

Walsh Catalog 2020-2021

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Welcome to Walsh

Your decision to enroll at Walsh is a sound one. It recognizes our mutual commitment to academic and business excellence. We deliver a business education that integrates theory and application to prepare our graduates for successful careers.

Our goal is to be the preferred business-education institution for students, area employers, and the communities we serve. Whether you attend at one of our locations, online, or a combination of each, you can expect personal attention from faculty and staff throughout your time at Walsh.

We recognize that most of our students are working adults with significant responsibilities and personal obligations. Walsh complements these life realities with a dedicated faculty, many of whom are also business professionals. Your curriculum will reflect relevant, contemporary knowledge that energizes and frames traditional business theory.

We are with you every step of the way. We want you to succeed. And we look forward to you joining the more than 29,000 Walsh alumni.

Academic Calendar & Important Dates

	FALL 2020	WINTER 2021	SPRING 2021	SUMMER 2021
Graduation Application Deadline	August 1	November 1	February 1	May 1
Payment period begins	August 13	December 3	February 25	May 20
Semester Begins	September 16	January 4	March 30	June 22
Last Day to Register or Add Classes	September 22	January 10	April 5	June 28
Last Day for 100% Tuition Refund	September 23	January 11	April 6	June 29
Last Day to Drop Classes/50% Tuition Refund	September 29	January 17	April 12	July 5
Withdrawal Period Begins	September 30	January 18	April 13	July 6
Payment due date (pay in full date)	October 8	January 28	April 22	July 15
First late payment fee applied	October 9	January 29	April 23	July 16
Second Late Payment fee applied	November 15	February 15	May 15	August 15
Last Day to Withdraw	November 17	March 8	May 31	August 23
Holiday Recess (No Classes)	November 25 – November 29	January 18	May 31	July 5 & September 6
Final Exam Week	November 30 – December 5	March 16 -22	June 8 – 14	August 30 – September 4
Semester Ends	December 5	March 22	June 14	September 4
Grades Due	December 8	March 24	June 16	September 7
Third late payment fee applied	December 15	March 15	June 15	September 15
Commencement	TBD	TBD	TBD	TBD

Note: Dates listed below are for 11-week courses. If your course meets for less than 11 weeks, please check the syllabus or Self-Service for Students for important dates.

* Due to Independence Day, a make-up session will be required for Friday & Saturday classes during the summer semester.

General Information

Mission, Vision, and Values

Mission

Walsh provides a transformative business education that combines theory, application, and professional experience to prepare graduates for successful careers.

Vision

Walsh will exceed expectations and change lives through education.

Values

Excellence

We operate at the highest level and seek continuous improvement in a collaborative manner.

Integrity

We practice ethical behavior that demonstrates fairness and reliability.

Respect

We embrace our diverse society and provide opportunities for all.

Accountability

We are responsible for our actions and are answerable to each other and the communities we serve.

Collaboration

We create and sustain partnerships and believe that collaboration fuels innovation.

Dedication

We are committed to our mission and passionate in our advocacy.

Accreditation and Approvals

Accreditation Statement:

Walsh is accredited by the Higher Learning Commission (HLC) www.hlcommission.org; phone: 312-263-0456 and has received specialized accreditation for its business programs by the Accreditation Council for Business Schools and Programs (ACBSP) www.acbsp.org; phone: 913-339-9356. Visit the accreditation web page to review programs accredited by ACBSP at www.walshcollege.edu/accreditation.

Walsh is approved by:

- The State of Michigan Department of Labor and Economic Opportunity to grant bachelors, masters, and doctoral degrees and certificate programs.
- The State of Michigan Department of Labor and Economic Opportunity as an institutional participant with the National Council for State Authorization Reciprocity Agreements.

- The State of Michigan Department of Labor and Economic Opportunity to train veterans and eligible persons under benefits of Title 38 of the United States Code.
- The Student and Exchange Visitor Program (SEVP) to admit international students.
- The State of Michigan Department of Labor and Economic Opportunity as an educational provider for qualified programs under for the Michigan Works! Program.

Walsh is recognized by:

- The National Security Agency as a Center of Academic Excellence in Information Assurance Education (CAE) with curriculum that maps to the Committee for National Security Standards.
- The National Security Agency and Department of Homeland Security as a Center of Academic Excellence in Cyber Defense (CAE-CD) programs.
- The Michigan Council on Economic Education as an official Center for Economic Education.
- Michigan Veterans Affairs Agency as a Gold Level Veteran - Friendly School.
- GI Jobs Magazine as a Military Friendly school.

Endorsements

The Bachelor of Accountancy - Certified Management Accountant (CMA) concentration is endorsed by the Institute of Management Accountants (IMA).

Non-Discrimination Policy

Walsh strives to maintain an environment free of discrimination and harassment. Walsh prohibits discrimination or harassment based on any protected status on the basis of such legally protected characteristics as a person's race, color, religion, gender, age, height, weight, national origin, marital status, veteran status, sexual orientation, gender identity, gender expression or disability. Walsh complies with all applicable federal and state laws regarding nondiscrimination, including, but not limited, to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Reauthorization Act of 2013, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination and Employment Act of 1967, Michigan's Elliott-Larsen Civil Rights Act and Michigan's Persons With Disabilities Civil Rights Act.

The following person is designated to handle inquiries and reports regarding nondiscrimination and Title IX compliance:

BETH BARNES
Vice President, Chief Human Resources & Administrative Officer
Walsh
3838 Livernois Road
Troy, MI 48083
bbarnes@walshcollege.edu or (248)823-1239

Locations

Walsh offers classes at the following locations:

Troy | Clinton Township (Macomb University Center) | Port Huron (SC4 University Center) | Oakland Community College (Orchard Ridge Location) | Online

Institutional Learning Outcomes of Walsh Graduates

Students may be required to participate in outcomes assessment by completing a survey, sitting for an examination, compiling a portfolio of academic work, or providing other academic indicators. Students may also be required to take one or more examinations designed to measure the level of achievement in each Institutional Learning Outcomes as a prerequisite to graduation. Unless otherwise specifically stated in an individual program, no minimum score or level of achievement is required for graduation. Students are expected to participate in these evaluative measures when asked by Walsh.

In addition, alumni and various stakeholders are also invited to participate in outcomes assessment to provide additional information on the quality of the programs and courses offered at Walsh. One way to deliver that value is to embed into the coursework of every degree the knowledge, skills, abilities, and behaviors Walsh has identified as Institutional Learning Outcomes.

The information obtained through the outcomes assessment process is one of the methods Walsh uses to improve not only student learning but also teaching and ensure an environment of continuous quality improvement in all programs at the course, program, and institutional level. Individual Assessment results are confidential and are presented in the aggregate

Walsh works to ensure that its graduates are able to add value to the business community and to become successful professionals. One way to deliver that value is to embed into the coursework of every degree the knowledge, skills, abilities, and behaviors Walsh has identified as Institutional Learning Outcomes. Each undergraduate and graduate program has clearly articulated student learning outcomes for the knowledge, skills, abilities, and behaviors a student possesses upon completing a program. These outcomes are evidenced by the following:

Undergraduate Student Learning Outcomes

Upon graduation from Walsh, students will be able to:

Communicate - Oral

- Identify information appropriate to the purpose and audience
- Choose delivery techniques appropriate to the purpose and audience
- Demonstrate effective delivery techniques in a variety of settings
- Provide proper citations for source materials
- Construct effective visual aids

Communicate - Written

- Organize ideas logically
- Select tone, word choice, and style of communication appropriate for the intended audience
- Structure sentences and paragraphs using correct language, grammar, spelling, and punctuation
- Provide proper references for source materials
- Produce clear and concise documents

Problem Solve

- Identify a problem in an organizational context
- Define the problem

- Summarize potential problem solutions
- Recommend a solution
- Propose methods to evaluate the effectiveness of the recommended solution

Master a Business Discipline

- Students achieve learning outcomes as noted in each academic program

Graduate Student Learning Outcomes

Upon graduation from Walsh, students will be able to:

Communicate - Oral

- Research content appropriate to the purpose and audience
- Incorporate a variety of delivery techniques
- Adapt the tone and style to communicate to a variety of organizational levels
- Deliver content in a professional manner
- Provide proper attribution for source materials

Communicate - Written

- Frame the topic effectively
- Utilize credible and appropriate sources
- Provide proper attribution for source materials
- Synthesize the content into a coherent narrative
- Demonstrate competent writing mechanics

Problem Solve

- Recognize a problem in a complex organizational context
- Deconstruct the symptoms and underlying causal conditions
- Design effective solutions to address the root cause
- Recommend a solution
- Evaluate the relative effectiveness and implications of the recommended solution

Master a Business Discipline

Students achieve learning outcomes as noted in each academic program.

Walsh Publications

Walsh Catalog

The Catalog, located on the website, is an official publication of Walsh. It outlines the curricula and graduation requirements

currently in effect at Walsh. The Catalog is not a contract between the individual student and Walsh or its Board of Trustees. Walsh reserves the right to make changes to any programs at any time.

Walsh will typically communicate any academic program changes at least one academic term prior to the effective date of changes. In addition to updating the online Catalog, Walsh may also communicate changes through the Walsh Student Portal, posters and/or by regular or electronic mail.

PLEASE NOTE: Walsh expects students to read the Catalog. Failure to do so does not excuse students from the requirements and regulations described.

Walsh Student Handbook

The Student Handbook, located on the website, is an official publication of Walsh. It outlines the general operations and academic/student services policies currently in effect at Walsh. The Student Handbook is not a contract between the individual student and Walsh or its Board of Trustees. Walsh reserves the right to make changes to any policies and procedures at any time.

Walsh will typically communicate any policy changes at least one academic term prior to the effective date of changes. In addition to updating the online Student Handbook, Walsh may also communicate changes through the Walsh Student Portal, posters and/or by regular or electronic mail.

PLEASE NOTE: Walsh expects students to read the Student Handbook. Failure to do so does not excuse students from the requirements and regulations described. Students are fully expected to comply with all policies in the Student Handbook whether they have read them or not.

Walsh Website

Walsh maintains a website at www.walshcollege.edu. For questions related to the website, contact the Marketing Department.

Notice of Policy Changes

The Catalog and Student Handbook represent the most up-to-date information with regard to the programs and policies described. It will be considered to be in effect until the publication of the next academic catalog and student handbook. However, Walsh reserves the unlimited right to institute changes in Walsh's programs and policies. Since information is updated constantly, students are advised to seek further clarification from appropriate administrative offices. Walsh reserves the right to change rules, policies, programs, fees, and curricula without advance notice. In the event of any inconsistent or incompatible terms or provisions, such inconsistency shall be resolved by giving precedence in the following descending order of importance: (a) any executed agreement between the parties, (b) the specific program or policy then existing, and then (c) the Catalog or Student Handbook.

Registration Resources

Walsh makes every effort to provide information to students that may assist them in achieving their academic goals. Prior to each semester, a schedule of classes is posted online for all students. View the schedule of classes online by logging into the Walsh Student Portal. The portal often contains new information and should be reviewed by students every semester.

Walsh also communicates and distributes information regularly through student e-newsletters, the Walsh Student Portal, and the Walsh Student Email Account.

Academic Course Load

Walsh expects its students to be able to balance their educational, professional, and personal schedules and does not restrict the number of credit hours that a student may register for in a given semester. Students with questions on the appropriate number of credits to take in a given semester should discuss their proposed schedule with an academic advisor.

Walsh Student Email Account

All students are assigned a Walsh email address and are required to access their Walsh email account regularly. This is a digitally secure and encrypted website which protects the confidentiality of its usage. All official administrative email communication (account balances, graduation audit notification, Commencement information, e-newsletter, etc.) will only be sent to the student's Walsh email address. Similarly, Walsh email is required for communication between a student and faculty member regarding grades, quizzes/exams, performance in the course, etc.

Emails pertaining to potential violations of Walsh policies will be sent to a student's Walsh email address and students are required to use their Walsh email for all related communications, unless otherwise directed by Walsh officials.

Official student administrative email requests (e.g. advising questions, adding/dropping classes, enrollment verification, etc.) must be sent from the student's Walsh email address. Students who regularly use another email account are able to forward their Walsh email to that account.

Committed to Technology

Walsh continues to invest in the technological future, both inside and outside of the traditional classroom. All rooms at the Troy campus are equipped with LCD projectors that are used during presentations by instructors, facilitators, and students. Classrooms are also equipped with SMART Podiums™, touch-screen interactive monitors that allow instructors to interact with digital content and write over it on the SMART monitors. In addition each classroom contains web cameras with microphones which enable online remote distance education capabilities. Classrooms also contain the ability for wireless presentation from any mobile device within the classroom.

The Troy campus is also furnished with a technology enhanced Finance Lab. The Finance Lab gives students a taste of Wall Street with 12 Bloomberg terminals, FACTSET research capabilities, along with several large LCD televisions tuned to market and financial reports, and breakout rooms. Financial information continuously updates on an LED ticker, giving students a real-time glimpse into market movement and news.

A dedicated Cyber Lab is also located at the Troy location. The Cyber Lab provides a hands-on learning environment with access to Cisco networking equipment, Dell servers and EMC storage infrastructure. Students can expect to receive critical cybersecurity skills across traditional, cyber physical, and/or automotive environments. In addition, students will apply critical, strategic, ethical, and innovative thinking to achieve business-like results. A VMWare Virtual Lab also provides students with practical real world experience setting up and supporting a business-like domain complete with servers and PCs.

Walsh is designated as a Center of Academic Excellence in Cyber Defense (CAE/CD), which identifies Walsh as one of a small set of academic institutions in the country to achieve this status. Walsh also aligns its programs with the Department of Defense 8570 and the Department of Homeland Security NICE Framework. This ensures that our students will be prepared to meet the standards of employment at the federal level.

Electronic library research tools maintained on the Walsh website include a multitude of database sources, online magazines and journal subscriptions. These tools allow students to access information online from anywhere, at any time.

Secured information is stored behind firewalled and password-protected systems; most applications utilize only one username and password and automatically pass through from one system to another without further intervention. Public and guest wireless Internet access is available throughout the campus. The wireless network utilizes updated modern wireless technology standards which provides for a seamless end-user experience.

All classroom and lab computers require users to log in with their unique Academic/Portal username and password. Public guests can generate a temporary ID by using a driver's license in order to gain access to the library computer resources at Walsh.

The Online Course Environment

Students taking a Walsh online course can be confident that they are receiving the same quality and content that they would receive in the classroom. Basic course components include an online syllabus; weekly objectives, readings and lectures; weekly discussion board participation; activities and assignments; and online exams, quizzes, and practice tests.

To ensure success in an online course, students taking their first online or blended course must take a required online orientation that simulates an online course. Online courses incorporate various media. In order to access online learning assignments, students must have access to a computer that meets all hardware and software requirements.

The online course environment is small, averaging 25 students per class, and the instructor is available online through instant messaging or private chat. Students and instructors also communicate online via a discussion board and email. Students can expect an instructor response to questions within 24 to 48 hours. Walsh online courses include a Help feature that instantly pages the Online Learning technology staff, which typically resolves requests within 24 hours. Walsh uses the following definitions to explain how it uses technology to support the learning experience:

Online (V section) course: in an online course, the student and instructor are separated by distance and connected via Walsh's chosen Course Management System (CMS) for delivery of the course content and course interaction. Walsh online courses are largely asynchronous, meaning student and teacher do not need to be online at the same time, and work can be completed at different times, barring any specific synchronous activities that will be explained in the course syllabus. Students located in any geographic location may complete their studies online and will not be required to come to the location for any of the course components. However, a student may be required to take exams at an approved proctored location.

Blended (VB section) course: in a blended course, the course is held in the traditional classroom as well as online. Some weeks will be online and others on-location, and students will be notified of meeting times in their syllabus. Some of the course content, including exams/quizzes, and/or interaction, is delivered via Walsh's chosen Course Management System (CMS). Students must come to one of the Walsh locations to complete a VB course.

Video Conferencing (VC) course: VC is a video conferencing course that will meet weekly and requires the simultaneous participation of all students and faculty in "real-time" instruction. It incorporates telecommunication technologies which allow two-way videoconferencing between the Troy and Novi locations by two-way video and audio transmissions.

Virtual Hybrid (VH Section) course: in a hybrid course, the course is held in the traditional classroom or can be accessed remotely in real time via the College's chosen video conferencing software. Additionally, some of the course content will be delivered online via the College's chosen Course Management System (CMS). Students will be notified of the balance of real time (classroom or remote access) and online instruction in their syllabus. Students choosing to access the class remotely will not be required to come to campus for any of the course components. However, students may be required to take exams on campus or at an approved proctored location.

Virtual Synchronous (VS section): in a virtual synchronous course, the course is not held in the traditional classroom. A portion of the course requires the simultaneous participation of students and faculty in real time via the College's chosen video conferencing software. The remainder of the course content will be delivered online via the College's chosen Course Management System (CMS). Students will be notified of the proportion of real time and online instruction in their syllabus. Students will not be required to come to campus for any of the course components. However, students may be required to take exams on campus or at an approved proctored location.

2+2 (VT section) course: a 2+2 course is a blended course that will meet in the classroom and online weekly. Some of the course content and/or interaction is delivered via Walsh's chosen Course Management System (CMS). Students must come to one of the Walsh locations to complete a VT course.

Walsh Degree Programs

Bachelor of Accountancy (BAC) (p. 29)

Bachelor of Business Administration (BBA)

with majors in:

Finance (p. 33)

General Business (p. 35)

Human Resources (p. 36)

Management (p. 37)

Marketing (p. 39)

Bachelor of Science in Applied Management (BSAM) * (p. 42)

Bachelor of Science in Information Technology (BSIT) (p. 44)

Master of Arts in Business (MAB) (p. 50)

Master of Business Administration (MBA) (p. 51)

Master of Science in Accountancy (MAC) (p. 53)

Master of Science in Data Analytics (MSDA) (p. 56)

Master of Science in Finance (MSF) (p. 57)

Master of Science in Information Technology (MSIT) (p. 59)

Master of Science in Information Technology Leadership (MSITL) (p. 60)

Master of Science in Management (MSM) (p. 61)

Master of Science in Marketing (MSMKT) (p. 63)

Master of Science in Organizational Leadership (MSOL) * (p. 64)

Master of Science in Taxation (MST) (p. 65)

Tech Master of Business Administration (TECHMBA)* (p. 52)

Doctor of Management (DM)* (p. 76)

Dual Degrees

Master of Business Administration and Master of Science in Finance (MBA/MSF) (p. 67)

Master of Business Administration and Master of Science in Information Technology Leadership (MBA/MSITL) (p. 68)

Master of Business Administration and Master of Science in Management (MBA/MSM) (p. 69)

Master of Business Administration and Master of Science in Marketing (MBA/MSMKT) (p. 71)

*ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation.

Academic Policies and Requirements

A student enrolled in a course at Walsh must observe all academic policies and regulations in effect and published in the current Student Handbook, Academic Catalog, and in other official publications. It is the responsibility of the student to be aware of all changes in academic policy as implemented by Walsh. Any student wishing to be exempt from a specific academic policy as outlined in the Handbook or elsewhere must formally petition the specific administrative or academic department enforcing the policy.

Academic Honor Code

The Walsh academic community will maintain the highest ethical standards in our quest for academic excellence. We will not lie, cheat, steal, or claim credit for the ideas and work of others. We commit to respecting the intellectual property of others and will always acknowledge the authorship of intellectual property in all forms.

Academic Integrity Mission

To support Walsh students and faculty in their pursuit of authentic scholarship. Academic honesty and integrity is a fundamental principle for the entire Walsh community. The Academic Integrity committee provides programs, information and activities to ensure the Walsh community and the community at large are engaged in the tenets of Academic Integrity: honesty, trust, fairness, respect, responsibility and courage.

Academic and Professional Conduct

Walsh students are expected to conduct themselves in a manner conducive to continued growth toward a business or professional career. A professional demeanor with a high degree of ethical conduct is expected. Written and oral communications, including paper and electronic, should reflect professionalism. All students are expected to attend classes regularly and be fully prepared. Students are responsible for being knowledgeable and observing all Walsh policies and procedures.

Academic Records and Transcripts

A student's academic transcript reflects all courses taken, credit hours attempted, and grades received while in residence at Walsh; these are used to compute the student's semester and cumulative grade point averages. An official transcript bears the Walsh seal, the registrar's facsimile signature and transcript issuance date. Academic standing designations such as probation and dismissal are noted on the student's transcript.

Graduate courses taken as part of the student's undergraduate program are posted on the student's undergraduate transcript. All grades and credit hours attempted and earned will be used in computing the student's cumulative grade point average for purposes of graduation, with the exception of those courses and grades that have been replaced under the Course Repeat Policy. Courses repeated under this policy will be excluded from the cumulative grade point average calculation. Undergraduate courses taken by a graduate-level student will appear on a non-degree transcript and will not be computed into the student's graduate grade point average.

Academic transcripts will reflect all courses taken, applicable credit hours attempted, and grades received while in residence at Walsh for all students including those who are readmitted or who change majors or degree programs prior to graduating from Walsh. Once a student graduates from a degree program, a new cumulative grade point average will be computed for the subsequent degree.

Academic transcripts are maintained in the Records and Registration office and are regularly audited and corrected as necessary. A student wishing to inquire about their record should contact the Records and Registration office at records@walshcollege.edu.

Calendar

Walsh operates on a semester calendar system. The undergraduate, graduate, and non-degree academic calendar consists of four 11-week semesters per year. The doctoral academic calendar consists of four 9-week semesters per year. All courses and credit hours are stated in semester credit hours. The current academic calendars can be found in the Student Handbook, the Catalog and on the Walsh website.

Course Numbering System

Courses Numbered 200-499

Courses with these numbers are undergraduate level courses. Undergraduate, graduate, and non-degree students are eligible to enroll in these courses for undergraduate credit and are assessed undergraduate tuition rates.

Courses Numbered 500-699

Courses with these numbers are graduate level courses. Graduate, certificate and non-degree students are eligible to enroll in these courses for graduate credit and are assessed graduate tuition rates.

Undergraduate students cannot enroll in these courses unless permitted in their undergraduate degree program. See the section entitled Undergraduate Students Taking Graduate Courses. Graduate level courses taken by undergraduate students as part of their undergraduate degree program will appear on their undergraduate transcript. Students are responsible for paying graduate tuition.

Courses Numbered 700-899

Courses with these numbers are doctoral level courses. Doctoral students are eligible to enroll in these courses for doctoral credit and are assessed doctoral tuition rates.

Grading System and Policies

Most courses taken at Walsh are recorded by letter grade (A-F); the 4-point system (4.000) is used to compute the grade point average (GPA). Grades are awarded according to the following system:

GENERAL GRADING SCALE		
Grade	Grade Points per Credit Hour	
A	4.0	
A-	3.7	
B+	3.3	
B	3.0	
B-	2.7	
C+	2.3	
C	2.0	
C-	1.7	
D+	1.3	
D	1.0	
D-	0.7	
F	0.0	
THE FOLLOWING GRADES ARE NOT COMPUTED IN GPA:		
Grade	Description	Grade Points per
AU	Audit	O*
I	Incomplete	O*
NR	No grade reported	O*
N	Not Passing	O*
P	Passing	O°
W	Withdrawal	O*

*Not included in computing hours, grade points or GPA. Included in computing hours, but not included in computing grade points or GPA.

“AU” (audit) denotes that the student is enrolled in a course for no grade and no credit. Upon completion of the course, a grade of “AU” will be noted on the student’s academic transcript. The decision to audit a course should be made at the time of registration. Once the add/drop period ends, a student cannot change their registration status from credit to audit or from audit to credit. A student desiring to audit a class must pay full tuition and fees. A designation of “AU” will be allowed only once per course. A grade of “AU” will automatically be issued to a student who repeats a course in which they have previously received equivalency transfer credit, an exclusion, waiver or advanced standing. After grade replacement, once a course has been completed at Walsh with a grade of “C” or better, all subsequent attempts will receive a grade of “AU” and no credit.

“I” (incomplete) is a temporary grade used by an instructor in cases when the student is unable to complete course requirements because of illness or other justifiable circumstances.

An incomplete grade can only be issued if:

- Approved in advance by the instructor
- The remaining coursework cannot be completed for reasons clearly beyond the student's control
- The student has only a minor portion of the semester's coursework to complete
- The work completed to date is not less than "C" (2.000) in quality
- The remaining coursework can be completed within four weeks after the end of the semester in which the "I" is granted.

The student must initiate the request for an incomplete grade with the instructor of the course. If the incomplete grade is granted, the instructor will issue an "I" grade when submitting their final grades. It is the student's responsibility to contact the instructor and make arrangements for completing the remaining work within the four-week timeframe. If the coursework is not completed within the four-week period, the grade of "I" will be changed to the grade of "F" (failing). The student will be notified of the grade change.

"NR" (no grade reported) is a temporary grade indicating the final grade has not yet been submitted. The "NR" grade will be replaced by the appropriate letter grade (A-F) when submitted by the instructor.

"N" (not passing) is only used in courses that are graded on a pass/no pass basis and indicates that the course has not been completed successfully.

"P" (passing) is only used in courses that are graded on a pass/no pass basis and indicates that the course has been completed successfully.

"W" (withdrawal) indicates the student has withdrawn from the course. This grade earns no credit for purposes of graduation and is not included in a student's grade point average computation. However, the grade does appear on the student's academic transcript. A student may withdraw from the same course no more than twice during their academic career. Withdrawing from separate sections of courses that are equated will be considered separate withdrawal attempts. A letter grade of A through F will be issued on a student's academic transcript when the withdrawn course is repeated for the third time.

For all undergraduate degree programs, the grade of "C" (2.000) is the minimum acceptable grade for many courses. As a graduation requirement, an undergraduate student must maintain a 2.000 for both the overall cumulative grade point average and for the cumulative grade point average in their major. For undergraduate degree programs, satisfactory academic progress is a cumulative grade point average of 2.000 or better.

For all graduate programs, including dual degree programs and graduate certificates, the grade of "C" (2.000) is an acceptable grade for the purposes of course completion for all courses. However, a 3.000 overall cumulative grade point average must be achieved as a requirement for graduation. Satisfactory academic progress is a cumulative grade point average of 3.000.

Students in the doctoral program may earn a grade of "C" (2.000) one time only. A second grade of "C" (2.000) will result in automatic dismissal. Any work below the level of "C" (2.000) is considered failing and will be issued the grade of "F" (0.000) and will also result in program dismissal.

If there are extenuating circumstances surrounding a grade that results in dismissal, a student may appeal. Reentry into the program will be determined by the Doctoral Programs Committee. In the event the issue remains unresolved, the student may then appeal to the Provost through the Walsh Student Appeal Process. By College policy, the decision of the Provost is final.

Doctoral level courses and grades are not eligible to be replaced under the Course Repeat Policy.

Cumulative Grade Point Averages

A student's cumulative grade point average is computed by dividing the total grade points earned to date by the total number of hours attempted. Grade point average calculations are carried out to the third position after the decimal point. Grade points are

calculated by multiplying the number of credit hours for the course by the number of points earned on the grading scale. For example, a grade of B for a 3-credit hour course produces 3 (credit hours) x 3 (points for a grade of B), or 9 grade points. The grade of "F" (0.000) is included in the calculation of cumulative grade point averages. When a student repeats a course under the Course Repeat Policy, both grades will appear on the academic transcript, but only the better grade will be used to compute the cumulative grade point average. If, after the one-time replacement, the course has not been passed, all subsequent grades will be factored into the cumulative grade point average along with the better of the original and replaced grades. Only courses taken at Walsh are used to determine a student's grade point average.

Major Grade Point Averages - Undergraduate Students

In addition to maintaining an overall cumulative grade point average of 2.000, undergraduate students are required to maintain a 2.000 grade point average in their major courses. A student's major grade point average is computed by dividing the total grade points earned for all major courses by the total number of hours attempted in those courses. All courses taken within the major, credit hours attempted, and grades received will be used to compute the student's major grade point average, with the exception of those courses and grades that have been replaced under the Course Repeat Policy. Courses repeated under this policy will be excluded from major grade point average calculation. Please refer to the Undergraduate Graduation Requirements section of the Catalog for each individual program for the courses that are used to compute the major grade point average.

Semester Grade Point Averages

A student's semester grade point average is computed by dividing the total grade points for that semester by the number of credit hours attempted. Grade point average calculations are carried out to the third position after the decimal point. The grade of "F" (0.000) is included in the calculation of grade point averages.

Viewing Grades

Grades may be viewed online by logging in to the Walsh Student Portal. Click on Self-Service for Students and select My Academic Records.

Appealing Final Grades/Grade Changes

A student who questions or wishes to clarify a grade must contact the instructor and provide specific arguments for the grade change to resolve the dispute within four weeks after the start of the next semester. A request by a student to dispute their grade after this four-week period will not be considered.

If an error has been made, the instructor must submit an official change of grade to the Registrar and Director of Records and Registration certifying reasons for the change of grade. Upon receiving documentation from the instructor, the Registrar and Director of Records and Registration will change the grade and post the grade on the Walsh Student Portal (click on Self-Service for Students and select My Academic Records to view). In exceptional or unusual circumstances, the Registrar and Director of Records and Registration may determine that additional signature approval must be obtained by the department chairperson and/or chief academic officer (or approved designee) prior to processing the grade change.

Step 1 – Instructor

Contact the class instructor involved to resolve the problem. If resolution cannot be achieved at the instructor level, a student can petition the chair of the department involved. The student may not proceed to step two until the final grade is discussed with the instructor.

Step 2 – Department Chair

The department chair will investigate the matter and attempt to resolve the issue. The chair will notify the student and the class instructor of the decision. The student may not proceed to step three until the final grade is discussed with the department chair.

Step 3 – Final Appeal

If resolution cannot be achieved at the departmental level, a final review may be conducted by the chief academic officer. It must be demonstrated to the chief academic officer that an instructor's evaluation was based entirely or in part on factors that are inappropriate or irrelevant both to academic performance and applicable professional standards. In this case, the chief academic officer will have the student's performance reassessed and good faith evaluation established. The decision of the chief academic officer is final.

**If the Instructor or department chair do not respond to your initial correspondence within seven business days, please contact the Academic Office at 248-823-1635 for assistance.*

Undergraduate Earned Credit Policy

Undergraduate credit is earned for a course only when the student is issued a grade of "D-" (0.700) or better, except for those specific courses, or their substitute(s), in which a grade of "C" (2.000) or better is required. All grades from Walsh undergraduate coursework will be used to compute the student's undergraduate cumulative and major grade point average, with the exception of those grades that have been replaced under the Course Repeat Policy. Grades replaced under this policy will be excluded from the cumulative and major grade point average.

Undergraduate students may enroll in approved graduate level (500 or 600 level) courses for up to 12 semester credit hours. All graduate courses taken and grades received under this status will be reflected on the student's undergraduate transcript and will be used in computing the student's cumulative grade point average for purposes of graduation. Students are responsible for paying graduate-level tuition and course fees. Please note that students cannot switch from the undergraduate version of a course to the graduate version of the course after the add/drop period ends in any given semester.

An undergraduate student who wishes to take a graduate course to fulfill their undergraduate degree requirements should contact the Admissions and Academic Advising office to determine if the course may be applied as advanced standing to any Walsh graduate degree program.

Graduate Earned Credit Policy

All grades from Walsh graduate coursework will be used to compute the student's graduate cumulative grade point average, with the exception of those grades that have been replaced under the Course Repeat Policy. Grades replaced under this policy will be excluded from the cumulative grade point average. A graduate student may enroll in undergraduate courses. Students must complete a non-degree application for admissions in order to take an undergraduate course. Grades received in an undergraduate course will be noted on a non-degree transcript and will not be computed in the student's graduate cumulative grade point average.

Doctoral Earned Credit Policy

All grades from Walsh doctoral coursework will be used to compute the student's doctoral cumulative grade point average. With approval of the Doctoral Program Chair, a doctoral student may enroll in a graduate level course. All graduate and doctoral level coursework will be computed in the student's doctoral cumulative grade point average.

Clean Slate Policy

Graduate students who have not attended Walsh for at least one-year (12 consecutive months) and are reapplying for admission to any graduate program or certificate may request a one-time review of their previous academic coursework for exclusion from the grade point average (GPA) calculation under their new program. Courses chosen to be excluded from GPA calculation will include all attempts of the course. Under this policy, all courses, grades, and academic standing notations will still appear on the student's academic transcript, but the student's cumulative GPA for the new program will only include previous coursework required or used as electives under the new program. Students are required to sign a Clean Slate Policy form and a notation that the Clean Slate Policy has been invoked will appear on the student's transcript. After invoking the Clean Slate Policy, the student's transcript will not be updated until the student registers under the new program.

This option allows courses and grades from the student's previous graduate degree or certificate program to be excluded from their new degree or certificate program with the following stipulations:

Previously completed courses will not be excluded from cumulative grade point average (cumulative GPA) calculations for the new academic program if the course meets one of the following criteria:

- Any course, including those that are dual listed, and all attempts of that course, that is a required course in the student's new degree program
- Any course, including all attempts of that course, that the student has chosen to include as an elective course in the new degree program
- Any course that is being counted to reach the total number of required credit hours for a new graduate degree or certificate
- Courses whose grades have been affected by findings of academic misconduct

Course Repeat Policy

The Course Repeat Policy will apply to undergraduate, graduate and non-degree programs. Doctoral courses and grades are not eligible to be replaced under the course repeat policy.

The grade of any eligible course repeated beginning fall 2012 may be replaced one time, regardless of when the course was taken previously or how many attempts of the course were made prior to fall 2012. This policy applies only to courses that are repeated fall 2012 or later.

Any eligible course, regardless of grade, may be repeated once at Walsh for a grade replacement.

There is no appeal process to this limit. Additional repeats will be allowed without grade replacement. If, after the one-time replacement, the course has not been passed, all subsequent grades will be factored into all GPA calculations, along with the better of the original and replaced grades.

Courses that are not eligible for grade replacement:

- Courses that have been graduated in any program may not be replaced in that program
- Courses for which transfer credit has been awarded
- Courses whose grades have been affected by findings of academic misconduct
- Courses that are dual listed

After grade replacement, once a course has been completed at Walsh with a grade of "C" (2.000) or better, all subsequent attempts will receive a grade of Audit ("AU") and no credit.

Students who repeat courses at other institutions will not receive transfer credit if Walsh credit has been earned, nor will they improve their Walsh grade point average. A grade of Audit ("AU") will automatically be issued to a student who repeats a course in which they have received course equivalency transfer credit, an exclusion, waiver or advanced standing.

All grades will remain visible on the transcript. All academic standings originally calculated will remain visible on the transcript.

In any one program, credit can only be earned once for any course.

Withdrawn classes will not replace grades and will not be included in the one-time grade replacement limit. Students will still be allowed two withdrawals in addition to one replacement attempt per eligible course. In the case of a withdrawal, a grade of "W" will appear on the transcript.

Federal and/or state regulations may supersede portions of this policy. For example, students with financial aid or GI Bill® benefits are required to follow federal regulations regarding repeating courses. Please see the financial aid and veterans' sections of the Student Handbook for details.

Degree Completion Policy

In order to graduate, undergraduate and graduate students must complete a degree program within 60 consecutive calendar months (five years) from the initial date of enrollment at Walsh (as designated by the first semester attended on the student's Walsh transcript). Should it appear that this time limit might not be met, the student should immediately consult with an advisor in the Admissions and Academic Advising office to request an extension. This request will be forwarded to the academic department chair for review and approval. If an extension is requested and granted, coursework more than five years old may be reviewed for currency. Additional coursework may be required to complete the degree. If an extension is not granted due to an insufficient portion of the program requirements having been completed, the student must update to the current degree program. Credit will be applied toward a degree for coursework less than five years old in which the grade of "D-" (0.700) or better has been earned, with the exception of courses which require a "C" (2.000) or better to fulfill graduation requirements. All graduate courses require a minimum grade of "C" (2.000).

A readmitted undergraduate or graduate student who is granted credit for previously taken courses may be required to complete the program in a period of time less than 60 months (five years). The transcript of a readmitted student will reflect all courses taken, credit hours attempted, and grades received while in residence at Walsh.

Doctoral students must successfully complete all coursework and qualifying written and oral examinations within a maximum of six years (72 months) after commencing in the program. Any exceptions beyond the stated criteria will be determined by the Doctoral Programs Chair and/or Doctoral Program Committee. If a student is in good academic standing and stops out for medical or extenuating circumstances, the student may re-enter the program without reapplying for admission for up to one year from the stop out term. The student will be required to petition for re-entry into the program and must meet with the Doctoral Programs Chair to work out a re-entry plan.

