license, application, or examination and the institution has not paid the money to the third party at the time of the student's withdrawal or cancellation, the institution shall refund the money to the student within 45 days of the student's withdrawal or cancellation.

This institution shall refund any credit balance on the student's account within 45 days after the date of the student's completion of, or withdrawal from, the educational program in which the student was enrolled.

Any questions a student may have regarding the enrollment agreement that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education at 2535 Capital Oaks Dr., Suite #400, Sacramento, CA 95833, www.bppe.ca.gov (888) 370-7589 (fax) (916) 263-1897.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's Internet web site www.bppe.ca.gov

Cancellation or Withdrawal Policy

A student may withdraw from a course at any time during the term by the last day of regularly scheduled classes by completing the proper forms from the Office of Admissions & Records. Student's notice of cancellation must be in writing, and that a withdrawal may be effectuated by the student's written notice or by the student's conduct, including, but not necessarily limited to, a student's lack of attendance. Official notification in writing must be received before any withdrawal from the University is processed.

Cancellation or Withdrawal Policy Procedure

Students who wish to withdraw from their program of study should send a written notice to the

Office of Admissions & Records
University of Riverside
11840 Pierce Street, Suite 200
Riverside, CA 92505

The email address is registrar@uofriverside.com. The notice of cancellation and withdrawal is effective when delivered, postmarked, or e-mailed. Once received, the Office of Academic Affairs will approve the Cancellation or Withdrawal.

Degree Programs

SCHOOL OF EDUCATION		
Program Objectives	**Examples of Courses Taught**	**Outcomes**
❖ Each student will seek a mastery of basic education tools and skills and an understanding of fundamental educational processes.	❖ Foundation of Education ❖ Philosophy of Education	❖ Future educator will be able to work in the field of education.
❖ Each student will seek to understand the role and responsibilities of administrators in the educational environment.	❖ School Law ❖ Leadership Ethics	❖ She/he will have the skills to work at the administrator level.
❖ Each student will seek a level of educational achievement such that he/she can make a positive impact in education.	❖ Leadership in Higher Education ❖ Applied Higher Education Administration Project	❖ As an administrator, he/she will be a positive influence on the organization and make an impact on the results.
❖ Each student will seek to understand the total functioning of an educational organization as it pertains to making necessary changes for proper organizational development and expansion.	❖ Educational Technology ❖ Politics of Higher Education ❖ Higher Education Administration ❖ Organizational Development	❖ Not only will he/she be able to manage, she/he will be trained in strategic planning for the future.
❖ Each student, in his/her career at the University of Riverside, will commence a process of continual educational growth such that he/she can apply the most contemporary, and scientific approaches toward the increased efficiency and overall betterment of his/her organization.	❖ Educational Research ❖ History of Higher Education ❖ Applied Organizational Leadership Project	❖ Finally, he/she will keep up with new ideas, techniques, and practices through a continuous process of educating him/herself.

SCHOOL OF MANAGEMENT		
Program Objectives	**Examples of Courses Taught**	**Outcomes**
❖ Each student will seek a mastery of basic business tools and skills and an understanding of fundamental business procedures.	❖ Introduction to Business ❖ Organizational Behavior ❖ Economics	❖ Future business employee will be able to work in the field of business. ❖ ❖ ❖
❖ Each student will seek to understand the role and responsibilities of administrators in the business firm.	❖ Managerial Communication ❖ Management and Supervision ❖ Small Business Management ❖ Human Resource Management	❖ She/he will have the skills to work at the managerial level. ❖ ❖
❖ Each student will seek a level of educational achievement such that he/she can then positively impact a firm's profits through wise decision-making and implementation of appropriate managerial principles.	❖ Business Accounting ❖ Financial Management ❖ Computer Information Systems	❖ As a manager, he/she will be a positive influence on the organization and the resultant profits. ❖ ❖ ❖ ❖
❖ Each student will seek to understand the total functioning of a business organization as it pertains to making necessary changes for proper organizational development and expansion.	❖ Business Ethics ❖ Business Law ❖ Strategic Management ❖ Marketing Management ❖ Operations Management	❖ Not only will he/she be able to manage, she/he will be trained in strategic planning for the future. ❖ ❖ ❖
❖ Each student, in his/her career at the University of Riverside, will commence a process of continual educational growth such that he/she can apply the most contemporary, and scientific, approaches towards the increased efficiency and overall betterment of his/her firm.	❖ Applied Quantitative Analysis ❖ Administrative Office Management ❖ Career Management ❖ Money, Banking and Finance ❖ Management Research project	❖ Finally, he/she will keep up with new ideas, techniques, and practices through continuously educating him/herself.

Academic Programs

Degree Program Descriptions

Ph.D. in Business Administration

The Doctorate of Philosophy (Ph.D.) in Business Administration program is designed for outstanding students who wish to earn an advanced research degree in preparation for a career in research, business, and/or government. To achieve this objective, the program provides a specialized education in a business administration discipline, emphasizing intensive training in research methods applicable to business processes. Students have the opportunity to pursue specializations in finance, health care administration, human resource management, engineering and technology management, criminal justice administration, international management and public administration.

Ph.D. in Education

The Doctorate of Philosophy (Ph.D.) in Education program is designed for outstanding students who wish to earn an advanced research degree in preparation for a career in research, consulting, education, and/or government. To achieve this objective, the program provides a specialized knowledge in education, emphasizing intensive training in research methods applicable to educational processes. Students have the opportunity to pursue specializations in organizational leadership, adult education, corporate training and development, higher education administration, and instructional design for online education.

Doctor of Business Administration (DBA)

The Doctor of Business Administration (DBA) degree program offered by the University of Riverside provides students with a professional master's degree a means of exploring their personal readiness to become leaders in management professions. Students gain a mastery of business administration literature and demonstrate their competence by applying this knowledge to current business environments.

Doctor of Education (Ed.D.)

The Doctor of Education (Ed.D.) degree will prepare learners to become transformational leaders who will strategically and researchers manage and lead complex educational organizations. Graduates will be educational practitioners who demonstrate analytical, critical, and innovative thinking to improve the performance of educational institutions. The proposed Doctor of Education in Educational Leadership degree is consistent with the University's mission to educate working adults to develop the knowledge and skills that will enable them to achieve their professional goals, improve the productivity of their organizations, and provide leadership and service to their communities. The program is designed to emphasize leadership and to focus on applied research that improves educational environments.

Master of Business Administration (MBA)

The MBA program prepares students for positions of leadership in business, industry and government, and it provides them with a comprehensive view of the total business organization. Opportunities exist for specialization, but the program emphasis has been placed on breadth. Upon completion of the program, students will be equipped with the tools of analysis and decision-making. Classes are structured so that opportunities for problem definition, analysis, and solution/amelioration are plentiful.

Students with undergraduate preparation in the arts and sciences, engineering, education, and a variety of other disciplines can benefit from the program. Students without prior academic backgrounds in business administration and management will be required to complete certain foundation courses as a part of their MBA programs.

Master of Science in Education (MS Ed.)

Master of Science degree in Education is designed for teachers and education administrators an intensive study of theory and practice in the field of education. The MSEd program fosters independent learning and enables students to contribute intellectually to the education profession.

Opportunities exist for specialization, but the program emphasis has been placed on breadth. Graduates are able to demonstrate a conceptual understanding of advanced educational theory and practice and to critically analyze and solve problems based on applied research methods.

Bachelor of Science in Nursing (BSN)

The Bachelor of Science in Nursing (BSN) is a program designed to develop the professional knowledge and skills of registered nurses. The curriculum builds on a foundation of biological, physical, and social sciences, which contribute to the science of nursing. The liberal arts components enhance the development of the intellectual, social, and cultural aspects of the professional nurse.

This baccalaureate program includes behavioral objectives that concentrate on the development of the nurse's role as caregiver, teacher, and leader. Utilizing human caring as a framework, registered nurses are prepared as generalists who are able to apply critical thinking, progressional skills, and knowledge to client outcomes and health care systems.

Bachelor of Business Administration (BBA)

The Bachelor of Business Administration program is designed to prepare students for effective careers in the management of private and non-profit organizations. The curriculum helps students develop the conceptual, human, technical and operational knowledge and skills that are critical for success.

Associate of Arts in Business Administration (AABA)

Associate of Arts degree in Business Administration provides basic business administration skills. Students use computers, computer skills and software applications necessary to prosper in a business environment. Courses provide an understanding of business administration methods, management skills and business knowledge.