Residency Policy

Bachelor of Accountancy and Bachelor of Science in Information Technology degree candidates must complete a minimum of 45 semester credit hours in residence in the BAC or BSIT programs at Walsh. Bachelor of Business Administration degree candidates must complete a minimum of 42 semester credit hours in residence in the BBA program at Walsh. Bachelor of Science in Applied Management degree candidates must complete a minimum of 30 semester credit hours in residence in the BSAM program at Walsh. However, certain undergraduate students may be eligible to transfer up to a maximum of 9 additional semester credit hours of approved equivalent junior/senior (300-400) level coursework from a regional accrediting organization recognized by the Council for Higher Education Accreditation (CHEA) and U.S. Department of Education (USDE), www.chea.org. These additional transferred semester credit hours may reduce the number of hours required in residency by a corresponding number.

A graduate degree candidate must complete the following minimum residency requirements (excluding foundation coursework) at Walsh:

- Master of Arts in Business degree requires a minimum of 18 semester credit hours in residence in the MAB program at Walsh.
- Master of Business Administration degree requires a minimum of 18 semester credit hours in residence in the MBA program at Walsh.
- Master of Science in Accountancy degree requires a minimum of 18-24 semester credit hours in residence in the MAC program at Walsh.
- Master of Science in Finance degree requires a minimum of 18 semester credit hours in residence in the MSF program at Walsh.

- Master of Science in Information Technology degree requires a minimum of 21 semester credit hours in residence in the MSIT program at Walsh.
- Master of Science in Information Technology Leadership degree requires a minimum of 18 semester credit hours in residence in the MSITL program at Walsh.
- Master of Science in Management degree requires a minimum of 18 semester credit hours in residence in the MSM program at Walsh.
- Master of Science in Marketing degree requires a minimum of 18 semester credit hours in residence in the MSMKT program at Walsh.
- Master of Science in Organizational Leadership degree requires a minimum of 18 semester credit hours in residence in the MSOL program at Walsh.
- Master of Science in Taxation degree requires a minimum of 18 semester credit hours in residence in the MST program at Walsh.
- Dual Master of Business Administration and Master of Science in Finance degree requires a minimum of 36 semester credit hours in residence in the MBA/MSF program at Walsh.
- Dual Master of Business Administration and Master of Science in Information Technology Leadership degree requires a minimum of 36 semester credit hours in residence in the MBA/MSITL program at Walsh.
- Dual Master of Business Administration and Master of Science in Management degree requires a minimum of 36 semester credit hours in residence in the MBA/MSM program at Walsh.
- Dual Master of Business Administration and Master of Science in Marketing degree requires a minimum of 33 semester credit hours in residence in the MBA/MSMKT program at Walsh.
- Tech Master of Business Administration degree requires a minimum of 18 semester credit hours in residence in the TECHMBA program at Walsh.

A certificate candidate must complete the following minimum residency requirements at Walsh:

- The Cybersecurity certificate requires a minimum 9 semester credit hours in residence in the Cybersecurity certificate program at Walsh.
- The Global Project and Program Management certificate requires a minimum 9 semester credit hours in residence in the Global Project and Program Management certificate program at Walsh.
- The Human Resource Management certificate requires a minimum 9 semester credit hours in residence in the Human Resource Management certificate program at Walsh.

A doctoral candidate must complete the following minimum residency requirements at Walsh:

- All doctoral programs require 60 semester credit hours in residence at Walsh.

Academic Misconduct

Walsh students are expected to conduct themselves in a manner that is professional, ethical, honest, and in accordance with generally recognized standards of academic conduct. All coursework including, but not limited to, examinations, quizzes, homework exercises, projects, presentations, online discussion boards, papers or other assignments should reflect professionalism and appropriate academic standards.

By choosing to attend Walsh, both students and faculty members agree to the provisions of the Academic Misconduct Policy, including its rules, policies and disciplinary actions.

Academic Misconduct Standards

If any administrator, faculty, staff or student body member suspects a student of engaging in academic misconduct, that person must report it to the Academic Conduct Committee. Academic misconduct is defined as any act of commission or omission by a student designed to affect the grade of that student or another student, where such act is unfair, unethical, or outside of the rules of Walsh, the rules set by the academic department, or by a classroom instructor (for the instructor's course).

Academic Misconduct includes but is not limited to:

1. Plagiarism: Plagiarism is the use of another's work, words, ideas or images without properly citing the source and thereby representing this work as one's own, whether the representation is oral or written, expressed or implied. Examples include:
 - Failure to give credit for work (including ideas and materials) taken from other sources (public or private), including quoting, paraphrasing, rephrasing or condensing that work
 - The submission of one's academic work from a previous course without prior written approval of the current instructor
 - Using graphics, graphs, images, tables or other illustrative work without giving credit to the original source
 - Using materials that were assembled by or collected by others without acknowledging their contribution
 - Contributing to another student's work or helping another to plagiarize
2. Cheating: Cheating includes, but is not limited to, the following actions in regards to coursework:
 - Unauthorized collusion on coursework, including two or more students working together to prepare and submit the same or substantially similar coursework, or portions of coursework, without the specific consent of the instructor
 - Sharing of completed or partially completed coursework which includes, but is not limited to, examinations, quizzes, homework exercises, projects, presentations, discussion boards, papers or other assignments, except where expressly allowed by an instructor for a particular course
 - Use of unauthorized aids while completing coursework
 - Failure to follow administrative instructions on exam-taking or other assessment procedures
 - Completing coursework, including taking an examination, for another student or asking or paying someone else to do the same
 - Allowing another person to access online coursework to review, copy, submit, or complete that coursework
 - The theft, sale, purchase, unauthorized procurement or possession of examinations or other coursework (or any attempt to do so)
 - Copying another student's work

Unauthorized distribution or uploading of copyrighted materials, including but not limited to:

- Any portion of course content such as, lectures, presentations, videos, assignments, examination or quiz questions, etc.
- Library materials subject to copyright whether or not noted as "do not copy."
- Copying of library materials designated "do not copy"

Damage, destruction or modification to Walsh computers/servers/printers including but not limited to:

- Copying, modifying or removing software

- Unauthorized uploading of computer software and/or introducing a virus or malware
3. Misrepresentation or Deception: This includes intentionally lying to or deceiving a member of Walsh's faculty, staff, administration, or outside agency in order to gain academic advantage for one's self or another; or to misrepresent or in other ways interfere with the investigation of a charge of academic misconduct.

Penalties for Academic Misconduct:

Possible disciplinary actions or sanctions include, but are not limited to, one or more of the following:

- Re-doing the assignment for a reduced grade
- A reduction in the earned grade on the assignment
- A directed zero on the assignment
- A reduction in the overall semester grade
- Loss of Walsh-awarded scholarship money or awards
- A directed "F" in the course
- A review of all prior coursework completed at Walsh, which may lead to new charges of misconduct should earlier violations have occurred, whether they were addressed at the time or not, up to and including possible reversal of grades earned in prior courses, or degrees revoked, if evidence is found indicating that misconduct was employed in the pursuit of those earlier grades or degrees
- Suspension from Walsh
- Expulsion from Walsh

Academic Misconduct Process

The suspected misconduct should be reported promptly to the Academic Conduct Committee, which will examine the evidence, determine whether the student was a repeat offender, and impose the appropriate disciplinary action and/or remediation. Formal documentation of the infraction will be noted in the student's file. Under no circumstances shall any faculty, staff or administrator determine their own punishment or remediation for academic misconduct.

A student may appeal a finding of academic misconduct by applying in writing to the Academic Conduct Committee AcademicConduct@walshcollege.edu within seven calendar days of notification for an appointment to appear before the Committee.

A final written appeal may be directed to the office of the chief academic officer of Walsh, who in their discretion, may affirm, modify, or reverse the decision. In all instances, the decision of the chief academic officer is final.

Other Consequences of Academic Misconduct

A student who receives a disciplinary action for academic misconduct or is being investigated for misconduct:

- May not withdraw from the course at any time
- May not seek financial relief for withdrawal
- May not utilize the grade replacement feature of the Course Repeat policy
- A finding of academic misconduct will become a permanent part of the student record. Subsequent acts of any level of academic misconduct will be considered a basis for suspension or permanent expulsion from Walsh

Responsibility of Faculty Members

All faculty members must promptly report all apparent instances of academic misconduct to the Academic Conduct Committee. Under no circumstances shall any faculty member determine on their own a punishment for academic misconduct.

Academic Misconduct Disciplinary Designations

Disciplinary action for academic misconduct can take multiple forms. For academic misconduct, disciplinary action may include those listed under Section B. The most serious disciplinary procedures include suspension and expulsion, as defined below.

Suspension from Walsh;

A suspension will terminate the student's status at Walsh for a specified period of time, not to exceed one year. This may be posted on the student's academic transcript at the direction of the chief academic officer.

At the end of the specified period, the suspended student will be required to request reinstatement to Walsh. If granted, the student will be admitted conditionally. Any additional act of academic misconduct committed during the remainder of the student's academic program will result in permanent expulsion from Walsh, without the possibility of appeal.

Expulsion from Walsh;

Expulsion from Walsh will permanently and irrevocably terminate the student's status at Walsh. This may be posted on the student's academic transcript at the direction of the chief academic officer. An expulsion may not be appealed and the student will be permanently barred from earning a Walsh degree.

Academic Standing Policy

Grade point averages and academic standing designations are computed for each student at the end of each semester. Students enrolled in degree and certificate programs are required to maintain acceptable academic progress in accordance with the following definition:

Satisfactory Academic Progress

2.000 cumulative GPA:

Bachelor of Accountancy (p. 29)

Bachelor of Business Administration (p. 32)

Bachelor of Science in Applied Management (p. 42)

Bachelor of Science in Information Technology (p. 44)

3.000 cumulative GPA:

Master of Arts in Business (p. 50)

Master of Business Administration (p. 51)

Master of Science in Accountancy (p. 53)

Master of Science in Data Analytics (p. 56)

Master of Science in Finance (p. 57)

Master of Science in Information Technology (p. 59)

Master of Science in Information Technology Leadership (p. 60)

Master of Science in Organizational Leadership (p. 64)

Master of Science in Management (p. 61)

Master of Science in Marketing (p. 63)

Master of Science in Taxation (p. 65)

Tech Master of Business Administration (p. 52)

Dual Master of Business Administration and Master of Science in Finance (p. 67)

Dual Master of Business Administration and Master of Science in Information Technology Leadership (p. 68)

Dual Master of Business Administration and Master of Science in Management (p. 69)

Dual Master of Business Administration and Master of Science in Marketing (p. 71)

Cybersecurity certificate (p. 73)

Global Project and Program Management certificate (p. 74)

Human Resource Management certificate (p. 74)

Doctor of Management (p. 76)

Probation

A student will be placed on academic probation whenever their cumulative grade point average (cumulative GPA) falls below satisfactory academic standing; either a 2.000 or 3.000 cumulative GPA, depending on their academic program. Probation status is calculated based on cumulative credit hours attempted and grades received at Walsh and are noted on the student's academic transcript. Once a student's cumulative GPA falls below the minimum required to maintain satisfactory academic progress, the student will be placed on their first semester of probation. Undergraduate and graduate students then have three additional semesters in which to improve their cumulative GPA to a satisfactory level.

If satisfactory academic standing is not achieved after four semesters of attendance, the student will be dismissed from Walsh. All graded semesters, including courses with grades of "W" are counted toward the maximum semesters of probationary status. However, any semester in which a student has received all "AU, N or P" grades will not be counted as one of the four semesters. A student may elect to take a semester off while on academic probation.

Student's academic advisor will contact student to review academic standing requirements and develop a course plan to improve their academic standing. Probation students may be required to reduce their course load. This determination will be made in conjunction with their academic advisor. A full tuition and fee refund, excluding registration and international student fees, will be issued for courses dropped due to probationary status as determined by their academic advisor.

When the student's cumulative grade point average reaches the minimum GPA required for their degree program, the student will be in good academic standing and probation restrictions will no longer be applicable. However, all academic standing notation(s) remain on the student's academic transcript. Students on academic probation who have not enrolled for four consecutive semesters (12 calendar months) must reapply for admission and, if readmitted, will be placed on the same level of probation as in their last semester of enrollment at Walsh.

Doctoral students are required to maintain a cumulative grade point average (CUM GPA) of 3.000. If a student's CUM GPA falls below 3.000 for any given semester, the student will be placed on academic probation and will be required to meet with the Doctoral Programs Chair to determine their continued viability within the program and any necessary remediation processes necessary to ensure student success.

Academic Dismissal

Undergraduate and graduate students whose cumulative grade point average (cumulative GPA) remains below satisfactory academic standing for four semesters of attendance will be academically dismissed from Walsh for a period of one year.

Academic dismissal is calculated based on cumulative credit hours attempted and grades received at Walsh. Academic dismissal is noted on the student's academic transcript. A student who has been academically dismissed will be contacted by the Executive Director, Admissions and Enrollment Services or designee, administratively dropped from all course(s) and will be issued a full tuition refund including fees.

Permanent Dismissal

A second dismissal from Walsh is final. Permanent dismissal from Walsh will irrevocably terminate the student's status at Walsh. A permanent dismissal may not be appealed and the student will be ineligible to enroll in courses, reapply for admission, or earn a Walsh degree. A student who has been permanently dismissed will be contacted by the Executive Director, Admissions and Enrollment Services and administratively dropped from all course(s) and will be issued a full refund including tuition and fees.

Readmission after Dismissal

After a period of one year (12 consecutive calendar months) undergraduate and graduate students may be eligible for readmission to Walsh. Readmission is permitted only when the student's cumulative GPA calculation shows the possibility of achieving satisfactory academic standing in three consecutive semesters. An academic advisor will establish the minimum grade per course required to achieve satisfactory academic standing within the three-semester time limit. Any previous coursework will be reviewed for applicability under the new academic program at the time of readmission.

All courses previously taken, credit hours, grades received, and academic standing notations remain on the student's transcript. A student must meet with their academic advisor to determine eligibility for readmission. If readmitted, the student will be placed on the academic program in effect at the time of readmission. In any given semester, failure to achieve the minimum required grade will result in recalculation of minimum grade requirements. A second dismissal may result if the student is unable to achieve satisfactory academic standing within the remaining semester requirement. In some circumstances, readmitted students may be permitted to take more than one course per semester, if the student can provide sufficient rationale. If approved, the minimum grade per course and course load will be established in conjunction with their academic advisor based on the grades required to achieve satisfactory academic standing. Satisfactory academic standing must be achieved within the established number of credit hours or semesters, whichever comes first.

After a period of one year (12 consecutive calendar months) doctoral students may be eligible for readmission to Walsh. Doctoral students must contact the Doctoral Programs Chair to request a review and approval for readmission.

A second academic dismissal from Walsh is final; students will not be eligible for readmission. A student who has been academically dismissed will be contacted by the Executive Director, Admissions and Enrollment Services and administratively dropped from all course(s) and will be issued a full refund including tuition and fees.

In addition to Walsh's academic standing policy, the Financial Aid office is required to maintain its own satisfactory academic progress (SAP) policy. Students receiving federal financial aid should refer to the section entitled Satisfactory Academic Progress for Financial Aid Recipients in this handbook.

Applying for Graduation

Students are required to apply for graduation for degree and certificate programs five months prior to their intended graduation date. Graduation application forms are available through the Walsh Student Portal and at each location. Once an Application for Graduation is submitted, a fee will be charged. A preliminary graduation audit will then be completed and notification of the status of the application will be sent to the student's Walsh email account.

Graduation Applications may be carried over to a future semester but are only valid for a total of four consecutive semesters. If a Graduation Application has exceeded the four-semester limit, the student will be required to complete a new Application for Graduation and resubmit the graduation application fee.

A separate fee for the cap and gown is assessed for students who choose to participate in Commencement ceremonies.

Graduation Application Deadlines

Winter Semester (Ending in March)	November 1
Spring Semester (Ending in June)	February 1
Summer Semester (Ending in September)	May 1
Fall Semester (Ending in December)	August 1

Commencement Ceremonies

Walsh hosts two Commencement ceremonies per year. All eligible candidates/graduates will receive information concerning dates, cap and gown purchase, tickets, time, location, and other relevant information two-three months prior to the ceremony.

Academic Honors and Awards

Academic Recognition

Undergraduate students who complete a bachelor's degree program and achieve high academic grade point averages are officially recognized by Walsh upon graduation. The cumulative grade point average used for academic honors is computed at the time of graduation, is based upon all coursework included in hours attempted in residence at Walsh, and will be noted on the student's academic transcript and diploma.

The following honors designations will be noted on the academic transcript and diploma:

3.900–4.000	Summa Cum Laude
3.750–3.899	Magna Cum Laude
3.500–3.749	Cum Laude

In addition, honors recognition is given at Walsh Commencement ceremonies. The cumulative grade point average used to determine academic honors eligibility, for the ceremony only, will be the cumulative GPA on record as of the last graded semester of attendance prior to the ceremony.

Undergraduate honor graduates who participate in Commencement ceremonies will be recognized by the following honor cord color designations:

Gold Honor Cord - Summa Cum Laude (3.900–4.000)
 Silver Honor Cord - Magna Cum Laude (3.750–3.899)
 White Honor Cord - Cum Laude (3.500–3.749)

Honors are not awarded at the graduate or doctoral level.

Honors Lists

Walsh recognizes undergraduate students for outstanding academic achievement. Undergraduate students who have completed a minimum of 12 semester credit hours in residence at Walsh are eligible. At the end of each semester, enrolled students who achieve a cumulative grade point average of 3.500-3.749 are named to the Honors List. Those with a 3.750-4.000 GPA are noted on the President's Honors List. The names of students who attain these academic achievements may be published in the Walsh Journal. The Honors Lists may also be submitted to local publications.

Awards

Walsh students are eligible to earn the following prestigious academic awards. Award winners are presented with a certificate at Commencement and a plaque is inscribed with their names and displayed at Walsh.

The Everett M. Hawley, Jr. Taxation Award

Each academic year, two master's degree students are honored with the Everett M. Hawley, Jr. Taxation Award for outstanding achievement in taxation.

The Financial Executives Institute Award

Each year, the Financial Executives Institute honors one outstanding undergraduate and one outstanding graduate accounting or finance student for academic achievement. The student is presented with a medal at a Financial Executives Institute Detroit chapter meeting.

The Walter B. Fisher Award for Excellence in Accounting

This award is given annually to one Walsh undergraduate student who demonstrates outstanding achievement in the Bachelor of Accountancy program. Those chosen for the award must achieve a cumulative GPA of 3.500 or better and must have contributed time or talent to either Walsh or the accounting profession through tutoring, club leadership, community service, or other activities. The student is also presented with a cash award.

The Institute of Management Accountants Annual Award

Each academic year, the Institute of Management Accountants honors two undergraduate accounting students specializing in Certified Management Accounting for outstanding achievement. The students are also presented with a cash award.

Undergraduate Degree Programs

This section of the Catalog provides details on undergraduate degree programs and the requirements of all bachelor's degree students, including professional core, program core/major, concentration, and elective courses. Admissions procedures and requirements, as well as graduation requirements, are also included in this section.

*ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation.

Accountancy, Bachelor of (BAC)

Program Overview

The Bachelor of Accountancy (BAC) degree program consists of a specialized sequence of coursework in accounting, with related business administration topics. The coursework is designed for those interested in entering the accounting profession and interested in the Certified Public Accountant (CPA) license or Certified Management Accountant (CMA) certification. All accounting students must take all courses in the professional and program core. Students select either the CPA or CMA concentration. Elective courses may be necessary to meet residency and/or degree requirements. For students interested in the CPA and/or specific subject/credit hour requirements, contact the Walsh Admissions and Academic Advising Office or view the Michigan State Board of Accountancy website at www.michigan.gov/accountancy. For students interested in the CMA, Walsh has been endorsed by the Institute of Management Accountants (IMA). The IMA's endorsement recognizes business curricula that meet the quality educational standards required to enable students to prepare for the CMA designation. For more information about the IMA, please visit www.imanet.org.

Students must complete 18 semester credit hours of the 45 semester credit hours taken in residence at Walsh in accounting and tax.

Program Requirements

BAC Professional Core

ACC 300	FINANCIAL ACCOUNTING	3
ACC 310	MANAGERIAL ACCOUNTING	3
BL 301	BUSINESS LAW I	3
BL 302	BUSINESS LAW II	3
COM 210	PRINCIPLES OF BUS COM	3
COM 300*	COMMUNICATION ESSENTIALS	1
COM 320	BUSINESS COM METHODS	3
ECN 201**	PRINCIPLES OF ECONOMICS I	3
ECN 202**	PRINCIPLES OF ECONOMICS II	3
ENG 100**	ENGLISH COMPOSITION	
FIN 315	FINANCIAL MANAGEMENT	3
IT 305	BUSINESS COMPUTING TOOLS	3
IT 335	BUSINESS DRIVEN TECHNOLOGY	3
MGT 201	PRINCIPLES OF MANAGEMENT	3
MGT 303	BEHAVIORAL MANAGEMENT	3
MKT 202	PRINCIPLES OF MARKETING	3
MTH 300	BUSINESS ALGEBRA	3
QM 202	STAT METHODS FOR BUS	3

COM 320: Students are required to take COM 320 within their first 9 semester credit hours in residence at Walsh.

Note:

**COM 300 is required for all students that obtain a score of 1-3 on the Walsh Communication Placement Exam. The Communication Placement Exam must be completed within the student's first semester of enrollment at Walsh.*

*** ECN 201, ECN 202 and ENG 100 must be taken at the transfer institution prior to attendance or through concurrent enrollment.*

BAC Program Core

ACC 301	INTERMEDIATE ACCOUNTING I	3
ACC 302	INTERMEDIATE ACCOUNTING II	3
ACC 303	FINANCIAL ACCOUNTING CONCEPTS	3
ACC 406	ACCOUNTING INFO SYSTEMS	3
ACC 415	AUDITING	3
ACC 419	ADVANCED MANAGERIAL ACC	3
COM 340	PROFESSIONAL COMMUNICATION	3

Concentrations – Select One

Certified Public Accountant (CPA) Concentration

ACC 411	BUSINESS COMBINATIONS	3
ACC 412	GOV'T & NOT-FOR-PROFIT ACC	3
TAX 495	TAX AND BUSINESS TAXATION I	3
TAX 496	TAX AND BUSINESS TAXATION II	3
TAX 497	TAX & BUSINESS TAXATION III	3

Certified Management Accountant (CMA) Concentration

FIN 310	FINANCIAL MARKETS	3
FIN 403	INVESTMENT MANAGEMENT	3
FIN 406	FINANCIAL STATEMENT ANALYSIS	3
TAX 495	TAX AND BUSINESS TAXATION I	3
	Elective	

Elective: FIN 412, FIN 425 or FIN 460

If needed to complete the 45-hour residency requirements, choose from the following electives:

Any 300-400 level course (not already required), except BL 420.

BAC students have the ability to Fast Track their degree by taking 12 semester credit hours (4 courses) at the graduate level. Please refer to the Fast Track section of the Walsh Student Handbook for further details.

Graduation Requirements

To graduate with a Bachelor of Accountancy degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 127 semester credit hours (including credits transferred into Walsh) must be completed to earn a

bachelor's Accountancy degree and a bachelor's of science degree. Generally, a minimum of 45 semester credit hours must be taken in residence at Walsh.

- Achieve a cumulative grade point average of 2.000 ("C") or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of "C" (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of "C" (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select "My Academic Info and Profile," then click on "Program Plan."

CPA Concentration

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

ACC 300	FINANCIAL ACCOUNTING	3
ACC 301	INTERMEDIATE ACCOUNTING I	3
ACC 302	INTERMEDIATE ACCOUNTING II	3
ACC 303	FINANCIAL ACCOUNTING CONCEPTS	3
ACC 310	MANAGERIAL ACCOUNTING	3
ACC 406	ACCOUNTING INFO SYSTEMS	3
ACC 411	BUSINESS COMBINATIONS	3
ACC 412	GOV'T & NOT-FOR-PROFIT ACC	3
ACC 415	AUDITING	3
ACC 419	ADVANCED MANAGERIAL ACC	3
ACC 483	DIRECTED STUDY IN ACCOUNTING	3
ACC 488	ACCOUNTING INTERNSHIP	3
ACC 494	ACCOUNTING PRACTICUM	3
BL 301	BUSINESS LAW I	3
BL 302	BUSINESS LAW II	3
FIN 310	FINANCIAL MARKETS	3
FIN 403	INVESTMENT MANAGEMENT	3
FIN 406	FINANCIAL STATEMENT ANALYSIS	3
FIN 412	INTERNATIONAL ECN & FIN	3
FIN 425	FINANCIAL MODELING	3
FIN 460	FUND. OF FINANCIAL FRAUD	3
TAX 495	TAX AND BUSINESS TAXATION I	3
TAX 496	TAX AND BUSINESS TAXATION II	3
TAX 497	TAX & BUSINESS TAXATION III	3

Students must earn a cumulative grade point average of "C" (2.000) or better in their major.

Complete 18 semester credit hours of the 45 hours in residence in accounting and tax.

CMA Concentration

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

ACC 300	FINANCIAL ACCOUNTING	3
ACC 301	INTERMEDIATE ACCOUNTING I	3

ACC 302	INTERMEDIATE ACCOUNTING II	3
ACC 303	FINANCIAL ACCOUNTING CONCEPTS	3
ACC 310	MANAGERIAL ACCOUNTING	3
ACC 406	ACCOUNTING INFO SYSTEMS	3
ACC 411	BUSINESS COMBINATIONS	3
ACC 412	GOV'T & NOT-FOR-PROFIT ACC	3
ACC 415	AUDITING	3
ACC 419	ADVANCED MANAGERIAL ACC	3
ACC 483	DIRECTED STUDY IN ACCOUNTING	3
ACC 488	ACCOUNTING INTERNSHIP	3
ACC 494	ACCOUNTING PRACTICUM	3
BL 301	BUSINESS LAW I	3
BL 302	BUSINESS LAW II	3
FIN 310	FINANCIAL MARKETS	3
FIN 403	INVESTMENT MANAGEMENT	3
FIN 406	FINANCIAL STATEMENT ANALYSIS	3
FIN 412	INTERNATIONAL ECN & FIN	3
FIN 425	FINANCIAL MODELING	3
FIN 460	FUND. OF FINANCIAL FRAUD	3
TAX 495	TAX AND BUSINESS TAXATION I	3
TAX 496	TAX AND BUSINESS TAXATION II	3
TAX 497	TAX & BUSINESS TAXATION III	3

Students must earn a cumulative grade point average of “C” (2.000) or better in their major.

Complete 18 semester credit hours of the 45 hours in residence in accounting and tax.

Bachelor of Business Administration (BBA)

Program Overview

The Bachelor of Business Administration (BBA) curriculum provides students with a solid education in the business disciplines as well as the opportunity to major in one of four areas: finance, general business, management, or marketing. Students must take all required professional core and major courses.

Program Requirements

BBA Professional Core

ACC 300	FINANCIAL ACCOUNTING	3
ACC 310	MANAGERIAL ACCOUNTING	3
BL 420	THE LEGAL ENVIRONMENT OF BUS	3
COM 210	PRINCIPLES OF BUS COM	3
COM 300*	COMMUNICATION ESSENTIALS	1
COM 320	BUSINESS COM METHODS	3
COM 340	PROFESSIONAL COMMUNICATION	3
ECN 201**	PRINCIPLES OF ECONOMICS I	3
ECN 202**	PRINCIPLES OF ECONOMICS II	3
ENG 100**	ENGLISH COMPOSITION	
FIN 310	FINANCIAL MARKETS	3
FIN 315	FINANCIAL MANAGEMENT	3
IT 305	BUSINESS COMPUTING TOOLS	3
IT 335	BUSINESS DRIVEN TECHNOLOGY	3
MGT 201	PRINCIPLES OF MANAGEMENT	3
MGT 303	BEHAVIORAL MANAGEMENT	3

MGT 461	BUS STRAT & POLICY CAPSTONE	3
MKT 202	PRINCIPLES OF MARKETING	3
MTH 300	BUSINESS ALGEBRA	3
QM 202	STAT METHODS FOR BUS	3
QM 301	STAT INFERENCE/MGT DECISION	3

COM 320: Students are required to take COM 320 within their first 9 semester credit hours in residence at Walsh.

COM 340: Students are required to take COM 340 within their first 15 semester credit hours in residence at Walsh.

Note:

**COM 300 is required for all students that obtain a score of 1-3 on the Walsh Communication Placement Exam. The Communication Placement Exam must be completed within the student's first semester of enrollment at Walsh.*

***ECN 201, ECN 202 and ENG 100 must be taken at the transfer institution prior to attendance or through concurrent enrollment.*

BBA students have the ability to Fast Track their degree by taking 12 semester credit hours (4 courses) at the graduate level. Please refer to the Fast Track section of the Walsh Student Handbook for further details.

Finance, Bachelor of Business Administration (FIN)

Program Overview

The Finance major introduces undergraduate students to foundation principles in the financial decision-making process. It exposes students to accounting, business law, and taxation concepts in conjunction with financial analysis, planning, and management. The curriculum prepares students for entry into careers in banking, financial services, investing, treasury and corporate finance environments.

Students must complete 15 semester credit hours of the 42 semester credit hours taken in residence at Walsh in finance.

Students with an Accredited Asset Management Specialist (AAMS) Certification will be granted credit for FIN 403.

Program Requirements

Required Finance Major Courses

FIN 403	INVESTMENT MANAGEMENT	3
FIN 406	FINANCIAL STATEMENT ANALYSIS	3
FIN 412	INTERNATIONAL ECN & FIN	3
FIN 425	FINANCIAL MODELING	3
	Electives	9

Required Electives

Choose three electives from the following:

ECN 405	MANAGERIAL ECONOMICS	3
FIN 321	RISK MANAGEMENT & INSURANCE	3
FIN 401	PERSONAL FINANCE	3
FIN 407	ENTREPRENEURIAL FINANCE	3
FIN 419	FINANCIAL HISTORY OF THE US	3
FIN 420	REAL ESTATE PRINCIPLES	3
FIN 460	FUND. OF FINANCIAL FRAUD	3
FIN 488	FINANCIAL INTERNSHIP	3

Graduation Requirements

To graduate with a bachelor's of Business Administration degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student’s Walsh transcript). A student’s program of study is the specific curriculum required by the institution at the time of the student’s matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 124 semester credit hours toward a bachelor’s degree, including a maximum of 82 semester credit hours transferred to Walsh.
- Achieve a cumulative grade point average of 2.000 (“C”) or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of “C” (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- BBA students must complete the required BBA Professional Core Required Elective with a grade of “C” (2.000) or better.
- Limited to a maximum of 6 semester credit hours of directed study, practicum and/or internship coursework except BBA.MGT and BBA.MKT majors who may elect to take a 9-credit internship (MGT 488 or MKT 488).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of “C” (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select “My Academic Info and Profile,” then click on “Program Plan.”

Major Requirements

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.

ECN 201	PRINCIPLES OF ECONOMICS I	3
ECN 202		
ECN 405	MANAGERIAL ECONOMICS	3
FIN 310	FINANCIAL MARKETS	3
FIN 315	FINANCIAL MANAGEMENT	3
FIN 321	RISK MANAGEMENT & INSURANCE	3
FIN 401	PERSONAL FINANCE	3
FIN 403	INVESTMENT MANAGEMENT	3
FIN 406	FINANCIAL STATEMENT ANALYSIS	3
FIN 407	ENTREPRENEURIAL FINANCE	3
FIN 412	INTERNATIONAL ECN & FIN	3
FIN 419	FINANCIAL HISTORY OF THE US	3
FIN 420	REAL ESTATE PRINCIPLES	3
FIN 425	FINANCIAL MODELING	3
FIN 460	FUND. OF FINANCIAL FRAUD	3
FIN 483	DIRECTED STUDY IN FINANCE	3
FIN 488	FINANCIAL INTERNSHIP	3

General Business, Bachelor of Business Administration (GB)

Program Overview

The General Business major complements the prior education and/or experience of the student and is specifically designed to provide flexibility in course selection and to be a time-effective degree completion program. The goal of the General Business major is to assist the student in their present career by providing a basic business education that may accelerate a promotion.

The BBA - General Business degree consists of the professional core and a minimum of 9 semester credit hours of 300-400 level allowable elective courses. Students must meet the minimum total credit hour and residency requirements and meet all course prerequisites. Students must complete 42 semester credit hours in residence at Walsh.

Graduation Requirements

To graduate with a bachelor's of Business Administration degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 124 semester credit hours toward a bachelor's degree, including a maximum of 82 semester credit hours transferred to Walsh.
- Achieve a cumulative grade point average of 2.000 ("C") or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of "C" (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- BBA students must complete the required BBA Professional Core Required Elective with a grade of "C" (2.000) or better.
- Limited to a maximum of 6 semester credit hours of directed study, practicum and/or internship coursework except BBA.MGT and BBA.MKT majors who may elect to take a 9-credit internship (MGT 488 or MKT 488).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of "C" (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select "My Academic Info and Profile," then click on "Program Plan."

Students must complete all courses in their major with a grade of "C" (2.000) or better with a cumulative grade point average of "C" (2.000) or better in the 9 semester credit hours of elective coursework taken in residence at Walsh.

Human Resource Management, Bachelor of Administration (HRM)*

Program Overview

The Human Resource Management major is designed to prepare students to recruit, develop, motivate, and evaluate the performance of an organization's human capital. The program is also designed to strengthen both the critical thinking and problem-solving skills necessary to support a firm's people and processes. As a result, the HR major helps students gain, and understand the balance needed, between the professional knowledge and personal skills necessary for success in this demanding field.

Students must complete 42 semester credit hours in residence at Walsh.

Program Requirements

Required Human Resource Management Major Courses

MGT 404	HUMAN RESOURCE MANAGEMENT	3
MGT 405	MANAGEMENT AND LABOR RELATIONS	3
MGT 410	PRODUCTION & OPERATIONS MGT	3
MGT 453	ORGANIZATIONAL LEADERSHIP	3
MGT 457	GLOBAL MANAGEMENT	3
MGT 462	DIVERSITY AND INCLUSION	3
MGT 471	SMALL BUSINESS MANAGEMENT	3

**ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation.*

Graduation Requirements

To graduate with a bachelor's of Business Administration degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 124 semester credit hours toward a bachelor's degree, including a maximum of 82 semester credit hours transferred to Walsh.
- Achieve a cumulative grade point average of 2.000 ("C") or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of "C" (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- BBA students must complete the required BBA Professional Core Required Elective with a grade of "C" (2.000) or better.
- Limited to a maximum of 6 semester credit hours of directed study, practicum and/or internship coursework except BBA.MGT and BBA.MKT majors who may elect to take a 9-credit internship (MGT 488 or MKT 488).

- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of “C” (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select “My Academic Info and Profile,” then click on “Program Plan.”

Major Requirements

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of “C” (2.000) or better.

MGT 201	PRINCIPLES OF MANAGEMENT	3
MGT 303	BEHAVIORAL MANAGEMENT	3
MGT 404	HUMAN RESOURCE MANAGEMENT	3
MGT 405	MANAGEMENT AND LABOR RELATIONS	3
MGT 410	PRODUCTION & OPERATIONS MGT	3
MGT 453	ORGANIZATIONAL LEADERSHIP	3
MGT 457	GLOBAL MANAGEMENT	3
MGT 461	BUS STRAT & POLICY CAPSTONE	3
MGT 462	DIVERSITY AND INCLUSION	3
MGT 471	SMALL BUSINESS MANAGEMENT	3
MGT 483	DIRECTED STUDY IN MANAGEMENT	3
MGT 488	MANAGEMENT INTERNSHIP	3

Students must earn a cumulative grade point average of “C” (2.000) or better in their major.

Complete 15 semester credit hours of the 42 hours in residence in management coursework.

Management, Bachelor of Business Administration (MGT)

Program Overview

The Management major provides a broad conceptual foundation necessary for entry-level managers. Focused on developing the student’s knowledge of the principles of management, the BBA–MGT curriculum also helps students build the critical skills demanded of managers at all levels of an organization including decision-making, problem-solving, critical thinking and collaboration and teamwork. As a result, across the curriculum, students gain the ability to succeed in organizations of all types and size.

Students must complete 15 semester credit hours of the 42 semester credit hours taken in residence at Walsh in Management.

Program Requirements

Required Management Major Courses

MGT 404	HUMAN RESOURCE MANAGEMENT	3
MGT 410	PRODUCTION & OPERATIONS MGT	3
MGT 453	ORGANIZATIONAL LEADERSHIP	3
MGT 457	GLOBAL MANAGEMENT	3
	Electives	9

Required Electives

Choose three electives from the following:

MGT 405	MANAGEMENT AND LABOR RELATIONS	3
MGT 454	PROJECT MANAGEMENT	3
MGT 462	DIVERSITY AND INCLUSION	3
MGT 463	MANAGING TECH AS A STRAT RESO	3
MGT 465	SUPPLY CHAIN MANAGEMENT	3
MGT 471	SMALL BUSINESS MANAGEMENT	3
MGT 488	MANAGEMENT INTERNSHIP	3
MKT	One 300-400 level marketing course not already required in the program	

Graduation Requirements

To graduate with a bachelor's of Business Administration degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 124 semester credit hours toward a bachelor's degree, including a maximum of 82 semester credit hours transferred to Walsh.
- Achieve a cumulative grade point average of 2.000 ("C") or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of "C" (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- BBA students must complete the required BBA Professional Core Required Elective with a grade of "C" (2.000) or better.
- Limited to a maximum of 6 semester credit hours of directed study, practicum and/or internship coursework except BBA.MGT and BBA.MKT majors who may elect to take a 9-credit internship (MGT 488 or MKT 488).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of "C" (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select "My Academic Info and Profile," then click on "Program Plan."