Associate of Arts in Criminal Justice Administration (AACJA)

The Associate of Arts with a concentration in Criminal Justice program focuses on policing practices, corrections, the criminal court system and juvenile justice. Students take a comprehensive look at these topics through interactive assignments that not only develop their critical-thinking skills, but also enable them to recognize the functions of the criminal justice professions within their communities.
Associate of Arts, Business Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
GEN 100	Introduction to University Studies	X			3
GEN 102	Lifelong learning Skills	X			3
ENG 101	Writing Skills	X			3
MTH 101	Basic Mathematics	X			3
MTH 102	Algebra	X			3
MTH 103	Elementary Statistics	X			3
SOC 101	Introduction to Sociology	X			3
PSYC 101	Introduction to Psychology	X			3
ENG 102	Foundations of Research Writing	X			3
HIST 101	Eastern Civilization	X			3
HIST 102	Western Civilization	X			3
HIST 103	American History	X			3
PHL 101	Critical thinking	X			3
COM 101	Professional communication	X			3
BUS 101	Principles of Management and Supervision		X		3
BUS 102	Principles of Accounting		X		3
BUS 103	Business Finance		X		3
BUS 104	Sales and Marketing		X		3
BUS 105	Computer Information Systems		X		3
BUS 106	Small Business Management		X		3
					60

Associate of Arts, Criminal Justice Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
GEN 100	Introduction to University Studies	X			3
GEN 102	Lifelong learning Skills	X			3
ENG 101	Writing Skills	X			3
MTH 101	Basic Mathematics	X			3
MTH 102	Algebra	X			3
MTH 103	Elementary Statistics	X			3
SOC 101	Introduction to Sociology	X			3
PSYC 101	Introduction to Psychology	X			3
ENG 102	Foundations of Research Writing	X			3
HIST 101	Eastern Civilization	X			3
HIST 102	Western Civilization	X			3
HIST 103	American History	X			3
PHL 101	Critical thinking	X			3
COM 101	Professional communication	X			3
CJA 101	Introduction to Criminal Justice Administration		X		3
CJA 102	Criminal Law		X		3
CJA 103	Criminal Courts and the Law		X		3
CJA 104	Law Enforcement Research and Statistics		X		3
CJA 105	Introduction to Corrections		X		3
CJA 106	Theory and practice of Law Enforcement		X		3
					60

Bachelor of Business Administration
Emphasis: Criminal Justice Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
CJA 401	Criminal Justice Organization and Administration			X	3
CJA 402	Supervision of Criminal Justice Personnel			X	3
CJA 403	Workplace Security			X	3
CJA 490	Criminal Justice Research Project			X	3

Bachelor of Business Administration
Emphasis: Health Care Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
HCM 401	Health Care Law			X	3
HCM 402	Financial Management in Health Care Administration			X	3
HCM 403	Staffing Health Care Organizations			X	3
HCA 490	Health Care Research Project			X	3

Bachelor of Business Administration
Emphasis: Human Resource Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
HRM 401	Compensation and Benefits			X	3
HRM 402	Employment Law			X	3
HRM 403	Collective Bargaining			X	3
HRM 490	HRM Research Project			X	3

Bachelor of Business Administration
Emphasis: International Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
BSBA 401	Intercultural Communication			X	3
BSBA 402	International Management			X	3
BSBA 405	International Human Resource Management			X	3
IM 490	International Management Research Project			X	3

Bachelor of Business Administration
Emphasis: Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
BSBA 407	Administrative Office Management			X	3
BSBA 408	Career Management			X	3
BSB 409	Money, Banking and Finance			X	3
MGT 490	Management Research project			X	3

Bachelor of Business Administration
Emphasis: Marketing

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
MAR 401	Professional Selling Methods			X	3
MAR 402	Consumer Behavior			X	3
MAR 403	Sales and Marketing Research			X	3
MAR 490	Marketing Research Project			X	3

Bachelor of Business Administration
Emphasis: Project Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
PRM 401	Procurement & Contract Management			X	3
PRM 402	Cost and Scheduling Basics			X	3
PRM 403	Project Planning and Control			X	3
PRM 490	Project Management Research Project			X	3

Bachelor of Business Administration
Emphasis: Real Estate

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
BSBA 201	Managerial Communication		X		3
BSBA 202	Introduction to Business		X		3
BSBA 203	Organizational Behavior		X		3
BSBA 204	Management and Supervision		X		3
BSBA 205	Small Business Management		X		3
BSBA 206	Economics		X		3
BSBA 207	Human Resource Management		X		3
BSBA 208	Business Ethics		X		3
BSBA 209	Business law		X		3
BSBA 301	Business Accounting		X		3
BSBA 302	Financial Management		X		3
BSBA 303	Strategic Management		X		3
BSBA 304	Computer Information Systems		X		3
BSBA 306	Marketing Management		X		3
BSBA 307	Operations Management		X		3
BSBA 308	Applied Quantitative Analysis		X		3
REST 401	Real Estate Principles			X	3
REST 402	Real Estate Finance			X	3
REST 403	Real Estate Appraisal			X	3
REST 490	Real Estate Research project			X	3

Bachelor of Science in Nursing

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
GEN 100	Introduction to University Studies	X			3
BSN 301	Technology for nursing	X			3
BSN 302	Introduction to Nursing	X			3
BSN 303	Individual Life Cycles	X			3
BSN 304	Complementary and Alternative Health Care Modalities	X			3
BSN 305	Professional Collaboration in Nursing Practice	X			3
BSN 306	Health Assessment	X			3
BSN 401	Current topics in Nursing	X			3
BSN 402	Nursing Statistics	X			3
BSN 403	Health and Health Behavior in Individuals and Families	X			3
BSN 404	Nursing Leadership	X			3
BSN 405	Introduction to Family Nursing This course is designed to provide the foundation for developing and utilizing theory-based practice for managing the continuum of care required for families.	X			3
BSN 406	Introduction to Nursing Case Management	X			3
BSN 407	Quality Control in Healthcare	X			3
BSN 490	Nursing Research Utilization	X			3
HCM 401	Health Care Law .			X	3
HCM 402	Financial Management in Health Care Administration			X	3
HCM 403	Staffing Health Care Organizations			X	3
BSBA 203	Organizational Behavior			X	3
BSBA 208	Business Ethics			X	3
Total					60

Master of Business Administration
Emphasis: Public Administration

Course #	**Course Name**	**General Education X**	**Required Course X**	**Elective Course X**	**Units**
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
PAD601	Administration of Public Institutions			X	3
PAD602	Public Policies			X	3
PAD603	Public Finance and Legislative Procedures			X	3
PAD 604	Applied Public Administration Project			X	3

Master of Business Administration
Emphasis: Criminal Justice Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
CJA601	Critical Analysis of Criminal Justice Administration			X	3
CJA602	Training and Development in Criminal Justice			X	3
CJA603	Criminal Courts and Professional Ethics			X	3
CJA604	Applied Criminal Justice Administration Project			X	3

Master of Business Administration
Emphasis: Engineering and Technology Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
ETM 601	Management of Technology			X	3
ETM 602	Strategic Information Technology Management			X	3
ETM 603	Quality Control			X	3
ETM 604	Applied Engineering and Technology Management Project			X	3

Master of Business Administration
Emphasis: Finance

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
FIN 601	Corporate Finance			X	3
FIN 602	Public Budgeting			X	3
FIN 603	International Finance			X	3
FIN 604	Applied Finance Project			X	3

Master of Business Administration
Emphasis: Health Care Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
HCA 601	Health Care Financial Management			X	3
HCA 602	Legal Foundations of Health Care			X	3
HCA 603	Health Resources and Policy Analysis			X	3
HCA 604	Applied Health Care Administration Project			X	3

Master of Business Administration
Emphasis: Human Resource Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
MHR601	Training and Development			X	3
MHR602	Labor Relations and Collective Bargaining			X	3
MHR603	Compensation Management			X	3
MHR604	Applied Human Resource Management Project			X	3

Master of Business Administration
Emphasis: International Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
IM 601	International Legal Environment			X	3
IM 602	Inter-Cultural Management			X	3
IM 603	International Economics			X	3
IM 604	Applied International Management Project			X	3

Doctor of Business Administration
Emphasis: Engineering and Technology Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
ETM 601	Management of Technology			X	3
ETM 602	Strategic Information Technology Management			X	3
ETM 603	Quality Control			X	3
ETM 605	Special Topics in Applied Engineering and Technology Management			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Business Administration
Emphasis: Finance

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
FIN 601	Corporate Finance			X	3
FIN 602	Public Budgeting			X	3
FIN 603	International Finance			X	3
FIN 605	Special Topics in Finance			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Business Administration
Emphasis: Health Care Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
HCA 601	Health Care Financial Management			X	3
HCA 602	Legal Foundations of Health Care			X	3
HCA 603	Health Resources and Policy Analysis			X	3
HCA 605	Special topics in Health Care Administration			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Business Administration
Emphasis: Human Resource Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
MHR601	Training and Development			X	3
MHR602	Labor Relations and Collective Bargaining			X	3
MHR603	Compensation Management			X	3
MHR605	Special Topics in Applied Human Resource Management			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Business Administration
Emphasis: International Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
IM 601	International Legal Environment			X	3
IM 602	Inter-Cultural Management			X	3
IM 603	International Economics			X	3
IM 605	Special Topics in Applied International Management			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Business Administration
Emphasis: Public Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
PAD601	Administration of Public Institutions			X	3
PAD602	Public Policies			X	3
PAD603	Public Finance and Legislative Procedures			X	3
PAD 605	Special Topics in Applied Public Administration			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Business Administration
Emphasis: Criminal Justice Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
CJA601	Critical Analysis of Criminal Justice Administration			X	3
CJA602	Training and Development in Criminal Justice			X	3
CJA603	Criminal Courts and Professional Ethics			X	3
CJA605	Special Topics in Criminal Justice Administration			X	3
DBA 701	Research Questions, Constructs and Design - Residency			X	3
DBA 702	Design, Statistics and Data Analysis - Residency			X	3
DBA 703	Research Ethics and Proposal			X	3
DBA 704	Doctoral Comprehensive			X	3
DBA 705	Doctoral Dissertation Proposal			X	3
DBA 706	Doctoral Dissertation Data			X	3
DBA 707	Doctoral Dissertation			X	3

Doctor of Education
Emphasis: Organizational Leadership

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
EDU 500	Foundation of Education		X		3
EDU 501	Philosophy of Education		X		3
EDU 502	School Law		X		3
EDU 503	Educational Research		X		3
EDU 504	Educational Technology		X		3
LDR 501	Organizational Leadership and Change Management			X	3
LDR 502	Leadership Ethics			X	3
LDR 503	Organizational Behavior			X	3
LDR 504	Organizational Development			X	3
LDR 506	Special topics in Organizational Leadership			X	3
EDD 700	Doctoral Study Residency		X		3
EDD 701	Research Questions, Constructs and Design - Residency		X		3
EDD 702	Design, Statistics and Data Analysis - Residency		X		3
EDD 703	Research Ethics and Proposal		X		3
EDD 704	Doctoral Comprehensive		X		3
EDD 705	Doctoral Dissertation Proposal		X		3
EDD 706	Doctoral Dissertation Data		X		3
EDD 707	Doctoral Dissertation		X		3

Doctor of Education
Emphasis: Adult Education

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
EDU 500	Foundation of Education		X		3
EDU 501	Philosophy of Education		X		3
EDU 502	School Law		X		3
EDU 503	Educational Research		X		3
EDU 504	Educational Technology		X		3
AED 501	Theory of Adult Learning			X	3
AED 502	Critical Thinking in Adult Education			X	3
AED 503	The Collaborative Nature of Adult Learning			X	3
AED 504	Teaching and Learning with Diverse Populations			X	3
AED 506	Special topics in Adult Education			X	3
EDD 700	Doctoral Study Residency		X		3
EDD 701	Research Questions, Constructs and Design - Residency		X		3
EDD 702	Design, Statistics and Data Analysis - Residency		X		3
EDD 703	Research Ethics and Proposal		X		3
EDD 704	Doctoral Comprehensive		X		3
EDD 705	Doctoral Dissertation Proposal		X		3
EDD 706	Doctoral Dissertation Data		X		3
EDD 707	Doctoral Dissertation		X		3

Doctor of Education
Emphasis: Corporate Training and Development

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
EDU 500	Foundation of Education		X		3
EDU 501	Philosophy of Education		X		3
EDU 502	School Law		X		3
EDU 503	Educational Research		X		3
EDU 504	Educational Technology		X		3
CTD 501	Employee Training and Development			X	3
CTD 502	Strategies for Successful Corporate Training			X	3
CTD 503	Employee Training Needs Assessment			X	3
CTD 504	Managing Employee Training and Performance			X	3
CTD 506	Special topics in Corporate Training and Development			X	3
EDD 700	Doctoral Study Residency		X		3
EDD 701	Research Questions, Constructs and Design - Residency		X		3
EDD 702	Design, Statistics and Data Analysis - Residency		X		3
EDD 703	Research Ethics and Proposal		X		3
EDD 704	Doctoral Comprehensive		X		3
EDD 705	Doctoral Dissertation Proposal		X		3
EDD 706	Doctoral Dissertation Data		X		3
EDD 707	Doctoral Dissertation		X		3

Doctor of Education
Emphasis: Higher Education Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
EDU 500	Foundation of Education		X		3
EDU 501	Philosophy of Education		X		3
EDU 502	School Law		X		3
EDU 503	Educational Research		X		3
EDU 504	Educational Technology		X		3
HED 501	History of Higher Education			X	3
HED 502	Politics of Higher Education			X	3
HED 503	Higher Education Administration			X	3
HED 504	Leadership in Higher Education			X	3
HED 506	Special topics in Higher Education Administration			X	3
EDD 700	Doctoral Study Residency		X		3
EDD 701	Research Questions, Constructs and Design - Residency		X		3
EDD 702	Design, Statistics and Data Analysis - Residency		X		3
EDD 703	Research Ethics and Proposal		X		3
EDD 704	Doctoral Comprehensive		X		3
EDD 705	Doctoral Dissertation Proposal		X		3
EDD 706	Doctoral Dissertation Data		X		3
EDD 707	Doctoral Dissertation		X		3

Doctor of Education
Emphasis: Instructional Design for Online Education

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
EDU 500	Foundation of Education		X		3
EDU 501	Philosophy of Education		X		3
EDU 502	School Law		X		3
EDU 503	Educational Research		X		3
EDU 504	Educational Technology		X		3
IDO 501	Instructional Design for Online Learning			X	3
IDO 502	The Delivery of Distance Education			X	3
IDO 503	Instructional Online Technology			X	3
IDO 504	Online Instructional Design			X	3
IDO 506	Special topics in Instructional Design for Online Education			X	3
EDD 700	Doctoral Study Residency		X		3
EDD 701	Research Questions, Constructs and Design - Residency		X		3
EDD 702	Design, Statistics and Data Analysis - Residency		X		3
EDD 703	Research Ethics and Proposal		X		3
EDD 704	Doctoral Comprehensive		X		3
EDD 705	Doctoral Dissertation Proposal		X		3
EDD 706	Doctoral Dissertation Data		X		3
EDD 707	Doctoral Dissertation		X		3

Doctor of Philosophy in Business Administration
Emphasis: Public Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
PAD601	Administration of Public Institutions			X	3
PAD602	Public Policies			X	3
PAD603	Public Finance and Legislative Procedures			X	3
PAD 606	Advanced Topics in Applied Public Administration			X	3
DOC 701	Research Questions, Constructs and Design - Residency			X	3
DOC 702	Design, Statistics and Data Analysis - Residency			X	3
DOC 703	Research Ethics and Proposal			X	3
DOC 704	Doctoral Comprehensive			X	3
DOC 705	Doctoral Dissertation Proposal			X	3
DOC 706	Doctoral Dissertation Data			X	3
DOC 707	Doctoral Dissertation			X	3

Doctor of Philosophy in Business Administration
Emphasis: Criminal Justice Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
CJA601	Critical Analysis of Criminal Justice Administration			X	3
CJA602	Training and Development in Criminal Justice			X	3
CJA603	Criminal Courts and Professional Ethics			X	3
CJA606	Advanced Topics in Criminal Justice Administration			X	3
DOC 701	Research Questions, Constructs and Design - Residency			X	3
DOC 702	Design, Statistics and Data Analysis - Residency			X	3
DOC 703	Research Ethics and Proposal			X	3
DOC 704	Doctoral Comprehensive			X	3
DOC 705	Doctoral Dissertation Proposal			X	3
DOC 706	Doctoral Dissertation Data			X	3
DOC 707	Doctoral Dissertation			X	3

Doctor of Philosophy in Business Administration
Emphasis: Engineering and Technology Management

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
ETM 601	Management of Technology			X	3
ETM 602	Strategic Information Technology Management			X	3
ETM 603	Quality Control			X	3
ETM 606	Advanced Topics in Engineering and Technology Management			X	3
DOC 701	Research Questions, Constructs and Design - Residency			X	3
DOC 702	Design, Statistics and Data Analysis - Residency			X	3
DOC 703	Research Ethics and Proposal			X	3
DOC 704	Doctoral Comprehensive			X	3
DOC 705	Doctoral Dissertation Proposal			X	3
DOC 706	Doctoral Dissertation Data			X	3
DOC 707	Doctoral Dissertation			X	3
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Doctor of Philosophy in Business Administration
Emphasis: Finance

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units	Quarter or Semester
COM500	Managerial Communication		X		3	Semester
BUS 501	Organizational Theory and Behavior		X		3	Semester
BUS 502	Information Resource Management		X		3	Semester
BUS 503	Advanced Marketing and Management Strategies		X		3	Semester
BUS 504	Legal and Ethical Environment in Organizations		X		3	Semester
BUS 505	Advanced Managerial Finance		X		3	Semester
BUS 506	Accounting for Decision Making and Control		X		3	Semester
BUS 507	Applied Quantitative Analysis		X		3	Semester
MHR501	Human Resource Management		X		3	Semester
FIN 601	Corporate Finance			X	3	Semester
FIN 602	Public Budgeting			X	3	Semester
FIN 603	International Finance			X	3	Semester
FIN 606	Advanced Topics in Finance			X	3	Semester
DOC 701	Research Questions, Constructs and Design - Residency			X	3	Semester
DOC 702	Design, Statistics and Data Analysis - Residency			X	3	Semester
DOC 703	Research Ethics and Proposal			X	3	Semester
DOC 704	Doctoral Comprehensive			X	3	Semester
DOC 705	Doctoral Dissertation Proposal			X	3	Semester
DOC 706	Doctoral Dissertation Data			X	3	Semester
DOC 707	Doctoral Dissertation			X	3	Semester

Doctor of Philosophy in Business Administration
Emphasis: Health Care Administration

Course #	Course Name	General Education X	Required Course X	Elective Course X	Units
COM500	Managerial Communication		X		3
BUS 501	Organizational Theory and Behavior		X		3
BUS 502	Information Resource Management		X		3
BUS 503	Advanced Marketing and Management Strategies		X		3
BUS 504	Legal and Ethical Environment in Organizations		X		3
BUS 505	Advanced Managerial Finance		X		3
BUS 506	Accounting for Decision Making and Control		X		3
BUS 507	Applied Quantitative Analysis		X		3
MHR501	Human Resource Management		X		3
HCA 601	Health Care Financial Management			X	3
HCA 602	Legal Foundations of Health Care			X	3
HCA 603	Health Resources and Policy Analysis			X	3
HCA 606	Advanced topics in Health Care Administration			X	3
DOC 701	Research Questions, Constructs and Design - Residency			X	3
DOC 702	Design, Statistics and Data Analysis - Residency			X	3
DOC 703	Research Ethics and Proposal			X	3
DOC 704	Doctoral Comprehensive			X	3
DOC 705	Doctoral Dissertation Proposal			X	3
DOC 706	Doctoral Dissertation Data			X	3
DOC 707	Doctoral Dissertation			X	3

Course Descriptions for Associate of Arts Degree Programs

GEN 100 Introduction to University Studies: This introductory course is designed to provide an overview of requirements for university studies. This includes course requirements, time commitment and necessary skills.

GEN 102 Lifelong learning Skills: This course examines learning theory and models, principles of communication skills, group processes, and personal management. Students will develop strategies for learning to succeed at the University of Riverside.

ENG 101 Writing Skills: This course is designed to prepare students for academic writing. This course will focus on writing multiple drafts, Critical reading and writing skills, researching and/or gathering information on topics to use in a paper, developing persuasive and argumentative essays and eliminating structural and grammatical errors.