Major Requirements

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

MGT 201	PRINCIPLES OF MANAGEMENT	3
MGT 303	BEHAVIORAL MANAGEMENT	3
MGT 404	HUMAN RESOURCE MANAGEMENT	3
MGT 405	MANAGEMENT AND LABOR RELATIONS	3
MGT 410	PRODUCTION & OPERATIONS MGT	3
MGT 453	ORGANIZATIONAL LEADERSHIP	3
MGT 454	PROJECT MANAGEMENT	3
MGT 457	GLOBAL MANAGEMENT	3
MGT 461	BUS STRAT & POLICY CAPSTONE	3
MGT 462	DIVERSITY AND INCLUSION	3
MGT 463	MANAGING TECH AS A STRAT RESO	3
MGT 465	SUPPLY CHAIN MANAGEMENT	3
MGT 471	SMALL BUSINESS MANAGEMENT	3
MGT 483	DIRECTED STUDY IN MANAGEMENT	3
MGT 488	MANAGEMENT INTERNSHIP	3
MKT 202	PRINCIPLES OF MARKETING	3
	And	
	Any 300-400 level MKT course	

Students must earn a cumulative grade point average of “C” (2.000) or better in their major.

Complete 15 semester credit hours of the 42 hours in residence in management coursework.

Marketing, Bachelor of Business Administration (MKT)

Program Overview

The Marketing major prepares the student for an entry-level position in one of the various marketing-related fields. Coursework builds around the four P’s of marketing: product, pricing, place of distribution, and promotion. The curriculum exposes the student to the skills necessary to begin a career in the areas of sales, market research, promotion, retailing, distribution, advertising, public relations, direct marketing, or purchasing.

Students must complete 15 semester credit hours of the 42 semester credit hours taken in residence at Walsh in marketing.

Program Requirements

Required Marketing Major Courses

MKT 309	ADVERTISING AND PROMOTION MGT	3
MKT 415	CONSUMER AND BUYER BEHAVIOR	3
MKT 435	MARKETING RESEARCH	3
MKT 460	STRATEGIC MARKETING	3
	Electives	9

Required Electives

Choose three electives from the following:

MKT 307	MARKETING MANAGEMENT	3
MKT 420	CANNABIS	3
MKT 425	SALES MANAGEMENT	3
MKT 445	E-MARKETING COMMUNICATION	3
MKT 453	SOCIAL MEDIA STRATEGIES	3
MKT 480	SPECIAL TOPICS IN MKT	3

MKT 484	TRAVEL & TOURISM	3
MKT 487	NOT-FOR-PROFIT MARKETING	3
MKT 488	MARKETING INTERNSHIP	3

Graduation Requirements

To graduate with a bachelor's of Business Administration degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 124 semester credit hours toward a bachelor's degree, including a maximum of 82 semester credit hours transferred to Walsh.
- Achieve a cumulative grade point average of 2.000 ("C") or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of "C" (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- BBA students must complete the required BBA Professional Core Required Elective with a grade of "C" (2.000) or better.
- Limited to a maximum of 6 semester credit hours of directed study, practicum and/or internship coursework except BBA.MGT and BBA.MKT majors who may elect to take a 9-credit internship (MGT 488 or MKT 488).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of "C" (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select "My Academic Info and Profile," then click on "Program Plan."

Major Requirements

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

MKT 202	PRINCIPLES OF MARKETING	3
MKT 307	MARKETING MANAGEMENT	3
MKT 309	ADVERTISING AND PROMOTION MGT	3
MKT 415	CONSUMER AND BUYER BEHAVIOR	3
MKT 420		
MKT 425	SALES MANAGEMENT	3
MKT 435	MARKETING RESEARCH	3
MKT 445	E-MARKETING COMMUNICATION	3
MKT 453	SOCIAL MEDIA STRATEGIES	3
MKT 460	STRATEGIC MARKETING	3

MKT 480	SPECIAL TOPICS IN MKT	3
MKT 483	DIRECTED STUDY IN MARKETING	3
MKT 484	TRAVEL & TOURISM	3
MKT 487	NOT-FOR-PROFIT MARKETING	3
MKT 488	MARKETING INTERNSHIP	3

Students must earn a cumulative grade point average of “C” (2.000) or better in their major.

Complete 15 semester credit hours of the 45 hours in residence in marketing coursework.

Applied Management, Bachelor of Science (BSAM)*

Program Overview

The Bachelor of Science in Applied Management (BSAM) is designed as a degree completion pathway for students who have earned an Associates of Applied Science degree. The BSAM curriculum augments the in-field technical knowledge and experience students have already gained with the core business knowledge necessary to advance in an existing career or branch out and start a new business. With courses in business ethics, communication, finance, human resource management, leadership, project management, supply chain management students will gain the skills and knowledge necessary to lead successfully in their current organizations, industries, and beyond.

Students are required to complete a minimum of 15 additional credits of general education coursework, which may be taken through concurrent enrollment.

Program Requirements

General Education Courses

ACC 100**	SMALL BUSINESS ACCOUNTING	
COM 210	PRINCIPLES OF BUS COM	3

Note: ACC 100 must be taken at the transfer institution prior to attendance or through concurrent enrollment

Business Foundation Courses

MGT 201	PRINCIPLES OF MANAGEMENT	3
MKT 202	PRINCIPLES OF MARKETING	3
IT 305	BUSINESS COMPUTING TOOLS	3
MGT 303	BEHAVIORAL MANAGEMENT	3

BSAM Program Core

COM 320	BUSINESS COM METHODS	3
MGT 402	BUS ETHICS & LEGAL ISSUES	3
MGT 403	INTRO TO FINANCIAL MANAGEMENT	3
MGT 404	HUMAN RESOURCE MANAGEMENT	3
MGT 406	SMALL BUSINESS AND LEGAL TAX ISSUES	3
MGT 453	ORGANIZATIONAL LEADERSHIP	3
MGT 454	PROJECT MANAGEMENT	3
MGT 461	BUS STRAT & POLICY CAPSTONE	3
MGT 465	SUPPLY CHAIN MANAGEMENT	3
MGT 471	SMALL BUSINESS MANAGEMENT	3

**ACBSP requires new programs to be in place for two years and have graduates from the program to be eligible for accreditation review.*

Graduation Requirements

To graduate with a Bachelor of Science in Applied Management degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.

- Earn a minimum of 120 semester credit hours toward a bachelor of applied science degree, including a maximum of 90 semester credit hours transferred to Walsh.
- Complete 45 semester credit hours toward an undergraduate degree or 30 semester credit hours toward a bachelor of applied science degree in residence at Walsh.
- Achieve a cumulative grade point average of 2.000 (“C”) or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of “C” (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of “C” (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select “My Academic Info and Profile,” then click on “Program Plan.”

Major Requirements

Students must complete all courses in their major and all communication courses (COM), to include any approved or required course substitutions, with a grade of “C” 2.000 or better.

COM 320	BUSINESS COM METHODS	3
MGT 201	PRINCIPLES OF MANAGEMENT	3
MGT 303	BEHAVIORAL MANAGEMENT	3
MGT 402	BUS ETHICS & LEGAL ISSUES	3
MGT 403	INTRO TO FINANCIAL MANAGEMENT	3
MGT 404	HUMAN RESOURCE MANAGEMENT	3
MGT 406	SMALL BUSINESS AND LEGAL TAX ISSUES	3
MGT 453	ORGANIZATIONAL LEADERSHIP	3
MGT 454	PROJECT MANAGEMENT	3
MGT 461	BUS STRAT & POLICY CAPSTONE	3
MGT 465	SUPPLY CHAIN MANAGEMENT	3
MGT 471	SMALL BUSINESS MANAGEMENT	3

Students must earn a cumulative grade point average of 2.000 or better in their major and a cumulative grade point average of 2.000 or better in all courses taken in residence at Walsh.

120 credits is required for Bachelor of Science in Applied Management degree with a minimum of 30 credits in residence and a minimum of 30 general education credits.

Information Technology, Bachelor of Science (BSIT)

Program Overview

The Bachelor of Science in Information Technology (BSIT) degree provides a unique undergraduate degree to provide students with theoretical knowledge imbued with requisite vocational skills for career success. The BSIT program enables students to: develop critical thinking strategies to solve technology problems, develop methodologies for troubleshooting technologies, device critical security and risk management strategies, demonstrate consistent professional work ethics, assess secure and efficient technology standards to achieve organizational goals, implement secure and efficient technology standards to achieve organizational goals and research technologies to design solutions to solve problems. The BSIT program enables dedicated students to build critical technical skills for a successful technical career.

Students must complete 15 semester credit hours of the 45 semester credit hours in residence at Walsh in information technology.

Students with an active CISSP and/or SSCP certification will be awarded equivalent credit for IT 417, IT 419 and IT 422.

Program Requirements

BSIT Professional Core

ACC 100**	SMALL BUSINESS ACCOUNTING	
COM 210	PRINCIPLES OF BUS COM	3
COM 300*	COMMUNICATION ESSENTIALS	1
COM 320	BUSINESS COM METHODS	3
COM 340	PROFESSIONAL COMMUNICATION	3
ECN 201**	PRINCIPLES OF ECONOMICS I	3
ENG 100**	ENGLISH COMPOSITION	
IT 201**	INTRODUCTION TO NETWORKING	
IT 202**	INTRODUCTION TO DATABASES	
IT 203**	INTRODUCTION TO PROGRAMMING	
IT 204**	INTRODUCTION TO SECURITY	
MGT 201	PRINCIPLES OF MANAGEMENT	3
MTH 300	BUSINESS ALGEBRA	3
QM 202	STAT METHODS FOR BUS	3

COM 320: Students are required to take COM 320 within their first 9 semester credit hours in residence at Walsh.

COM 340: Students are required to take COM 340 within their first 15 semester credit hours in residence at Walsh.

Note:

**COM 300 is required for all students that obtain a score of 1-3 on the Walsh Communication Placement Exam. The Communication Placement Exam must be completed within the student's first semester of enrollment at Walsh.*

***ACC 201, ECN 201, ENG 100, IT 201, IT 202, IT 203 and IT 204 must be taken at the transfer institution prior to attendance or through concurrent enrollment.*

BSIT Core

IT 402	SYSTEMS ANALYSIS AND DESIGN	3
IT 405	NETWORKS & OPERATING SYSTEMS	3
IT 408	DB DESIGN & DEVELOPMENT (SQL)	3
IT 417	FUND OF CYBER SECURITY	3

Concentrations – Select one:

Automotive Cybersecurity

IT 407	SERVER VIRT & PERF ENGINE	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3

IT 412	ADVANCED PROGRAMMING	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 422	ADV ATTACK/DEFEND TECHNIQUES	3
IT 450	FUNDAMENTALS OF AUTO CYBER	3
IT 451	AUTO NET STRAT, TOOLS & TECH	3
IT 452	CONN AUTO ECOS & THREAT ANALY	3
IT 453	ADV AUTO PEN TEST & THRT ANLY	3
IT 499	COLLABORATIVE BUSINESS SYSTEM	3
Business Information Systems		
IT 403	PM AND ITIL FRAMEWORK	3
IT 407	SERVER VIRT & PERF ENGINE	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 422	ADV ATTACK/DEFEND TECHNIQUES	3
IT 430	AGILE PROJECT MGMT & SCRUM	3
IT 440	CLOUD INFRASTRUCTURE	3
IT 499	COLLABORATIVE BUSINESS SYSTEM	3
QM 301	STAT INFERENCE/MGT DECISION	3
Cybersecurity		
IT 407	SERVER VIRT & PERF ENGINE	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 422	ADV ATTACK/DEFEND TECHNIQUES	3
IT 440	CLOUD INFRASTRUCTURE	3
IT 460	DIGITAL AND NETWORK FORENSICS	3
IT 461	SECURITY OP AND AWARENESS	3
IT 462	SECURING CYBER PHYS SYSTEMS	3
IT 463	CRYPTOGRAPHY	3
Programming		
IT 403	PM AND ITIL FRAMEWORK	3
IT 407	SERVER VIRT & PERF ENGINE	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 413	WEB DESIGN	3
IT 414	SCRIPTING AND AUTOMATION	3
IT 415	MOBILE PROGRAMMING	3
	Or	
IT 416	EMBEDDED LINUX PROGRAMMING	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 430	AGILE PROJECT MGMT & SCRUM	3
IT 440	CLOUD INFRASTRUCTURE	3
Project Management		
IT 403	PM AND ITIL FRAMEWORK	3
IT 430	AGILE PROJECT MGMT & SCRUM	3
IT 431	RISK MGMT & GOVERNANCE	3
IT 490	INTERNSHIP	3
IT 499	COLLABORATIVE BUSINESS SYSTEM	3
IT 502	LEADERSHIP FOR TECH PROS	3

IT 551	PROJECT MGT FUNDAMENTALS	3
IT 552	PROJ, PROGRAM & PORTFOLIO MGT	3
IT 553	PRODUCT, PROGRAM AND PORT MGT	3
QM 301	STAT INFERENCE/MGT DECISION	3

Graduation Requirements

To graduate with a Bachelor of Science in Information Technology degree from Walsh, students must meet general and program-specific graduation requirements. All students must:

- Complete a program of study within 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). A student's program of study is the specific curriculum required by the institution at the time of the student's matriculation as an undergraduate degree candidate at Walsh unless the student changes majors or degrees while attending Walsh. If a student changes majors or degrees, the program of study is the specific curriculum required by the College at the time the student officially changes the major or degree.
- Earn 30 semester credit hours of general education coursework to include one course in English composition or written communication from a regionally accredited U.S. institution, one mathematics course from the following: Intermediate algebra course; Mathematics course that satisfies MTA; or a higher-level mathematics course or placement
- Earn a minimum of 127 semester credit hours (including credits transferred into Walsh) must be completed to earn a bachelor's Accountancy degree and a bachelor's of science degree. Generally, a minimum of 45 semester credit hours must be taken in residence at Walsh.
- Achieve a cumulative grade point average of 2.000 ("C") or better in residence at Walsh.
- Complete all communication courses (COM 210, 320, 340 with a grade of "C" (2.000) or better. If COM 300 is required, the course must be completed with a grade of P (Pass).
- Limited to a maximum of 12 semester credit hours of allowable graduate level coursework. All courses completed at the graduate level need to be completed with a grade of "C" (2.000) or better in residence at Walsh.
- File an official Application for Graduation form with the Records, Registration, and Veteran Services office. An appointment with an advisor can be made to review graduation requirements.
- Students can view their degree completion progress any time by logging into WebAdvisor through the portal. Under the WebAdvisor tab, select "My Academic Info and Profile," then click on "Program Plan."

Automotive Cybersecurity

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

IT 201**	INTRODUCTION TO NETWORKING	
IT 202**	INTRODUCTION TO DATABASES	
IT 203**	INTRODUCTION TO PROGRAMMING	
IT 204**	INTRODUCTION TO SECURITY	
IT 402	SYSTEMS ANALYSIS AND DESIGN	3
IT 405	NETWORKS & OPERATING SYSTEMS	3
IT 407	SERVER VIRT & PERF ENGINE	3
IT 408	DB DESIGN & DEVELOPMENT (SQL)	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 417	FUND OF CYBER SECURITY	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 422	ADV ATTACK/DEFEND TECHNIQUES	3

IT 450	FUNDAMENTALS OF AUTO CYBER	3
IT 451	AUTO NET STRAT, TOOLS & TECH	3
IT 452	CONN AUTO ECOS & THREAT ANALY	3
IT 453	ADV AUTO PEN TEST & THRT ANLY	3
IT 483	DIRECTED STUDY IN IT	3
IT 499	COLLABORATIVE BUSINESS SYSTEM	3

Students must earn a cumulative grade point average of "C" (2.000) or better in their major.

Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Business Information Systems

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

IT 201**	INTRODUCTION TO NETWORKING	
IT 202**	INTRODUCTION TO DATABASES	
IT 203**	INTRODUCTION TO PROGRAMMING	
IT 204**	INTRODUCTION TO SECURITY	
IT 402	SYSTEMS ANALYSIS AND DESIGN	3
IT 403	PM AND ITIL FRAMEWORK	3
IT 405	NETWORKS & OPERATING SYSTEMS	3
IT 407	SERVER VIRT & PERF ENGINE	3
IT 408	DB DESIGN & DEVELOPMENT (SQL)	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 417	FUND OF CYBER SECURITY	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 422	ADV ATTACK/DEFEND TECHNIQUES	3
IT 430	AGILE PROJECT MGMT & SCRUM	3
IT 440	CLOUD INFRASTRUCTURE	3
IT 483	DIRECTED STUDY IN IT	3
IT 499	COLLABORATIVE BUSINESS SYSTEM	3
QM 301	STAT INFERENCE/MGT DECISION	3

Students must earn a cumulative grade point average of "C" (2.000) or better in their major.

Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Cybersecurity

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

IT 201**	INTRODUCTION TO NETWORKING	
IT 202**	INTRODUCTION TO DATABASES	
IT 203**	INTRODUCTION TO PROGRAMMING	
IT 204**	INTRODUCTION TO SECURITY	
IT 402	SYSTEMS ANALYSIS AND DESIGN	3
IT 405	NETWORKS & OPERATING SYSTEMS	3
IT 407	SERVER VIRT & PERF ENGINE	3
IT 408	DB DESIGN & DEVELOPMENT (SQL)	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 417	FUND OF CYBER SECURITY	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 422	ADV ATTACK/DEFEND TECHNIQUES	3
IT 440	CLOUD INFRASTRUCTURE	3

IT 460	DIGITAL AND NETWORK FORENSICS	3
IT 461	SECURITY OP AND AWARENESS	3
IT 462	SECURING CYBER PHYS SYSTEMS	3
IT 463	CRYPTOGRAPHY	3
IT 483	DIRECTED STUDY IN IT	3

Students must earn a cumulative grade point average "C" (2.000) or better in their major.

Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Programming

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

IT 201**	INTRODUCTION TO NETWORKING	
IT 202**	INTRODUCTION TO DATABASES	
IT 203**	INTRODUCTION TO PROGRAMMING	
IT 204**	INTRODUCTION TO SECURITY	
IT 402	SYSTEMS ANALYSIS AND DESIGN	3
IT 403	PM AND ITIL FRAMEWORK	3
IT 405	NETWORKS & OPERATING SYSTEMS	3
IT 407	SERVER VIRT & PERF ENGINE	3
IT 408	DB DESIGN & DEVELOPMENT (SQL)	3
IT 410	PRIN OF SOFTWARE ENGINEERING	3
IT 412	ADVANCED PROGRAMMING	3
IT 413	WEB DESIGN	3
IT 414	SCRIPTING AND AUTOMATION	3
IT 415	MOBILE PROGRAMMING	3
IT 416	EMBEDDED LINUX PROGRAMMING	3
IT 417	FUND OF CYBER SECURITY	3
IT 419	ETHICAL HACKING STRAT & TOOLS	3
IT 430	AGILE PROJECT MGMT & SCRUM	3
IT 440	CLOUD INFRASTRUCTURE	3
IT 483	DIRECTED STUDY IN IT	3

Students must earn a cumulative grade point average of "C" (2.000) or better in their major.

Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Project Management

Students must complete all courses in their major (as listed below), to include any approved or required course substitutions, with a grade of "C" (2.000) or better.

IT 201**	INTRODUCTION TO NETWORKING	
IT 202**	INTRODUCTION TO DATABASES	
IT 203**	INTRODUCTION TO PROGRAMMING	
IT 204**	INTRODUCTION TO SECURITY	
IT 402	SYSTEMS ANALYSIS AND DESIGN	3
IT 403	PM AND ITIL FRAMEWORK	3
IT 405	NETWORKS & OPERATING SYSTEMS	3
IT 408	DB DESIGN & DEVELOPMENT (SQL)	3
IT 417	FUND OF CYBER SECURITY	3
IT 430	AGILE PROJECT MGMT & SCRUM	3
IT 431	RISK MGMT & GOVERNANCE	3
IT 483	DIRECTED STUDY IN IT	3
IT 490	INTERNSHIP	3
IT 499	COLLABORATIVE BUSINESS SYSTEM	3

IT 502	LEADERSHIP FOR TECH PROS	3
IT 551	PROJECT MGT FUNDAMENTALS	3
IT 552	PROJ, PROGRAM & PORTFOLIO MGT	3
IT 553	PRODUCT, PROGRAM AND PORT MGT	3
QM 301	STAT INFERENCE/MGT DECISION	3

Students must earn a cumulative grade point average of “C” (2.000) or better in their major.

Complete 15 semester credit hours of the 45 hours in residence in information technology coursework.

Graduate Degree Programs

This section of the 2020-2021 Catalog provides details on Walsh graduate degree programs, admissions requirements and procedures, required and elective courses, and graduation requirements. Walsh Master's programs include:

**ACBSP requires new programs to be in place for two years and have graduates from the program to be eligible for accreditation review.*

Business, Master of Arts (MAB)

Program Overview

The Master of Arts in Business is designed specifically to help students develop a comprehensive and in-depth understanding of core business functions and be able to apply this understanding effectively in various business settings and engagements related to their area of expertise or their entrepreneurial pursuits.

Students master theoretical foundations as context by which solutions and practical applications to variety of business situations can be implemented; leverage creative and innovative thinking in order to apply diverse solutions that address their needs as either a corporate manager or small business owner; achieve aptitude in relevant business skills to be capable and confident enough to interact intelligently in business environments, by drawing upon the principles learned.

The MAB consists of 10-11 courses for 30-33 semester credit hours, depending on prior coursework. The MAB degree requires a minimum of 18 semester credit hours in residence at Walsh.

Program Requirements

MAB Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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MAB Core Courses

ACC 513	ACCOUNTING PRACTICES	3
BL 515	BUSINESS LAW AND ETHICS	3
COM 525	APPLIED ORGANIZATIONAL COM	3
FIN 516	FIN BUDGETING & FORECASTING	3
IT 535	IT & INNOVATION	3
MGT 503	HR MGT & ORG BEHAVIOR	3
MGT 539	PROJECT & PROGRAM MGMT	3
MGT 540	STRAT PLAN FOR BUS & ENTR	3
MGT 650	BUSINESS PLANNING	3
MKT 525	MARKETING AND BRANDING	3

MAB Additional Electives (if needed)

Choose from any 500-level course in which prerequisites are met.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh:

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.

- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours in residence in the MAB program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh.

Master of Business Administration (MBA)

Program Overview

The Master of Business Administration (MBA) will enhance a student’s ability to incorporate evidence-based decision-making and systematic approaches to solve complex problems. Students will utilize a variety of business-based frameworks to decisions in today’s fast-paced, business environment. The use of proven business practitioners and leaders to teach Walsh MBA classes helps to bridge the gap between classroom theory and real-world practices.

The MBA prepares graduates for positions in mid- to upper-level management by providing a broad, general education in major areas of business study. With an emphasis on professional communication, the MBA program encompasses the study of accounting, finance, management, information technology, economics, strategy, and related disciplines.

The MBA program consists of 10-11 classes for 30-33 credits. The MBA degree requires a minimum of 18 semester credit hours in residence at Walsh.

Program Requirements

MBA Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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MBA Core Courses

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
ECN 600	FOUNDATIONS OF ECN ANALYSIS	3
FIN 500	PRINCIPLES OF FINANCE	3
IT 520	INFORMATION TECHNOLOGY	3
MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 601	DESIGN THINKING	3
MGT 633	LEAD PROJ, PROG & OPER	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3
MKT 550	MARKETING FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

MBA Additional Electives (if needed)

Choose from any 500-600-level course not already required in the program.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master’s degree from Walsh:

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student’s Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.

- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours in residence in the MBA program.
- Earn a grade of “C” (2.000) or better in each course counted toward graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh.

Tech Master of Business Administration (TECHMBA)*

Program Overview

The Tech MBA is an interdisciplinary collaboration combining the business and technology knowledge necessary to prepares graduates for senior leadership positions in a wide variety of technical fields. Designed to allow students with an engineering or scientific background to earn both an engineering certificate from Kettering University, and an MBA from Walsh, this novel degree advances students' technological knowledge while integrating the business acumen needed to solve the multifaceted problems organizations face in today's complex world.

The Tech MBA program consists of 9-10 classes for 30-33 credits. The Tech MBA degree requires a minimum of 18 semester credit hours in residence at Walsh.

Program Requirements

MBA Tech Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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MBA Core Course Name

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
FIN 500	PRINCIPLES OF FINANCE	3
MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 633	LEAD PROJ, PROG & OPER	3
MKT 550	MARKETING FUNDAMENTALS	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3

Interdisciplinary Tech Electives (Taught by Kettering University at Walsh)

IDS-CE 672	VIRTUAL REALITY SYSTEMS: MODELING & CONTROL	4
IDS-ECE 601	ELEC & CMP ENGR PRINC FOR MOBILITY SYSTEMS	4
IDS-IME 601	FUND OF MANUFACTURING ENGINEERING	4
IDS-IME 676	LEAN SIX SIGMA	4
IDS-MEC 601	MECH ENGINEERING PRINC FOR MOBILITY SYS	4
IDS-MEC 691	INTRODUCTION TO THERMAL SCIENCE	4

Tech MBA Additional Electives (if needed)

Choose from any 500-600-level course not already required in the program.

**ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed*

for accreditation.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours in residence in the Tech MBA program.
- Earn a grade of "C" (2.000) or better in each course counted toward graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Accountancy, Master of Science (MAC)

Program Overview

The Master of Science in Accountancy (MAC) is designed to prepare students for a career in public, corporate, or private accounting. The MAC is designed with options to accommodate both students with significant accounting courses or holding an undergraduate degree in accounting, and students with few or no undergraduate accounting courses or degree. Students may be excluded from foundation and waived from some of the core courses depending on prior coursework. Students who have completed accounting courses outside of Walsh may be required to take an assessment exam. Core courses that are waived will need to be replaced with additional electives. The MAC program consists of 12-16 courses for 36-48 credits. The MAC degree requires a minimum of 24 semester credit hours in core and elective credits in residence at Walsh.

Program Requirements

MAC Foundation Courses

ACC 500	FINANCIAL ACCOUNTING	3
ACC 501	INTERMEDIATE ACCOUNTING I	3
ACC 502	INTERMEDIATE ACCOUNTING II	3
MGT 502	FOUNDATIONS FOR BUS SUCCESS	3

MAC Core Courses

ACC 503	FINANCIAL ACCOUNTING CONCEPTS	3
ACC 506	ACCOUNTING INFO SYSTEMS	3
ACC 511	BUSINESS COMBINATIONS	3
ACC 512	GOV'T & NOT-FOR-PROFIT ACC	3
ACC 515	AUDITING	3
ACC 519	ADVANCED MANAGERIAL ACC	3
COM 510	LEADERSHIP COMMUNICATION	3
TAX 595	TAX AND BUSINESS TAXATION I	3
TAX 596	TAX AND BUSINESS TAXATION II	3
TAX 598	TAX RETURN SEMINAR	3

MAC Electives

Choose 2 courses from the following:

ACC 550	ADVANCED AUDITING	3
ACC 570	FORENSIC & INVESTIGATIVE ACC	3
ACC 574	INDUSTRY ACC & AUDITING	3
ACC 577	PAYROLL AND EMPLOYEE BENEFITS	3
ACC 578	ACCOUNTING FOR INCOME TAXES	3
ACC 580	BUSINESS LAW FOR ACCOUNTANTS	3
ACC 588	ACCOUNTING INTERNSHIP	3
FIN 620	FINANCIAL MANAGEMENT	3
TAX 507	TAX ACCOUNTING	3
TAX 510	BASIC CONCEPTS IN CORP TAX	3
TAX 525	ADV CON IN CORP TAX & CON RTR	3
TAX 532	INCOME TNSFR TAX CONS T&E	3
TAX 540	TAX PRACTICE AND PROCEDURE	3
TAX 599	INTRO TO TAX RESEARCH	3

MAC Additional Electives (if needed)

Choose from the approved MAC electives listed above.

Taxation Concentration

A concentration in taxation is available in the MAC program. This concentration consists of TAX 595, TAX 596 and TAX 598 combined with two TAX electives from the list of allowable MAC electives.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum of 36 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 24 semester credit hours of core and elective credits in residence in the MAC program.
- MAC program for accounting graduates must earn a minimum of 36 graduate semester credit hours which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring a minimum of 24 semester credit hours in residence in the MAC program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

MAC Program for Accounting Graduates

Program Overview

10 courses for 30 credits

The MAC degree for accounting graduates requires a minimum of 18 semester credit hours of foundation and concentration credits in residence at Walsh.

MAC Foundation Courses

Choose 5 courses from the following:

ACC 503	FINANCIAL ACCOUNTING CONCEPTS	3
ACC 511	BUSINESS COMBINATIONS	3
ACC 512	GOV'T & NOT-FOR-PROFIT ACC	3
ACC 515	AUDITING	3
ACC 550	ADVANCED AUDITING	3
ACC 570	FORENSIC & INVESTIGATIVE ACC	3
ACC 574	INDUSTRY ACC & AUDITING	3
ACC 577	PAYROLL AND EMPLOYEE BENEFITS	3
ACC 578	ACCOUNTING FOR INCOME TAXES	3
ACC 580	BUSINESS LAW FOR ACCOUNTANTS	3
ACC 588	ACCOUNTING INTERNSHIP	3
COM 510	LEADERSHIP COMMUNICATION	3

Concentrations – Select One

Data Analytics

ACC 564	DATA ANALYTICS FOR ACC	3
ACC 565	DATA ANALYTICS CAPSTONE	3
IT 540	INTRO TO DATA SCIENCE	3
IT 542	BIG DATA ANALYTICS	3
QM 520	BUSINESS ANALYTICS	3

Finance

FIN 610	FOUNDATIONS OF FIN ANALYSIS	3
FIN 611	INVEST PERF & DATA ANALYSIS	3
FIN 620	FINANCIAL MANAGEMENT	3
FIN 621	FINANCIAL STATEMENT ANALYSIS	3

Choose 1 course from the following:

FIN 622	ADVANCED FINANCIAL MANAGEMENT	3
FIN 623	BUSINESS VALUATION	3
FIN 624	MERGERS & ACQUISITIONS	3

Taxation

Choose 5 courses from the following:

TAX 500	ADV TAX RES, WRIT & CIT METH	3
TAX 507	TAX ACCOUNTING	3
TAX 510	BASIC CONCEPTS IN CORP TAX	3
TAX 525	ADV CON IN CORP TAX & CON RTR	3
TAX 532	INCOME TNSFR TAX CONS T&E	3
TAX 540	TAX PRACTICE AND PROCEDURE	3
TAX 595	TAX AND BUSINESS TAXATION I	3

TAX 596	TAX AND BUSINESS TAXATION II	3
TAX 598	TAX RETURN SEMINAR	3
TAX 599	INTRO TO TAX RESEARCH	3

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours in residence in the MAC for Accounting Graduates program.
- Earn a grade of "C" (2.000) or better in each course counted toward graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Data Analytics, Master of Science (MSDA)

Program Overview

Data is the new oil. The problem – how do you derive insights and actions to drive competitive advantage? Massive amounts of data mean nothing without context and meaningful analysis. Business/data analytics is the catalyst driving success, according to Dr. Kenneth Gilbert (Henderson, 2013). Organization looking for strategic advantage are turning to innovations driven by data analytics and predictive vision. Not only do you need analysis, but you need the ability to leverage proven business models for successful implementation. The Walsh Master of Science in Data Analytics equips you with knowledge and real-world skills to create strategic advantage from data. MSDA enables analysis for transformation into actionable steps for business implementation. In addition to tradecraft skills in insightful and analytics, the MSDA brings next level insights to drive implementation through people and processes with actionable steps.

The MSDA consists of 10-13 courses for 30-39 semester credit hours. The MSDA degree requires a minimum of 18 semester credit hours of core and concentration credits in residence at Walsh.

Program Requirements

MSDA Foundation Courses

IT 501	IT SYSTEMS ANALYSIS	3
IT 530	SQL & DATABASE FUNDAMENTALS	1
IT 533	PROGRAMMING I	3

MSDA Core Courses

IT 544	DATA VISUAL & PREDICTIVE MODE	3
IT 545	PROGRAMMING FOR DATA ANALYSIS	3
IT 546	DATA MINING & TRANSFORMATION	3
IT 547	DATA STORAGE TECHNOLOGIES	3
QM 504	PRINCIPLES OF DATA ANALYTICS	3
QM 505	DATA DRIVEN DECISION MAKING	3

QM 600	PERSPECTIVE ANALYSIS	3
QM 601	RESEARCH METHODS & ETHICS	3
QM 602	LEAN SIX SIGMA	3
QM 640	DATA ANALYTICS CAPSTONE	3

Additional Electives (if needed)

Choose from the following:

IT 540	INTRO TO DATA SCIENCE	3
IT 541	SQL & DIMEN DATA ANALYTICS	3
IT 542	BIG DATA ANALYTICS	3

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum of 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core and concentration credits in residence in the MSDA program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Finance, Master of Science (MSF)

Program Overview

The Master of Science in Finance (MSF) degree offers a comprehensive graduate education that address the core subject areas of financial information, investments, corporate finance, data analytics and economics. The program offers an elective course structure that provides students with the option to either focus more deeply in the fields of banking, corporate finance, investment services, and economics or a more generalized structure that touches upon elements of each.

The MSF consists of 10-13 courses for 30-39 semester credit hours. The MSF degree requires a minimum of 18 semester credit hours of core and concentration credits in residence at Walsh. The MSF degree is available as a dual degree with the MBA.

Program Requirements

MSF Foundation Courses

COM 510	LEADERSHIP COMMUNICATION	3
FIN 500	PRINCIPLES OF FINANCE	3
MGT 502	FOUNDATIONS FOR BUS SUCCESS	3

MSF Core Courses

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
ECN 600	FOUNDATIONS OF ECN ANALYSIS	3
FIN 610	FOUNDATIONS OF FIN ANALYSIS	3

FIN 611	INVEST PERF & DATA ANALYSIS	3
FIN 620	FINANCIAL MANAGEMENT	3
FIN 621	FINANCIAL STATEMENT ANALYSIS	3

MSF Elective Courses –Select 3

ECN 601	MANAGERIAL ECONOMICS	3
ECN 602	GLOBAL ECONOMICS	3
ECN 610	APPLIED ECONOMICS	3
ECN 670	SEM IN ECN TOPICS & ISSUES	3
FIN 612	ADVANCED INVESTMENTS	3
FIN 613	PORT ANLYS & ANALYT CASE STUD	3
FIN 614	COMMERCIAL REAL ESTATE	3
FIN 622	ADVANCED FINANCIAL MANAGEMENT	3
FIN 623	BUSINESS VALUATION	3
FIN 624	MERGERS & ACQUISITIONS	3
FIN 625	RISK MANAGEMENT	3
FIN 630	INTRO TO BANKING	3
FIN 631	COMMERCIAL LENDING	3
FIN 632	CREDIT UNDERWRITING & ANALY	3
FIN 633	INTERNATIONAL FINANCE	3
FIN 670	SEM IN FIN TOPICS & ISSUES	3
FIN 689	DIRECT RESEARCH STUDY IN FIN	3

MSF Capstone Course – Select 1

FIN 690	FINANCE SIMULATION	3
FIN 691	CFA RESEARCH CHALLENGE	3
FIN 692	ACG CUP COMPETITION	3
FIN 699	CAPSTONE INTERNSHIP IN FIN	3

MSF Additional Electives (if needed)

Choose from the approved MSF electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum of 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core and concentration credits in residence in the MSF program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Information Technology, Master of Science (MSIT)

Program Overview

The Master of Science in Information Technology (MSIT) degree is focused on preparing IT professionals with technology management and technical skills to support business objectives, while securing organizations. The MSIT program enables students to: formulate strategies to solve technology related problems, draw conclusions about how to solve technical problems through root cause analysis, adapt critical security and risk management strategies, synthesize best practices and standards for strategic and tactical security implementations, appraise professional work ethic and integrity, solve problems through research, experimentation and analysis, and deliver concise communications that synthesize complex information. The MSIT program is designed to enhance the knowledge and skills for students with a Bachelor degree in technology, while enabling students new to technology to build critical skills for success in the massive growth sector.

The MSIT program consists of 11-16 courses for 33-48 semester credit hours. The MSIT degree requires a minimum of 21 semester credit hours of core and concentration credits in residence at Walsh.