MTH 101 Basic Mathematics: This course is designed to review operations on negative and positive whole numbers, decimals, and fractions; measurement and geometry; rates, ratios, proportions, and percents; basic descriptive statistics, and beginning algebra. Activities emphasize solving application problems are integrated in this course.

MTH 102 Algebra: Topics covered in this course include rational numbers and their applications, equations and inequalities, linear relations and inequalities, polynomials, factoring, rational expressions, functions and graphs, graphing linear equations, radical expressions, quadratic functions and graphs, and statistics and probability.

MTH 103 Elementary Statistics: This course is designed to give a basic introduction to the fundamental concepts and methods of statistics. Topics include basic measures of central tendency and variability, graphical displays, descriptive simple linear regression, elementary probability, the normal and t-distributions, confidence intervals and hypothesis testing.

SOC 101 Introduction to Sociology This course is designed to study different theories and methods used within sociology and cover a broad spectrum of topics using critical sociological perspectives. Topics covered in this course are the sociological approach, the individual in society, the study of society, social institutions, and human agency.

PSYC 101 Introduction to Psychology: The course is designed to present several aspects and fields of Psychology. Each topic will be addressed at several levels of explanation, with an emphasis on biological processes. Students will develop a basic understanding of the multiple areas of Psychology, and should become capable of applying these concepts to every day life.

ENG 102 Foundations of Research Writing: The main objective of this course is to enhance the writing skills and provide knowledge about how to write academic papers. Due emphasis is placed on methods of attribution, i.e. the scholarly and proper use of citations.

HIST 101 Eastern Civilization: This course is designed to familiarize students with the principal achievements in art, architecture and literature of eastern civilization, to help students understand these achievements in their social and cultural contexts, and to consider the historical evolution of our knowledge and understanding of these achievements.

HIST 102 Western Civilization: An introduction to the political, social, cultural, and economic events that distinguished Western Civilization from its earliest roots to the Thirty Years' War (1648). Major topics include Ancient Near Eastern Civilizations, Greece and Rome, the middle Ages, and the Renaissance and Reformation.

HIST 103 American History: Students will examine American history from the Reconstruction Era to the present. They will gain an understanding of historical periods and events such as the Industrial Revolution, the Gilded Age, the Great Depression, the two World Wars, the Cold War, the Age of Affluence, and the Struggle for Racial and Gender Equality

PHL 101 Critical thinking: The course emphasizes reading skills such as analyzing, synthesizing and evaluating information as well as previewing, finding main ideas and details, summarizing, classifying information and locating signal words. It also focuses on study skills such as time management, memory techniques, note taking and exam taking strategies. In addition, the course explores methods for researching, organizing and writing term papers and for making presentations. Reading and research assignments address the primary theme of the course, forming an identity.

COM 101 Professional Communication: The study and role of communication in the workplace. The course focuses on the theory and practice of communication in achieving organizational skills. Attention is given to developing intrapersonal and interpersonal skills for the workplace, meeting management, interviewing and presentational skills. The relationship between communication and leadership, conflict, corporate culture, gender and cultural diversity, team building, and workplace learning will be explored.

BUS 101 Principles of Management and Supervision: This course discusses the role of manger and supervisor. Supervisory and managerial functions as applied to leadership, counseling, motivation, and human skills are examined.

BUS 102 Principles of Accounting: This course covers an introduction to accounting as a device for reporting business activity. The underlying principles of accounting are studied in addition to the construction and interpretation of financial statements as they apply to sole proprietorships and partnerships.

BUS 103 Business Finance: This course provides an overview of the different areas of finance as well as a foundation in the basic tools and techniques of business finance.

BUS 104 Sales and Marketing: This course will introduce the student to the basic concepts of sales and marketing by focusing on the key components that make up a successful sales and marketing plan.

BUS 105 Computer Information Systems: This course is designed to provide an understanding of the hardware, software, and other components of computer systems; with emphasis on database management systems, telecommunications and networks, analysis, design and development of computer-based information systems, and evaluation of computer acquisitions.

BUS 106 Small Business Management: This course covers such topics as the nature of the entrepreneur, financing and ownership options, marketing, government regulations, taxation, inventory control, and other business functions applicable to the management and ownership of a small business.

CJA 101 Introduction to Criminal Justice Administration: This course is a survey of the criminal justice system; philosophy and history of criminal justice agencies; analysis of the problems and needs of agencies involved in the criminal justice process; survey of professional career opportunities.

CJA 102 Criminal Law: This course is designed to cover the nature and scope of criminal law, the constitutional limits on criminal law, what constitutes a crime, how crimes are classified and defined, who can be held responsible for crimes, and what defenses may be raised to negate criminal liability for otherwise criminal conduct.

CJA 103 Criminal Courts and the Law: This course examines the historical background, the traditions, and the legal principles that underlie the Courts as an integral component of the American system of Criminal Justice.

CJA 104 Law Enforcement Research and Statistics: This is an introduction to research statistical applications course in law enforcement. Statistical applications topics are related to both descriptive and inferential statistics.

CJA 105 Introduction to Corrections: This course examines the history and development of correctional policies and practices, criminal sentencing, jails, prisons, alternative sentencing, prisoner rights, rehabilitation, and parole and probation.

CJA 106 Theory and practice of Law Enforcement: This course focuses on the American police experience, reviewing major innovations, exploring their rationale, and examining organizational impediments to their implementation.

Course Descriptions for Bachelor of Science, Business Administration

BSBA 201 Managerial Communication: This course is designed for new graduate students with an introduction to the undergraduate-level program and strategies for academic success within the University of Riverside learning model. Course topics include oral and written communication and resources, individual and group presentation techniques, electronic research resources, critical thinking, stress and time management.

BSBA 202 Introduction to Business: This course provides an overview of the field of business administration. Areas covered include business goals and strategies, functional areas of business and their integration in policy and decision making, social responsibility, computers in business, and business trends and challenges including the international dimension.

BSBA 203 Organizational Behavior: This course covers the basics of organizational behavior. This includes an organizational socialization, teamwork leadership, group dynamics, problem-solving, and ethics as they apply to the manager in a multicultural economic and political environment.

BSBA 204 Management and Supervision: This course covers an introduction and overview to the management and supervisions in modern organizations. This includes the history of management, leadership, staffing issues, and policy are a few of the topics explored. This course will also investigate the functions and elements of management and supervision, including motivation, diversity, quality, ethics, and the global environment.

BSBA 205 Small Business Management: This course covers the study of business organization emphasizing the small independently-owned business. Instructional topics include discussion of the benefits of small business, forms of ownership and various aspects of managing a small business.

BSBA 206 Economics: This course covers an introduction to the problems of unemployment, inflation, and economic growth. Emphasis is on the roles of monetary policy and fiscal policy in determining macroeconomic policy. The efficacy of controlling wages and prices is analyzed.

BSBA 207 Human Resource Management: This course introduces methods for managing the firm's human resources within the context of regulatory and economic conditions and changing work force demographics. Topics include recruitment and selection, compensation and reward systems, employee development and appraisal, and information systems for meeting HRM objectives.

BSBA 208 Business Ethics: This course covers the issues of business ethics, and explores the ethical issues decision makers are exposed to when developing employee and organizational policy. The essential nature of ethics and the role that ethics play in the decision process in explored at length, and include analysis of individual decision-making processes and corporate culture.

BSBA 209 Business law: This course covers a legal issues which includes the litigation process, constitutional law, torts, product liability, crimes, contracts, sales and leases, intellectual property, international law, and employment law.

BSBA 301 Business Accounting: This course provides basic knowledge of financial and managerial accounting. Focuses on the generation and use of accounting information within the firm for planning and controlling operations, and the recording, categorization and reporting of financial information for decisions by those inside and outside the business enterprise.

BSBA 302 Financial Management: This course covers financial management of the firm which includes capital budgets, the capital asset pricing model, working capital analysis, financing policy and economic value added.

BSBA 303 Strategic Management: This course integrates all business functions and requires evaluation of strategic outcomes from ethical as well as economic viewpoints.

BSBA 304 Computer Information Systems: This course offers a comprehensive look at information systems development from the initial stage of defining requirements to final evaluation of installed systems. Topics include analysis of user requirements, development of logical system model, and translation of logical systems model into physical system model, testing, and implementation.

BSBA 306 Marketing Management: This course topic includes strategic view of buyer behavior, market segmentation and product positioning, product policy, pricing, distribution, sales force management, and market research.

BSBA 307 Operations Management: This course covers the fundamental concepts of operations management including: productivity, total quality management (TQM), production planning, forecasting, just-in-time systems, inventory management, scheduling, and purchasing and project management.

BSBA 308 Applied Quantitative Analysis: The main focus of this course is on Business applications of statistics. Statistical techniques that will be covered include: estimation, hypothesis testing, and regression analysis. In addition, students will gain experience using Microsoft Excel.

BSBA 401 Intercultural Communication: This course covers strategies to conduct effective cross-national interactions, and to manage the daily operations in foreign subsidiaries. Students will learn the skills necessary to effectively communicate in global context.

BSBA 402 International Management: This course discusses how the variability of culture interacts with other national and international factors to affect managerial processes and behaviors. Topics include structure and strategy, social responsibility, and ethics.

BSBA 405 International Human Resource Management: This course covers emerging issues of international human resource management. This includes recruiting, training, compensation and cultural aspects of managing employees.

BSBA 407 Administrative Office Management: This course covers various aspects of how an organization functions internally. Topics include communication, office automation, security, emergency procedures, supervision and management of administrative personnel.

BSBA 408 Career Management: This course covers career management issues such as the assessment of potential career tracks, transition from academia, career strategies and obstacles, personal and organizational value conflicts, dual career marriage and the price of success.

BSBA 409 Money, Banking and Finance: This course is designed to give students an overall understanding of the essential topics in the areas of money, banking and finance.

MGT 490 Management Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to management specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

IM 490 International Management Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to international management specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

CJA 401 Criminal Justice Organization and Administration: This course provides an overview of criminal justice system, including the agencies and processes involved in the administration of criminal justice. It provides an overview of police, prosecution, courts, and the correctional system. The problems of the administration of justice in a democratic society are also discussed.

CJA 402 Supervision of Criminal Justice Personnel: This course covers concepts of supervision and management in a criminal justice agency. Special emphasis is placed on communication and the ability to work with others. Topics covered include communication, problem solving, time management, the hiring process, motivation and morale in law enforcement organizations.

CJA 403 Workplace Security: This course covers the historical development of private security, including the state of security at present; the interface of private security and the public police, including legal liability issues; physical and procedural controls to enhance security, including preventing losses from accidents and emergencies. This course also examines crime, computer security; public relations, testifying in court, risk management, and industrial, retail and commercial security, workplace violence and ethics, and a look into the future of private security.

CJA 490 Criminal Justice Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to criminal justice specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

HCA 490 Health Care Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to health care specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

HCM 401 Health Care Law: This course is designed to cover the broad range of topics affected by health law and regulation ranging from patient rights to corporate responsibilities... Legal issues ranging from professional malpractice to corporate wrongdoing are also discussed.

HCM 402 Financial Management in Health Care Administration: This course covers various factors affecting the financial aspects of providing health care in today's dynamic and competitive environment. The student will learn the different types of budgets and how they are used. Managing working capital along with cash, marketable securities and patient accounts are covered in a real-time manner and address every day concerns of health care managers.

HCM 403 Staffing Health Care Organizations: This course integrates the study of human resource function with regard to external influences, support activities, staffing specific activities, and the staffing system management process. Specific areas covered in the course include staffing models, the labor market and unions, employment law, job analysis and planning, sources of recruitment and selection, and staffing decision-making.

HRM 401 Compensation and Benefits: This course covers job analysis, job descriptions, job evaluation, pay surveys, pay structures, and pay administration. Also, this course includes what organizations are doing to expand their base pay opportunities with incentive awards resulting from various productivity or performance measures. Employee benefits are also discussed.

HRM 402 Employment Law: This course covers employment law affecting both employees and employers. This includes employee and employer rights and responsibilities from the hiring and recruiting process, through termination of the employment agreement.

HRM 403 Collective Bargaining: This course provides the student with the fundamental skills needed to participate fully in any situation requiring bargaining skills.

HRM 490 HRM Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to human resource management specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

MAR 401 Professional Selling Methods: This course covers professional sales techniques dealing with customer needs and wants and overcoming objections. Effective selling focuses on the customers perceived product value and customer need satisfaction.

MAR 402 Consumer Behavior: This course covers consumer behavior as the study of people and the products that shape their identities. In addition, this course explores the products, services, and consumption activities which contribute to the broader social world from a multi-cultural perspective.

MAR 403 Sales and Marketing Research: This course covers types and sources of marketing and sales information, the marketing research process, and techniques of data collection and analysis, including consumer and customer surveys and test marketing. Examines both quantitative and qualitative research with analysis of the values and limitations of data. Emphasis is placed on evaluation and interpretation of results.

MAR 490 Marketing Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a

process related to marketing specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

PRM 401 Procurement & Contract Management: The topics in this course include the definition of a contract, requirements for forming a contract, sources of contract law, and the various classifications of contracts. The four basic elements of a contract to include the agreement, consideration, contractual capacity, and lawful object are examined in detail.

PRM 402 Cost and Scheduling Basics: The topics in this course include program value, project definition, environmental considerations, time sensitivity, risk sensitivity, metrics gathering and cost reduction. This is important as the overall complexity of cost and schedule estimating necessitates the use of automated tools. As there are a variety of tools available on the market, an introduction to an example program will be used in class to provide background in this important skill area.

PRM 403 Project Planning and Control: This course covers the tools to understand, design, and apply systematic project management organization and administration. Also, the course introduces the methodologies and technologies that can assist project managers coordinate a project from inception through completion.

PRM 490 Project Management Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to project management specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation.

REST 401 Real Estate Principles: This course covers the basic laws and principles of California real estate. It provides the background and terminology necessary for advanced study in specialized courses.

REST 402 Real Estate Finance: This course covers analysis of real estate financing, including lending policies and problems in financing transactions in residential, apartment, commercial, and special purpose properties. Methods of financing properties are emphasized.

REST 403 Real Estate Appraisal: This course is designed to cover the basic principles and procedures of real estate appraisal. Topics include the real estate market, principles of valuation, building and site analysis, legal concepts and the application of the three approaches to real estate valuation. Single family housing and rural lands will be highlighted.

REST 490 Real Estate Research Project: This course is designed to help students with an understanding of commonly employed business research techniques to improve a situation, solve a problem, or change a process related to real estate specialization. Students will gain skills in problem framing, data collection, data analysis and data presentation

Course Descriptions for Graduate Education Programs

EDU 500 Foundation of Education: This course covers the historical, philosophical, and sociological foundations underlying the development of American educational institutions. The role of the schools, the aims of education, and the role of state, local, and federal agencies will be emphasized.

EDU 501 Philosophy of Education: This course examines the major philosophies of education and their relation to teaching practice, methods, curriculum, and educational administration. Philosophies examined

will include idealism, pragmatism, existentialism, Marxism, romanticism, phenomenology, hermeneutics, and post-structuralism.

EDU 502 School Law: This course covers the relevant legal principles that affect the operation, organization, and administration of American schools. Practicing teachers, prospective teachers, as well as practicing and prospective administrators will gain knowledge about legal issues that will help them in effectively performing their professional duties within the boundaries of constitutional, statutory, and case law.

EDU 503 Educational Research: This course covers the process of reviewing, evaluating, conducting, and disseminating educational research. This course is designed to help teachers evaluate research findings and their applications to classroom practice.

EDU 504 Educational Technology: This course covers the classroom applications of educational technologies. The course includes a survey of educational hardware and software. Topics include multimedia, interactive media, ethics and legal issues and the internet.

AED 501 Theory of Adult Learning: This course is designed to cover fundamental principles of learning and assessment as they apply in adult educational settings. The focus is on the study and application of psychological principles, theories, and methodologies to issues of teaching and learning for adults.

AED 502 Critical Thinking in Adult Education: This course is designed to review theories, concepts and processes of critical reflection and critical thinking and how these can be realized in academic work and adult education practice

AED 503 The Collaborative Nature of Adult Learning: This course is designed to cover topics related to the nature of collaborate adult learning. This includes how to create collaborative learning environment and understanding adult learning theories.

AED 504 Teaching and Learning with Diverse Populations: This course emphasizes diversity as culture, ethnicity, race, language, social class, exceptionality, gender, age, religion, and sexual orientation and their implications for educational policy, curriculum, and methodology. The course will also provide a foundation for strengthening the understanding and skills needed to teach in a multicultural classroom.

AED 505 Applied Adult Education Project: This course is designed to apply critical thinking skills in the identification and resolution of adult education problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

CTD 501 Employee Training and Development: This course is designed to cover employee training and development needs assessment, analysis of jobs and tasks to determine training and development objectives, design effective training and development programs using different techniques or methods, implement a variety a different training and development activities, and evaluate training and development programs.

CTD 502 Strategies for Successful Corporate Training: Students will learn how to design and deliver effective corporate training programs. This train-the-trainer course is intended to improve the skills in designing and delivering training programs and strategies to students interested in corporate training.

CTD 503 Employee Training Needs Assessment: This course examines the science, methods, and practice of personnel training and development. The main emphasis of this course is on organizational assessment of employee training needs.

CTD 504 Managing Employee Training and Performance: This course examines systems that drive training and performance of employees for organizational success. Topics include employee training needs, performance management and evaluation.

CTD 505 Applied Corporate Training and Development Project: This course is designed to apply critical thinking skills in the identification and resolution of corporate training and development problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

HED 501 History of Higher Education: This course is designed to explore the historical foundations of American higher education in order to inform contemporary practice by higher education administrators. Topics include the roots of governance and funding in American higher education.

HED 502 Politics of Higher Education: This course is designed to explore a range of policy issues in American education. The focus of this course will be on the social/political context of American education, and the forces which shape educational policy at elementary, secondary, and higher levels. The determinants of the quality of our public schools and issues in higher education will be emphasized. The course will also explore efforts to reform lower and higher

HED 503 Higher Education Administration: This course covers policies and theories for governance and management. In addition, relations between historical and contemporary organizational processes in postsecondary educational systems are discussed.

HED 504 Leadership in Higher Education: This course is designed to provide and/or enhance an understanding of executive leadership, particularly presidential leadership, in institutions of higher education in the United States; To examine executive (mostly presidents) roles, responsibilities, styles and differences through the literature and the "eyes" of experienced administrators; and To explore selective issues related to the selection, supervision and evaluation of executive leadership.

HED 505 Applied Higher Education Administration Project: This course is designed to apply critical thinking skills in the identification and resolution of higher education administration problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

IDO 501 Instructional Design for Online Learning: This course is designed for students to lead and manage online instructional design in community colleges, universities, vocational, or other schools.

IDO 502 The Delivery of Distance Education: The main focus of this course is the delivery of distance education. Students will develop an understanding of effective synchronous and asynchronous distance education strategies. Topics and exercises will provide the student with practice in the design, development and delivery of an instructional sequence for delivery at a distance. This is a hands-on course for gaining experience and expertise with the development and delivery of education at a distance utilizing various forms of telecommunication.

IDO 503 Instructional Online Technology: This course is designed to review results of research studies in techniques of designing, selecting, producing, using, and evaluating the use of instructional technology for teaching.