Program Requirements

MSIT Foundation Courses

IT 501	IT SYSTEMS ANALYSIS	3
IT 530	SQL & DATABASE FUNDAMENTALS	1
IT 531	NETWORK FUNDAMENTALS	1
IT 532	OPER SYS & VIRTUALIZATION	3
IT 533	PROGRAMMING I	3

MSIT Core Courses

IT 505	GOVERNANCE, RISK & COMPLIANCE	3
IT 534	PROGRAMMING II	3
IT 551	PROJECT MGT FUNDAMENTALS	3
IT 565	FUND OF CYBER SECURITY	3
IT 599	CAPSTONE	3

MSIT Concentrations – Select One

Cybersecurity

IT 510	CYBERSECURITY STRAT & TACTICS	3
IT 511	THREATS, VUL, CTRLS & CM	3
IT 512	INTEL, ANLYS TOOLS & TECH	3
IT 536	DIGITAL FORENSICS	3
IT 537	CRYPTOGRAPHY	3
IT 538	CYBER PHYSICAL SYSTEMS	3

Data Science

IT 540	INTRO TO DATA SCIENCE	3
IT 541	SQL & DIMEN DATA ANALYTICS	3
IT 542	BIG DATA ANALYTICS	3
IT 544	DATA VISUAL & PREDICTIVE MODE	3
IT 545	PROGRAMMING FOR DATA ANALYSIS	3
QM 520	BUSINESS ANALYTICS	3

MSIT Additional Electives (if needed)

Choose from the approved MSIT electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 33 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 21 semester credit hours in residence in the MSITL program.
- Earn a grade of "C" (2.000) or better in each course counted toward graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Information Technology Leadership, Master of Science (MSITL)

Program Overview

The Master of Science in Information Technology Leadership (MSITL) degree is designed to educate organizational leaders on how to assess, evaluate, determine and manage technology choices from a business perspective. MSITL students can focus on Executive Leadership or Project Management. Students learn to lead technical people and teams. MSITL enables students with technical backgrounds to expand in leadership and management positions through exploration of critical soft skill development.

The MSITL program consists of 10 to 15 courses for 30-45 semester credit hours. The MSITL degree requires a minimum of 18 semester credit hours of core and concentration credits in residence at Walsh. The MSITL is available as a dual degree with the MBA.

Program Overview

MSITL Foundation Courses

ACC 513	ACCOUNTING PRACTICES	3
IT 501	IT SYSTEMS ANALYSIS	3
IT 520	INFORMATION TECHNOLOGY	3
MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
MKT 550	MARKETING FUNDAMENTALS	3

MSITL Core Classes

COM 510	LEADERSHIP COMMUNICATION	3
IT 502	LEADERSHIP FOR TECH PROS	3
IT 505	GOVERNANCE, RISK & COMPLIANCE	3
IT 506	IT LEADERSHIP & STRATEGY	3
IT 551	PROJECT MGT FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

Concentrations – Select One

Executive Leadership

IT 565	FUND OF CYBER SECURITY	3
IT 566	SECURITY PROGRAM MANAGEMENT	3

IT 567	BUS CONT, RES & CRISIS MGT	3
IT 575	NTWK & ENTERPRISE ARCHITECTUR	3

Global Project and Program Management

IT 552	PROJ, PROGRAM & PORTFOLIO MGT	3
IT 553	PRODUCT, PROGRAM AND PORT MGT	3
IT 554	AGILE PROJECT MANAGEMENT	3
IT 555	GLOBAL PROJECT LEADERSHIP	3

MSITL Additional Electives (if needed)

Choose from the approved MSITL electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core and concentration credits in residence in the MSIT program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Management, Master of Science (MSM)

Program Overview

The Master of Science in Management (MSM) degree focuses on advancing a student's understanding of the nuances associated with leading and managing people in modern organizations. The MSM incorporates selected elements of the Master of Business administration curriculum, providing a common body of knowledge in graduate business education, and then goes a step further by focusing on one of two specialized areas of knowledge and skills within the management discipline; human resources and strategy. As a result, the MSM provides a concentrated study of both the modern principles and practical skills necessary for success in the current and future complex organizational environments, whether public, private-sector or non-profit.

The MSM consists of 10-11 courses for 30-33 semester credit hours. The MSM degree requires a minimum of 18 semester credit hours of core and concentration credits in residence at Walsh. The MSM is available as a dual degree with the MBA.

Program Requirements

MSM Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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MSM Core Courses

MGT 600	ORG BEHAVIOR & LEADERSHIP	3
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MGT 601	DESIGN THINKING	3
MGT 603	EVIDENCE-BASED DECISION MAKIN	3
MGT 604	LEADING ORGANIZATIONAL CHANGE	3
MGT 606	COM STRATS FOR CONTEMP ORG	3
MGT 611	MANAGING FIRM RESOURCES	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3

Concentrations – Select one

Human Resource Management

MGT 547	STRATEGIC MGT OF CAPITAL	3
MGT 555	GLOBAL HUMAN RESOURCES MGT	3
MGT 558	MANAGING EMPLOYEE DEV & TRNG	3

Small Business Management/Entrepreneurship

MGT 540	STRAT PLAN FOR BUS & ENTR	3
MGT 555	GLOBAL HUMAN RESOURCES MGT	3
MKT 550	MARKETING FUNDAMENTALS	3

Strategic Leadership

MGT 546	ORG AS COMPLEX ADAPT SYS	3
MGT 547	STRATEGIC MGT OF CAPITAL	3
MGT 634	CURRENT ISSUES IN LEADERSHIP	3

General Management

Choose 3 courses from the approved MSM electives listed below.

MGT 540	STRAT PLAN FOR BUS & ENTR	3
MGT 546	ORG AS COMPLEX ADAPT SYS	3
MGT 547	STRATEGIC MGT OF CAPITAL	3
MGT 555	GLOBAL HUMAN RESOURCES MGT	3
MGT 558	MANAGING EMPLOYEE DEV & TRNG	3
MGT 634	CURRENT ISSUES IN LEADERSHIP	3
MKT 550	MARKETING FUNDAMENTALS	3

MSM Additional Electives (if needed)

Choose from the approved MSM electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core and concentration credits in residence in the MSM program.

- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh.

Marketing, Master of Science (MSMKT)

Program Overview

The Master of Science in Marketing (MSMKT) degree is an innovative, program that allows students to develop the in-depth knowledge and practical skills necessary to design, manage, implement, and evaluate marketing strategies.

This program is designed for individuals who want to enhance their career opportunities by obtaining a generalist postgraduate marketing degree with emphasis on data-driven brand management. The MSMKT is intended to provide a deeper immersion into the study of marketing than is possible in a typical MBA program. The MSMKT includes many valuable experiences including: exposure to both qualitative and quantitative marketing courses ranging from creativity and innovation to analytics, access to data modeling applications in a state-of-the-art Business Solutions Lab, access to qualitative research coaching through on-campus focus group facility, access to either an internship or consulting project, right to use to custom data analytics tools available from industry partners, and the ability to join and participate in activities of the Walsh Marketing Association.

The MSMKT program consists of 10-11 courses for 30-33 semester credit hours. The MSMKT degree requires a minimum of 18 semester credit hours in residence at Walsh. The MSMKT is available as a dual degree with the MBA.

Program Requirements

MSMKT Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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MSMKT Program Core

IT 520	INFORMATION TECHNOLOGY	3
MGT 601	DESIGN THINKING	3
MKT 550	MARKETING FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

MSMKT Electives - Select 5

MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 603	EVIDENCE-BASED DECISION MAKIN	3
MKT 541	PUBLIC RELATIONS STRATEGIES	3
MKT 542	CONSUMER INSIGHTS	3
MKT 543	CREATIVITY AND INNOVATION	3
MKT 544	CONSUMER SCIENCES	3
MKT 551	CONSUMER BEHAVIOR	3
MKT 555	MKT APPLICATION & METRICS	3
MKT 560	BRAND MANAGEMENT	3

MSMKT Additional Electives (if needed)

Choose from the approved MSMKT electives listed above.

Capstone – Select One

MKT 588	MARKETING INTERNSHIP	3
MKT 589	CONSULTING PROJECT	3

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master’s degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core credits in residence in the MSMKT program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Organizational Leadership, Master of Science (MSOL)*

Program Overview

The Master of Science in Organizational Leadership (MSOL) program will help students develop the skills to assess business challenges, drive organizational change, shape culture, and inspire teams to become the best version of themselves. Leadership however is also about discovering and defining one's own personal sense of leadership and leadership style. The MSOL curriculum is designed to allow students to deeply explore leadership from a variety of perspectives and, in addition to gaining essential theoretical knowledge, develop the creative and critical thinking, analytical problem solving, communication and collaboration skills that are essential for career success today, no matter the industry.

The MSOL program consists of 10-11 courses for 30-33 semester credit hours. The MSOL requires a minimum of 18 semester credit hours in residence at Walsh.

Program Requirements

MSOL Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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MSOL Core Courses

MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 602	LEAD TO ENGAGE CRIT STAKEHOLD	3
MGT 603	EVIDENCE-BASED DECISION MAKIN	3
MGT 604	LEADING ORGANIZATIONAL CHANGE	3
MGT 606	COM STRATS FOR CONTEMP ORG	3
MGT 607	BUILD & LEAD A LEARN ORG	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3

MSOL Electives - Select Two:

MGT 631	CREATING HIGH PERF TEAMS	3
MGT 632	CREATING & MANAGING CULTURE	3
MGT 633	LEAD PROJ, PROG & OPER	3
MGT 634	CURRENT ISSUES IN LEADERSHIP	3
MGT 635	ALIGNING ORG, ENV & STRAT	3

Capstone – Select One:

MGT 686	LEADERSHIP CAPSTONE	3
MGT 687	INTERNSHIP CAPSTONE	3
MGT 688	THESIS CAPSTONE	3

*ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core credits in residence in the MSOL program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Taxation, Master of Science (MST)

Program Overview

The Master of Science in Taxation (MST) degree program is among the most well respected in the nation for its development of tax professionals. The MST program is designed for individuals seeking to gain a comprehensive, practical knowledge of individual and business taxation while also achieving a deeper understanding of the broader concepts of tax planning, tax compliance, tax research and writing, and tax procedure. The MST curriculum is continually reviewed to ensure that students are receiving relevant, updated information that will create marketable skills in a constantly changing business environment.

The MST program consists of 10-13 courses for 30-39 semester credit hours. The MST degree requires a minimum of 18 semester credit hours in residence at Walsh.

Program Requirements

MST Foundation Courses

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
TAX 595	TAX AND BUSINESS TAXATION I	3
TAX 596	TAX AND BUSINESS TAXATION II	3

MST Core Courses

TAX 500	ADV TAX RES, WRIT & CIT METH	3
TAX 507	TAX ACCOUNTING	3
TAX 509	SALES & EXCHANGES OF PROPERTY	3
TAX 510	BASIC CONCEPTS IN CORP TAX	3
TAX 531	PARTNERSHIP AND LLC TAXATION	3
TAX 540	TAX PRACTICE AND PROCEDURE	3
TAX 560	PLAN & CURRENT ISSUES IN TAX	3
TAX 599	INTRO TO TAX RESEARCH	3

TAX 510: Corporate Tax I

MST Electives - Select Two:

ACC 578	ACCOUNTING FOR INCOME TAXES	3
TAX 525	ADV CON IN CORP TAX & CON RTR	3
TAX 532	INCOME TNSFR TAX CONS T&E	3
TAX 550	INTERNATIONAL TAXATION	3
TAX 598	TAX RETURN SEMINAR	3

MST Additional Electives (if needed)

Choose from the approved MST electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master’s degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student’s Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 30 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 18 semester credit hours of core and elective credits in residence in the MST program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh.

Dual Degree Programs

Dual Master of Business Administration and Master of Science in Finance

Program Overview

Walsh offers a dual degree program for students interested in both the business knowledge breadth of an MBA degree and the more specific subject matter depth of an MSF degree at the same time. The Walsh Dual MBA/MSF degree consists of 16-17 courses for 48-51 semester credit hours, dependent upon a student's selection of courses. Successful completion of all required courses and graduation requirements will result in an award of both degrees.

The Dual MBA/MSF degree requires a minimum of 36 semester credit hours of core and concentration credits in residence at Walsh.

Program Requirements

Dual MBA/MSF Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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Dual MBA/MSF Core Courses

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
ECN 600	FOUNDATIONS OF ECN ANALYSIS	3
FIN 620	FINANCIAL MANAGEMENT	3
IT 520	INFORMATION TECHNOLOGY	3
MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 601	DESIGN THINKING	3
MGT 633	LEAD PROJ, PROG & OPER	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3
MKT 550	MARKETING FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

Required MSF Classes

FIN 610	FOUNDATIONS OF FIN ANALYSIS	3
FIN 611	INVEST PERF & DATA ANALYSIS	3
FIN 621	FINANCIAL STATEMENT ANALYSIS	3

Required MSF Elective Courses – Select Two:

ECN 601	MANAGERIAL ECONOMICS	3
ECN 602	GLOBAL ECONOMICS	3
ECN 610	APPLIED ECONOMICS	3
ECN 670	SEM IN ECN TOPICS & ISSUES	3
FIN 612	ADVANCED INVESTMENTS	3
FIN 613	PORT ANLYS & ANALYT CASE STUD	3
FIN 614	COMMERCIAL REAL ESTATE	3
FIN 622	ADVANCED FINANCIAL MANAGEMENT	3
FIN 623	BUSINESS VALUATION	3
FIN 624	MERGERS & ACQUISITIONS	3
FIN 625	RISK MANAGEMENT	3
FIN 630	INTRO TO BANKING	3
FIN 631	COMMERCIAL LENDING	3
FIN 632	CREDIT UNDERWRITING & ANALY	3
FIN 633	INTERNATIONAL FINANCE	3
FIN 670	SEM IN FIN TOPICS & ISSUES	3

FIN 689	DIRECT RESEARCH STUDY IN FIN	3
MSF Capstone Course – Select One:		
FIN 690	FINANCE SIMULATION	3
FIN 691	CFA RESEARCH CHALLENGE	3
FIN 692	ACG CUP COMPETITION	3
FIN 699	CAPSTONE INTERNSHIP IN FIN	3

Dual MBA/MSF Additional Electives (if needed)

Choose from the approved MSF electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master’s degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student’s Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 48 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 36 semester credit hours of core and concentration credits in residence in the MBA/MSF program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh.

Dual Master of Business Administration and Master of Science in Information Technology Leadership

Program Overview

Walsh offers a dual degree program for students interested in pursuing both an MBA and MSITL degree at the same time. The Walsh Dual MBA/MSITL degree consists of 16-17 courses for 48-51 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

The Dual MBA/MSITL degree requires a minimum of 36 semester credit hours of core and concentration credits in residence at Walsh.

Program Requirements

Dual MBA/MSITL Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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Dual MBA/MSITL Core

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
ECN 600	FOUNDATIONS OF ECN ANALYSIS	3
FIN 500	PRINCIPLES OF FINANCE	3
IT 505	GOVERNANCE, RISK & COMPLIANCE	3

IT 520	INFORMATION TECHNOLOGY	3
IT 551	PROJECT MGT FUNDAMENTALS	3
MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 601	DESIGN THINKING	3
MGT 633	LEAD PROJ, PROG & OPER	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3
MKT 550	MARKETING FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

Concentrations – Select One

Executive Leadership

IT 565	FUND OF CYBER SECURITY	3
IT 566	SECURITY PROGRAM MANAGEMENT	3
IT 567	BUS CONT, RES & CRISIS MGT	3
IT 575	NTWK & ENTERPRISE ARCHITECTUR	3

Global Project and Program Management

IT 552	PROJ, PROGRAM & PORTFOLIO MGT	3
IT 553	PRODUCT, PROGRAM AND PORT MGT	3
IT 554	AGILE PROJECT MANAGEMENT	3
IT 555	GLOBAL PROJECT LEADERSHIP	3

Dual MBA/MSITL Additional Electives (if needed)

Choose from the approved MSITL electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 48 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 36 semester credit hours of core and concentration credits in residence in the MBA/MSITL program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Dual Master of Business Administration and Master of Science in Management

Program Overview

Walsh offers a dual degree program for students interested in pursuing both an MBA and MSM degree at the same time. The Dual MBA/MSM degree consists of 17-18 courses for 51-54 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

The Dual MBA/MSM degree requires a minimum of 39 semester credit hours of core and concentration credits in residence at Walsh.

Program Requirements

Dual MBA/MSM Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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Dual MBA/MSM Core Courses

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
ECN 600	FOUNDATIONS OF ECN ANALYSIS	3
FIN 500	PRINCIPLES OF FINANCE	3
IT 520	INFORMATION TECHNOLOGY	3
MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 601	DESIGN THINKING	3
MGT 603	EVIDENCE-BASED DECISION MAKIN	3
MGT 604	LEADING ORGANIZATIONAL CHANGE	3
MGT 606	COM STRATS FOR CONTEMP ORG	3
MGT 611	MANAGING FIRM RESOURCES	3
MGT 633	LEAD PROJ, PROG & OPER	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3
MKT 550	MARKETING FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

Concentrations - Select One:

Human Resource Management

MGT 547	STRATEGIC MGT OF CAPITAL	3
MGT 555	GLOBAL HUMAN RESOURCES MGT	3
MGT 558	MANAGING EMPLOYEE DEV & TRNG	3

Small Business Management/Entrepreneurship

MGT 540	STRAT PLAN FOR BUS & ENTR	3
MGT 555	GLOBAL HUMAN RESOURCES MGT	3

Strategic Management

MGT 546	ORG AS COMPLEX ADAPT SYS	3
MGT 547	STRATEGIC MGT OF CAPITAL	3
MGT 634	CURRENT ISSUES IN LEADERSHIP	3

General Management

Choose 3 courses from the approved MSM electives listed above

Dual MBA/MSM Additional Electives (if needed)

Choose from the approved MSM electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.

- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 51 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 39 semester credit hours of core and concentration credits in residence in the MBA/MSM program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the degree requirements at Walsh.

Dual Master of Business Administration and Master of Science in Marketing

Program Overview

Walsh offers a dual-degree program for students interested in pursuing both an MBA and MSMKT degree at the same time. The Walsh Dual MBA/MSMKT Degree consists of 15-16 courses for 45-48 semester credit hours. Upon successful completion of all required courses and graduation requirements, both degrees will be awarded.

The Dual MBA/MSMKT degree requires a minimum of 33 semester credit hours in residence at Walsh.

Program Requirements

Dual MBA/MSMKT Foundation Course

MGT 502	FOUNDATIONS FOR BUS SUCCESS	3
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Dual MBA/MSMKT Core Courses

ACC 510	FINANCIAL AND MANAGERIAL ACC	3
ECN 600	FOUNDATIONS OF ECN ANALYSIS	3
FIN 500	PRINCIPLES OF FINANCE	3
IT 520	INFORMATION TECHNOLOGY	3
MGT 600	ORG BEHAVIOR & LEADERSHIP	3
MGT 601	DESIGN THINKING	3
MGT 633	LEAD PROJ, PROG & OPER	3
MGT 685	STRAT MGT OF THE ENTERPRISE	3
MKT 550	MARKETING FUNDAMENTALS	3
QM 520	BUSINESS ANALYTICS	3

Program Electives: 12 credits - Select 4 courses from the following

MGT 603	EVIDENCE-BASED DECISION MAKIN	3
MKT 541	PUBLIC RELATIONS STRATEGIES	3
MKT 542	CONSUMER INSIGHTS	3
MKT 543	CREATIVITY AND INNOVATION	3
MKT 544	CONSUMER SCIENCES	3
MKT 551	CONSUMER BEHAVIOR	3
MKT 555	MKT APPLICATION & METRICS	3
MKT 560	BRAND MANAGEMENT	3

MSMKT Capstone: 3 credits - Select one from the following

MKT 588	MARKETING INTERNSHIP	3
MKT 589	CONSULTING PROJECT	3

Dual MBA/MSMKT Additional Electives (if needed)

Choose from the approved MSMKT electives listed above.

Graduation Requirements

Students must complete the prescribed requirements to graduate with a master's degree from Walsh.

- Complete the program of study within a period of 60 calendar months (five years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official Application for Graduation Form with the Records, Registration, and Veteran Services office. Students can make an appointment with an academic advisor to review graduation requirements.
- Students are limited to no more than 6 semester credit hours of courses in directed study, practicum and/or internships.
- Earn a minimum 45 graduate semester credit hours, which may include up to a maximum of 12 semester credit hours of advanced standing, therefore requiring 33 semester credit hours of core credits in residence in the MSMKT program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the degree requirements at Walsh.

Graduate Certificates

Walsh offers a variety of certificate programs at the graduate level. Foundation courses, if required, are listed below for each certificate. The candidate may earn a certificate by taking 4 to 6 courses, totaling 12 to 18 semester credit hours, depending on the certificate. Students may receive advanced standing credit, exclusions, or waivers for specific courses. Students must complete a minimum of 9 semester credit hours of new coursework (not previously completed as part of a different degree or certificate program) to earn a certificate.

Certificate candidates have 48 months in which to complete the coursework with a minimum grade of “C” (2.000) in each course and a cumulative GPA of 3.000.

One semester prior to completion, the candidate must file an application for certification with the Records and Registration office. In addition to receiving the certificate, the candidate will have the designation noted on their transcript. There are no limits on the number of certificates that can be earned. Certificates will not be awarded for courses completed as part of a degree program.

Upon earning a certificate, a student who wishes to apply to any Walsh degree program will be held to all admissions requirements under the catalog year in which the individual applies. Coursework completed as part of a graduate certificate program that is either a core or elective course of the graduate degree program will be considered for advanced standing credit and will be noted on the student’s graduate academic transcript. Degree programs have time limits for the transferability of advance standing credit.

Certificates are awarded in the following areas:

Cybersecurity Certificate

Program Overview

Successful graduates of the Cybersecurity academic certificate will be able to employ information technology and cybersecurity knowledge and skills to protect organizational assets in support of the organization’s goals and strategies. Students will learn to balance continuity and change in the development, implementation, and evaluation of cybersecurity programs and solution. The Cybersecurity certificate consists of 6 courses:

Program Requirements

Foundation Courses

IT 501	IT SYSTEMS ANALYSIS	3
IT 565	FUND OF CYBER SECURITY	3

Certificate Courses

IT 505	GOVERNANCE, RISK & COMPLIANCE	3
IT 510	CYBERSECURITY STRAT & TACTICS	3
IT 511	THREATS, VUL, CTRLS & CM	3
IT 512	INTEL, ANLYS TOOLS & TECH	3

Graduation Requirements

Students must complete the prescribed requirements to graduate with a graduate certificate from Walsh.

- Complete the program of study within a period of 48 calendar months (four years) from the initial date of course enrollment (as designated by the first semester attended on the student’s Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official application for graduation form with the Records and Registration,

office. Students can make an appointment with an academic advisor to review graduation requirements.

- Earn a minimum 12 graduate semester credit hours, which may include up to a maximum of 3 semester credit hours of advanced standing, therefore requiring 9 semester credit hours in residence in the Cybersecurity certificate program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the graduate certificate requirements at Walsh.

Global Project and Program Management Certificate

Program Overview

The Global Project and Program Management academic certificate is designed to prepare project and program managers to become leaders. Upon completion, students will be prepared to employ a variety of disciplined and agile project management tools and techniques to guide projects and programs for maximum benefit to their organization. Students will integrate, coordinate, and balance resources to achieve project goals and meet project schedule, quality, risk and financial constraints. The Global Project and Program Management certificate consists of 5 courses:

Program Requirements

Global Project and Program Management Courses

IT 551	PROJECT MGT FUNDAMENTALS	3
IT 552	PROJ, PROGRAM & PORTFOLIO MGT	3
IT 553	PRODUCT, PROGRAM AND PORT MGT	3
IT 554	AGILE PROJECT MANAGEMENT	3
IT 555	GLOBAL PROJECT LEADERSHIP	3

Graduation Requirements

Students must complete the prescribed requirements to graduate with a graduate certificate from Walsh.

- Complete the program of study within a period of 48 calendar months (four years) from the initial date of course enrollment (as designated by the first semester attended on the student’s Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official application for graduation form with the Records and Registration, office. Students can make an appointment with an academic advisor to review graduation requirements.
- Earn a minimum 15 graduate semester credit hours, which may include up to a maximum of 6 semester credit hours of advanced standing, therefore requiring 9 semester credit hours in residence in the Global Project and Program Management certificate program.
- Earn a grade of “C” (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of “B” (3.000) or better within the graduate certificate requirements at Walsh.

Human Resource Management Certificate

Program Overview

This certificate program is helpful for human resources professionals seeking to stay relevant in their field, to expand their skills, or to enhance their previous degree. The HR Management certificate can prepare you for the Society for Human Resource Management certification.

The Human Resource Management certificate consists of 4 courses:

Program Requirements

Certificate Courses

MGT 555	GLOBAL HUMAN RESOURCES MGT	3
MGT 557	LABOR RELATIONS	3
MGT 558	MANAGING EMPLOYEE DEV & TRNG	3
MGT 559	MANAGING TOTAL COMP	3

Graduation Requirements

Students must complete the prescribed requirements to graduate with a graduate certificate from Walsh.

- Complete the program of study within a period of 48 calendar months (four years) from the initial date of course enrollment (as designated by the first semester attended on the student's Walsh transcript). Extensions to this time requirement will only be granted upon review of the request by the chief academic officer or designee.
- Students preparing for graduation must file an official application for graduation form with the Records and Registration, office. Students can make an appointment with an academic advisor to review graduation requirements.
- Earn a minimum 12 graduate semester credit hours, which may include up to a maximum of 3 semester credit hours of advanced standing, therefore requiring 9 semester credit hours in residence in the Human Resource Management certificate program.
- Earn a grade of "C" (2.000) or better in each course counted towards graduation.
- Achieve a cumulative grade point average of "B" (3.000) or better within the graduate certificate requirements at Walsh.

Doctoral Degree Program

Doctor of Management (DM)*

Program Overview

Introduction

The Doctor of Management (DM) is a professional doctoral degree program, advancing knowledge through theory and applied research and shaping candidates to effectively lead and manage contemporary organizations. The goal of the program is to develop scholar practitioners and is an intensive, part-time program, with a mix of on campus and online coursework, designed for working professionals. DM graduates may seek careers as business leaders, consultants, or business educators.

DM Program

The DM core courses are designed to provide an in-depth study of the issues associated with leadership, executive decision-making, and the management of people and processes in an environment of global change. The program is 60 semester hours. After 48 hours of concentrated coursework, DM students be required to take and pass a qualifying exam. Upon successful completion of that examination process, students will begin the 12-semester hour dissertation process.

Program Time Limits and Residency Requirements

All students enrolled in the program must successfully complete all coursework and comprehensive qualifying examinations within a maximum of six years (72 months) after commencing the program. The Program Director and/or Program Committee will review any exceptions beyond the stated criteria.

All students are required to attend all of the Residency sessions. Failure to attend a scheduled Residency will result in a pause in the student's academic progress until that particular Residency session is offered again and is successfully completed.

DM Student Handbook

Admitted students will receive a handbook containing other information pertinent to the DM Program.

For doctoral students, the DM Student Handbook, covering course and grading policies, academic progress structures, comprehensive examination requirements, program governance and student compliance details as well as the dissertation specifications, serves as additional program specific guidance and governance for DM students.

DM Program Requirements

Management Core Courses

MGT 700	DOCTORAL STUDIES SEMINAR	3
MGT 707	EVOL OF LDRSP & HUMAN BEH ORG	3
MGT 718	DESIGN & LDRSP THEORY IN COMP	3
MGT 722	SEM IN MANAGING ORG DEV & CHG	3
MGT 726	ADVC TOP ORG KNWL CREAT & DIS	3
MGT 739	INNOVATION MGT & AGILE ORG SY	3
MGT 743	MKT STRAT, STRUCTURES & SYS	3
MGT 748	FIN & ECN MODEL ANALYSIS	3
MGT 753	STRAT PERSP IN THE 21ST CENT	3

Research and Methods Courses

MGT 711	RESEARCH METHODS - INTRODUCTION	3
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MGT 712	& SCOPE EXPLORATORY & QUALITATIVE METHODS	3
MGT 713	QUANT METH I DATA MGT & DESC APPROACHES	3
MGT 714	QUANT METH II EXPER & STAT APPROACHES	3
Residency Courses		
MGT 758	RES #2 - METHODOLOGICAL SYNTH	3
MGT 759	RES #3 - DISS TOP POSTER PRES	3
Dissertation Courses		
MGT 796	DISSERTATION I	3
MGT 797	DISSERTATION II	3
MGT 798	DISSERTATION III	3
MGT 799	DISSERTATION IV	3
MGT 800	DISSERTATION V	3

*ACBSP requires new programs to be in place for two years and have graduates from the program before it will be reviewed for accreditation

Courses

ACC - Accounting

ACC 100** - SMALL BUSINESS ACCOUNTING

ACC 300 - FINANCIAL ACCOUNTING (3)

This fundamental accounting course is designed to enable the student to prepare, evaluate, and use accounting data. The mechanics of financial accounting and the overall effect of accounting procedures on published financial statements are examined in detail.

Distribution: ACCOUNTING. Prerequisite: None. Cannot be used for credit after completing ACC 201 and ACC 202.

ACC 301 - INTERMEDIATE ACCOUNTING I (3)

This course is an examination of the intermediate level of problems in the definition and valuation of assets, liabilities, and the determination of net income. Topics include a thorough study of the income statement and balance sheet, present value concepts, current assets, fixed assets, and impairments.

Distribution: ACCOUNTING. Prerequisite: ACC 202 or ACC 300.

ACC 302 - INTERMEDIATE ACCOUNTING II (3)

This course is a continuation of the intermediate level of accounting. Topics include current liabilities, bonds payable, equities, treasury stock, earnings per share, construction accounting, leases, postretirement benefits, and tax allocation.

Distribution: ACCOUNTING. Prerequisite: ACC 301.

ACC 303 - FINANCIAL ACCOUNTING CONCEPTS (3)

This course includes a thorough coverage of key fundamental and intermediate accounting topics, developing related skills needed to succeed in advanced accounting courses. Specific topics include error analysis, prospective and retrospective changes, financial statement relationships, investments, the statement of cash flows, and IFRS.

Distribution: ACCOUNTING. Prerequisite: ACC 301.

ACC 310 - MANAGERIAL ACCOUNTING (3)

This course provides a basic technical understanding of managerial accounting topics with an emphasis on the uses of accounting data by managers. Topics include unit cost determination, cost-volume-profit analysis, direct costing, variance analysis, and budgeting.

Distribution: ACCOUNTING. Prerequisite: ACC 202 or ACC 300.

ACC 406 - ACCOUNTING INFO SYSTEMS (3)

This course examines a basic accounting and internal control system, using a hands-on approach to record transactions resulting in a complete financial statement package. It includes exposure to both manually prepared and computer-generated accounting information, utilizing accounting software packages and spreadsheet applications.

Distribution: ACCOUNTING. Prerequisite: ACC 301.

ACC 411 - BUSINESS COMBINATIONS (3)

This course focuses on the theories of advanced accounting for investments and parent- subsidiary relationships. Students learn to apply appropriate accounting procedures and prepare spreadsheets for consolidated corporate entities.

Distribution: ACCOUNTING. Prerequisite: ACC 302 and ACC 303.

ACC 412 - GOV'T & NOT-FOR-PROFIT ACC (3)

This course examines fund accounting and the reporting for state and local government units, hospitals, colleges, and other not-for-profit organizations.

Distribution: ACCOUNTING. Prerequisite: ACC 302 and ACC 303.

ACC 415 - AUDITING (3)

This course examines the principles and procedures of the auditing function, focusing on the specific techniques employed by Certified Public Accounting firms. Major emphasis is placed on preparing the student for the Auditing section of the Uniform CPA Exam. Topics include audit ethics, audit documentation, internal controls, statistical sampling, examination of evidence, and audit reports.

Distribution: ACCOUNTING. Prerequisite: ACC 302, ACC 303 and ACC 406.

ACC 418 - ACCOUNTING COMMUNICATIONS (3)

This course focuses on the development of both oral and written communication skills necessary to be effective in an accounting career. Topics include professional grammar, sentence structure, word usage, and written communication formats. Requirements include an accounting topic presentation.

Distribution: ACCOUNTING. Prerequisite: COM 320.

ACC 419 - ADVANCED MANAGERIAL ACC (3)

This course examines cost accounting and the internal accounting procedures and concepts used in the decision-making process. Topics include process costing, job costing, budgeting, standard costing, differential cost analysis, variable costing, variance analysis, activity-based costing, and capital budgeting.

Distribution: ACCOUNTING. Prerequisite: ACC 302 or ACC 303 and ACC 310.

ACC 480 - SEMINAR IN ACCT SYSTEMS (1)

A one-credit seminar offered to guest students or non-degree undergraduate students only. This course is designed to meet the accounting systems requirements for the Uniform CPA Exam as set by the Michigan State Board of Accountancy. Credit is earned by completion of readings, objective questions, and essay questions relating to accounting systems.

Distribution: ACCOUNTING. Prerequisite: None.

ACC 483 - DIRECTED STUDY IN ACCOUNTING (3)

These courses provide students with an opportunity to investigate an accounting topic not otherwise studied in their curriculum. Requests for a directed study must be initiated through the Admissions and Academic Advising office and are granted only in unique circumstances. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: ACCOUNTING. Prerequisite: Students must have written permission of the department chair.

ACC 488 - ACCOUNTING INTERNSHIP (3)

This elective course gives students who have secured accounting or tax internships the opportunity to earn credit. The student must be employed in a part-time or full-time accounting/tax internship position for approximately 11 weeks. The student will maintain a written weekly log for all duties performed and will submit a formal report on the internship experience, submit an employer prepared performance review, and complete a project requiring research into an SEC corporation. An accounting/tax internship can only be used as elective credit. Requests for an internship must be initiated through the Admissions and Academic Advising office. No more than 6 credits are allowed in directed study, practicum, and/or internship courses toward

graduation requirements.

Distribution: ACCOUNTING. Prerequisite: ACC 301; Students must have written permission of the department chair and a cumulative GPA of 3.250.

ACC 494 - ACCOUNTING PRACTICUM (3)

This elective course gives students who have secured accounting or tax internships the opportunity to earn credit. The student must be employed in a part-time or full-time accounting/tax position. A written weekly log detailing responsibilities and achievements is required, as well as a report summarizing learning outcomes. Evidence of employer supervision, supported by an appraisal from supervisor(s), is required to complete the course requirements. An accounting/tax internship can only be used as elective credit. Requests for an internship must be initiated through the Admissions and Academic Advising office. No more than 6 credits are allowed in directed study, practicum, and/or internship courses toward graduation requirements.

Distribution: ACCOUNTING. Prerequisite: ACC 301; Students must have written permission of the department chair and a cumulative GPA of 3.250.

ACC 500 - FINANCIAL ACCOUNTING (3)

The course offers thorough coverage of the basic financial accounting concepts and standards to result in the compilation of accrual-basis financial statements, including proper disclosures according to Generally Accepted Accounting Principles. Specific topics include current and noncurrent assets and liabilities, as well as contributed capital and retained earnings. Development and analysis of the income statement, balance sheet, and statement of cash flows are expected.

Distribution: ACCOUNTING. Prerequisite: MGT 502 (may be taken concurrently).

ACC 501 - INTERMEDIATE ACCOUNTING I (3)

The first of three Intermediate Financial Accounting courses introduces the accrual basis of accounting, applying appropriate principles for measuring and reporting financial information on the income statement and balance sheet. Emphasis is on capitalization of assets, present value and future value computations, and impairment of noncurrent and intangible assets. Additional topics include discontinued operations and depletion of natural resources.

Distribution: ACCOUNTING. Prerequisite: ACC 500.

ACC 502 - INTERMEDIATE ACCOUNTING II (3)

The second of three Intermediate Financial Accounting courses focuses on current and noncurrent liabilities, revenue recognition, contributed capital, retained earnings, employee pensions, both operating and finance leases, net operating loss carryforwards, and applicable pronouncements by the Financial Accounting Standards Board.

Distribution: ACCOUNTING. Prerequisite: ACC 501.

ACC 503 - FINANCIAL ACCOUNTING CONCEPTS (3)

In the third Intermediate Financial Accounting course, critical analysis of the statement of cash flows is expected, resulting in the understanding of the inter-relationships among the income statement, balance sheet, and statement of stockholders' equity. Prospective and retroactive accounting errors combine with prior period adjustments to complete the coverage of financial statement disclosures. Additional topics include subsequent events, operating segments, interim financial statements, and related party transactions.

Distribution: ACCOUNTING. Prerequisite: MAC: ACC 501; MAC.W: None.