IDO 504 Online Instructional Design: This course is designed to provide students with theoretical foundations in the fields of online instructional design. This is an application-oriented course and provides opportunities for students to experience the online instructional design process by designing instructional modules that use a wide range of educational technologies.

IDO 505 Applied Instructional Design for Online Education Project: This course is designed to apply critical thinking skills in the identification and resolution of instructional design for online education problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

LDR 501 Organizational Leadership and Change Management: This course is designed to look at several aspects of change management and leadership. Courses topics include how change affects both our

personal and organizational lives. Also, course examines the techniques for driving organizational change, and how to make that change meaningful for both the supervisor and the employee.

LDR 502 Leadership Ethics: This course examines the ethical dilemmas of leadership, the foundations and context of moral choice, the moral implication of decision making within public organizations and the impact upon staff, morale, personal integrity and citizens.

LDR 503 Organizational Behavior: This course examines the personal characteristics of organizational members to see how these factors influence the effectiveness of organizations and their members. Special attention is then given to the role of teams in organizations, the stages of team development, and actions that can support the development of effective teams.

LDR 504 Organizational Development: This course provides the theoretical foundations of organization development as an applied behavioral science. Students will also be introduced to many types of interpersonal, intra-group, inter-group, and organizational interventions that are used to effect comprehensive organizational development processes.

LDR 505 Applied Organizational Leadership project: This course is designed to apply critical thinking skills in the identification and resolution of organizational leadership problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

AED 506 Special topics in Adult Education Course: Content will be selected to reflect current trends and developments in the field of adult education.

CTD 506 Special topics in Corporate Training and Development Course: The content will be selected to reflect current trends and developments in the field of corporate training and development.

HED 506 Special topics in Higher Education Administration Course: The content will be selected to reflect current trends and developments in the field of higher education administration.

IDO 506 Special topics in Instructional Design for Online Education Course: The content will be selected to reflect current trends and developments in the field of instructional design for online education.

LDR 506 Special topics in Organizational Leadership Course: The content will be selected to reflect current trends and developments in the field of organizational leadership.

CTD 507 Advanced topics in Corporate Training and Development: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of corporate training and development.

AED 507 Advanced topics in Adult Education: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of adult education.

IDO 507 Advanced topics in Instructional Design for Online Education: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of instructional design for online education.

LDR 507 Advanced topics in Organizational Leadership: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of organizational leadership.

HED 507 Advanced topics in Higher Education Administration: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of higher education administration.

EDD 700 Doctoral Study Residency: This residency course is designed to provide an overview of doctoral process for Doctor of Education degree students at the University of Riverside campus or another pace designated by the University.

EDD 701 Research Questions, Constructs and Design – Residency: This is a residency course designed for students to develop research questions, constructs, and design, as well as help define a research topic and establish associated research question(s) for his/her dissertation.

EDD 702 Design, Statistics and Data Analysis – Residency: This residency course is designed to provide students a thorough understanding of statistical tests appropriate to their dissertation topic and design, as well as how to interpret the results of the tests and how to conduct appropriate follow-up analyses.

EDD 703 Research Ethics and Proposal: This course covers the study of ethical issues in research and students evaluate the research plan against accepted ethical principles and practices in the field.

EDD 704 Doctoral Comprehensive the Comprehensive Doctoral Review: Intended to assure that each student has mastered knowledge of his or her discipline and can demonstrate application of that knowledge before candidacy status is achieved and research in support of the dissertation is initiated.

EDD 705 Doctoral Dissertation Proposal: This course is designed for Doctor of Education students to synthesize the knowledge and skills developed in previous research courses and apply them to the doctoral dissertation process. Students learn about all aspects of the process of developing a dissertation proposal and carrying out the doctoral dissertation, and they gain an understanding of standards and expectations that students need to meet to be successful in completing the dissertation process.

EDD 706 Doctoral Dissertation Data: This course is a continuation of EDD 705 in which the dissertation data are collected and analyzed. Candidates for the Doctor of Education degree must maintain continuous enrollment and satisfactory academic progress.

EDD 707 Doctoral Dissertation: This course is a continuation of EDD 706, in which the dissertation process is completed. The manuscript is prepared, reviewed and submitted for final approval. Candidates for the Doctor of Education degree must maintain continuous enrollment and satisfactory academic progress. Candidates must have satisfied all financial obligations to the university and be enrolled at the time of the oral defense.

DOC 700 Doctoral Study Residency: This residency course is designed to provide an overview of doctoral process for Doctor of Philosophy in Education degree students at the University of Riverside campus or another pace designated by the University.

DOC 701 Research Questions, Constructs and Design – Residency: This residency course is designed for students to design research Questions, constructs and Design, define a research topic and establishing associated research question(s) for his/her Ph.D. dissertation

DOC 702 Design, Statistics and Data Analysis – Residency: This PhD residency course is designed to provide students a thorough understanding of statistical tests appropriate to their dissertation topic and design, how to interpret the results of the tests and how to conduct appropriate follow-up analyses.

DOC 703 Research Ethics and Proposal: This course covers the study of ethical issues in research are and students evaluate the research plan against accepted ethical principles and practices in the field.

DOC 704 Doctoral Comprehensive the Comprehensive Doctoral Review: Intended to assure that each student has mastered knowledge of his or her discipline and can demonstrate application of that knowledge before candidacy status is achieved and research in support of the dissertation is initiated

DOC 705 Doctoral Dissertation Proposal: This course is designed for Ph.D. students to synthesize the knowledge and skills developed in previous research courses and apply them to the doctoral dissertation

process. Students learn about all aspects of the process of developing a dissertation proposal and carrying out the doctoral dissertation, and they gain an understanding of standards and expectations that students need to meet to be successful in completing the dissertation process.

DOC 706 Doctoral Dissertation Data: This course is a continuation of DOC 705 in which the dissertation data are collected and analyzed. Candidates for the DBA degree must maintain continuous enrollment and satisfactory academic progress.

DOC 707 Doctoral Dissertation: This course is a continuation of DOC 706 in which the dissertation process is completed. The manuscript is prepared, reviewed and submitted for final approval. Candidates for the Ph.D. degree must maintain continuous enrollment and satisfactory academic progress. Candidates must have satisfied all financial obligations to the university and be enrolled at the time of the oral defense.

Course Descriptions for Graduate Level Business Administration Programs

COM500 Managerial Communication: This course gives students the opportunity to improve their ability to communicate effectively as managers. Also, this course examines the communication strategies and skills that are essential for your success in business.

BUS 501 Organizational Theory and Behavior: This course is designed to expose the student to the fundamental principles with which to understand human behavior inside modern organizations. The course examines various theories developed in an attempt to explain and predict employee behavior in an organizational context.

BUS 502 Information Resource Management: This course covers basic principles of managing information technology projects as well as the management of the information technology department and its function as a "business within the business". The course includes a project that synthesizes the content developed throughout the curriculum.

BUS 503 Advanced Marketing and Management Strategies Topics: This course include Consumer behavior; the marketing mix; marketing communications; customer service; pricing decisions; marketing market research and design techniques; test marketing; marketing planning; international perspectives and management strategies.

BUS 504 Legal and Ethical Environment in Organizations: This course covers the legal, ethical, and regulatory environment in which business people and organizations function. The course focuses on the role of business in society. It includes an introduction to the legal system; covering employment law, the court system, contract law, tort law, intellectual property, international law and liability for products or services. Additionally, the course covers issues of social responsibility and ethics.

BUS 505 Advanced Managerial Finance: This course covers the range of topics, complexity of analysis, of the material covered Managerial Finance. Topics to be covered include financial analysis, financial planning, current asset management, leasing, futures markets, long term financing, mergers and acquisitions, international finance and risk management.

BUS 506 Accounting for Decision Making and Control: This course covers a comprehensive, graduate level exploration of managerial accounting. The main focus of this course is the use of accounting data in the management and decision making of an organization.

BUS 507 Applied Quantitative Analysis: This course covers an introduction to data analysis for supporting decision making. It includes a summary of basic probability rules, manual and computer supported calculations of descriptive statistics, the application of probability and descriptive statistics for

making statistical inferences in business related applications such as marketing research and financial analysis.

MHR501 Human Resource Management: This course examines how to manage human resources effectively in the dynamic legal, social, and economic environment currently constraining organizations. Among the topics included are: formulation and implementation of human resource strategy, job analysis, methods of recruitment and selection, techniques for training and development, performance appraisal, compensation and benefits, and the evaluation of the effectiveness of HRM systems.

CJA601 Critical Analysis of Criminal Justice Administration: This course covers the survey of the criminal justice system; philosophy and history of criminal justice agencies; analysis of the problems and needs of agencies involved in the criminal justice process; survey of professional career opportunities.

CJA602 Training and Development in Criminal Justice: This course is designed to cover theory and applications of employee training and development in Criminal Justice field. Topics include determining training needs, selecting methods, planning programs and evaluating training effectiveness.

CJA603 Criminal Courts and Professional Ethics: This course discusses various issues, values, and ethical dilemmas that are of major concern to criminal justice professionals. Topics to be covered include ethics vs. morals; laws and justice; police corruption; role of judges; prosecutorial discretion—plea bargaining, role of defense attorneys, role of correctional personnel; and the morality of capital punishment.

CJA604 Applied Criminal Justice Administration Project: This course is designed to apply critical thinking skills in the identification and resolution of criminal justice administration problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program.

ETM 601 Management of Technology: This course is designed to help students develop a strong conceptual foundation for managing technological innovation. It introduces concepts and frameworks for analyzing how firms can create, commercialize and capture value from technology-based products and services.

ETM 602 Strategic Information Technology Management: This course covers information technology management strategies, explores the possible information technology strategies of an organization, and provides conceptual frameworks for the development and evaluation of information technology management strategies.

ETM 603 Quality Control: This course provide an introduction to the fundamental concepts of statistical process control, total quality management, six sigma and the application of these concepts, philosophies, and strategies to issues arising in government and industry.

ETM 605 Special Topics in Applied Engineering and Technology Management Course content will be selected to reflect current trends and developments in the field of engineering and technology management.

FIN 601 Corporate Finance: This course covers basic principles of finance and provides practical tools for financial decisions and valuation in a corporate context. Topics include application of asset pricing tools to evaluate projects, capital structure decision, and how it may affect firm value. Course also covers how firms raise capital, agency conflicts, dividend policies, and analyzing financial issues in mergers and acquisitions.

FIN 602 Public Budgeting: This course covers the basic concepts and processes of public budgeting. In addition, various topics in public financial management will be treated as they relate to budgeting. The context and characteristics of the budget process, and the norms, roles and behaviors of participants will be examined and their impact on policy will be explored as well.

FIN 603 International Finance: This course covers topics such as foreign exchange markets, international financial markets, international banking, currency derivative markets, Euromarkets, risk management, and investment decisions in the global marketplace.

FIN 604 Applied Finance Project: This course is designed to apply critical thinking skills in the identification and resolution of finance problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

HCA 601 Health Care Financial Management: This course is designed to prepare students for more advanced financial applications that are covered in graduate level courses. This includes a discussion of financial management challenges of particular interest to administrators such as identification of costs of care, and types of provider payment systems.

HCA 602 Legal Foundations of Health Care: The course examines the foundations of public health law, ethics, and human rights. This includes the relationship between public health and the Constitution. Also, this course will discuss various methods of legal and economic reasoning in public health.

HCA 603 Health Resources and Policy Analysis: This course is designed to provide an orientation to analytical and substantive components that are necessary for understanding current health policy issues. This includes complexities of major issues, such as the uninsured, quality assessment and disparities in outcomes, their historical evolution, and the nature of how different interests and actors interact in shaping them.

HCA 604 Applied Health Care Administration Project: This course is designed to apply critical thinking skills in the identification and resolution of health care administration problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

MHR601 Training and Development: This course is designed to cover theory and applications of employee training and development. Topics include determining training needs, selecting methods, planning programs and evaluating training effectiveness.

MHR602 Labor Relations and Collective Bargaining: This course is designed to cover the fundamental concepts of labor relations, collective bargaining, and dispute resolution procedures. An international comparative analysis is used to assess some of the legal, economic and political structures of labor relations.

MHR603 Compensation Management: This course focuses on managing employee compensation in contemporary organizations. Topics include examination of the current state of compensation decision making; to examine how recent theoretical and research developments inform compensation decisions; and to offer an opportunity to develop competencies in making compensation decisions.

MHR604 Applied Human Resource Management Project: This course is designed to apply critical thinking skills in the identification and resolution of human resource management problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program

IM 601 International Legal Environment: This course is designed for students to understand legal issues that arise when conducting business internationally. Topics include examination of legal systems, forms of business organization, contractual agreements, competition, intellectual property, dispute resolution, and employment law.

IM 602 Inter-Cultural Management: This course covers an introduction to the intercultural management for international managers and trade negotiators. Students are expected to learn different ways of various cultures think, communicate, and behave, particularly within a business context, in order to develop a necessary level of cross-cultural competency.

IM 603 International Economics: This course is designed to cover basics of international trade and finance and the effects of various international economic policies on domestic and world welfare. The course will highlight sources of comparative advantage, gains and losses from trade, the impact of trade on economic growth, and effects of trade policy interventions such as tariffs, quotas, voluntary export restraints, and export subsidies.

IM 604 Applied International Management Project: This course is designed to apply critical thinking skills in the identification and resolution of international management problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program.

PAD601 Administration of Public Institutions: This course explores responsive, equitable, effective, efficient, and accountable governance processes, public policies, and institutional-base programs. Topics include examination from a multidisciplinary perspective, those essential competencies, values, and issues important to public service organizations and the importance of public policy at the local, state, national and international levels.

PAD602 Public Policies: This course is designed to cover an in-depth analysis of public policy issues and the decision processes leading to the formulation of government policy. This includes an examination of the effects of public policy on society, as well as social factors that influence the creation and implementation of policy.

PAD603 Public Finance and Legislative Procedures: This course is designed to provide an overview of budgeting and financial management in the public sector. Fundamental concepts and practices of budgeting, financial management and public finance are introduced for all levels of government. State and local government budgeting and financial management in the United States are particularly emphasized.

PAD 604 Applied Public Administration Project: This course is designed to apply critical thinking skills in the identification and resolution of public administration problem(s). The course integrates the theory and practice developed throughout the student's graduate degree program.

CJA 605 Special Topics in Criminal Justice Administration Course: This content will be selected to reflect current trends and developments in the field of criminal justice administration.

DBA 701 Research Questions, Constructs and Design – Residency: This is a residency course. This course is designed for students to design research Questions, constructs, Design, define a research topic, and establishing associated research question(s) for his/her dissertation.

DBA 702 Design, Statistics and Data Analysis – Residency: This residency course is designed to provide students a thorough understanding of statistical tests appropriate to their dissertation topic and design, how to interpret the results of the tests and how to conduct appropriate follow-up analyses.

DBA 703 Research Ethics and Proposal: This course covers the study of ethical issues in research are and students evaluate the research plan against accepted ethical principles and practices in the field.

DBA 704 Doctoral Comprehensive - The Comprehensive Doctoral Review: Intended to assure that each student has mastered knowledge of his or her discipline and can demonstrate application of that knowledge before candidacy status is achieved and research in support of the dissertation is initiated.

DBA 705 Doctoral Dissertation Proposal: This course is designed for Doctor of Business Administration students to synthesize the knowledge and skills developed in previous research courses and apply them to the doctoral dissertation process. Students learn about all aspects of the process of developing a dissertation proposal and carrying out the doctoral dissertation, and they gain an understanding of standards and expectations that students need to meet to be successful in completing the dissertation process.

DBA 706 Doctoral Dissertation Data: This course is a continuation of DBA 705 in which the dissertation data are collected and analyzed. Candidates for the DBA degree must maintain continuous enrollment and satisfactory academic progress.

DBA 707 Doctoral Dissertation: This course is a continuation of DBA 706 in which the dissertation process is completed. The manuscript is prepared, reviewed and submitted for final approval. Candidates for the DBA degree must maintain continuous enrollment and satisfactory academic progress. Candidates must have satisfied all financial obligations to the university and be enrolled at the time of the oral defense.

FIN 605 Special Topics in Finance: Course content will be selected to reflect current trends and developments in the field of finance.

HCA 605 Special topics in Health Care Administration: Course content will be selected to reflect current trends and developments in the field of health care administration.

MHR605 Special Topics in Applied Human Resource Management: Course content will be selected to reflect current trends and developments in the field of human resource management.

IM 605 Special Topics in Applied International Management: Course content will be selected to reflect current trends and developments in the field of international management.

PAD 605 Special Topics in Applied Public Administration: Course content will be selected to reflect current trends and developments in the field of public administration.

DOC 701 Research Questions, Constructs and Design – Residency: This residency course is designed for students to design research Questions, constructs and Design, define a research topic and establishing associated research question(s) for his/her Ph.D. dissertation.

DOC 702 Design, Statistics and Data Analysis – Residency: This Ph.D. residency course is designed to provide students a thorough understanding of statistical tests appropriate to their dissertation topic and design, how to interpret the results of the tests and how to conduct appropriate follow-up analyses.

DOC 703 Research Ethics and Proposal: This course covers the study of ethical issues in research, and students evaluate the research plan against accepted ethical principles and practices in the field.

DOC 704 Doctoral Comprehensive: The Comprehensive Doctoral Review is intended to assure that each student has mastered knowledge of his or her discipline and can demonstrate application of that knowledge before candidacy status is achieved and research in support of the dissertation is initiated.

DOC 705 Doctoral Dissertation Proposal: This course is designed for Ph.D. students to synthesize the knowledge and skills developed in previous research courses and apply them to the doctoral dissertation process. Students learn about all aspects of the process of developing a dissertation proposal and carrying out the doctoral dissertation, and they gain an understanding of standards and expectations that students need to meet to be successful in completing the dissertation process.

DOC 706 Doctoral Dissertation Data: This course is a continuation of DOC 705 in which the dissertation data are collected and analyzed. Candidates for the DBA degree must maintain continuous enrollment and satisfactory academic progress.

DOC 707 Doctoral Dissertation: This course is a continuation of DOC 706 in which the dissertation process is completed. The manuscript is prepared, reviewed and submitted for final approval. Candidates for the Ph.D. degree must maintain continuous enrollment and satisfactory academic progress. Candidates must have satisfied all financial obligations to the university and be enrolled at the time of the oral defense.

FIN 606 Advanced Topics in Finance: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of finance.

HCA 606 Advanced topics in Health Care Administration: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of health care administration.

MHR 606 Advanced Topics in Applied Human Resource Management: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of applied human resource management.

IM 606 Advanced Topics in Applied International Management: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of applied international management.

PAD 606 Advanced Topics in Applied Public Administration: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of applied public administration.

CJA 606 Advanced Topics in Criminal Justice Administration: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of criminal justice administration.

ETM 606 Advanced Topics in Engineering and Technology Management: The content of this graduate course will be selected to reflect advanced topics related to current trends and developments in the field of engineering and technology management.