ACC 505 - MANAGERIAL ACCOUNTING (3)

This course is a basic study of cost, managerial accounting, and the internal accounting concepts and procedures used in the decision-making process. Students apply planning and control techniques to achieve various objectives. Students also discuss activity-based costing, job costing, process costing, and differential cost analysis.

Distribution: ACCOUNTING. Prerequisite: ACC 508.

ACC 506 - ACCOUNTING INFO SYSTEMS (3)

This course examines a basic accounting and internal control system, using a hands-on approach to record transactions resulting in a complete financial statement package. It includes exposure to both manually prepared and computer-generated accounting information, utilizing accounting software packages and spreadsheet applications.

Distribution: ACCOUNTING. Prerequisite: ACC 501.

ACC 508 - INTRODUCTION TO ACCOUNTING (3)

This course is an introduction to the preparation and analysis of financial statements. The basic principles of accounting will be emphasized. Specific topics include: the accounting cycle, general purpose financial statements and accounting for assets, liabilities, equity, revenue and expenses.

Distribution: ACCOUNTING. Prerequisite: None.

ACC 510 - FINANCIAL AND MANAGERIAL ACC (3)

This course is an introduction to the financial and managerial accounting principles that are necessary for executive success. Specific topics include the primary financial statements, revenue and expense recognition, accounting procedures, product costing, and data-driven decision making.

Distribution: ACCOUNTING. Prerequisite: MGT 502 (may be taken concurrently).

ACC 511 - BUSINESS COMBINATIONS (3)

This course focuses on the theories of advanced accounting for investments and parent- subsidiary relationships. Students learn to apply appropriate accounting procedures and prepare spreadsheets for consolidated corporate entities.

Distribution: ACCOUNTING. Prerequisite: MAC: ACC 502 and ACC 503; MAC.W: ACC 503; UG: ACC 302 and ACC 303.

ACC 512 - GOV'T & NOT-FOR-PROFIT ACC (3)

This course examines fund accounting and the reporting for state and local government units, hospitals, colleges, and other not-for-profit organizations.

Distribution: ACCOUNTING. Prerequisite: MAC: ACC 502 and ACC 503; MAC.W: ACC 503; UG: ACC 302 and ACC 303.

ACC 513 - ACCOUNTING PRACTICES (3)

This course introduces the basic concepts of financial accounting. Several important concepts will be covered in detail: the accounting cycle, short-term and long-term assets and liabilities, revenue and expense recognition and equity. Emphasis will be placed on the understanding of the four basic financial statements - the income statement, balance sheet, the statement of cash flows, and the owner's equity statement. Upon completion, students will be able to analyze, summarize, and interpret financial data and implement data-driven decision making.

Distribution: ACCOUNTING. Prerequisite: COM 525, MGT 502 and MGT 503.

ACC 515 - AUDITING (3)

This course provides a carefully balanced presentation of audit theory and practice. Special attention is paid to the nature of professional conduct, audit evidence, audit planning, internal controls, audit sampling, and reports and procedures for audited financial statements, compilations, and reviews. Included is coverage of pronouncements from both the Auditing Standards Board and the PCAOB. Emphasis is placed on auditing financial statements using a risk-based approach.

Distribution: ACCOUNTING. Prerequisite: MAC: ACC 502, ACC 503, 506 and COM 510; MAC.W: ACC 503 and COM 510; UG: ACC 302, ACC 303, ACC 406 and ACC 418 or COM 340.

ACC 519 - ADVANCED MANAGERIAL ACC (3)

This course examines cost accounting and the internal accounting procedures and concepts used in the decision-making process. Topics include process costing, job costing, budgeting, standard costing, differential cost analysis, variable costing, variance analysis, activity-based costing, and capital budgeting.

Distribution: ACCOUNTING. Prerequisite: ACC 502 or ACC 503.

ACC 520 - INTERNATIONAL ACCOUNTING (3)

Students will prepare accounting-related research papers and apply accounting principles to specific case studies regarding International Financial Reporting Standards. Research will be primarily web-based.

Distribution: ACCOUNTING. Prerequisite: ACC 503 and ACC 518 (ACC 518 may be taken concurrently).

ACC 550 - ADVANCED AUDITING (3)

A continuation of the review of audit principles and techniques introduced in Auditing, including performing a simulated audit. Forensic accounting, Sarbanes-Oxley requirements, and SEC regulations are additional topics.

Distribution: ACCOUNTING. Prerequisite: ACC 515.

ACC 564 - DATA ANALYTICS FOR ACC (3)

Analysis of data as it pertains to Accounting professionals. The focus will be on analytic techniques for decision making and examination of "big data" involving accounting information. The course will include discussion and application of the technical aspects of data acquisition, cleansing and loading into data warehouse structures. Hands-on experience to develop skills with select software tools used in data analytics for accounting professionals.

Distribution: ACCOUNTING. Prerequisite: IT 542.

ACC 565 - DATA ANALYTICS CAPSTONE (3)

The Capstone/Practicum Project provides the opportunity for integrating program learning within a project framework. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at the end of the semester.

Distribution: ACCOUNTING. Prerequisite: ACC 564.

ACC 570 - FORENSIC & INVESTIGATIVE ACC (3)

This course provides an overview of the nature, elements and scope of modern forensic and investigative accounting. Topics include fraud assessment and detection, fraud auditing, litigation support, valuation, cybercrime and other key forensic topics. Students will also solve case studies that require practical application of the investigative techniques covered in the course.

Distribution: ACCOUNTING. Prerequisite: MAC: ACC*502 and ACC*503; MAC.W: ACC*503.

ACC 574 - INDUSTRY ACC & AUDITING (3)

A review of several types of industries, accounting topics and the related accounting principles and auditing procedures. Topics will vary each semester; they could include accounting and auditing for school systems, retailers, casinos, manufacturers, pension plans, county government, construction contracts, variable interest entities, IT security, and compilation and reviews.

Distribution: ACCOUNTING. Prerequisite: ACC 511, ACC 512, and ACC 515.

ACC 577 - PAYROLL AND EMPLOYEE BENEFITS (3)

This course is designed to introduce and develop a working understanding of accounting for payroll, payroll-related liabilities,

payroll taxes and employee benefits.

Distribution: ACCOUNTING. Prerequisite: MAC: ACC 501; MAC.W: None.

ACC 578 - ACCOUNTING FOR INCOME TAXES (3)

This course is a systematic study of the basic concepts of tax accounting. At the end of the course, the student will have achieved a substantial technical knowledge of the application of FASB ASC Topic 740, including ASC Topic 740-10.

Distribution: ACCOUNTING. Prerequisite: MAC and MAC.W: ACC 501, ACC 502, TAX 595, and TAX 596; MST: TAX 510.

ACC 580 - BUSINESS LAW FOR ACCOUNTANTS (3)

This course is a comprehensive overview of key business law concepts including business organizations, agency, sales and leases, contracts, negotiable instruments, creditor rights and bankruptcy, property, secured transactions and related topics. The focus of this course is to be practical for all business students as well as to allow accountants preparing for the CPA exam to learn/refresh their knowledge on areas covered on the exam.

Distribution: ACCOUNTING. Prerequisite: MGT 502 (may be taken concurrently).

ACC 583 - DIRECTED STUDY IN ACCOUNTING (3)

These courses provide students with an opportunity to investigate an accounting topic not otherwise studied in their curriculum. A directed study will earn general elective credit. Requests for a directed study must be initiated through the Admissions and Academic Advising office and are granted only in unique circumstances. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: ACCOUNTING. Prerequisite: Students must have written permission of the department chair.

ACC 588 - ACCOUNTING INTERNSHIP (3)

For this elective course, the student must secure an internship opportunity in the field of accounting or tax. The duration of the internship must be at least the duration of the semester in which the student is enrolled. The course includes periodic reports detailing both the tasks completed by the student and the learning outcomes addressed by the tasks. Contributions by the intern are evaluated by employer supervisors and reported to the instructor, with additional communication if necessary. Student provides analysis of an SEC corporation, based on review of financial statements, related footnotes, and supplementary information required in the 10-K.

Distribution: ACCOUNTING. Prerequisite: ACC 501; Students must have written permission of the department chair and a cumulative GPA of 3.250.

ACC 594 - ACCOUNTING PRACTICUM (3)

For this elective course, either part-time or full-time employment is evaluated by the College to determine if the employment is appropriate for the student to earn credit for practical experience. The student must then continue in the accounting/tax position for the duration of the semester in which enrolled. Bi-weekly reports are submitted by the student to the instructor, emphasizing achievement of learning objectives. Students are assigned a public corporation and required to submit detailed answers to questions based on the financial reporting requirements of the Financial Accounting Standards Board and the Public Company Accounting Oversight Board.

Distribution: ACCOUNTING. Prerequisite: ACC 501; Students must have written permission of the department chair and a cumulative GPA of 3.250.

BL - Business Law

BL 301 - BUSINESS LAW I (3)

This course is a study of legal rights and the resolution of legal disputes. Students study the legal process and courts, contracts, sales, agency, property and property rights, and trusts and estates.

Distribution: BUSINESS LAW. Prerequisite: None.

BL 302 - BUSINESS LAW II (3)

This course is a continuation of BL 301 (Business Law I). Students study partnerships, corporations, limited liability companies, negotiable instruments, secured transactions, government regulation law, bankruptcy, and the legal liability of accountants.

Distribution: BUSINESS LAW. Prerequisite: BL 301.

BL 420 - THE LEGAL ENVIRONMENT OF BUS (3)

This course is a survey of the legal environment in which contemporary business is conducted.

Distribution: BUSINESS LAW. Prerequisite: None. May not be taken for credit after completion of BL 302.

BL 515 - BUSINESS LAW AND ETHICS (3)

This course is a survey of the ethical and legal environment of business. Students are provided with a basic and practical understanding of American and international law in such a way as to assist them in meeting the challenges of day-to-day legal and ethical decision making in a rapidly changing business climate. Students will discuss and explain the basics of modern contract law (E-contracts included), internet law and social media, in addition to identifying and evaluating business and employment relationships, aspects of property law and commercial transactions. Comparing aspects and advantages of various business organizations is included. Students will also learn and evaluate current national and international perspectives from the online "Global Business Ethics Watch" and will participate in class and related group projects to enhance the practical, learning experience of this course.

Distribution: BUSINESS LAW. Prerequisite: COM 525, MGT 502 and MGT 503.

COM - Communications

COM 210 - PRINCIPLES OF BUS COM (3)

This course is an examination of business communications with emphasis on further development of written communication skills. Students review topics such as grammar, style, tone, and organization to write effective messages in various formats including e-mail, memos, letters, and other business documents. Students will assess nonverbal communication and public speaking strategies.

Distribution: COMMUNICATIONS. Prerequisite: None; Students are required to complete this course within their first 6 semester credit hours in residence at Walsh.

COM 300* - COMMUNICATION ESSENTIALS (1)

This course provides students an opportunity to develop their written communication skills at a professional level necessary in today's workplaces. Emphasis is on the fundamentals of writing using precise language, correct grammar and punctuation, and appropriate style. Students will compose written messages that are clear, concise, free of mechanical errors, and displaying organization of thoughts based on a synthesis of information. Students will build skills to evaluate, revise and edit their own writing.

Distribution: COMMUNICATIONS. Prerequisite: Placement into this course is determined by results of the communication Placement Exam and COM 210. Cannot be taken after successful completion of COM 320.

COM 320 - BUSINESS COM METHODS (3)

This course continues to develop the student's use of organizational and critical thinking in all communication situations. Emphasis is on research, writing and public speaking. This course provides a forum in which students practice writing business correspondences and reports, carry out library research, solve on-the-job communication problems, and communicate solutions effectively and ethically. The teaching strategy includes specific feedback on written and oral presentations, in-class projects, and a group presentation.

Distribution: COMMUNICATIONS. Prerequisite: COM 300 or a passing score on the Communication Placement Exam and COM 210. Students are required to complete this course within their first 9 semester credit hours in residence at Walsh.

COM 340 - PROFESSIONAL COMMUNICATION (3)

Students will direct their research and problem-solving skills toward specific business-related issues. Other topics covered include, but are not limited to, APA citation style, business report writing, cross-cultural communications, career development, new technologies, group dynamics, ethical communication, nonverbal communication, and multi-media presentations. Emphasis is on a team project, which requires research, writing, and professional presentations.

Distribution: COMMUNICATIONS. Prerequisite: COM 320; Students are required to complete this course within their first 15 semester credit hours in residence at Walsh.

COM 510 - LEADERSHIP COMMUNICATION (3)

Strong communication skills -- written, oral, nonverbal, and interpersonal -- are crucially important for professional success. This class will focus the development of a portfolio of professional business skills and career management to enhance advancement potential and business success. Self-awareness and audience analysis will be explored as a means to enhance emotional intelligence, grow business relationships, achieve consensus, and build professional credibility. Through executive coaching activities, written assignments, and oral presentations, students will increase their proficiency in a wide range of business communications required of successful leaders. In addition, through experiential learning, students will explore ways to improve their social and cultural awareness by discussing best practices, professional networking and workplace protocol to enhance their ability to navigate through the world. In addition to the formal course feedback, peer evaluations will be used to

Distribution: COMMUNICATIONS. Prerequisite: None.

COM 525 - APPLIED ORGANIZATIONAL COM (3)

This course explores the role of communication in organizations. Students will advance their oral and written communication skills to engage internal and external audiences. The complexities of different audiences and channels will be explored with attention to the different expectations for formal and informal communication, culture, new media, virtual communication and presentations, and interpersonal relationships. Communication processes to effectively provide performance feedback, maximize team performance, manage meetings, promote strategy and manage reputation will be examined. Students will apply relevant persuasive communication theories to enhance personal credibility, resolve conflict, achieve consensus, navigate change, and manage organizational crisis.

Distribution: COMMUNICATIONS. Prerequisite: MGT 502 (may be taken concurrently).

ECN - Economics**ECN 201** - PRINCIPLES OF ECONOMICS I (3)**

This course is an introduction to the study of macroeconomics, with development of the structure and basic operations of a dynamic economic system. Students collectively study the influence and impact of the consumer, business, and government on the American economic system. Students review the cause-and-effect relationships of aggregate economic analyses and monetary and fiscal policy as they relate to the current developments in the economy.

Prerequisite: None.

ECN 202 - PRINCIPLES OF ECONOMICS II (3)**

This course is an introduction to the study of microeconomics, focusing on the development of the price system. Students study pure competition, monopolistic competition, oligopoly, monopoly, and government intervention strategies. Students also review the distribution share of wages, rent, interest, and profits. Also reviewed are multinational economics and financial implications in developed and underdeveloped countries.

Prerequisite: ECN 201.

ECN 405 - MANAGERIAL ECONOMICS (3)

This course applies to microeconomics and macroeconomics theory and economic models to solving real world business problems. The topics covered include demand, supply and equilibrium prices, production and cost analysis, market structure and its effects on product pricing strategies, role of money in macro economy, risk analysis, managerial decision-making in a global economy, and the role of government in business.

Distribution: ECONOMICS. Prerequisite: ECN 201, ECN 202.

ECN 600 - FOUNDATIONS OF ECN ANALYSIS (3)

This course is an accelerated inquiry into micro and macroeconomics concepts, theories and policies. Students discuss microeconomic topics including supply, demand, and markets. Students will also review macroeconomics topics such as money, financial markets, business cycles, monetary and fiscal policy. Students will be introduced to the global economy of trade, balance of payments, protectionism and exchange rates.

Distribution: ECONOMICS. Prerequisite: None.

ECN 601 - MANAGERIAL ECONOMICS (3)

This course applies microeconomic and macroeconomic theory and economic models to solving real-world business problems. The topics covered include demand, supply and equilibrium prices, production and cost analysis, market structure and its effects on product pricing strategies, the role of money in macro economy, risk analysis, managerial decision-making in a global economy, and the role of government in business.

Distribution: ECONOMICS. Prerequisite: ECN 600.

ECN 602 - GLOBAL ECONOMICS (3)

This course examines the history and many facets of the global economy. Students study the key economic concepts and theories that influence global movements and impacts of trade, money, and exchange rates on domestic and international markets. Students also analyze and compare regional economies, the influence of trade blocs, and compare economic systems on incentives and productivity of individuals and nations.

Distribution: ECONOMICS. Prerequisite: ECN 600.

ECN 610 - APPLIED ECONOMICS (3)

This course will introduce students to the use of data analytics. They will identify credible sources of information, categorize the data, apply analytical tools to the data in order to generate deeper understandings, and demonstrate use of the analyzed data towards answering business questions and challenges. The course will extensively use case studies in order to familiarize students with the process of using data analytics to generate and interpret information in order to make effective and well-reasoned business decisions.

Distribution: ECONOMICS. Prerequisite: MGT 502 (may be taken concurrently).

ECN 670 - SEM IN ECN TOPICS & ISSUES (3)

This course provides an in-depth coverage of selected topics in the field of economics that are unique, relevant and are presented by qualified subject matter expert faculty.

Distribution: ECONOMICS. Prerequisite: MGT 502 (may be taken concurrently).

ENG-English

ENG 100 - ENGLISH COMPOSITION**

FIN - Finance

FIN 310 - FINANCIAL MARKETS (3)

This course provides an overview of financial market operations and institutions, enabling students to understand and critically assess a broad array of economic and financial information. The course explores the flow of funds from lenders to borrowers, emphasizing the role of financial intermediaries, investment banks, and securities firms. Money and capital markets are analyzed, along with financial securities offered in each. The relationship between loan-able funds and interest rates will also be considered. An extensive analysis will be made of the structure and goals of the Federal Reserve System, including monetary policy goals and open market operations. The course concludes with an investigation of foreign exchange markets, floating exchange rates, and the role played by multilateral financial organizations in the global economy.

Distribution: FINANCE. Prerequisite: ECN 202.

FIN 315 - FINANCIAL MANAGEMENT (3)

This course provides an overview of the nature and scope of the financial management of the firm in reference to its analysis, planning, and decision-making functions. Topics include financial analysis and planning; working capital management; cost of capital and capital budgeting; stock and bond valuation; and both short and long-term financing. Students will make extensive use of a financial calculator for analysis and problem-solving.

Distribution: FINANCE. Prerequisite: ACC 202 or ACC 300.

FIN 321 - RISK MANAGEMENT & INSURANCE (3)

This course is designed as an overview of the insurance business, including property and liability insurance contracts and risk typically covered by these contracts. In addition, the principle techniques in the risk management process as practiced in business as well as life, health and employee benefit programs are also discussed.

Distribution: FINANCE. Prerequisite: ECN 202.

FIN 401 - PERSONAL FINANCE (3)

An introduction to the principles of personal finance and the logic that drives these principles. Topics covered include: measuring your financial health, tax planning, cash and debt management, consumer financing, risk management, investment management, retirement and estate planning. Students will gain an understanding of the concepts, tools, and resources required to create their own personalized financial plan, along with opportunities to apply these same concepts to a variety of other personal profiles via case studies.

Distribution: FINANCE. Prerequisite: FIN 315.

FIN 403 - INVESTMENT MANAGEMENT (3)

This course analyzes the savings/investment process in the economy characterized by institutional and individual investors. An appraisal of the relative values and importance of various financial assets and kinds of investments are considered. The course explores procedures for locating sources of investment information and the expertise to properly analyze this information. The role of government in the investment-making function is discussed, as to its impact on the outcome of investment decisions.

Distribution: FINANCE. Prerequisite: FIN 310 and FIN 315.

FIN 406 - FINANCIAL STATEMENT ANALYSIS (3)

This course provides an overview of financial accounting at the intermediate level. Students analyze the balance sheet, income statement, and statement of cash flows. Students also evaluate a company's financial position from the commercial lender, professional investor, and managerial points of view.

Distribution: FINANCE. Prerequisite: FIN 315.

FIN 407 - ENTREPRENEURIAL FINANCE (3)

This course examines the particular circumstances faced by owners or managers of small businesses. Most corporate finance courses approach the subject from the perspective of the large publicly-traded corporation - covering such subjects as external capital from bonds issues, sale of preferred and common stock to the public, public company reporting requirements, etc. The person who owns and/or runs a small business wears many hats and faces issues often very different from those arising in a large publicly traded corporation.

Distribution: FINANCE. Prerequisite: FIN 315.

FIN 412 - INTERNATIONAL ECN & FIN (3)

This course is a study of the organizational structure of international economics and finance. Topics include international trade policy; payment methods; foreign exchange markets; investment centers; transfer pricing; sources and use of funds; capital structures; and dividend remittances. Students will review these topics while evaluating the balance of trade, balance of payments and gold flows. Inquiries on the operation of international agencies, United States agencies, and the Eurodollar market are also explored.

Distribution: FINANCE. Prerequisite: FIN 310 and FIN 315.

FIN 419 - FINANCIAL HISTORY OF THE US (3)

This course is an examination into the financial history of the United States from its founding to the present day. Special emphasis will be placed on the country's institutions, including Wall Street, banking, and manufacturing as well as the entrepreneurs that shaped the financial system of the United States.

Distribution: FINANCE. Prerequisite: None.

FIN 420 - REAL ESTATE PRINCIPLES (3)

This course introduces students to real estate and its related business issues. The primary focus is upon general principles and in particular issues that impact residential real estate. Particular emphasis is placed on legal issues relating to real estate, underwriting and financing residential transactions, consumer rights and obligations, and career opportunities within the field.

Distribution: FINANCE. Prerequisite: FIN 315.

FIN 425 - FINANCIAL MODELING (3)

This course provides an opportunity for undergraduate finance majors to develop practical financial modeling skills using computer software applications. Students will construct and utilize a variety of spreadsheets emphasizing specific, real-world problem solving. Financial modeling will be used for financial forecasting, sensitivity and simulation analysis, building pro forma financial statements, ratio analysis, breakeven analysis, debt and equity valuation, calculating the cost of capital, analyzing projects using discounted cash flow techniques, and capital budgeting. It is anticipated that students will be able to adapt these models to meet the needs of the workplace.

Distribution: FINANCE. Prerequisite: FIN 406 and QM 301, FIN 403 (FIN 403 recommended).

FIN 460 - FUND. OF FINANCIAL FRAUD (3)

This course provides an overview of the nature, elements and scope of financial fraud. Topics include the various types of fraud, the anatomy of typical "fraudsters", the red flags of financial fraud, the prevention of fraud, and the techniques and tools

used to detect fraud in organizations. Students will also solve case studies that relate to contemporary issues in financial fraud (including its assessment, prevention and detection).

Distribution: FINANCE. Prerequisite: ACC 202 or ACC 303 and FIN 315.

FIN 483 - DIRECTED STUDY IN FINANCE (3)

This course is designed to allow the student an opportunity to investigate a financial topic not otherwise studied in the curriculum. The directed study can be approved for one, two or three semester hours of credit pending approval by the program director or the department chair. Students must initiate the request to pursue a directed study in finance through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: FINANCE. Prerequisite: Students must have written permission of the department chair.

FIN 488 - FINANCIAL INTERNSHIP (3)

This course provides students with an opportunity to further develop their practical knowledge and skills in the financial industry. The student must be employed in a part-time or full-time finance position. Students will be required to prepare a comprehensive written report; maintain a daily activity log, and submit a supervisor/intern evaluation of the learning process.

Distribution: FINANCE. Prerequisite: FIN 310 and FIN 315; Students must have written permission of the department chair and have a minimum cumulative GPA of 3.000.

FIN 500 - PRINCIPLES OF FINANCE (3)

This course exposes students to the foundational principles that apply to all of the core applications of finance. Students will be introduced to these concepts and will utilize case studies and other examples to demonstrate how these principles are applied in real world situations.

Distribution: FINANCE. Prerequisite: MGT 502 (may be taken concurrently).

FIN 516 - FIN BUDGETING & FORECASTING (3)

This course is an overview of the principles of financial management providing students with the skills needed to make effective financial decisions. It will also provide an understanding of the techniques of financial analysis used in business to evaluate the productivity of corporate assets, capital structure, and to select among competing sources of funds. Introduction to the problems facing financial managers with emphasis on developing competence in the techniques available in financial decision-making. Course content includes time value of money techniques applied to various business and personal financial situations, various techniques to evaluate investments in capital assets, creating and using budgets and forecasts, forms of business entities, working capital management, funding a new business, and financial aspects of a business plan.

Distribution: FINANCE. Prerequisite: ACC 513.

FIN 583 - DIR STUDY IN FINANCE (3)

This course is designed to allow the student an opportunity to investigate a financial topic not otherwise studied in their curriculum. The directed study can be approved for one, two or three semester hours of credit. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: FINANCE. Prerequisite: Students must have written permission of the department chair.

FIN 610 - FOUNDATIONS OF FIN ANALYSIS (3)

This course will explore foundational concepts that are applied in the world of finance. Students will be introduced to time value of money concepts. They will also learn how to find and assess financial information. Students will be also introduced to valuation principles that are used for many common financial assets such as equities, fixed-income securities and certain derivatives that are key components within capital markets. Students will also be introduced to the practical application of

these investment vehicles via case based pedagogy.

Distribution: FINANCE. Prerequisite: MGT 502 (may be taken concurrently).

FIN 611 - INVEST PERF & DATA ANALYSIS (3)

This course provides a practical approach to understanding data analytics applicable in both financial and investment analysis. Data analytics is more than just analytical methodologies or techniques used in logical analysis. It is a process of transforming data into meaningful actions through analysis and insights in the context of organizational decision making and problem solving. Quantitative methodologies explored and applied via practical problem sets include statistical analysis, forecasting, predictive modeling, and simulation. Students analyze and differentiate the characteristics of various asset classes including equities, fixed income securities, derivatives and various other alternative investments using MS-Excel. An investment research project and participation in ongoing current discussions are expected in the course.

Distribution: FINANCE. Prerequisite: FIN 610.

FIN 612 - ADVANCED INVESTMENTS (3)

This course provides a practical approach to understanding the investment analysis and management process. Students will analyze the characteristics of various asset classes such as stocks, bonds, real estate, and derivative securities. In addition, the impact of asset allocation, diversification, long-short strategies, factor models, long-horizon investing, portfolio optimization, hedge funds, mutual funds, behavioral finance, performance evaluation, trading, and simulation are analyzed. Fundamental and technical security analysis topics are also explored. An investment research project and participation in ongoing current discussions are expected in the course.

Distribution: FINANCE. Prerequisite: FIN 611.

FIN 613 - PORT ANLYS & ANALYT CASE STUD (3)

This course is designed as a comprehensive study of investment analysis and portfolio management. The course focuses on basic theories of managing a portfolio of financial assets within the risk-return framework and emphasizes portfolio management as a dynamic process in which the concepts from security analysis are factored into the dynamics of strategic and tactical investment decision-making criteria. The course explores the formulation of appropriate investment portfolio objectives for various institutional investors (i.e., retirement funds, mutual funds, endowments, insurance companies, etc.) and evaluates the allocation investment funds to major asset classes-including bonds, equities, and alternative investment instruments to create efficient portfolios. In addition, portfolio optimization, risk management, asset selection and allocation, investment management, performance measurement, monitoring, and rebalancing a portfolio will be discussed and analyzed. Students will also pa

Distribution: FINANCE. Prerequisite: FIN 611.

FIN 614 - COMMERCIAL REAL ESTATE (3)

This course introduces students to the application of financial capital to commercial real estate. The course content will explore the various facets of commercial real estate operations, including the measure of financial returns, financial modeling, and creating assessment tools for measuring the financial performance of commercial real estate assets.

Distribution: FINANCE. Prerequisite: FIN 611.

FIN 620 - FINANCIAL MANAGEMENT (3)

This course is an overview of the principles of financial management. Students review the concepts of raising and investing money; conduct financial statement analysis; apply the time value of money techniques to security valuation; and determine a firm's cost of capital and capital budgeting. Students also discuss managerial topics, which include dividend policy, capital structuring, and working capital management.

Distribution: FINANCE. Prerequisite: FIN 610.

FIN 621 - FINANCIAL STATEMENT ANALYSIS (3)

This course is designed to explore the various methods and techniques used to analyze the financial position and operating results as presented in financial statements. Students will develop their analytical ability by understanding the techniques and skills required of the commercial lender and the professional investor. Students will also be able to assess the financial condition of a company by reviewing the financial statements and applying appropriate analytical tools for interpretation and decision-making purposes. Unusual trends and irregularities of a company's position are also evaluated.

Distribution: FINANCE. Prerequisite: FIN 620.

FIN 622 - ADVANCED FINANCIAL MANAGEMENT (3)

This course provides an advanced study of select theoretical and practical aspects of corporate finance, with specific applications for financial management professionals. Students will explore capital investment, financing, earnings distribution, and valuation with a view toward measuring and optimizing the performance of the firm. Students will reinforce the foundational concepts and techniques presented via relevant case studies that emphasize practical application of the materials presented.

Distribution: FINANCE. Prerequisite: FIN 621.

FIN 623 - BUSINESS VALUATION (3)

In a collegial learning environment, students will learn valuation methods used by investment bankers, private equity firms, and valuation. Students will learn how to execute the most current valuation approaches and complete a Valuation Report (this is accomplished over several weeks with the instructor's input and feedback). Upon completion of this course, students will have the necessary tools to determine the value of business using the Discounted Cash Flow, Precedent Transactions, Comparable Public Companies, and Asset-based Methods. This course provides students a wide variety of real-world tools to use in future work. This course will also prepare students to complete the peer reviewed report and take the proctored exam to qualify for the Certified Valuation Analyst designation.

Distribution: FINANCE. Prerequisite: FIN 621.

FIN 624 - MERGERS & ACQUISITIONS (3)

This course will investigate the dynamic nature of the mergers and acquisitions marketplace, with an emphasis on understanding common negotiating points and potential pitfalls that often occur in private sector mergers and acquisitions. The course will also cover merger types and valuation methodology used in the MA space.

Distribution: FINANCE. Prerequisite: FIN 621.

FIN 625 - RISK MANAGEMENT (3)

This course is an examination and analysis of risk management and its application to various forms of insurance. Students learn the basics of life, health, casualty, and disability insurance, as well as the legal aspects of insurance, government regulation, and property and liability contracts to provide them with essential tools for effective risk management. The objective is to provide students with a broad framework for evaluating all types of risk, along with conceptual tools for making risk management decisions rationally and consistently. It is intended for business students from all disciplines, including those who intend to take only one course in risk management and insurance. The course also serves as the introductory course for students wishing to pursue further studies in the field. The course focuses on the economics of risk, decision-making under uncertainty, and the methods for managing risk. We analyze risk transfer markets in some detail, including issues of moral haz

Distribution: FINANCE. Prerequisite: FIN 621.

FIN 630 - INTRO TO BANKING (3)

In Banking 1 the student will explore how money and credit circulates throughout the banking sector. The course content will examine our financial system as well as the role of banks. Additionally, the course will be an overview of local banks and their role in local business and the community. A broad overview will be given of both business and consumer underwriting, as well

as financial statement analysis and overall business health metrics. Students will have an understanding of how banks work and operate, the different products they offer, and how credit decisions are made.

Distribution: FINANCE. Prerequisite: FIN 610.

FIN 631 - COMMERCIAL LENDING (3)

This course will explore commercial lending from a bank's prospective. The student will dive deeper into analyzing both credit worthiness of clients for equipment purchase, owner-occupied, and investment real estate transactions. Students will be introduced to different areas of commercial leading as well such as specialty sectors (i.e. healthcare and community development). The course will also guide the student in having a basic understanding of loan documents and due diligence within the credit decisioning process. At the conclusion of the course, the students will have a firm understanding of the fundamentals of commercial lending.

Distribution: FINANCE. Prerequisite: FIN 610.

FIN 632 - CREDIT UNDERWRITING & ANALY (3)

Throughout Banking 3 the student will have a hands-on approach of assessing creditworthiness of a borrower, creating a credit memo, and presenting a given credit request to a mock credit committee. This course will detail how a commercial loan is approved and put into place. Further, the course content will examine the stages of a new commercial loan from the financing request, structuring, credit approval, and the closing process. Students will be required to complete a final project and presentation that will prepare them for an actual real credit approval as part of their capstone project. The final project and presentation will be a culmination of loan structuring and evaluation and credit approval.

Distribution: FINANCE. Prerequisite: FIN 610.

FIN 633 - INTERNATIONAL FINANCE (3)

This is an advanced course that focuses on the increased globalization of the world economy. Students examine how multinational corporations mitigate risk from foreign exchange movement, political and sovereign risk, cross border payment repatriation, balance sheet risk as well as, international trade policies such as trade blocs, protectionism, international debtors, cultural preferences, dumping, central banks, and demographics. Students will learn to identify the impact of the N11 and BRIC countries on global business strategies in addition to the impact of foreign exchange rates, balance of payments, multinational enterprises, and direct foreign investment. Financing techniques of multinational companies will be introduced and applied; also the impact of new global regulations such as the Basel agreements and their impact on the cost of cross border financing and the challenges presented by international monetary arrangements are also analyzed to increase the ability to successful

Distribution: FINANCE. Prerequisite: FIN 610.

FIN 670 - SEM IN FIN TOPICS & ISSUES (3)

This course provides an in-depth coverage of selected topics in the field of finance that are unique, relevant and are presented by qualified subject matter expert faculty.

Distribution: FINANCE. Prerequisite: MGT 502 (may be taken concurrently).

FIN 689 - DIRECT RESEARCH STUDY IN FIN (3)

This course provides students with an opportunity to further develop their research and intellectual skills pertaining to the financial industry. The student, in conjunction with an assigned faculty member, will design a proposal for original research that will be assessed for mastery of all program learning objectives and that contributes innovative insights that can be applied to the field of finance.

Distribution: FINANCE. Prerequisite: MGT 502 (may be taken concurrently).

FIN 690 - FINANCE SIMULATION (3)

This course utilizes simulation software to recreate the dynamic and uncertain nature of private sector markets. Over the course of the semester students will work in a team environment and operate their own company in competitions with other teams. They will be responsible for demonstrating core program competencies that include, but are not limited to, developing strategy, building capital structure, making investment decisions, creating pro-forma financial projections, assessing risk-reward opportunities, and considering the impact of outside events and factors on business results.

Distribution: FINANCE. Prerequisite: ACC 510, ECN 600, FIN 611 and FIN 621.

FIN 691 - CFA RESEARCH CHALLENGE (3)

This course provides students with an opportunity to compete as part of a team in an intercollegiate competition through analysis of the appropriate valuation of a publicly traded company as assigned by a regional CFA Institute chapter. The rules and procedures for the competition are available from the CFA Institute.

Distribution: FINANCE. Prerequisite: ACC 510, ECN 600, FIN 612 and FIN 621.

FIN 692 - ACG CUP COMPETITION (3)

This course provides students with an opportunity to compete as part of a team in an intercollegiate competition through the presentation of a case study as assigned by a regional Association for Corporate Growth ("ACG") chapter. The rules and procedures for the competition are available from ACG.

Distribution: FINANCE. Prerequisite: ACC 510, ECN 600, FIN 611, FIN 623 and FIN 624.

FIN 699 - CAPSTONE INTERNSHIP IN FIN (3)

This course provides students with an opportunity to further develop their applied skills in the financial industry. The student must be employed in a full-time finance position. The student, in conjunction with an assigned faculty member, will design a specific project that will be assessed for mastery of all program learning objectives and that proposes specific actions to positively impact upon the employer's profitability.

Distribution: FINANCE. Prerequisite: ACC 510, ECN 600, FIN 611 and FIN 621.

IDS-Interdisciplinary**IDS-CE 672 - VIRTUAL REALITY SYSTEMS: MODELING & CONTROL (4)**

This course provides the required theoretical and practical background to design and development of multimodal virtual reality (VR) systems. Particularly, the main focus is on VR-based human-in-the-loop systems that enable users to interact and/or manipulate virtual objects in simulated environments. This course aims to cover basics of these systems through lectures, homework, lab assignments, a term project, and readings on current related topics. Through lab assignments, students acquire hands-on skills to create a multimodal virtual environment. Topics include multimodal virtual reality, current VR technology and devices, human-centered simulation: human perception and psychophysics, basic control and stability analysis of VR systems, and human factors in the design of VR displays. CE-672 students will be required to complete additional projects or independent review of research topics with approval of the instructor.

Prerequisite: Only open to Tech MBA students.

IDS-ECE 601 - ELEC & CMP ENGR PRINC FOR MOBILITY SYSTEMS (4)

Prerequisite: Open to Tech MBA students only.

IDS-IME 601 - FUND OF MANUFACTURING ENGINEERING (4)

This graduate level course is designed to introduce the fundamental principles of industrial and manufacturing engineering that are required for application in mobility systems for students with non-IME degrees. Topics include: product and process design,

work design, production systems, quality/six sigma, and management/leadership. Approximately two weeks are devoted to each topic illustrated in the context of specific applications in mobility systems. Case studies with specific applications of IME in mobility systems will be assigned.

Prerequisite: Open to Tech MBA students only.

IDS-IME 676 - LEAN SIX SIGMA (4)

This techniques to maximize production efficiency and to maintain control over each step in the process are examined in this course. The structured problem-solving methodology DMAIC (Define-Measure-Analyze-Improve-Control) will provide the framework for the course.

Prerequisite: Open to Tech MBA students only.

IDS-MEC 601 - MECH ENGINEERING PRINC FOR MOBILITY SYS (4)

This course introduces the basic principles of mechanical engineering that are required for application in mechanical automotive systems. Major topics include machine design, thermodynamics, fluid mechanics, heat transfer, and dynamic systems. Applications include chassis systems, suspension, steering, brakes, aerodynamics, powertrains, climate control, fuel cells, turbines, compressors, transmission systems, HVAC systems, shafts, and safety systems.

Prerequisite: Open to Tech MBA students only.

IDS-MEC 691 - INTRODUCTION TO THERMAL SCIENCE (4)

Thermal-fluid science include the core mechanical engineering disciplines of thermodynamics, fluid mechanics, and heat transfer. This course will provide the basic skills and knowledge to solve various problems that involve thermal-fluid engineering applications.

Prerequisite: Only open to Tech MBA students.

IT - Information Technology

IT 201 - INTRODUCTION TO NETWORKING**

IT 202 - INTRODUCTION TO DATABASES**

IT 203 - INTRODUCTION TO PROGRAMMING**

IT 204 - INTRODUCTION TO SECURITY**

IT 305 - BUSINESS COMPUTING TOOLS (3)

This course develops skill mastery of the use of computers and business information technology applications. Through a series of business application scenarios, the student demonstrates mastery of contemporary business tools to satisfy the demands of modern business requirements.

Distribution: Information Technology. Prerequisite: None.

IT 335 - BUSINESS DRIVEN TECHNOLOGY (3)

This course examines current and developing business information technologies and their potential for satisfying emerging business needs. Students explore the critical role of business information technology in modern business. Topics include fundamentals of systems theory, information technology architecture, technology trends, and business requirement definition. Individually and through teams, students demonstrate proficiency in investigating one or more assigned business problems, developing a definition, building a business case for business information technology solutions, and planning for effectively communicating with all levels of an organization to achieve support for that case. Students also demonstrate their capability to electronically access Library resources.

Distribution: Information Technology. Prerequisite: COM 210 and IT 305.

IT 402 - SYSTEMS ANALYSIS AND DESIGN (3)

Modern organizations, large and small, rely on technology to function, survive, and remain competitive. Systems analysis and design is an important step before implementing any technology system. Any mistakes made during the analysis stage will significantly affect the later stage of the system development. This course provides an introduction to the concepts and techniques of information systems analysis and design (SAD) that focuses on analysis skills as well as managerial issues with a strong emphasis on requirements gathering and modeling. The course covers techniques used by systems analysts and gives extensive practice with structured methodologies.

Distribution: Information Technology. Prerequisite: None.

IT 403 - PM AND ITIL FRAMEWORK (3)

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Distribution: Information Technology. Prerequisite: None.

IT 405 - NETWORKS & OPERATING SYSTEMS (3)

This course will provide an introduction to network and operating systems implementation in an enterprise setting. Students will setup and configure client and server operating systems in a networked environments to provide critical network services in an enterprise environment. Critical infrastructure, setup, maintenance and troubleshooting concepts will be explored for future coursework.

Distribution: Information Technology. Prerequisite: None.

IT 406 - NTKW DESIGN & IMPLEMENTATION (3)

This is an intermediate course on the design and implementation of computer networks. The emphasis will be on the performance and engineering tradeoffs in the design and implementation of computer networks. To make the issues more concrete, the class includes several multi-week projects requiring significant design and implementation. The goal is for students to learn not only what computer networks are and how they work today, but also why they are designed the way they are and how they are likely to evolve in the future. We will draw examples from traditional and wireless networks and the Internet. Topics to be covered include: congestion/flow/error control, routing, addressing, naming, multi-casting, switching, internetworking, and network security.

Distribution: Information Technology. Prerequisite: IT 201.

IT 407 - SERVER VIRT & PERF ENGINE (3)

Servers are the workhorse in delivering technology solutions to the organization. However all server solutions are not the same and it is important to understand how to design a server solution to meet the needs of an organization in terms of supporting databases, applications, web sites and other services. This courses provides a foundation in operating systems, server performance design and management. As virtualization is a common server design considered and utilized, this course will also provide a deep dive into the design and implementation of virtualization solutions.

Distribution: Information Technology. Prerequisite: IT 405.

IT 408 - DB DESIGN & DEVELOPMENT (SQL) (3)

The development of efficient and quality database applications requires an understanding of the fundamentals of database management systems, techniques for the design of databases and principles of database administration. This course introduces the DBMS concepts and database design techniques and principles. The emphasis is on the conceptual database design as well as implementation details. Database security is also a key aspect of this course. Major topics include data modeling, normalization, SQL, database integrity management, database security, transaction management, recovery, troubleshooting and concurrency control.

Distribution: Information Technology. Prerequisite: IT 202.

IT 410 - PRIN OF SOFTWARE ENGINEERING (3)

This course examines the elements of software engineering practices, processes, and methodologies. Topics include a discussion of various software development models and methodologies; software design principles and tools; software project management, quality management, and change management. Various aspects of software engineering practices in use in the real-world will be explored. We will draw upon material from various sources as we review and analyze the elements of success and failure in software engineering efforts.

Distribution: Information Technology. Prerequisite: IT 203.

IT 412 - ADVANCED PROGRAMMING (3)

This course involves a deeper study of programming and software engineering techniques. The majority of assignments involve programming in contemporary programming languages. Topics include memory management, design patterns, APIs, Libraries, Web services, testing, refactoring, and writing secure code. The course will also involve the application of secure software development practices throughout the coding process.

Distribution: Information Technology. Prerequisite: IT 410.

IT 413 - WEB DESIGN (3)

This course examines standard and emerging Internet and web technologies, and how they may be leveraged to meet strategic and operational business objectives. Students examine how web technologies impact the various levels of Information Technology (IT), from infrastructure to business applications. Using the industry-standard tools, students design and implement various web-enabled applications.

Distribution: Information Technology. Prerequisite: IT 410.

IT 414 - SCRIPTING AND AUTOMATION (3)

This course offers students the opportunity to develop an advanced programming project of their choice using a variety of development tools. Project choices include traditional client/ server, web design, augmented reality, and mobile applications.

Distribution: Information Technology. Prerequisite: IT 412.

IT 415 - MOBILE PROGRAMMING (3)

This course will provide an exploration of mobile programming skills and concepts. Students will focus on code control and core competencies of mobile programming. Android SDK programming concepts will be explored.

Distribution: Information Technology. Prerequisite: IT 412.

IT 416 - EMBEDDED LINUX PROGRAMMING (3)

This course will provide a review of core programming skills and concepts within the embedded linux programming space. Students will focus on code control and core competencies of programming within an IoT and embedded Linux hardware environment. Critical Linux hardware and software concepts will be explored.

Distribution: Information Technology. Prerequisite: IT 412.

IT 417 - FUND OF CYBER SECURITY (3)

Organizations have many regulatory and compliance issues to address. Cyber security professionals are responsible for implementing the technical controls that meet these requirements. This course provides the technical knowledge and hands-on lab experiences required to secure an organization's IT systems. Focus areas include fundamentals of cyber security, access control, networking and communication security, understanding attacks against systems including malicious code, controls and countermeasures, system monitoring and analysis, system recovery and response, IT systems audit, cryptography review, and legal issue surrounding cyber security.

Distribution: Information Technology. Prerequisite: IT 204.

IT 419 - ETHICAL HACKING STRAT & TOOLS (3)

This course will introduce the student to common attack techniques in mitigating countermeasures. The student will learn to conduct common attacks via theoretical and hands on approach to websites, database structures, internet services, TCP/IP services, people, and other important elements of an organizations infrastructure. In addition to understanding how attacks work, students will be taught how to not only recognize these attacks, but to also defend themselves against such attacks.

Distribution: Information Technology. Prerequisite: IT 417.

IT 422 - ADV ATTACK/DEFEND TECHNIQUES (3)

This course is designed to synthesize knowledge of the hacking and counter hacking strategies. In a semester long project, students will simulate the functioning of a real-world cybersecurity team by actively addressing a variety of security challenges. Each work team will be required to not only prepare offensive attacks and defensive security measures, but also to formally to test their proposed countermeasures to ensure accuracy. As a result, this problem-based course also enables students to hone the communication (written and verbal), contribution, and collaboration skills necessary for success as a well-round security professionals.

Distribution: Information Technology. Prerequisite: IT 417 and IT 419.

IT 430 - AGILE PROJECT MGMT & SCRUM (3)

Agile has revolutionized the way teams approach development and project management. This course will provide insights and guidance of agile project management. Agile is a methodology or framework that is best used for iterative product and system development. This framework builds on delivering products incrementally and empowering teams while involving customers and key stakeholders throughout the process. This framework ensures that teams have significant information as it appears - before it is too late, because responding to changes late in development is more difficult and costly. This course will examine the basic principles of the agile framework as well as the use of the Scrum methodology for agile product or software development. Scrum is an iterative and incremental agile software development framework for managing product development. Scrum allows the project team to put the product manager in charge of delivering the value that the customers want.

Distribution: Information Technology. Prerequisite: IT 402.

IT 431 - RISK MGMT & GOVERNANCE (3)

This course will introduce students to risk management and governance. Organizations and institutions relying on digital technology must manage risk effectively. Students will explore definitions, strategies and tactics for risk management in a technical environments.

Distribution: Information Technology. Prerequisite: IT 402.

IT 440 - CLOUD INFRASTRUCTURE (3)

This course will provide an introduction to cloud based infrastructures. Students will explore and learn critical strategies to securely deploy, maintain and troubleshoot cloud based infrastructure. Amazon Web Services (AWS) and Microsoft Azure deployments will be explored. Infrastructure concepts explored in IT 405 Networks and Operating Systems and IT 407 Server Virtualization and Optimization will be extended to AWS and Azure.

Distribution: Information Technology. Prerequisite: IT 407.

IT 450 - FUNDAMENTALS OF AUTO CYBER (3)

This course provides background on relevant vehicle standards and best practices related to cybersecurity. It also provides an introduction to relevant engineering elements of vehicles and an examination of potential cybersecurity vulnerabilities of those elements. This course culminates with the creation of a penetration test plan for examining cybersecurity vulnerabilities in order to recommend potential remediation of those identified vulnerabilities.

Distribution: Information Technology. Prerequisite: IT 419.

IT 451 - AUTO NET STRAT, TOOLS & TECH (3)

This course exposes students to core vehicle communication protocols. Students build on their understanding of vehicle systems through hands on exposure to the CANBus. Students will learn to connect to, communicate on, and analyze traffic from a vehicle network. Students demonstrate their knowledge and mastery of the CANBus through a midterm and final project. Students will extend their understanding of vehicle systems, engineering concepts associated with vehicle systems, electronics, electronic control units and base communication technologies.

Distribution: Information Technology. Prerequisite: IT 450.

IT 452 - CONN AUTO ECOS & THREAT ANALY (3)

This course expands students' knowledge through the exploration of vehicle wireless technologies, electronic control units, in-vehicle infotainment systems, telematics, vehicle-to-vehicle and vehicle-to-infrastructure communications. Students learn to perform vehicle threat analysis through hands-on projects. This course culminates with the creation of a penetration test plan for examining cybersecurity vulnerabilities in order to recommend potential remediation of those identified vulnerabilities. Students will expand their understanding of vehicle systems, engineering concepts associated with vehicle systems, electronics, electronic control units and vehicle communication technologies.

Distribution: Information Technology. Prerequisite: IT 451.

IT 453 - ADV AUTO PEN TEST & THRT ANLY (3)

Students are exposed to software and hardware reverse engineering, along with automotive threat and malware analysis. This course culminates a series of hands on projects where students demonstrate the knowledge and skills gained across all four automotive cybersecurity classes. Students extend their knowledge of reverse engineering, and demonstrate their understanding of vehicle systems, engineering concepts associated with vehicle systems, electronics, electronic control units and base communication technologies.

Distribution: Information Technology. Prerequisite: IT 452.

IT 460 - DIGITAL AND NETWORK FORENSICS (3)

This course will introduce students to the scientific principles and methods of forensic science associated with the digital space. Students will gain critical understanding of hardware and software relationships to cyber forensics. This course relies heavily on students synthesizing the subject matter through hands on labs and a "real life" forensic exam for the final project.

Distribution: Information Technology. Prerequisite: IT 417.

IT 461 - SECURITY OP AND AWARENESS (3)

This course will introduce students to the primary concepts of security operations and monitoring in an organizational environment. The student will gain critical understandings of security operations centers (SOC), along with SOC's private role in organizational security posturing. Students will gain an understanding of security education and posturing with non-technical roles.

Distribution: Information Technology. Prerequisite: IT 417.

IT 462 - SECURING CYBER PHYS SYSTEMS (3)

This course will introduce students to cyber physical systems, including: power systems, transportation systems, Internet of Things technologies, and other physical control based systems. Students will gain an understanding of design, defense and assessment of cyber physical systems.

Distribution: Information Technology. Prerequisite: IT 417.

IT 463 - CRYPTOGRAPHY (3)

This course expands upon the concepts presented in Security and Operations Awareness. After learning roles, operations and overall software approaches in the previous course, students expand their security knowledge across the following concepts: network cyber defenses, intrusion detection, and intrusion response.

Distribution: Information Technology. Prerequisite: IT 417.

IT 483 - DIRECTED STUDY IN IT (3)

A directed study may only be used to substitute for required coursework with the permission of the department chair. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: Information Technology. Prerequisite: Students must have written permission of the department chair.

IT 490 - INTERNSHIP (3)

Students will participate in an internship which provides them an opportunity to utilize skills and knowledge they have learned in their course work.

Distribution: Information Technology. Prerequisite: Student must have 21 undergraduate credit hours in residence at Walsh.

IT 499 - COLLABORATIVE BUSINESS SYSTEM (3)

The Capstone Project provides the opportunity for integrating program learning within a project framework. The student has the opportunity to apply the concepts, processes, tools and techniques reviewed in their program courses. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at a Capstone Fair at the end of the semester.

Distribution: Information Technology. Prerequisite: Student must have 36 credit hours in residence at Walsh.

IT 501 - IT SYSTEMS ANALYSIS (3)

As technology evolves as does the methodology for the support and development of operational activities to manage the many unique characteristics of processing environments. This course will provide the introduction into the information technology governance, business process and development methodologies to allow our students to be an effective liaison between technology and business. This course covers modeling, requirements gathering as well as high level understanding of the many technology components to support the enterprise.

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 502 - LEADERSHIP FOR TECH PROS (3)

This course will explore leadership perspectives, techniques, and concepts for technically based professionals. Technical leaders will explore the importance of context when operating with non-technical staff. Technical leaders will also explore critical elements of leadership, ownership, and humility for effective leadership.

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 503 - ETHICS SEMINAR (1)

Ethics must be integrated within all activities and decisions made by business. This seminar provides the opportunity for students to deeply examine the importance of ethics in business practices through reading and analysis, discussion and role-playing.

Distribution: Information Technology. Prerequisite: None.

IT 505 - GOVERNANCE, RISK & COMPLIANCE (3)

This course examines the triad of Governance, Risk and Compliance (GRC) as an essential framework for the management of information technology with business. Governance describes the overall management approach through which senior executives direct and control the entire organization. IT Governance is part of overall governance and focused on determining how best to use technology to support business goals. Risk management comprises a set of processes, tools and techniques to assist the organization in identifying and prioritizing its key assets, identifying risks, qualitatively and quantitatively assessing those risks, and determine mitigation strategies. Compliance refers to the responsibility of organizations and their technology departments to comply with internal and external requirements. Topics include governance and risk frameworks, legal and regulatory requirements such as SOX, HIPAA, FERPA, FISMA, NERC, FERC, BASEL II, ISO and PCI.

Distribution: Information Technology. Prerequisite: MSIT and MSITL: IT 501 (may be taken concurrently); MBA/MSITL: None.

IT 506 - IT LEADERSHIP & STRATEGY (3)

This course focuses on the skills and knowledge to guide an organization in its best use of technology to achieve its business goals and objectives. Although technical knowledge and skills are essential for technology professionals, this course focuses on the development of more general leadership skills. The ability to communicate with a broad set of stakeholders is essential and this course will offer exercises in skills such as negotiation, persuasion, agility, coaching and facilitation through case studies, role playing and simulation. Technology leaders must also understand the elements of developing and implementing an overall IT Strategy for the organization. This course will review the various levels of strategy and how strategy is implemented through tactical and operational plans.

Distribution: Information Technology. Prerequisite: IT 501 (may be taken concurrently).

IT 510 - CYBERSECURITY STRAT & TACTICS (3)

In this course students will learn basic information security goals of availability, integrity, accuracy, and confidentiality. Identification of exposures and vulnerabilities and appropriate countermeasures are addressed. Critical application of security strategies and tactics will be explored through hands on exercises.

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 511 - THREATS, VUL, CTRLS & CM (3)

Organizations are under constant threats from malicious attackers internal and external to the organization. In order to respond and defend the organization against these attacks security professionals must have the knowledge and skills to assess cybersecurity threats and vulnerabilities and recommend and implements appropriate controls and countermeasures. This course will prepare cybersecurity incident handlers to manage security incidents by understanding common attack techniques, vectors and tools as well as defending against and/or responding to such attacks when they occur. This course will provide students with the foundation to prepare to take the GCIH (GAIC Certified Incident Handler) certification which focuses on detecting, responding, and resolving computer security incidents.

Distribution: Information Technology. Prerequisite: IT 510.

IT 512 - INTEL, ANALYS TOOLS & TECH (3)

Intelligence analysis is the process of generating intelligence from data and information using a variety of tools, techniques and resources that will be reviewed and applied throughout the course. This course will prepare a student to participate in intelligence gathering and analysis in a diverse environment on a variety of significant issues related to cybersecurity.

Distribution: Information Technology. Prerequisite: None.

IT 513 - SOC POL & CULT IMPACTS OF CS (3)

This course focuses on the need to understand the risks of cyber-attack as cybersecurity risks pose some of the most serious economic and national security challenges the world is currently facing. Essential systems and resources are now increasingly

software dependent, distributed, and interconnected through the Internet. This course will examine real and potential detrimental consequences of this growing connectivity and dependence on the Internet and its impact on political conflict, social instability, and other events. This course will evaluate the benefits the Internet has provided in making communication and information sharing easy along with the realization that it has also created a new space in which criminals and terrorists can operate often anonymously with difficult, if not impossible, attribution.

Distribution: Information Technology. Prerequisite: IT 501 and IT 565.

IT 514 - CURRENT ISSUES IN CS (3)

Cybersecurity risks to nations and individuals are evolving continuously. This course focuses on investigating current cybersecurity and cyber operations challenges including big data, social networking, cybercrime, and cyber war. The student will explore the cybersecurity risks and challenges as well as defensive and offensive controls and countermeasures.

Distribution: Information Technology. Prerequisite: IT 501 and IT 565.

IT 520 - INFORMATION TECHNOLOGY (3)

One of the most important skills a business leader needs to have concerning technology involves effective decision making and governance. This class will consist of a case study approach presenting different scenarios that require decisions to be made on technology issues that are relevant to today's business environment. Students will develop the skills for understanding the components and elements of these technology decisions, and assess associated risks. This course will draw upon a cross section of technology, finance, security, project management, leadership, and other aspects of effective decision making.

Distribution: Information Technology. Prerequisite: GR: MGT 502 (may be taken concurrently); BAC and BBA: IT 305 and COM 210.

IT 530 - SQL & DATABASE FUNDAMENTALS (1)

The development of efficient and quality database applications requires an understanding of the fundamentals of database management systems, techniques for the design of databases and principles of database administration. This course introduces SQL queries, DBMS concepts, database design techniques and principles. Database security is also a key aspect of this course. Major topics include data modeling, normalization, SQL, database integrity management, database security, transaction management, recovery, and troubleshooting and concurrency control.

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 531 - NETWORK FUNDAMENTALS (1)

This course will provide an introduction to networks. Students will explore critical networking concepts in an enterprise environment. Networking design, security, implementation and remote connectivity will be explored through hands on labs and assessment.

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 532 - OPER SYS & VIRTUALIZATION (3)

This course will provide an introduction to operating systems implementation in an enterprise setting. Students will setup and configure client and server operating systems in a networked environments to provide critical network services in an enterprise environment. Critical infrastructure, setup, maintenance and troubleshooting concepts will be explored for future coursework.

Distribution: Information Technology. Prerequisite: IT 530 and IT 531.

IT 533 - PROGRAMMING I (3)

This course will provide a review of core programming skills and concepts. Students will focus on code control and core competencies of programming. Intermediate programming concepts will be introduced in preparation for future programming classes.

Distribution: Information Technology. Prerequisite: IT 530.

IT 534 - PROGRAMMING II (3)

This course involves a deeper study of programming and advanced programming constructs. Students will apply foundational programming concepts toward developing complex applications and solutions in preparation for cybersecurity and data science concentrations.

Distribution: Information Technology. Prerequisite: IT 533.

IT 535 - IT & INNOVATION (3)

This course will explore the role technology plays in organizations today, particularly the ways we acquire, process, store, and disseminate information. It will focus upon the value of organizational information and network connectivity in today's organizations. Students will acquire knowledge of essential IT practices and procedures such as: information security plans, information management procedures, RFP and vendor selection processes, e-business, disaster recovery and business continuity planning. Select project management methodologies will be practiced, as well as various project selection and prioritization processes. Mobile and sensor technologies will be framed in the context of business differentiation and opportunity. Finally, the disruptive nature of technology will be evaluated along with other emerging technologies that will impact organizations in the future.

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 536 - DIGITAL FORENSICS (3)

This course will introduce students to the scientific principles and methods of forensic science associated with the digital space. Students will gain critical understandings of hardware and software relationships to cyber forensics and incident response. This course relies heavily on students synthesizing the subject matter through hands on labs and a "real life" forensic exam for the final project.

Distribution: Information Technology. Prerequisite: IT 510.

IT 537 - CRYPTOGRAPHY (3)

This class will focus on the various methods of encryption and other cryptographic tools and processes. It will also explain cryptographic analysis techniques, and provide the student with insight into the history of cryptography.

Distribution: Information Technology. Prerequisite: IT 534 and IT 565.

IT 538 - CYBER PHYSICAL SYSTEMS (3)

This course will introduce students to cyber physical systems, including: power systems, transportation systems, Internet of Things technologies, and other physical control based systems. Students will gain an understanding of design, defense and assessment of cyber physical systems. NIST Frameworks for cyber-physical systems will be reviewed.

Distribution: Information Technology. Prerequisite: IT 510.

IT 540 - INTRO TO DATA SCIENCE (3)

Data is the core asset of organizations in all domains. Managing that data and extracting actionable results is key to business survival and success. This course introduces the student to the field of data science. It provides an interdisciplinary overview of the various domains integrated into data science including business acumen, quantitative analysis, data storage and retrieval technologies, visualization and presentation methodologies.

Distribution: Information Technology. Prerequisite: MSIT: IT 530 and IT 534; MAC.W: QM 520.

IT 541 - SQL & DIMEN DATA ANALYTICS (3)

This course provides an overview of data analysis techniques utilized to explore data in SQL and dimensional (data warehouse)

databases. The course will introduce database concepts on the design of database repositories and the fundamentals of database querying. Business intelligence and data analytic techniques will be introduced to demonstrate the exploring and extraction of information from datasets stores in SQL and dimensional data bases.

Distribution: Information Technology. Prerequisite: None.

IT 542 - BIG DATA ANALYTICS (3)

The course introduces students to the distributed file system data repository utilized for Big Data collection, storage and querying. This course begins with a discussion of big data and how it is differentiated from traditional data repositories. Students will examine the data file structure and the tools and techniques used to organize, explore, extract and analyze data sets. Students will be introduced to the Hadoop data structure and the associated tools including MapReduce, Pig and other supplemental tools. Students will employ big data analysis techniques on real world case studies.

Distribution: Information Technology. Prerequisite: None.

IT 543 - SOC NET, GEO & WEB ANALYTICS (3)

Data is no longer only stored in structured data repositories. The growth of social networks and GIS (Geographical Information Systems) have greatly expand the use and storage of non-traditional data. This course introduces the student to analyzing data in new areas of social network and GIS systems. Students will examine the structure and patterns of relationships evident in social networks. Students will also examine location data from GIS systems as part of comprehensive data analysis. Students will also examine methods of exploring and analyzing Web based data stored in a variety of formats and structures.

Distribution: Information Technology. Prerequisite: IT 540 and QM 520.

IT 544 - DATA VISUAL & PREDICTIVE MODE (3)

The goal of this course is to expose students to visual representation methods and techniques that increase the udnerstanding of complex data. Students will learn how to take raw data, extract meaningful information, use statistical tools, and make visualizations to improve comprehension, communication, and decision making.

Distribution: Information Technology. Prerequisite: None.

IT 545 - PROGRAMMING FOR DATA ANALYSIS (3)

This course provides an introduction to a modern programming language that allows statistical queries to be incorporated in programmed data queries. Students will learn basic syntax and techniques and will incorporate that knowledge into statistical programming and reporting.

Distribution: Information Technology. Prerequisite: IT 530 and IT 534.

IT 546 - DATA MINING & TRANSFORMATION (3)

This course exposes the student to data mining and transformation. The students will learn how to identify different types of data for collection, management and sampling. Students will learn how to assess and understand the different sources of data used in data mining. Students will be exposed to different quantitative and qualitative data types used in solving data mining problems.

Prerequisite: IT 501, IT 530, IT 533.

IT 547 - DATA STORAGE TECHNOLOGIES (3)

Database storage technologies have transformed into complex systems that support knowledge management and decision support systems. This course takes a look at the foundations of database storage technologies. Students will learn about database storage architecture; types of database storage systems (legacy, current and emerging); physical data storage; transaction management; database storage APIs; data warehousing, governance and big data systems. The student will tie this all together to see how database storage technologies apply to data analytics.

Prerequisite: IT 501, IT 530, IT 533.

IT 550 - FUNDAMENTALS OF AUTO CYBER (3)

This course provides background on relevant vehicle standards and best practices related to cybersecurity. It also provides an introduction to relevant engineering elements of vehicles and an examination of potential cybersecurity vulnerabilities of those elements. This course culminates with the creation of a penetration test plan for examining cybersecurity vulnerabilities in order to recommend potential remediation of those identified vulnerabilities.

Distribution: Information Technology. Prerequisite: IT 565.

IT 551 - PROJECT MGT FUNDAMENTALS (3)

This course will provide insights, guidance and best practices on the art and science of project management. The course will examine the foundations of project management as defined by best-in-class experts such as the Project Management Institute. The course will include a review of the various aspects of the project management lifecycle and knowledge areas and use resources such as the Project Management Body of Knowledge (PMBOK), course textbook, and case studies to support our discussions. The class will learn to apply project management techniques and skills through project team and individual activities in the preparation of project management plans covering various topics. The course will also introduce project management career paths and provide a basic introduction to alternate project management models such as agile project management.

Distribution: Information Technology. Prerequisite: MSIT and MSITL: IT 501 (may be taken concurrently); MBA/MSITL and GPM certificate: None.

IT 552 - PROJ, PROGRAM & PORTFOLIO MGT (3)

The course will build on project and portfolio fundamentals to explore two areas in more detail: Communication and Financial Management. This course will take an in-depth look at technology focused financial management and communication techniques and best practices including the preparation and interpretation of financial statement and records, communication with stakeholders, vendor management, and team facilitation. This course will also review the processes and deliverables involved in the financial management of technology efforts throughout its lifecycle from initiation to decommission including cost estimation, budgeting, and cost monitoring and control.

Distribution: Information Technology. Prerequisite: IT 551.

IT 553 - PRODUCT, PROGRAM AND PORT MGT (3)

Organizations are continually competing for market share through the development and delivery of innovative products and services. This course will review the four phases of product and program management including: preparing, starting, progressing, and achieving. This course will also review the skills of product and program managers which include facilitation and leadership, project management, business and financial analysis, and the integration of various functions drawn from internal and external resources. The design and delivery of innovative products is key to business success and this course will also review the framework for managing innovation within an organization.

Distribution: Information Technology. Prerequisite: IT 551.

IT 554 - AGILE PROJECT MANAGEMENT (3)

This course will provide insights, guidance and best practices on the art and science of agile project management. It will examine the basic principles and mindset behind managing agile projects. Agile has revolutionized the way teams approach software development and project management, but with dozens of agile approaches to choose from, the decision to "go agile" can be tricky. This course helps sort it all out by - defining the various agile approaches, tools and techniques, as well as focusing on changing the team's mindset and "think agile". The PMI-ACP Exam Prep book outlines this material by breaking it down into seven domains, as well as the agile tools techniques (TTs) and knowledge skills (KSs).

Distribution: Information Technology. Prerequisite: MGT 502 (may be taken concurrently).

IT 555 - GLOBAL PROJECT LEADERSHIP (3)

With the increasing trend for outsourcing, off-shoring and globalization, many organizations are taking advantage of geographically distributed skills, round-the-clock operations and virtual teams. Since the organization structures and project management methodologies are not adapted to a multicultural environment, many companies struggle to obtain acceptable levels of efficiency and quality from global projects. This course provides a comprehensive framework of good practices on global project management; it is primarily directed at project managers, program managers, and project office members involved in the preparation and application of project management methodologies in global environments. It also demonstrates the main challenges faced by global project managers and define ways to apply tools, techniques and best practices to improve productivity, increase the quality of deliverables, and provide recommendations for smooth communication with people located

Distribution: Information Technology. Prerequisite: IT 551.

IT 565 - FUND OF CYBER SECURITY (3)

An exploration of the components of a comprehensive information systems security plan including such critical areas as planning and administration of security, the security program, access control and network security measures, Internet and e-commerce security issues, physical protection of computing facilities, and the legal and regulatory aspects of information security. Students will learn how to protect an organization from computer crime and potentially malicious behavior, and to ensure confidentiality, availability and data integrity through several hands-on case studies. Students will review the ten domains ISC2.

Distribution: Information Technology. Prerequisite: IT 501 (may be taken concurrently); MBA/MSITL: None.

IT 566 - SECURITY PROGRAM MANAGEMENT (3)

It is important that security is viewed as an integral part of all aspects of the business. To that end, this course will review the strategies and processes needed to build an overall security program and infrastructure to protect the business assets. This course will emphasize the need for policy development and related practices, procedures, monitoring strategies and enforcement. Metrics are an essential part of measuring the ability of an organization to meet its goals and IT security metrics will be reviewed and evaluated in detail in this course.

Distribution: Information Technology. Prerequisite: IT 565.

IT 567 - BUS CONT, RES & CRISIS MGT (3)

Information security systems are only as good as their weakest link. The threats facing an organization can come from malicious attacks, mistakes, and acts of nature. As the dependence on technology grows, the need for planning on how an organization can recover quickly from interruptions is an essential role for technology leaders. This course will focus on the processes, tools and techniques needed to provide for business continuity and recovery in the event of an outage. It is important that technology leaders prepare for these types of interruptions and build resilience and redundancy into their systems. This course will review the various methods to achieve a resilient security posture. Lastly, when a crisis occurs the first reaction is often chaos. This course will introduce students to the fundamentals of crisis management to assist the organization in an organized, thoughtful and well-prepared response to unexpected events which includes ensuring the safety and security of employees.

Distribution: Information Technology. Prerequisite: IT 565.

IT 575 - NETWORK & ENTERPRISE ARCHITECTURE (3)

This course will provide a management focus on insights, guidance, and best practices on the role of enterprise architecture and integration in building an effective technology infrastructure. The strategies that are involved in integrating multiple platforms, processes applications, domains, and technology tools will be discussed. The importance of understanding the business requirements will be presented along with tools and techniques to accurately collect and define those requirements. The use of Business Process Modeling (BPM) techniques will be presented as a method of designing and documenting an integrated technology architecture and management strategy.

Distribution: Information Technology. Prerequisite: IT 501 (may be taken concurrently); MBA/MSITL: None.

IT 576 - DATA & DECISION MAKING (3)

Some of the greatest challenges facing organizations today are decisions related to the selection and adoption of technology tools to support their business goals, objectives and strategies. This course will focus on identifying tools and techniques for assessing the value of emerging technology trends to various organizations. The course will include discussions on the role of digital Darwinism, disruptive technologies, the new customer hierarchy, and the risks and benefits of innovation. Case studies will be utilized to examine strategies of success and failure used by businesses and their use of emerging technologies.

Distribution: Information Technology. Prerequisite: IT 575.

IT 577 - MGT OF EMERGING TECHNOLOGY (3)

Some of the greatest challenges facing organizations today are decisions related to the selection and adoption of technology tools to support their business goals, objectives and strategies. This course will focus on identifying tools and techniques for assessing the value of emerging technology trends to various organizations. The course will include discussions on the role of digital Darwinism, disruptive technologies, the new customer hierarchy, and the risks and benefits of innovation. Case studies will be utilized to examine strategies of success and failure used by businesses and their use of emerging technologies.

Distribution: Information Technology. Prerequisite: IT 501.

IT 590 - INTERN IN INFORMATION TECH (3)

For this elective course, the student must secure an internship opportunity in the field of information technology. The duration of the internship must be at least the duration of the semester in which the student is enrolled. The course includes periodic reports detailing both the tasks completed by the student and the learning outcomes addressed by the tasks. Contributions by the intern are evaluated by employer supervisors and reported to the instructor, with additional communication if necessary.

Distribution: Information Technology. Prerequisite: NULL.

IT 599 - CAPSTONE (3)

The Capstone Project provides the opportunity for integrating program learning within a project framework. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at a Capstone Fair at the end of the semester.

Distribution: Information Technology. Prerequisite: Student must have 30 credit hours in the MSIT program.

MGT - Management

MGT 201 - PRINCIPLES OF MANAGEMENT (3)

This course introduces the fundamental principles of management and traces its development from classical beginnings to its present concepts and styles. Students discuss current management practices and future trends, and review applicability of management skills to all businesses and professions.

Distribution: MANAGEMENT. Prerequisite: None.

MGT 303 - BEHAVIORAL MANAGEMENT (3)

This course explores individual and group workplace behavior in a dynamic and rapidly changing environment. Students analyze the cause and effect of behavior and interrelationships between people in their roles within organizational settings. Students also discuss strategies for effective relationships and productive responses to change.

Distribution: MANAGEMENT. Prerequisite: MGT 201.

MGT 402 - BUS ETHICS & LEGAL ISSUES (3)

This course examines the principles of ethical leadership in today's highly interconnected global economy. Students will address the theoretical and practical issues that face organizations and leaders today as they work to address issues of organization, citizenship, and global sustainability. This course also explores the legal environment of business, specifically addressing the issues most critical for small business management and success.

Distribution: MANAGEMENT. Prerequisite: None.

MGT 403 - INTRO TO FINANCIAL MANAGEMENT (3)

This course provides an overview of the nature and scope of organizational financial management. Students will explore the accounting process to provide the foundation for creating financial statements. In addition, students will gain knowledge of the variety of financial concepts used for analysis, planning and decision-making. Topics include an overview of capital budgeting; cost of capital; financial planning and forecasting; and working capital management.

Distribution: MANAGEMENT. Prerequisite: ACC 100.

MGT 404 - HUMAN RESOURCE MANAGEMENT (3)

This course examines the managing and interrelating of people within an organization. Students discuss the process of selecting people to meet job requirements; responsibility for improving both the capabilities of people to perform their roles and their responsiveness to the needs of the organization; and how to develop efficient managers.

Distribution: MANAGEMENT. Prerequisite: MGT 201.

MGT 405 - MANAGEMENT AND LABOR RELATIONS (3)

This course examines the framework of management and labor relations. Students review the collective bargaining process; key issues in management; labor relations; negotiation of the management-union contract; and performance issues.

Distribution: MANAGEMENT. Prerequisite: MGT 404.

MGT 406 - SMALL BUSINESS AND LEGAL TAX ISSUES (3)

This course is a study of various legal and tax issues faced by small business owners with emphasis on certain regulatory and compliance requirements that are imposed by government agencies at the federal, state, and local level. Students will become familiar with those legal and tax requirements in order to successfully comply with them as they plan to organize and operate their small business.

MGT 410 - PRODUCTION & OPERATIONS MGT (3)

In this course, students will become familiar with the tools used by the production and operations functions within a business. Students apply the systems approach to understanding various sub-functions of the production system, including interrelationships among the subsystems. Students review production concepts and productivity management, plus related topics such as production planning; process planning; capacity planning; facility planning; material requirement planning; inventory control work; quality control; and maintenance.

Distribution: MANAGEMENT. Prerequisite: MGT 303 and QM 301.

MGT 453 - ORGANIZATIONAL LEADERSHIP (3)

This course explores the leadership of modern organizations. Students assess historical and contemporary theories of leadership, and the relationships between the leaders and followers within an organization. Students also discuss the effectiveness of various leadership styles, as well as a leader's impact on organizational structure; culture; decision-making processes; communications; and goal attainment.