Administrators

Raj Singh, President, Chief Academic Officer
PhD, Educational Policy Planning and Administration, University of Southern California, 1992
MS, Educational Policy Planning and Administration, University of Southern California, 1989
Engineer's Degree in Industrial and Systems Engineering, University of Southern California, 1980
BS, Engineering, University of Allahabad, 1973

Jeannette Singh, Chief Operations Officer
MBA, University of Phoenix, 2001
BS, Nursing, Loma Linda University, 1997
BA, Spanish, Pacific Union College, 1993

Externships

Not applicable

Faculty

Abba, Emeka
MA, Science, Education, California Baptist University, 2006
MBA, Management, Rivers State University, 2000
BS, Political Science, University of Jos, 1990

Adewunmi, Olubunmi "Francis"
PhD, Information Systems Management, Walden University, 2008
MS, Computer Science, Southern Polytech State University, 1996
BS, Electric Engineering Technology, Southern University, 1997

Alcide, Daniel
PhD, Business and Technology, Capella University, 2006
MS, Management of Technology, Murray State University, 1996
BS, Liberal Arts, University of New York, 1996
BS, Public Management, Austin Peay State University, 1995
AA, Electronics Technology, Roxbury Community College, 1983

Alexander, Damon
MA, Theology, Sacramento Theological Seminary, 2004
BS, Political Science, University of La Verne, 1986

Batiste, Robert
PhD, Business and Technology, Capella University, 2007
MA, Webster University, 1986
BS, Business and Industrial Engineering Technology, University of Maryland, 1983

Cutler, Stephan
JD, Southwestern University, 1974
MBA, University of Southern California, 1971
BS, Accounting, California State University, Los Angeles, 1968

Davis, Merle
PhD, Organization and Management, Capella University, 2006
MS, Administration, Central Michigan University, 1990
BA, Management of Human Resources, Spring Arbor University, 1987

De La O, Ramon
MBA, University of Phoenix, 2008
BA, Computer Science, Park University, 2006

DePriest, Desiree
PhD, Management and Organization, Capella University, 2008
MS, Information Systems, Keller School of Management, 2001
MS, Telecommunication Systems, Keller School of Management, 2000

Duru, Chika
PhD, Organization Management in Leadership, Capella University, 2006
MBA, Organizational Management, University of Phoenix, 1997
BS, Business Administration, University of Phoenix, 1993

Ezeogba-Odoemena, Peace
PhD, Organizational Management, University of Phoenix, 2008
MA, Liberal Arts, Texas Christian University, 1992
BS, Criminal Justice, Texas Woman's University, 1987

Gilliard, Jacqueline
PhD, Organization & Management, Capella University, 2008
MS, Management Computing Systems, Houston Baptist University, 1995
BBS, Finance, University of Houston, 1997

Glee, Gwendolyn
PhD, Education, Learner, Capella University, 2008
MBA Business Administration, Webster University, 2003
BS, Organizational Management, Voorhees College, 1999

Goodson, Deeneice
MA, Education Administration, California State University San Bernardino, 2005
MS, Counseling and Guidance, California State University San Bernardino, 2001
BA, Liberal Studies, California State University San Bernardino, 1999

Green, Virginia
PhD, Organization and Management, Capella University, 2001
MBA, Leadership and Technology, New York University, 2001

Grizzell, Brian
PhD, Applied Mangement and Decision Sciences, Walden University, 2009
MBA, University of Phoenix, 2004
BBA, Finance, Jackson State University, 1999

Higgins, Scott
PhD, Education, Claremont Graduate School, 1994
MBA, Auburn University, 1976
MA, Education, Chapman College, 1973
BA, Meteorology, San Jose College, 1967
BA, Psychology, Cal State University, 1965

Ibekwe, Lawrence
PhD, Organization and Management, Capella University, 2007
MS, Management, University of Arkansas, 1983
BA, Business Administration, Philander Smith College 1981

Imaku, Mawousse
MBA, University of Phoenix, 2004
BS, Business Management, University of Phoenix, 2000

Jackson, Monica
MBA, University of Phoenix, 2008
BS, Computer Science, California State University, Dominguez Hills, 1987

Kanai, Therese
PhD, Education, Walden University, 1994
MA, Education, Heritage College, 1991
Teaching Certificate, University of Hawaii, Hilo, 1986
BA, Mathematics, University of Hawaii, Manoa, 1983
AS, Chemistry, College of Marin, 1976

Kumar, Vibha
MD, Community Medicine, Sevaram Nagpur University, India, 1985

Lam, Calvin
MAS, Embry-Riddle Aeronautical University, 2000
MBA, Aviation, Embry-Riddle Aeronautical University, 1998
BS, Electronics Engineering Technology, Devry Institute, 1989

Lash, Alan
MS, Mathematics, University of California, Riverside, 2001
BS, Mathematics, Polytechnic University, 1998

Leggett, Allison
EdD, Educational Leadership, University of Phoenix, 2007
MA, Education, Pepperdine University, 1992
BS, General Chemistry, University of California, Los Angeles, 1976

Mahajan, Paul
DM, Organizational Leadership, University of Phoenix, 2008
MS, Eastern Washington University, 1997
BA, Eastern Washington University, 1997

Mahdavian, Bahram
DPA, University of La Verne, 1993
MBA, Northrop University., Los Angeles, 1978
BA, Business Administration, Gilan University, 1974

Mgbeke, Darlington
PhD, Public Policy and Public Administration, Walden University, 2001
MSA, Central Michigan University, 2002
BS, Management Human Resources, Regents College, 1998
AS, Compton Community College, 1982

Montero, Rogelio
MBA, New York University, 1975

Moten, James
PhD, Business Administration, North Central University, 2004
MS, Acquisition and Contract Management, Florida Institute of Technology, 2002
MBA, Economics, Cameron University, 2001

Moyo, Doreen
PhD, Early Childhood Education, Walden University, 2005
EdD, Administration, University of Nebraska, 1996
MAEd, Early Childhood Education, Concordia University, 1995
BA, English and Theology, Concordia University, 1984

Mutunga, Stanley
PhD, Intercultural Studies, Fuller Theological Seminary, 1993
MA, Intercultural Studies, Fuller Theological Seminary, 1989
BA, Theology, Ontario Bible College, 1986

Ncube, Zet
PhD, Organization and Management, Capella University, 2007
MBA, Concordia University, 1996
BS, Computer Engineering, Concordia University, 1993
Diploma Electronics Technology, Cleveland Institute of Electronics, 1992

Nelson, Kristina
MA Literature Composition, California State University San Bernardino, 2002
MA, History, American Public University, 2008
MS, Psychology, California Coast University, 2007
BA, English Literature, California State University San Bernardino, 1999

Oduro, Carr
PhD, Applied Management and Decision Sciences, Walden University, 2007
MBA, International Business and Strategic Management, 1998
BS, Management Information Systems and Business Administration, Azusa Pacific University, 1996

Okoro, Henrietta
DM, University of Phoenix, 2010
MBA, Business Management, Southeastern University, 1998
MBA, Accounting, Southeastern University, 1997
HND, Banking, Institute of Management and Technology, 1990

Oladoke, Abiola
PhD, Education, Capella University, 2006
MA, Human Relations, University of Oklahoma, 2002
MA, International Relations, University of Oklahoma, 2002
BA, English, University of Maryland University College, 2000
BS, Psychology, University of Maryland University College, 2003

Pase, Stephen
PhD, Applied Management and Decision Sciences, Walden University, 2010
DSc, Business Management, Atlantic International University, 2010
MS, Leadership Management, Cornerstone University, 2007
MBA, Global Business, Cornerstone University, 2003
BA, Economics, Calvin College, 2001

Qazi, Owais
JD, Whittier Law School, 2003
BS, Business Administration, University of California, Riverside, 2001

Rajagopalan, Sriram
PhD, Capella University, 2009
MBA, Concordia University, 2000
MS, Wayne State University, 1996
Bachelors of Engineering, Electronics and Communication Engineering, University of Madras, 1990

Rivera, Maritza
PhD, Human Services-Clinical Social Work, Walden University, 2007
MSW, Inter-American University of Puerto Rico, 2003
BSW, Pontifical Catholic University of Puerto Rico, 2000

Roberts, Douglas
PhD, Organization & Management, Capella University, 2009
MBA, University of Phoenix, 2004
BS, Business Information Systems, University of Phoenix, 2002

Setyan, Vahan
PhD, Psychology, Walden University, 2009
MS, Organizational Psychology,

Sherwin, Nicholas
DBA, Business Administration, University of Phoenix, 2007
MBA, Pepperdine University, 1991
BA, Business Administration, California State University Fullerton, 1982

Smith, Angela
MAEd, University of Phoenix, 2009
MA, Organizational Management, University of Phoenix, 2003
BS, Business Management, University of Phoenix, 2001

Singh, Jeannette
MBA, University of Phoenix, 2001
BS, Nursing, Loma Linda University, 1997
BA, Spanish, Pacific Union College, 1993

Singh, Raj
PhD, Educational Policy Planning and Administration, University of Southern California, 1992
MS, Educational Policy Planning and Administration, University of Southern California, 1989
Engineer's Degree in Industrial and Systems Engineering, University of Southern California, 1980
BS, Engineering, University of Allahabad, 1973

Thomas, Nosakhere
Ph.D., Claremont School of Theology, 1999
MA, Family Life Education, Andrews University, 1992
BA, Theology/Accounting, Oakwood University, 1986

Tivar Manuel
MBA, University of Phoenix, 2008
BS, Marine Transportation, Philippine Merchant Marine College, 1980

Umeh, Ogwo "Jay"
PhD, Political Science, Texas Tech University, 1990
MBA, Management, Jackson State University, 1983
BBA, Fort Valley State University, 1981

Von Esch, Mark
JD, Pepperdine University, 1981
BA, Loma Linda University, 1978

Young, Stephen
PhD, Applied Management and Decision Sciences, University of Minneapolis, 2008
MBA, West Coast University, Los Angeles, 1979
BS, Aerospace Engineering, 2007