Distribution: MANAGEMENT. Prerequisite: COM 320 and MGT 303.

MGT 454 - PROJECT MANAGEMENT (3)

The success of an organization can be aided by the application of strong project management practices. This course will introduce the theories of project management, the project management lifecycle, and the practical tools and techniques that help to manage a project from its initiation to its close. A strong focus on communication and project control will be emphasized. Concepts can be applied to existing organizations as well as to entrepreneurial initiatives.

Distribution: MANAGEMENT. Prerequisite: COM 320.

MGT 455 - GLOBALIZATION AND DIVERSITY (3)

This course is designed to explore and examine the world of work as seen through a multicultural lens. Special emphasis will be placed on the dynamic global changes that have brought about a socially diverse workforce and how the interplay of economics, legislation, politics, and consumerism have created an interconnecting system of cultures and points of view consistently acted out in the 21st century work environment. A theme-dominated approach will be used to synthesize broad topics into manageable content and provide the student with a framework in which to critically analyze each topic area.

Distribution: MANAGEMENT. Prerequisite: None.

MGT 457 - GLOBAL MANAGEMENT (3)

This course provides for a critical examination, evaluation and discussion of the cultural, political, and economic issues driving global change. The course also explores the historical forces that have created the connected global environment and the impact that interconnectedness has had on people's lives in the 21st century. Students will investigate and discuss the benefits and challenges of the global issues affecting human beings as well as business sectors throughout the world. A primary goal of this course is to encourage and support students' increased analytical awareness of the evolving forces responsible for global social and economic change and to recognize the complexity of modern global relationships, which transform not only business environments but personal lives as well.

Distribution: MANAGEMENT. Prerequisite: MGT 303.

MGT 461 - BUS STRAT & POLICY CAPSTONE (3)

This capstone course enables the student to apply the tools and analytical skills for planning and controlling the operations of a business. Through the analysis of cases, the student will design strategies, formulate policies, and solve managerial problems. The student will also evaluate corporate missions, objectives, strategies, tactics, policies, and execution while considering the ethical implications of those actions.

Distribution: MANAGEMENT. Prerequisite: A minimum of 39 credit hours completed in residence at Walsh.

MGT 462 - DIVERSITY AND INCLUSION (3)

This course is designed to explore and examine the world of work as seen through a multicultural lens. Special emphasis will be placed on the forces of change that have created a dynamic, multicultural, and socially diverse workforce. In addition, an exploration of how the interplay of economics, legislation, politics, consumerism and organizational complexity have created not only opportunities but also challenges for the equitable treatment of all employees. A theme-dominated approach will be used to synthesize broad topics into manageable content and provide the student with a framework in which to critically analyze each topic area.

Distribution: MANAGEMENT. Prerequisite: MGT 303.

MGT 463 - MANAGING TECH AS A STRAT RESO (3)

Building on students' knowledge of the role of information technology in modern business, this course will explore the management of technology as a strategic resource. In the 21st century, managers must be able to identify business trends, scan the horizon for new technologies, and analyze the implications of that technology - positive and negative - on the organization. As a result, to be effective managers must be able to not only select and employ the most effective technology solutions to increase organizational efficiency and effectiveness but also to create a culture of innovation to foster intrapreneurship within

the organization. Students will become conversant in the language of business technology and demonstrate their ability to analyze and develop strategies for business success through the application of emerging technologies.

Distribution: MANAGEMENT. Prerequisite: IT 335 and MGT 303.

MGT 464 - STRAT MGT FOR SMALL BUSINESS (3)

In this course, students learn to think about businesses as entities within a larger context. This context is critical as an organization must effectively interact with and continuously adapt to both the competition and the environment. Students will develop an understanding of the value of clearly defining a business, positioning it appropriately within its context, and equipping it so that it can thrive into the future. Students will use this knowledge to construct a strategic plan for their own or another small business.

Distribution: MANAGEMENT. Prerequisite: COM 320, MGT 402, MGT 403 and MGT 404.

MGT 465 - SUPPLY CHAIN MANAGEMENT (3)

Supply chain management is the strategic and systemic coordination of the business functions that support organizational operations. With a focus on improving organizational performance over the long-term, organizations must manage all of the critical functions involved including inventory management, warehousing, distribution, facility location and communication across the chain. This course focuses on management and improvement of supply chain processes and performance. Students will explore techniques to analyze various aspects of the flow of products and materials upstream and downstream.

Distribution: MANAGEMENT. Prerequisite: BSAM: COM 320 and MGT 403; BBA MGT: COM 320 and QM 301.

MGT 469 - APPLIED MANAGEMENT CAPSTONE (3)

This course is designed to integrate and synthesize the conceptual content of the Bachelor of Science in Applied Management (BSAM) program. Utilizing a virtual simulation, students will assume the role of senior manager and therefore the responsibility to solve long and short-term business problems, make decisions that impact the organization's financial, operational and strategic well-being as well as practice communicating these decisions across the organization. As a result, students will gain the experience of leading all aspects of a business.

Distribution: MANAGEMENT. Prerequisite: Completion of a minimum of 110 credit hours and MGT 453, MGT 465 and TAX 490.

MGT 471 - SMALL BUSINESS MANAGEMENT (3)

This course focuses on the general concepts of small business. Students examine credit practices, franchising, location, inventory, and other topics particularly crucial in a small business setting. The case method approach is emphasized in this course.

Distribution: MANAGEMENT. Prerequisite: MGT 303.

MGT 483 - DIRECTED STUDY IN MANAGEMENT (3)

This course is designed to allow the student an opportunity to investigate a management topic not otherwise studied in the curriculum. The directed study can be approved for one, two or three semester hours of credit. Students must initiate the request to pursue a directed study through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: MANAGEMENT. Prerequisite: Students must have written permission of the department chair.

MGT 488 - MANAGEMENT INTERNSHIP (3)

This course provides the student with an opportunity to further develop their practical knowledge of management (marketing). Students will conduct an internship for credit and up to 40 hours of weekly work assignments. BBA- Management students are allowed a maximum of nine (9) credit hours in internship courses toward graduation requirements.

Distribution: MANAGEMENT. Prerequisite: MGT 303; Students must have written permission of the department chair and a minimum GPA of 3.000.

MGT 502 - FOUNDATIONS FOR BUS SUCCESS (3)

This course is required for non-business undergraduate applicants entering Walsh ACBSP accredited graduate programs. This self-paced, fully online course is organized around 11 different business topic areas and is designed to provide students with broad exposure to the fundamental business concepts across a wide variety of business disciplines. In this course, students will gain a comprehensive understanding of the core business theories and practices necessary for success in their graduate business studies. Students are able to proceed at their own pace through the course modules as they seek mastery of each topic area.

Distribution: MANAGEMENT. Prerequisite: None.

MGT 503 - HR MGT & ORG BEHAVIOR (3)

As socio-technical systems, organizations are comprised of not only the techniques, tools, and systems that support the work but also the components that provide the structure to accomplish that work. In addition, the knowledge, skills, and behaviors of the people who perform the organization's work also play a critical role in the economic performance of the firm. This course provides students with the solid grounding in business concepts and terminology necessary for success in the MAB program. This foundation is achieved by exploring the historical and contemporary theory, practices, and realities of individuals, groups and teams, as well as the technology necessary to achieve optimal organizational performance of the organization as a whole in the dynamic twenty-first century.

Distribution: MANAGEMENT. Prerequisite: MGT 502 (may be taken concurrently); Students are required to complete this course within their first 9 semester credit hours at Walsh.

MGT 539 - PROJECT & PROGRAM MGMT (3)

Successful organizations reach their goals through the application of project and program management processes. Project management focuses on shorter-term tasks, timelines and goals of a project. Program management involves strategic, corporate execution at a senior level, generally with larger scale impact to company finances and business goal achievement. Students will explore both project and program management and acquire the skills to manage smaller project initiatives as well as oversee program management endeavors. Concepts can be applied to existing organizations as well as to entrepreneurial initiatives.

Distribution: MANAGEMENT. Prerequisite: MGT 502, MGT 503, COM 525.

MGT 540 - STRAT PLAN FOR BUS & ENTR (3)

Business organizations are consciously created, deliberately structured entities. In the complex, competitive, and dynamic marketplace of the twenty-first century, managers need to address and solve problems at both the organizational and the individual level. This problem-based, active learning course is designed to enable students to focus on not only acquiring the knowledge and skills necessary to recognize, interpret, and solve these issues, but also to develop the critical, reflective, and entrepreneurial thinking necessary to act as a change agent. Using case-based scenarios, students will examine the elements of an organizations' system, its current position within that system, and the decisions necessary to generate a competitive advantage.

Distribution: MANAGEMENT. Prerequisite: Student must have completed 21 semester credit hours completed in residence at Walsh.

MGT 546 - ORG AS COMPLEX ADAPT SYS (3)

This course lays the foundation for the strategic management of organizations by briefly surveying the literature in organizational theory to develop a deeper understanding of what organizations are and how they adapt their internal environment and actions to interact successfully with their external environment. Systems theory, specifically the theories of complex adaptive systems and autopoietic systems, are used to explicate the characteristics of organizations as dynamic learning systems, and contingency theory is used to explain the organization's need for feedback-oriented action learning. This

understanding of organizations then informs a robust overview and critique of contemporary strategic management theories and practices. This course serves both MSIT students and MSM-SM students: Using the concepts of the course as context, MSIT students will complete a simulation project to develop basic system dynamics understanding and skills. MSM-SM students will complete a case study u

Distribution: MANAGEMENT. Prerequisite: MGT 600.

MGT 547 - STRATEGIC MGT OF CAPITAL (3)

This course develops a framework for the strategic management of intangible assets as a most efficacious resource in today's knowledge-intensive organizations. The evolution of economic orders through history is traced briefly, the forces propelling progress are identified, and the dominant management approaches in each age are compared. The unique dynamics of the knowledge age are explained to make the case for an approach to strategic management that builds human, structural, and relationship capital, while increasing the organization's capacity to adapt and reinvent itself. The alignment of new strategies and structures are discussed, including the strategic use of information systems throughout the organization as a means of increasing participation, facilitating learning, and developing the organization's intangible assets. Short case studies will be used to help students move from theory toward application in the course.

Distribution: MANAGEMENT. Prerequisite: MGT 546.

MGT 548 - MGT OF KNOWLEDGE & INNOVATION (3)

This course studies the strategic management of cognition, the creation and use of knowledge for competitive advantage, and organizational practices that foster innovation. The implications of the dispersed nature of knowledge within organizations and society and the bounded rationality of top managers are examined. Leaders and managers are identified at all levels of the organization, and an apologetic is given for their indispensable role in strategic management. A dynamic and iterative model of continuous strategic management driven by managerial cognition, decision making, and feedback through information systems is presented. Techniques for improving mental models and cognition are discussed. Current uses of information systems for knowledge management are reviewed. The contemporary literature on innovation theory is surveyed, and the course concludes with a series of short case studies on successful organizational practices that facilitate innovation.

Distribution: MANAGEMENT. Prerequisite: MGT 547.

MGT 549 - MNG STRAT RENEWAL & CHANGE (3)

This course subsumes traditional theories of organizational development and change within the strategic management process. In doing so, it makes the case that creation of organization-wide systems designed to increase inclusion in the strategic management process may bring about learning, adaptations, strategic renewal of the organization, and indirect change better than traditional interventions by managers and consultants for direct change. The course reviews the current literature relevant to strategic renewal, draws upon the approach presented in the previous courses of the track, and both includes and critiques the insights of the traditional organizational development and change literature. Professors will guide students through a living case study that will propose the broad redesign of an organization's strategic management process, including its management and information systems, so that its structures will be aligned with its strategic management process.

Distribution: MANAGEMENT. Prerequisite: MGT 548.

MGT 555 - GLOBAL HUMAN RESOURCES MGT (3)

THIS COURSE FOCUSES ON THE HUMAN RESOURCE FUNCTION. STUDENTS LEARN TO MANAGE THE SELECTION AND DEVELOPMENT OF PERSONNEL, EQUAL OPPORTUNITY, COMPENSATION AND BENEFITS, SAFETY AND HEALTH REQUIREMENTS. ADDITIONAL TOPICS SUCH AS UNION RELATIONS, GRIEVANCE AND ARBITRATION PROCEDURES ARE ALSO DISCUSSED. STUDENTS ANALYSE VARIOUS HUMAN RESOURCE ISSUES USING THE CASE STUDY APPROACH.

Distribution: MANAGEMENT. Prerequisite: MGT 502 (may be taken concurrently).

MGT 557 - LABOR RELATIONS (3)

This course deals with developing and maintaining effective management-labor relationships. Students become familiar with the history and trends of the labor movement, collective bargaining unit, grievance resolution, and employee involvement in company management.

Distribution: MANAGEMENT. Prerequisite: MGT 555.

MGT 558 - MANAGING EMPLOYEE DEV & TRNG (3)

Assessing employee and training strategies from a management perspective are explored in this course. Students focus on the development of an organization training strategy through innovation, needs analysis, training design, and program evaluation. The course also surveys training methodologies, instructional design, and e-training and related technologies for effective management of programs.

Distribution: MANAGEMENT. Prerequisite: MGT 555.

MGT 559 - MANAGING TOTAL COMP (3)

This course is designed to review the importance of total compensation in today's business environment. The course content will focus on management's role in administering equitable, incentive-based compensation practices and plans and employee benefits programs. Students will have the opportunity to explore contemporary approaches to total compensation, including topics such as performance-based pay practices; job analysis and evaluation; internal consistency and external competitiveness; salary surveys; incentive systems; performance appraisals; and benefits programs. Discussion of relevant regulatory practices, laws, and the importance of strategic compensation will also be covered. Students completing the course will be expected to have acquired an understanding of how total compensation influences employee motivation and productivity.

Distribution: MANAGEMENT. Prerequisite: MGT 555.

MGT 565 - OPERATIONS MANAGEMENT (3)

THIS COURSE COVERS THE MANAGEMENT AND INTEGRATION OF PRODUCTION RESOURCES. STUDENTS LEARN HOW TO DEAL WITH INCREASING EFFECTIVENESS AND EFFICIENCY IN THE SELECTION OF SITE AND FACILITIES, PROCESS, EQUIPMENT AND LAYOUT, ORGANIZATION AND TRAINING, AND STRUCTURE AND METHODS OF DISTRIBUTION.

Distribution: MANAGEMENT. Prerequisite: QM 520.

MGT 583 - DIRECTED STUDY IN MANAGEMENT (3)

THIS COURSE IS DESIGNED TO ALLOW THE STUDENT AN OPPORTUNITY TO INVESTIGATE A MANAGEMENT TOPIC NOT OTHERWISE STUDIED IN THEIR CURRICULUM. THE DIRECTED STUDY CAN BE APPROVED FOR ONE, TWO OR THREE SEMESTER HOURS OF CREDIT PENDING APPROVAL BY THE PROGRAM DIRECTOR OR THE DEPARTMENT CHAIR. STUDENTS MUST INITIATE THE REQUEST TO PURSUE A DIRECTED STUDY THROUGH THE ADMISSIONS AND ACADEMIC ADVISING OFFICE.

Distribution: MANAGEMENT. Prerequisite: Students must have written permission of the department chair.

MGT 588 - MANAGEMENT INTERNSHIP (3)

This elective course gives students who have secured management internships the opportunity to earn credit. The student must be employed in a part-time or full-time management position. Students will be required to prepare a comprehensive written report or project; maintain a daily activity log, and submit a supervisor /intern evaluation of the learning process. Management internships can only be used as elective credit. Requests for an internship must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 595 - STUDY ABROAD (3)

The Walsh Study Abroad course offers students an opportunity to study and travel in countries around the world. Students are able to experience new cultures in an unique learning environment. Destinations and course specifics will vary. Please refer to the current course registration packet for available options.

Distribution: MANAGEMENT. Prerequisite: Students must have written permission of the department chair.

MGT 600 - ORG BEHAVIOR & LEADERSHIP (3)

This course explores the knowledge and skills necessary for leading and managing organizations. Expanding from foundational understandings of individual and group behavior, students will analyze the components of effective leadership. Applying a systems-based perspective, students will also investigate their own leadership potential as they evaluate the functions, roles, methodologies, and skills involved in leading and managing contemporary organizations.

Distribution: MANAGEMENT. Prerequisite: MGT 502 (may be taken concurrently).

MGT 601 - DESIGN THINKING (3)

The course emphasizes the practice of design thinking to address complex problems. This process involves not only identifying complex problems, creatively articulating the issues and pain points that surround those problems, and then iteratively seeking unique solutions that positively affect the organization and all its stakeholders. Through this process, students gain a deeper understanding of the organization as a complex system, as well as an appreciation for the cultural characteristics that recognizes the contributions of all organizational members.

Distribution: MANAGEMENT. Prerequisite: MGT 600.

MGT 602 - LEAD TO ENGAGE CRIT STAKEHOLD (3)

Critical stakeholders are groups who have a direct relationship with the success of other organizations. This course will examine the unique relationship between global organizations and their influence on domestic, regional and local organizations that depend on their global success in order to advance their own products or services. From the global supplier to the end customer, critical stakeholders are an essential component of the business cycle.

Distribution: MANAGEMENT. Prerequisite: MGT 502 (may be taken concurrently).

MGT 603 - EVIDENCE-BASED DECISION MAKIN (3)

This course examines the social and cognitive processes of leaders in their organizational decision making roles, including decision diagnosis, selection of action, and implementation. How leaders may shape the designing-making context is explored. When and how to best involve other organizational members in decision-making is also considered. Students will learn approaches to locating, evaluating, and utilizing appropriate research to inform the decision-making process.

Distribution: MANAGEMENT. Prerequisite: MGT 502 (may be taken concurrently).

MGT 604 - LEADING ORGANIZATIONAL CHANGE (3)

This course examines the processes that support the evolutionary and revolutionary changes necessary for achieving and maintaining competitive advantage. The activities within the change processes, and the various management and leadership roles needed to perform them, are studied. The various ways in which change and renewal are integrated into the broader organizational processes are explored, as are integral facets of organizational culture and climate. The role of individual and organizational agency and pathways in change is investigated.

Distribution: MANAGEMENT. Prerequisite: MGT 600.

MGT 606 - COM STRATS FOR CONTEMP ORG (3)

This course explores the communication competencies required of effective leaders in today's organizations. Students expand their knowledge of the core communication skills required to guide an organization's teams, create organizational visions,

spearhead change, and engage stakeholders both inside of and external to the organization. Special attention is given to the use of emotional intelligence in communication as a mechanism not only to connect at the human level but also across an organization.

Prerequisite: None.

MGT 607 - BUILD & LEAD A LEARN ORG (3)

This course surveys the literature on organizational learning and explores the applications to increase performance. In the dynamic 21st century, organizations are challenged to remain relevant and an organization's leaders and managers are charged with not only determining the steps necessary to create and maintain a competitive advantage but also to ensure that the mistakes of the past are not repeated. Students will explore the essential managerial and leadership roles necessary to create and maintain a learning organization by examining the implications of the organizational structure, processes, and culture.

Distribution: MANAGEMENT. Prerequisite: MGT 600.

MGT 610 - HUMAN RESOURCE MGT CAPSTONE (3)

This capstone course in the HRM Specialization integrates all aspects of human resource management principles, theories, and current practices to apply, synthesize and integrate the body of knowledge required in six areas required for Certification in Professional Human Resources (PHR) and Senior Human Resources (SPHR) by the Human Resource Certificate Institute (HRCI) of the Society for Human Resource Management (SHRM). Students apply critical thinking, analysis, and evaluation of the human resource functions in business management, strategy, organizational design, workforce planning, training, human resource development, compensation, benefits, employment law, employee and labor relations, and risk management. Students will gain an in-depth preparation for specific issues and current practices in the human resource management functional areas to develop acumen in HRM skills and acquire competencies required for certification of human resource professionals in the field.

Distribution: MANAGEMENT. Prerequisite: MGT 557, MGT 558 and MGT 559.

MGT 611 - MANAGING FIRM RESOURCES (3)

This course provides an overview of the nature and scope of organizational resource management. Students will explore the accounting process to provide the foundation for reviewing and analyzing financial statements. In addition, students will gain knowledge of the variety of financial concepts used for analysis, planning and decision-making. Topics include an overview of capital budgeting; financial planning and forecasting; and working capital management. Additional topics will include purchase/ lease decisions. and financing and risk management. Basic tax and legal issues will be reviewed with emphasis on selecting an appropriate entity type. Long-term and short-term debt including interest rate decision will be included as a topic of study.

Prerequisite: MGT 502 (may be taken concurrently).

MGT 631 - CREATING HIGH PERF TEAMS (3)

This course explores the rationale for and approaches to building effective and adaptive teams within organizations. Multiple facets of designing and enabling high-performing teams are examined, including communication with and between teams, trust, motivation, and diversity. Special consideration is given to the challenges of leading these teams.

Distribution: MANAGEMENT. Prerequisite: MGT 604.

MGT 632 - CREATING & MANAGING CULTURE (3)

Organizational culture serves as the 'unspoken' rules for achieving individual performance success in contemporary organizations. Underneath the policies, procedures, rules and regulations exists a set of guidelines anchored in history and tradition. Culture is the informal 'how' things are done. Where there is no intent in creating a culture, the culture creates itself. Contemporary leadership requires a thoughtful approach to creating and managing an organization's culture.

Distribution: MANAGEMENT. Prerequisite: MGT 600.

MGT 633 - LEAD PROJ, PROG & OPER (3)

This course explores the best practices associated with the leadership and management of complex organization projects, programs and processes. Ensuring the organizational operations are actively planned, monitored, executed and evaluated is a critical element in an organization's overall success. Topics include project planning, managing the people, processes, and resources during execution, and the assessment of results to goals. As a result, this course will contribute to a student's knowledge of organizational complexity as well as the application and integration of leadership skills.

Distribution: MANAGEMENT. Prerequisite: MGT 600.

MGT 634 - CURRENT ISSUES IN LEADERSHIP (3)

Leadership is not a static process and is subject to global and local issues that influence decision making. The rapid pace of technological change, the boundaryless communication, the shifting demographics, the politically global landscape, the tightly woven financial markets are all dynamics that influence how leaders process information and make timely decisions in a fast-pace business cycle. The issues that emerge from inside and outside the organization that challenge the process of leading are not limited to a geographical location or bound by a singular time zone. Understanding and managing the issues is critical to leadership success.

Distribution: MANAGEMENT. Prerequisite: MGT 604.

MGT 635 - ALIGNING ORG, ENV & STRAT (3)

This course delves into the important reciprocal relationship between the structure of an organization and its strategy, as informed by the literature of strategic management literature and of organizational theory and design. Students examine the considerations of aligning the internal structures of the organization with its strategic objectives, as well as interdependent external entities. The implications of power and politics are explored.

Distribution: MANAGEMENT. Prerequisite: MGT 685.

MGT 650 - BUSINESS PLANNING (3)

This capstone course serves as the culmination of the student's graduate studies, providing an opportunity to integrate, synthesize, and apply the principles, knowledge, skills, and practices acquired across the MAB program. Using an activity-based approach, students will apply the theories acquired to create a written business plan to acquire the necessary resources to initiate an entrepreneurial endeavor that either expands existing organization or creates a startup venture. In addition, students will develop and deliver a formal presentation marketing the proposed business plan that can be pitched to prospective investors.

Distribution: MANAGEMENT. Prerequisite: Students must have completed 24 credit hours in residence at Walsh.

MGT 685 - STRAT MGT OF THE ENTERPRISE (3)

Synthesizing the conceptual knowledge acquired across the program, this capstone course serves as the culmination of the student's graduate studies and provides an opportunity to explore the entire organizational system; the strategic decisions necessary to determine an identity, its competitive advantage, scope, and positioning as well as the organization's placement in the industry, national, and global environments. In addition to sensitizing students to the real-world challenges businesses face at the macro-level, this course also examines the managerial decisions necessary to structure the organization to execute its strategy and the actions and processes needed to align, motivate, and lead the human capital charged with implementing organizational change. In an activity-based approach to a contemporary business case, students will demonstrate their ability to assess organizational success in an ambiguous, dynamic, and complex 21st century environment.

Distribution: MANAGEMENT. Prerequisite: MBA: Completion of a minimum of 24 semester credit hours; MSOL: MGT 604.

MGT 686 - LEADERSHIP CAPSTONE (3)

In this course students integrate, interpret, and apply all of their leadership course content through participation in a virtual simulation. Students assume various roles, engage in problem-solving and decision-making, and develop communication skills.

The impact of these on overall performance is examined.

Distribution: MANAGEMENT. Prerequisite: Completion of a minimum of 24 semester credit hours in residence at Walsh.

MGT 687 - INTERNSHIP CAPSTONE (3)

This capstone elective course provides students with the opportunity to earn academic credit for an approved internship opportunity. The student must be employed in a parttime or full-time management position, outside of any regular employment the student currently holds. As a capstone alternative in the MSOL program, students must initiate an internship request by the beginning of the semester preceding the planned internship in order to ensure sufficient time to seek and receive the required approvals.

Distribution: MANAGEMENT. Prerequisite: Completion of a minimum of 24 semester credit hours in residence at Walsh and written permission of the department chair. Students must have a minimum cumulative GPA of a 3.000.

MGT 688 - THESIS CAPSTONE (3)

This capstone elective course allows students to create a unique body of work as the culmination of their graduate studies in leadership. The purpose of this course is to allow students to select a specific topic that aligns with their career aspirations or intellectual interests. Students will propose a research study topic, conceptualize and then conduct extensive research. The culmination of this course is the preparation of an original contribution to the knowledge of leadership that enhances the student's creative and critical thinking skills as well as their scholarly researching and writing abilities.

Distribution: MANAGEMENT. Prerequisite: Completion of a minimum of 24 semester credit hours in residence at Walsh and written permission of the department chair. Students must have a minimum cumulative GPA of a 3.000.

MGT 700 - DOCTORAL STUDIES SEMINAR (3)

This course will give students the tools to succeed in the Doctor of Management program. Students will gain an understanding of the doctoral program's goals, structure, and culture including dissertation requirements, human subjects research requirements, and submission timelines. Strategies for successfully engaging in doctoral learning and building an effective doctoral community will be emphasized. Students will become familiar doctoral faculty as well as their professional and research expertise. The course will emphasize the importance and value of research in management, leadership, and organizational change.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 702 - CREATING ORG VALUE (3)

This course surveys the various forms of capital that leaders and managers use to create value for the market. It then focuses upon how best to utilize intangible assets, or intellectual capital, to create value in contemporary organizations. Some attention is given to theories of knowledge, to how individuals and organizations learn, to how knowledge is acquired, interpreted, and applied most effectively and efficiently, and to how and why knowledge has become the most potent driver of value, or wealth creation, in 21st century organizations. In addition, this course helps to lay a conceptual foundation for doctoral dissertation research.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 704 - EVID-BASED RESEARCH METHO (3)

This course focuses on the design of research by examining methods of collection, processing, analysis, and interpretation of data. Survey selection, instrumentation design, pilot testing, and analysis will also be discussed with specific attention paid to the reliability and validity of instruments. The course will present an array of techniques used by leaders to make organizational decisions with an emphasis on interpreting analytical results.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 706 - ECN, LEADERSHIP & MGT THOUGHT (3)

This course traces the evolution of economic, social, and political thought through history in order to provide a context of understanding how modern global society developed to where it is today. Special attention will be given to the forces and reinforcing feedback processes that have driven the trajectory of historical and societal development, so that many of these can be understood and used by contemporary leaders to propel the progress of 21st century organizations. Within this larger context, the evolution of organizational forms and structures, and the evolution of leadership and managerial thought, will be surveyed.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 707 - EVOL OF LDRSP & HUMAN BEH ORG (3)

This course traces the evolution of management thought through history to provide the program's foundational context. Students will be broaden their understanding of the modern global organization's environment by deepening their knowledge of the historical and societal trajectories that have shaped the situations that contemporary leaders face. Within this larger context, the evolution of organizational forms and structures, and the development of leadership and managerial thought will be surveyed.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 710 - RESEARCH METHODS I - QUANT (3)

This course is a combination of quantitative research methods, six sigma and statistical process/quality control, multivariate statistics and forecasting. The Course assumes the doctoral student has had a graduate-level statistics/quantitative methods course covering parametric statistics and hypothesis testing.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 711 - RESEARCH METHODS - INTRODUCTION & SCOPE (3)

This course focuses on the design of research by examining methods of collection, processing, analysis, and interpretation of data. Survey selection, instrumentation design, pilot testing, and analysis will also be discussed with specific attention paid to the reliability and validity of instruments. The course will present an array of techniques used by leaders to make organizational decisions with an emphasis on interpreting analytical results.

Prerequisite: Only open to DM Students.

MGT 712 - EXPLORATORY & QUALITATIVE METHODS (3)

This course explores non-statistical forecasting and other Qualitative Research methods. Qualitative research methodologies have become more prevalent in research as a viable and valid form of inquiry especially as they pertain to human behavior in organizations. Qualitative research techniques will be examined such as survey research, action research, ethno-methodology, participation research, grounded theory, and phenomenological research. Nonparametric statistical analysis will also be examined.

Prerequisite: MGT 711; Only open to DM Students.

MGT 713 - QUANT METH I DATA MGT & DESC APPROACHES (3)

This course provides a foundational understanding of the critical constructs associated with analyzing quantitative data. Moving forward from an understanding of data acquisition, preparation and organization this course provides students with a fundamental understanding of quantitative research methods, multivariate statistics, and factor analysis techniques necessary for hypothesis testing.

Prerequisite: Only open to DM students.

MGT 714 - QUANT METH II EXPER & STAT APPROACHES (3)

This course is designed to build an advanced Body of Knowledge (BOK) that will allow students to utilize an extensive array of complex statistical models, tools, and software applications in the analysis of numerical data. Additionally, students will be able to use these advanced techniques to perform predictive analytics.

Prerequisite: Only Open to DM students.

MGT 718 - DESIGN & LDRSP THEORY IN COMP (3)

Using their knowledge of organizations as complex human systems, students will explore the intersection of design and systems thinking to gain an understanding of the actions necessary to create and maintain a fully functional socio-technical organizational system. This course is also grounded in models that help to explain not only the analysis of organizational components, but also the synthesis of those elements into a fully functioning effective and efficient organizational system.

Distribution: MANAGEMENT. Prerequisite: MGT 707; Only open to DM students.

MGT 720 - RESEARCH METHODS II - QUAL (3)

This course explores non-statistical forecasting and other Qualitative Research methods. Qualitative research methodologies have become more prevalent in research as a viable and valid form of inquiry especially as they pertain to human behavior in organizations. Qualitative research techniques will be examined such as survey research, action research, ethno-methodology, participation research, grounded theory, and phenomenological research. Nonparametric statistical analysis will also be examined.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 722 - SEM IN MANAGING ORG DEV & CHG (3)

This course is designed to expand the doctoral student's insight into what makes an organizational system perform well or fall short of the intended goals. This course also researches the critical leadership philosophies, attitudes, concepts, techniques, and best practices associated with successful organizational change. As a result, students will learn how to integrate the enterprise functions of the firm to achieve the stated goals.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 725 - ISSUES OF GLOBALIZATION (3)

This course explores, researches, and analyzes contemporary issues facing leaders in the global environment. Specific emphasis will encompass global leadership theories, organizational practices, and their application to strategic decision making. Students will learn and practice how to think in a global context.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 726 - ADVC TOP ORG KNWL CREAT & DIS (3)

This course will focus on the global leader's ability to ascertain where and how organizational knowledge is created, identify any gaps in those processes, and manage that essential resource using both human and technical systems. Attention is given to theories of knowledge, how individuals and organizations learn, how knowledge is acquired, interpreted, and applied most effectively and efficiently, and how and why knowledge has become the most potent driver of value in 21st century organizations. Additional consideration will be given to the variety of communications methods necessary to construct and convey effective visionary messages to critical internal and external stakeholder groups.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 730 - DECISION-MAKING & LEADERSHIP (3)

This course explores the complex nature of higher level decision making by senior managers and leaders of the 21st century business organizations. The evolving global expansion of business has created a critical shift in the way business is conducted.

Strategic decision making encompasses more than just facts and intuition. Leaders of complex, global organizations are expected to use a variety of tools and resources to assist in implementing thorough and timely decisions that help maintain a competitive edge.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 731 - RES #1 - APP METH PROC (3)

This course allows the doctoral student to apply the theory and knowledge gained by conceptualizing their dissertation topic. Through this process, students will determine the most appropriate methodology to conduct their research. Doctoral students are required to attend all scheduled Residency sessions.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 736 - STRATEGIC MGT FOR EXEC LEADRS (3)

This course integrates all enterprise functions internal to the organization and looks at strategy formulation and strategy implementation within the context of the external environment and the stakeholder environment as a CEO or strategic leader would. The course looks at strategic management as a process within the strategic operations of an enterprise. The course will consist of lectures, reading of the Wall Street Journal, Financial Times and The Economist, cases and a comprehensive assessment of an organization that will need to be researched for the final paper. In addition, there will be weekly discussions and case studies.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 739 - INNOVATION MGT & AGILE ORG SY (3)

This course explores the use of innovation as a main driving force in contemporary organizations. The systemic interconnections between business cycles and executive planning will be examined through case studies from a wide variety of sectors. The course will also focus on the strategies that drive internal innovation with specific attention paid to the fundamentals of new product development.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 741 - INNOVATION MANAGEMENT (3)

This course explores the use of innovation, through the application of systems theory, as a main driving force in contemporary organizations. The interconnections between business cycles and executive planning will be examined through case studies from business and government sectors. The course will focus on strategies for driving internal innovation with specific attention paid to the fundamentals of new product development.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 743 - MKT STRAT, STRUCTURES & SYS (3)

The extensive use of information technologies, the emergence of new markets and increasingly complex consumer behavior are all causing fundamental changes in the way organizations market their products and services. This course explores the methodological and behavioral perspectives of strategic market management with particular emphasis on managing customer, market, and business relationships.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 746 - MKT STRATEGY, STRUCTURES&SYS (3)

The extensive use of information technologies, the emergence of new markets and increasingly complex consumer behavior are all causing fundamental changes in the way organizations market their products and services. This course explores methodological and behavioral perspectives of marketing management with particular emphasis on customer, market and business relationships.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 748 - FIN & ECN MODEL ANALYSIS (3)

This course explores various economic and financial models used for business analysis. An advanced overview of the concepts and theories necessary for executive-level decision making will be provided.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 751 - MANAGING CHANGE (3)

This course researches the critical leadership philosophy, attitudes, concepts, techniques, and best practices for successfully managing change in organizations through a variety of individual and team-based methods. Topics include: leading theories and practices for change through continuous strategy formulation, implementation, and evaluation; changing and adapting an organization's structure and culture through organizational learning systems; developing and nurturing individuals going through and affected by change experiences; and how to achieve individual and organizational execution for successful change management efforts. Students will effectively apply the key concepts of the course and acquire and/or enhance critical skills by leading some individual and/or organizational change initiative.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 753 - STRAT PERSP IN THE 21ST CENT (3)

This course explores complex nature of higher-level decision making by contemporary senior leadership, specifically the strategy formulation and strategy implementation process contextualized in the dynamic external and stakeholder environments. As a result, students will research and analyze the current issues facing leaders in today's global environment, with special emphasis on the application of a variety of tools and resources to the strategic decisionmaking process.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 758 - RES #2 - METHODOLOGICAL SYNTH (3)

In the second Residency course, students will delineate the dissertation problem statement, structure hypotheses and research questions, and outline a survey of the literature that supports the proposed research question. Doctoral students are required to attend all scheduled Residency sessions.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 759 - RES #3 - DISS TOP POSTER PRES (3)

This final residency course culminates in an oral defense of the dissertation proposal. Students will prepare and present a poster session summarizing and defending the entire research study as planned. Doctoral students are required to attend all scheduled Residency sessions.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 760 - EXE ANALYSIS OF ECN & FIN MOD (3)

This course explores various economic and financial models used for business analysis. An advanced overview of the concepts and theories necessary for executive-level decision making will be provided.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 765 - LEADERSHIP & STRATEGIC COM (3)

This course will focus on the global leaders' ability to use a variety of communications methods to effectively convey a visionary message. Special emphasis will be placed on the assessment of leader style when using various communications modes in response to stakeholder interests.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 790 - DOCTORAL PRACTICUM (3)

This directed study course allows the doctoral student to test the theory and knowledge gained from courses through application and development of a portfolio project. Possible topics of projects may include consulting opportunities through the Walsh Institute or conducting leadership living case studies related to the student's employer or interested organization.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 792 - RESEARCH DESIGN & DATA (3)

This course focuses on the design of research by examining methods of collection, processing, analysis, and interpretation of relevant data. Survey selection, instrumentation design, pilot testing, and analysis will also be discussed with specific attention to reliability and validity of instruments. The course will present an array of quantitative techniques used by leaders to make organizational decisions with an emphasis on interpreting analytical results.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 795 - DISSERTATION RESEARCH PROCESS (3)

The dissertation proposal is the deliverable of this first dissertation course. A Walsh College dissertation should meet the following criteria: Clarity in the problem statement. Focus on the subject to be investigated. Identification of the research methodology to be utilized. Hypothesis and research questions. Possible outcomes and the value of each as a result of acceptance of hypothesis. Dissertation format. Preliminary ideas for possible publication. A schedule to follow in the research.

Distribution: MANAGEMENT. Prerequisite: NULL.

MGT 796 - DISSERTATION I (3)

NULL

Distribution: MANAGEMENT. Prerequisite: MGT 795.

MGT 797 - DISSERTATION II (3)

NULL

Distribution: MANAGEMENT. Prerequisite: MGT 795.

MGT 798 - DISSERTATION III (3)

NULL

Distribution: MANAGEMENT. Prerequisite: MGT 795.

MGT 799 - DISSERTATION IV (3)

NULL

Distribution: MANAGEMENT. Prerequisite: MGT 795.

MGT 800 - DISSERTATION V (3)

NULL

Distribution: MANAGEMENT. Prerequisite: NULL.

MKT - Marketing**MKT 202 - PRINCIPLES OF MARKETING (3)**

This course examines the principles, concepts, and practices of marketing products and/or services in organizations. Students

will learn how the marketing mix (i.e., product, price, promotion, and distribution) impacts the achievement of corporate goals and objectives. Students will also assess legal, regulatory, consumer/socioeconomic, internal and external environmental factors; forecasting; and resource availability and utilization considerations in the marketing-management-decision-making processes.

Distribution: MARKETING. Prerequisite: None.

MKT 307 - MARKETING MANAGEMENT (3)

This course studies market analysis concepts and provides the methods and tools for establishing appropriate information used in effective marketing decision-making. Students will expand their knowledge of basic marketing principles; discuss the tools for marketing problem analysis; and examine strategically oriented cases. Students will learn analysis, planning, and implementation, and will prepare an original marketing plan. Analytical decision-making is emphasized in this course.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 309 - ADVERTISING AND PROMOTION MGT (3)

This course examines the role of managing the promotional aspect of the marketing function from the perspective of the executive. Students review the theory of developing a promotional mix based upon consumer behavior and communication. Advertising, sales promotion, public relations, and the management of the total marketing mix will also be explored.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 415 - CONSUMER AND BUYER BEHAVIOR (3)

This course addresses the economic, psychological, sociological, and anthropological variables associated with consumer and buyer behavior. Students learn the basic factors influencing consumer behavior; the models used to explain this behavior; and the implications of these marketing concepts and public policy issues. Discussion and analysis of consumer behavior attributes are also explored, including motivation, perceptions, attitudes, beliefs, personality, reference groups, demographics, lifestyle, cultural factors, and others.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 420 - CANNABIS (3)

The Cannabis industry is rapidly expanding and represents a significant opportunity for brands. This course will explore the cannabis value proposition and evaluate possible marketing strategies to support a viable cannabis business model. Sustainable practices will be analyzed and future trends will be considered.

MKT 425 - SALES MANAGEMENT (3)

This course examines the organization and administration of a firm's selling efforts. Students will discuss recruitment selection; training; compensation; evaluation; budgeting; market assessment; segment analysis; territory alignment and quotas; and development and motivation of the sales force.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 435 - MARKETING RESEARCH (3)

This course introduces market research concepts and techniques for collection, analysis, and interpretation of data for effective marketing decisions. Students learn problem definition; research design; questionnaire construction; sampling; attitude scaling; and statistical analysis. Students will also evaluate and present their research findings.

Distribution: MARKETING. Prerequisite: MKT 202 and QM 202.

MKT 445 - E-MARKETING COMMUNICATION (3)

This course surveys the use of the Internet as a global marketing communication tool. Emphasis is on using the Internet and

new technology channels to interact with customers, locate marketing and corporate information, as well as to disseminate product and service information. Students will be introduced to marketing techniques using e-mail, discussion groups, and the World Wide Web. The final project is the analysis or construction of a simple Web site.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 453 - SOCIAL MEDIA STRATEGIES (3)

Online word of mouth, social search, buzz, and the influence of networks are changing the way businesses market to new and existing customer bases. As marketers, we must be ready to leverage social media and its many benefits to help our organization drive ROI, cut marketing costs, and enhance customer relationships. The focus of this class is on how to utilize social media from marketing, PR, customer, and sales perspectives. Lastly, we'll take a further look at social etiquette, policy, content strategy, tools, metrics, and legal implications.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 460 - STRATEGIC MARKETING (3)

This capstone course enables students to apply all of the knowledge obtained during the marketing degree process to problems in high-level marketing decision making. Through the analysis of cases, the student will design strategies to address a variety of marketing situations including marketing as a business value creation process, target market selection and positioning, development of integrated marketing programs, creation and cultivation of brand identity, and the establishment of long-term marketing advantages.

Distribution: MARKETING. Prerequisite: MKT 309, MKT 415 and MKT 435.

MKT 480 - SPECIAL TOPICS IN MKT (3)

Marketing is in a constant state of flux and as such is subject to many external factors. This course explores the emerging issues that challenge the process of marketing across business sectors, geography and demographics. The ability to understand and manage these issues is critical to marketing success.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 483 - DIRECTED STUDY IN MARKETING (3)

This course is designed to allow the student an opportunity to investigate a topic not otherwise studied in the curriculum. The directed study can be approved for one, two, or three semester hours of credit. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: MARKETING. Prerequisite: Students must have written permission of the department chair.

MKT 484 - TRAVEL & TOURISM (3)

Marketing is in a constant state of flux and as such is subject to many external factors. This course explores the emerging issues that challenge the process of marketing across business sectors, geography and demographics. The ability to understand and manage these issues is critical to marketing success.

Distribution: MARKETING. Prerequisite: NULL.

MKT 487 - NOT-FOR-PROFIT MARKETING (3)

This course focuses on the necessary skills and effort involved in managing a non-profit organization. Students will develop hands-on experience at the work site under the supervision of the instructor. Scheduled trips to non-profit businesses located in the Detroit metropolitan area are conducted.

Distribution: MARKETING. Prerequisite: MKT 202.

MKT 488 - MARKETING INTERNSHIP (3)

This course provides the student with an opportunity to further develop their practical knowledge of management (marketing). Students will conduct an internship for credit and up to 40 hours of weekly work assignments. BBA-Marketing students are allowed a maximum of nine (9) credit hours in internship courses toward graduation requirements.

Distribution: MARKETING. Prerequisite: MKT 202; Students must have written permission of the department chair and a minimum GPA of 3.000.

MKT 525 - MARKETING AND BRANDING (3)

This course prepares students to connect a business with prospective customers and clients through the study of contemporary marketing techniques. The primary concepts in the course include 1) The development of a brand to build a distinctive image and to establish the basis for market value among consumers; and 2) An assessment of marketing strategies to communicate that image and corresponding value proposition to potential customers. Branding and marketing are essential concepts for professionals to effectively translate their talents into an economy where markets offer a wide variety of competing choices. Students in this course will participate in and write about four essential marketing experiences and complete a branding project.

Distribution: MARKETING. Prerequisite: COM 525, MGT 502 and MGT 503.

MKT 541 - PUBLIC RELATIONS STRATEGIES (3)

This course involves students examining the role, process, strategy, tactics, and application of public relations from an integrated perspective including the similarities and difference compared to advertising, marketing and journalism. Students will be exposed to the legal, ethical, social responsibility, and professional standards of the field and explore how persuasion, public opinion and crisis communications are influenced in a dynamic, technology driven global society. Students will examine research techniques as a method to systematically gather information about an organization's environment, stakeholders and competitors. Emphasis will be on developing public relation documents including media releases, pitches, and social media communications. Students will work in teams to develop and propose a full public relations program plan for an actual client.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 542 - CONSUMER INSIGHTS (3)

This course explores the relationship between consumer decision-making and the creation of a brand's competitive advantage. Students will explore how an understanding of merging trends can enhance marketing propositions and create brand value. Methodologies for generating and evaluating consumer insights, including qualitative and quantitative research techniques, will be explored.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 543 - CREATIVITY AND INNOVATION (3)

Creativity and innovation are the essential contributors to success for many of today's organizations. Some of the most significant gains in shareholder value in recent years are due to a culture of creative innovation. Many consider a culture of creativity and innovation as the only sustainable competitive advantage available to firms. This course is designed to explore factors that stimulate and inhibit creativity in individuals, groups, and organizations and to introduce you to the practices necessary to stimulate and manage innovation. The initial part of the course will examine creativity, focusing on the social conditions which lead to new ideas and technologies. The second part of the course will consider the way in which new ideas and technologies are instituted and resisted. Ultimately, this course will focus on developing new ways of thinking, which are different from those typically learned in Graduate Business programs.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 544 - CONSUMER SCIENCES (3)

This course explores the quantitative aspects of the marketing discipline. The focus is on survey research and applied statistical analysis. Students will learn how to develop a quantitative research study, create a survey, gather survey data, and compile the

data, as well as analyze the information to assess key consumer insights. As a part of this process, students will learn the SPSS statistical package, including the ability to create key syntax which will allow them to analyze survey data.

Distribution: MARKETING. Prerequisite: MKT 550 and QM 520.

MKT 550 - MARKETING FUNDAMENTALS (3)

This course examines how a business conveys the value of its products and services to customers. Students examine various methods to identify customer needs; product design; customer and product service; and communicating with current and potential customers. Students also analyze competition; consumer analysis; product pricing and promotion; channels of distribution; and company capabilities.

Distribution: MARKETING. Prerequisite: GR: MGT 502 (may be taken concurrently); UG: MKT 202.

MKT 551 - CONSUMER BEHAVIOR (3)

This course explores the factors affecting behavior in the acquisition of products and services. Students learn the general principles of individual, group, and family behavior as they relate to specific demographic differences and similarities within a given population. Students learn to identify methods of establishing consumer behavior patterns to project trends and to formulate appropriate marketing decisions.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 553 - SOCIAL MEDIA STRATEGIES (3)

Online, word of mouth, social search, buzz, and the influence of networks are changing the way businesses market to new and existing customer bases. As marketers, we must be ready to leverage social media and its many benefits to help our organization drive ROI, cut marketing costs, and enhance customer relationships. The focus of this class is on how to utilize social media from marketing, PR, customer, and sales perspectives. Lastly, we'll take a further look at social etiquette, policy, content strategy, tools, metrics, and legal implications.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 555 - MKT APPLICATION & METRICS (3)

This course is designed to provide the knowledge and skills necessary to develop marketing strategy at the enterprise level. The course will focus on issues such as the selection of which business and segments to compete in, reinvention of marketing approaches, how to allocate resources across businesses, segments, and elements of the marketing mix, as well as other significant strategic issues, such as philanthropy and ethics in marketing. Emphasis will be placed on designing and measuring the effectiveness of marketing strategies and reinvention of market-focused initiatives. The participants will engage in a team-based set (two) research case studies. In addition, there are several opportunities to interject their personal thoughts in a non-graded self-reflection manner.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 560 - BRAND MANAGEMENT (3)

While products and services can often be copied, consumer attitudes are much more difficult to replicate. This course provides insights into how effective brand strategies can be created to establish and strengthen consumer attitudes and the implications for brand management practitioners. Through an integration of theory and practice the course will provide a perspective on the brand management function as part of corporate marketing. Contemporary examples of brand management will be discussed and critiqued.

Distribution: MARKETING. Prerequisite: MKT 550.

MKT 583 - DIRECTED STUDY IN MARKETING (3)

This course is designed to allow the student an opportunity to investigate a topic not otherwise studied in the curriculum. The directed study can be approved for one, two, or three semester hours of credit. Requests for a directed study must be initiated

through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

Distribution: MARKETING. Prerequisite: Students must have written permission of the department chair.

MKT 588 - MARKETING INTERNSHIP (3)

This elective course gives students who have secured marketing internships the opportunity to earn credit. The student must be employed in a part-time or full-time marketing position. Students will be required to prepare a comprehensive written report or project; maintain a daily activity log, and submit a supervisor /intern evaluation of the learning process. Marketing internships can only be used as elective credit. Requests for an internship must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study, practicum, and/or internship courses toward graduation requirements.

Distribution: MARKETING. Prerequisite: Students must have written permission of the department chair.

MKT 589 - CONSULTING PROJECT (3)

NULL

Distribution: MARKETING. Prerequisite: Students must have a minimum of 27 credit hours in residence at Walsh.

MTH - Math

MTH 300 - BUSINESS ALGEBRA (3)

The course consists of a continuation of the Algebra sequence. Topics include systems of equations, functions and graphs, radical expressions, rational exponents, complex numbers and logarithms.

Prerequisite: None.

QM - Quantitative Methods

QM 202 - STAT METHODS FOR BUS (3)

An in-depth study of descriptive statistical concepts, techniques, and tools applicable to business and business decision-making. Methods of collecting, summarizing and describing data and related measures of central tendency and dispersion are examined. Students describe and analyze data using measures of central tendency and descriptive statistical tools, including graphs and other comparative techniques. Topics include data types; probability; sampling; sampling distributions; and estimation.

Distribution: QUANTITATIVE METHODS. Prerequisite: None.

QM 301 - STAT INFERENCE/MGT DECISION (3)

Building upon the content of QM 202, this course focuses upon data interpretation through the use of inferential statistics. By the end of the course, each student will demonstrate the ability to select and use inferential statistical tools to analyze a variety of datasets from varying business-based application settings, and will justify, report, and interpret the results of such analyses. Students will apply these skills to critique and interpret research reports that are represented within business literature from various business settings. Students will also be introduced to quantitative methods involving differing probability distributions that require the use of less typical data analysis tools.

Distribution: QUANTITATIVE METHODS. Prerequisite: QM 202.

QM 504 - PRINCIPLES OF DATA ANALYTICS (3)

This course provides an overview of the knowledge that students gain successfully completing the MSDA degree curriculum. Each weekly session materials presented focuses on one aspect of the principles of data analytics. The course acts as a roadmap

with respect to an overview of the data analytic skill sets students need to develop earning MSDA degree.

Prerequisite: QM 301.

QM 505 - DATA DRIVEN DECISION MAKING (3)

The focus of this course is on data driven decision making based on statistical analysis methods. Both quantitative and qualitative statistical methods are presented. The course is designed to develop critical skills for data analysis, modeling, and decision making under uncertainty to draw valid inferences for informed decisions. The topics covered in the course include exploratory data analysis, probability, sampling, estimation, simulation, hypotheses testing, regression analysis, and time series with emphasis on translating and communicating the statistical results into language understood by non-technical and technical audiences.

Prerequisite: QM 301.

QM 520 - BUSINESS ANALYTICS (3)

Managers encounter data daily and regularly base their decision on it, this course in business analytics develops important skills in data analysis, modeling, and decision making under uncertainty. It is designed to train students to use valid inferences data to inform their decision. The topics covered in the course include exploratory data analysis, probability, analysis, estimation, simulation, hypothesis testing, and regression analysis. Business Analytics emphasizes application of analytical techniques through its lectures, case analysis and discussions, and computer exercises. Effort is made to translate the statistical results into language understood by non-technical audience and similar communication is expected from students. Real-world cases of successes and failures with analytics-based business strategies are consider. This course presents topics from statistics and decision theory that can help clarify managerial problems and aid in selecting appropriate courses of action

Distribution: QUANTITATIVE METHODS. Prerequisite: GR: MGT 502 (may be taken concurrently); UG: QM 202.

QM 600 - PERSPECTIVE ANALYSIS (3)

This course exposes the student to prescriptive analytics. Prescriptive analytics is used as a method in identifying competitive advantages in the enterprise. The students will learn how prescriptive analytics is used in business analytics and decision making. Students will explore optimization and optimal decision-making models. Topics such as simulation modeling and multi-criteria decision making are introduced. The students will be exposed to transforming findings into actionable next steps in effective decision making utilizing prescriptive analytic techniques.

Prerequisite: IT 544, QM 504, QM 505.

QM 601 - RESEARCH METHODS & ETHICS (3)

The focus of this course is on exploring the three research method approaches: quantitative, qualitative and mix-method. Phases of research are discussed in detail with respect to identifying research problems based on business needs, translating research problems based on business needs into specific research questions, developing hypotheses considering specified research questions, determining independent and dependent research variables, and examining the validity and reliability of the research designs. Ethical considerations in research are deliberated considering APA and ASA ethics guidelines.

Prerequisite: IT 546, QM 504, QM 505.

QM 602 - LEAN SIX SIGMA (3)

This course provides a detailed over view of the Lean Six Sigma methodology preparing students earning Green and Black belt certification status. The course content is presented in the context of implementation of Six Sigma methodology considering statistical analysis techniques with the main goal of defining data-driven quality to improve processes. The five phases of the Six Sigma methodology, namely, Define, Measure, Analyze, Improve, and Control including the tools to use to complete these phases are described through case-study based course presentation.

Prerequisite: QM 504, QM 505.

QM 640 - DATA ANALYTICS CAPSTONE (3)

The Capstone/Practicum Project provides the opportunity for integrating program learning within a project framework. Each student identifies or defines a professionally relevant need to be addressed that represents an opportunity to assimilate, integrate, or extend learning derived through the program. The student will work with the Capstone Project Advisor to develop a proposal. After review and approval by the Capstone Project Advisor, the student is authorized to complete the project. The student presents the completed project at the end of the semester.

Prerequisite: QM 504, QM 505, QM 601.

TAX - Taxation

TAX 483 - DIRECTED STUDY IN TAXATION (3)

A directed study will earn general elective credit and may only be used to substitute for required course work with the permission of the department chair. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: TAXATION. Prerequisite: Students must have written permission of the department chair.

TAX 490 - SMALL BUSINESS TAX ISSUES (3)

This course is a study of the general principles of federal income taxation. Consideration will be given to achieving an introductory knowledge and familiarity with certain tax laws and compliance requirements relating to the taxation of individuals and businesses.

Distribution: TAXATION. Prerequisite: None.

TAX 495 - TAX AND BUSINESS TAXATION I (3)

This course is a study of the general principles of federal income taxation. Consideration will be given to both the taxation of individuals and to the taxation of business. Students taking this course are strongly advised to take TAX 496 the next semester enrolled.

Distribution: TAXATION. Prerequisite: ACC 202 or ACC 300.

TAX 496 - TAX AND BUSINESS TAXATION II (3)

This course is a continuation of TAX 495, and will consider more advanced topics in both general and business taxation. Students taking this course are strongly advised to take TAX 497 the next semester enrolled.

Distribution: TAXATION. Prerequisite: TAX 495.

TAX 497 - TAX & BUSINESS TAXATION III (3)

A continuation TAX 495 and 496. Advanced topics to be considered include advanced partnership, taxation, income taxation of trusts and estates, estate and gift taxation, and corporate distributions, redemptions, and liquidations.

Distribution: TAXATION. Prerequisite: TAX 496.

TAX 500 - ADV TAX RES, WRIT & CIT METH (3)

A sophisticated and high-level study of tax writing and the methodology of federal tax research. Consideration will also be given to the proper form of citation for various legal authorities encountered during tax research and to the techniques required for the adequate reporting of research results. The use of the Internet and CCH Tax Research Network¹⁵³ will also be studied. It will be assumed that all students taking this course have a thorough knowledge of all but the most advanced research techniques. When taken by an MST student, the course must be taken no later than as the sixth three-credit-hour course.

Distribution: TAXATION. Prerequisite: TAX 599.

TAX 507 - TAX ACCOUNTING (3)

This course is a systematic study of the basic concepts of tax accounting. Students study periods and methods; changes in periods and methods; depreciation, and cost recovery; inventories including dollar value LIFO; and section 482 allocations.

Distribution: TAXATION. Prerequisite: TAX 599.

TAX 509 - SALES & EXCHANGES OF PROPERTY (3)

A study of the Internal Revenue Code as it applies to sales and exchanges of personal and real property. Particular emphasis is given to capital gains and losses; Section 1231 gains and losses; and to non-recognition transactions, including like-kind exchanges; involuntary conversions; sale of a residence; and foreclosures. Installment sales, taxable sales of businesses, and sales involving securities and commodities are also considered in detail. The at-risk rules and the passive activity loss rules will also be studied.

Distribution: TAXATION. Prerequisite: TAX 599.

TAX 510 - BASIC CONCEPTS IN CORP TAX (3)

Basic concepts involved in federal law as it applies to the formation and related operations of corporate enterprises and associations that are treated as corporations. Topics include computing the corporate tax; controlled groups; tax-free incorporations; dividends; earnings and profits; and Subchapter S Corporations. An introduction to consolidated tax returns will also be included. Students will be required to prepare a Form 1120 and an AMT Schedule.

Distribution: TAXATION. Prerequisite: MST: TAX 599; MAC/MAC.W: TAX 596; (TAX 507 and TAX 509 are recommended, but not required).

TAX 525 - ADV CON IN CORP TAX & CON RTR (3)

This course covers advanced topics in federal tax law as it applies to corporations. Students study redemptions, liquidations, mergers and other reorganizations, corporate divisions, carryovers of corporate tax attributes, taxable acquisitions and the rules for filing a consolidated corporate tax return.

Distribution: TAXATION. Prerequisite: MST: TAX 510; MAC/MAC.W: TAX 596.

TAX 531 - PARTNERSHIP AND LLC TAXATION (3)

This course examines the federal income tax treatment of partnerships and partners. Students study partnership formation; problems of partnership operation including distributions; sales and exchanges of partnership interests; partnership terminations and liquidations; special basis adjustments; and the role of partnership as investment vehicles. The treatment of limited liability companies and limited liability partnerships are also examined. Students will be required to prepare a Form 1065.

Distribution: TAXATION. Prerequisite: TAX 599. (TAX 507 and TAX 509 recommended).

TAX 532 - INCOME TNSFR TAX CONS T&E (3)

This course is a study of the estate gift, and generation-skipping transfer taxes and the income taxation of estates and trusts. Emphasis is placed on the after-death planning; affirmative uses of trust rules; treatment of specialized trusts such as irrevocable trusts; insurance trusts; charitable trusts; and grantor trusts.

Distribution: TAXATION. Prerequisite: MST: TAX 599; MAC/MAC.W: TAX 596.

TAX 540 - TAX PRACTICE AND PROCEDURE (3)

This course is a study of federal tax practice and procedure. Topics to be considered include audits; administrative appeal procedures; tax forums; organization of the Internal Revenue Service; ruling procedure; statutes of limitations; interest and penalties; assessment; collection (including offers in compromise, liens, levies, and transferee liability); and the Freedom of

Information Act. Tax fraud is covered briefly.

Distribution: TAXATION. Prerequisite: None.

TAX 550 - INTERNATIONAL TAXATION (3)

The application of the Internal Revenue Code to domestic corporations doing business in foreign countries either through subsidiaries or as branch operations. Topics include planning for expansion into foreign countries and developing countries; factors to consider in deciding whether to create a branch or a subsidiary in a foreign country; the foreign tax credit; dividend requirements; Subpart F and current international tax problems and planning. Inter-company pricing will be considered in detail. Also covered are tax treaties; FSCs, foreign currency; and the U.S. tax treatment of foreign persons and foreign businesses engaged in U.S. activity.

Distribution: TAXATION. Prerequisite: TAX 500, TAX 510, TAX 531 and TAX 599.

TAX 560 - PLAN & CURRENT ISSUES IN TAX (3)

This course will incorporate high-level discussion application and presentation of current event tax topics across a variety of subjects taught in the core MST program. Emphasis will be placed on the synthesis of complex tax concepts and the ability to demonstrate, recognize and evaluate the technical policy, economic and practical application aspects of the topics.

Distribution: TAXATION. Prerequisite: TAX 500, TAX 510, TAX 531 and TAX 599.

TAX 575 - COMPREHENSIVE SEMINAR (1)

The course will consist of a two-hour true/false and/or multiple-choice examination covering the subject matter of the students required MST courses. Elective courses will not be covered. The course is offered only on a pass/fail basis and consists of a single class meeting at 1 p.m. in Room 101 on the Saturday before the beginning of finals week (or such other times as may be announced on the course section of the Walsh College Portal).

Distribution: TAXATION. Prerequisite: Students must take this course in their final semester in the MST Program. Contact Admissions and Advising Office to initiate process.

TAX 583 - DIRECTED STUDY IN TAXATION (3)

A directed study will earn general elective credit and may only be used to substitute for required course work with the permission of the department chair. Requests for a directed study must be initiated through the Admissions and Academic Advising office. Students are limited to no more than six (6) semester credit hours (if approved) in directed study and/or internship courses toward graduation requirements.

Distribution: TAXATION. Prerequisite: Students must have written permission of the department chair.

TAX 593 - TAX AND BUSINESS TAXATION I (3)

This course is a study of the general principles of federal income taxation. Consideration will be given to both the taxation of individuals and to the taxation of business. This course is substantially similar in content to TAX 495. However, additional research assignments will be required.

Distribution: TAXATION. Prerequisite: None.

TAX 595 - TAX AND BUSINESS TAXATION I (3)

This course is a study of the general principles of federal income taxation. Consideration will be given to the taxation of individuals and to the taxation of business. This course is substantially similar in content to TAX 495. However, additional assignments on tax research will be required. Students taking this course are strongly advised to take TAX 596 the next semester enrolled.

Distribution: TAXATION. Prerequisite: MST: MGT 502 (may be taken concurrently); MAC: ACC 500 (may be taken concurrently).

TAX 596 - TAX AND BUSINESS TAXATION II (3)

This course is a continuation of TAX 595 and will consider more advanced topics in both general and business taxation. This course is substantially similar in content to TAX 496. However, an additional research assignment will be required, as well as an additional class on tax research and writing.

Distribution: TAXATION. Prerequisite: TAX 4/595.

TAX 598 - TAX RETURN SEMINAR (3)

This course is a practical seminar to introduce the different types of tax return filings. The following U.S. Income Tax Forms will be prepared and analyzed: Form 1040, U.S. Individual Income Tax Return; Form 1120, U.S. Corporate Income Tax Return; Form 1120 S U.S. Income Tax Return for an S Corporation; Form 1065, U.S. Return of Partnership Income; Form 4797, Sales of Business Property; Form 8824, Like-kind Exchanges; Schedule D, Capital Gains and Losses. The related tax principles to accurately prepare basis returns will be emphasized. Related practice and procedure requirements in dealing with the Internal Revenue Service will be addressed.

Distribution: TAXATION. Prerequisite: MAC/MAC.W: TAX 495/595 and TAX 496/596; MST: TAX 510and TAX 531.

TAX 599 - INTRO TO TAX RESEARCH (3)

An introduction to the basic concepts and techniques of tax research, including the use of the Walsh College Tax Portal and RIA Checkpoint®. The relative value of statutes, judicial precedents, administrative interpretations, and legislative history as sources of authority will also be studied at an introductory level; however, emphasis will be placed on the techniques for discovering the sources of authority in tax law.

Distribution: TAXATION. Prerequisite: TAX 595 (may be taken concurrently); MST students should take this course as their first course.

Walsh Leadership

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Retired Business Columnist
Detroit Free Press

A. Mark Zeffiro

Walsh History

1922

Mervyn Walsh leaves his job as Thomas Edison's accountant to buy a franchise to teach the Pace Method of Accounting. He opens the Walsh Institute in Detroit's Capitol Theater on September 18.

Twenty-three students enroll. Tuition is \$60 a semester.

1928

Enrollment reaches 286 students.

Seven graduates organize the Walsh Institute Alumni Association.

1930

Alumna Grace Dimmer becomes Michigan's first woman to earn the CPA designation.

1947

Walsh Institute marks its 25th anniversary.

Enrollment reaches 1,508, in part due to the GI Bill.

1965

William C. Stewart becomes the Institute's president on the retirement of Mervyn Walsh.

Walsh trustees determine that the Walsh Institute will change its educational charter by having its own building, offering an accounting curriculum approved by the State Board of Accountancy, and receiving State Board of Education approval.

1968

Walsh Institute is renamed Walsh College of Accountancy and Business

Administration, an upper-division college offering coursework for juniors and seniors who have finished two years at community colleges and four-year institutions.

Walsh purchases 20 acres of farmland from Morris Wattles for a new location in Troy.

1969

Ground is broken for a new 10,000-square-foot location in Troy.

1970

Walsh names Jeffery W. Barry as its third president.

The Troy location opens.

The State of Michigan authorizes Walsh to grant degrees.

1973

Walsh adds a Bachelor of Business Administration degree.

1974

Walsh offers its first graduate degree: a Master of Science in Taxation.

A 7,400--square-foot addition to the Troy location triples the size of the library and adds two lecture halls, a bookstore, and a student lounge.

1975

The North Central Association of Colleges and Schools (NCA) accredits Walsh.

1978

Walsh opens a Port Huron location and expands the Troy location.

1980

The Master of Science in Professional Accountancy (now the Master of Science in Accountancy) is offered.

1982

Walsh adds the Computer-based Information Systems major to the BBA program.

Walsh marks its 60th anniversary.

1984

Mervyn B. Walsh, the Walsh Institute founder, dies at the age of 93.

1986

Walsh offers extension courses at Macomb Community College, Royal Oak Shrine High School, and Detroit's Renaissance Center.

Walsh offers a Master of Science in Finance degree.

1988

Marketing is offered as a new major in the BBA program.

1989

A Master of Science degree in Management is offered for the first time.

A capital campaign is launched to increase the scholarship program and the size of the facility.

1990

A \$4.2 million addition to the Troy location is completed. It includes a cafeteria, a computer lab, and faculty and administrative space, among others.

1991

Walsh names David A. Spencer the fourth president upon the retirement of Jeffery Barry.

Walsh begins offering courses at the Macomb Community College University Center in Clinton Township.

1992

Four Walsh women are among the top 100 scorers on the CPA exam in the United States.

Eija Roulson, MSPA '93, earns the highest score on the Michigan CPA exam and the second highest score in the United States.

1993

After surveying students, faculty, community leaders, and business owners, Walsh administrators decide to build a new location in Novi.

1996

In response to changing workplace needs, Walsh offers a Master of Science in Information Management and Communication degree.

1997

Walsh observes its 75th anniversary with business discussions and speakers, a book entitled "The History of Walsh," a dinner, and a homecoming at the Troy location coinciding with the day of the first Walsh Institute lecture.

1998

Walsh opens the location in Novi, launches an MBA degree, and offers its first online courses.

1999

Keith A. Pretty becomes Walsh's fifth president.

2000

Walsh launches a long-range strategic action plan to see it through the next century.

A Master of Arts in Economics and a Master of Science in Business Information Technology are offered.

2001

The Higher Learning Commission of the North Central Association reaffirms Walsh's accreditation and allows Walsh to offer fully online degree programs.

2002

Walsh revises the Accounting program to fulfill the 150 hours of instruction required by the State Board of Certified Public Accountants and allows accounting students to receive both bachelor's and master's degrees.

The Michigan Association of CPAs names Accounting Department Chair Richard D. Berschback "Educator of the Year."

2003

The National Security Agency and Department of Homeland Security designate Walsh as a Center of Academic Excellence for Information Assurance Education for mapping curriculum to government standards.

The Bachelor of Science in Business Information Technology and the Master of Science in Managing Manufacturing Operations degrees are offered.

2004

The Walsh Foundation is officially formed for the acceptance of charitable gifts.

2005

The Master of Science in Information Assurance degree is offered entirely online.

2006

Stephanie W. Bergeron, vice chair of the Board of Trustees, is named interim president of Walsh.

A Doctor of Management in Executive Leadership, the

first doctoral degree, is offered.

Ground is broken for a 36,000-square-foot, two-story addition named for Walsh President Emeritus Jeffery Barry, who died July 8.

2007

Stephanie W. Bergeron is named the sixth president of Walsh.

2008

A team of Walsh graduate students win the Association for Corporate Growth (ACG) Detroit Cup MBA Business Case Competition.

The Jeffery W. Barry Center addition opens for classes at the Troy location and is later certified Leadership in Energy and Environmental Design (LEED)[®] Gold by the U.S. Green Building Council.

2009

Walsh offers a dual MBA/MSF degree.

More than 3,000 people attend 102 skill-building workshops in a free “Take Charge” program developed for displaced workers.

Walsh offers courses at St. Clair County Community College and Wayne County Community College District.

2010

The Association of Business Schools and Programs (ACBSP) accredits Walsh’s degree programs.

Walsh adds its LaunchPad program with the help of a grant from the Blackstone Charitable Foundation. LaunchPad is designed to help entrepreneurs with their business ideas.

2011

The Higher Learning Commission of the North Central Association of Colleges and Schools reaffirms Walsh’s accreditation.

2012

Walsh observes its 90th anniversary with homecoming celebrations at the Troy and Novi locations.

Walsh grants its first doctoral degree.

2013

An award-winning, 1,400-square-foot Finance Lab opens

for students, with 12 Bloomberg terminals, large flat-screen televisions tuned to market and financial reports, and breakout rooms where students can examine current market conditions, trends, and discuss future projections.

Walsh holds its 100th Commencement Ceremony in January.

2014

The Board of Trustees approves a 55,000-square-foot renovation of the Troy location to enhance student learning experiences, including an expanded business-communication focused success center, student lounge, and “one-stop” student services center.

Walsh launches a Master of Science in Marketing, the only one of its kind in Michigan. Walsh also begins to offer dual MBA degrees in Management, Marketing, and Information Technology Leadership.

Walsh students capture ACG Cup for the fourth time (2008, 2011, 2013).

2015

For the second consecutive year, Walsh is one of 75 select national institutions ranked as a “Best for Vets Business College” that provide high-level assistance for service members, veterans and their families by The Military Times.

2016

A grand opening is held for the Troy location addition and renovation.

A Decision Sciences Department is formed.

A Cyber Lab opens for students.

Walsh offers a new Cybersecurity concentration in its highly regarded Master of Science in Information Technology degree program to meet the increased demand for advanced education.

The Walsh Master of Science in Taxation program is ranked fifth in the nation and the Walsh Master of Science in Accountancy program is tied for sixth in the nation by the TaxTalent.com on the Top in Tax Educational Survey of employers.

The Walsh undergraduate degree program in accounting with a CMA concentration earns endorsement by the Institute of Management Accountants (IMA).

Walsh receives ACBSP accreditation for its Master of Science in Marketing and Master of Science in Management degrees.

2017

Walsh President and CEO Stephanie W. Bergeron retires and receives the title of President Emerita.

Marsha Kelliher becomes Walsh's seventh president and CEO.

Walsh offers a Master of Arts in Business program.

The Troy location addition receives LEED Silver Certification.

2018

The Inauguration of President Kelliher is celebrated at the Detroit Opera House.

Cutting edge IT curriculum introduced.

Walsh launches the FastTrack program.

The Walsh Now program is introduced.

Walsh offers year-round registration.

Walsh celebrates 20 years of Online Education.

2019

Walsh offers a Bachelor of Business Administration in Human Resource Management degree.

Walsh offers a Bachelor of Science in Applied Management degree.

Walsh offers a Master of Science in Organizational Leadership degree.

The Doctor of Management is reinstated.

Walsh's Online MBA is internationally recognized as a Tier One Global Online MBA by CEO Magazine.

Walsh marks over 50 years of Community College Partnerships.

Walsh joins Detroit Promise as first bridge partner.

2020

Walsh's online MBA retains Tier One ranking from CEO Magazine.

Walsh's BBA in Management is ranked number five in the nation by Online Schools Report.

Walsh pivots all classes to 100% remote delivery in less than a week in response to the COVID-19 outbreak.

Walsh earns Gold Collegiate Advertising Award for 2019 campaign.

Walsh honored for transfer pathways and student support and named to the 2020 Transfer Honor Roll by the Phi Theta Kappa Honor Society.

Walsh online Master's in Cybersecurity receives national ranking by Student Training in Education and Public Service (STEPS).

Walsh retains Gold status as Veteran-Friendly School by the Michigan Veterans Affairs Agency.

Gerald Schafer, Walsh trustee, is named interim president.

Notice of Nondiscrimination

Walsh strives to maintain an environment free of discrimination and harassment. Walsh prohibits discrimination or harassment based on any protected status on the basis of such legally protected characteristics as a person's race, color, religion, gender, age, height, weight, national origin, marital status, veteran status, sexual orientation, gender identity, gender expression or disability. Walsh complies with all applicable federal and state laws regarding nondiscrimination, including, but not limited, to Title IX of the Education Amendments of 1972, Title VII of the Civil Rights Act of 1964, the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, as amended by the Violence Against Women Reauthorization Act of 2013, the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination and Employment Act of 1967, Michigan's Elliott-Larsen Civil Rights Act and Michigan's Persons With Disabilities Civil Rights Act.

The following person is designated to handle inquiries and reports regarding nondiscrimination and Title IX compliance:

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