

BUSINESS AND MANAGEMENT SYSTEMS

Business and management systems is an undergraduate degree based on broad, foundational core courses. Professionals in this field analyze organizational needs to provide technology-enabled management and operations.

Today's business environments have a critical need for professionals who have an understanding of information technologies; are capable of operating in an electronic environment; and are able to synthesize, analyze, and learn from vast amounts of information. These individuals are needed to realize technology's great potential to support business processes, decision making, and communication.

As a business and management systems major, you will take courses that are rigorous and oriented toward building the foundation necessary for lifetime learning. Studying at Missouri S&T, you will benefit from the world-class computer environment and your association with excellent students from around the country and the world. Students in the program are strongly encouraged to participate in summer internships or co-ops with companies before they graduate. There are many opportunities and students benefit greatly in terms of their education and the edge they have seeking full-time employment once they graduate.

Bachelor of Science Business and Management Systems

In Business and Management Systems, the Bachelor of Science degree consists of 120 credit hours. All undergraduate students in Business and Management Systems are required to complete a General Education Requirements Core, including courses in Humanities, Social Sciences, Mathematics, Science, and Communication Skills.

A common departmental core of courses in Business and Information Technology helps provide students with skills to succeed in a fast-changing and globalized environment. Business Core courses with Business and Information Technology Electives provide students with comprehensive knowledge in technological business disciplines.

A minimum grade of "C" is required in the courses designated accordingly.

Students have 11 credit hours for free electives.

Freshman Year			
First Semester	Credits	Second Semester	Credits
BUS 1110	3	IS&T 1750	3
BUS 1810	1	ENGLISH 2560 (or TECHCOM 2560) ³	3
PSYCH 1101 ³	3	MATH 1210 ³	5
ENGLISH 1120 ³	3	POL SCI 1200 ³	3
Science Elective ^{1,3}	3	Science Elective ^{1,3}	3
Science Lab ³	1		
	14		17
Sophomore Year			
First Semester	Credits	Second Semester	Credits
BUS 1210	3	ERP 2110	3
IS&T 1551	3	FINANCE 2150	3
ECON 1200 ³	3	IS&T 1552	3
SP&M S 1185 ³	3	IS&T 4654	3

Free Elective	3	ECON 1100 ³	3
	15		15
Junior Year			
First Semester	Credits	Second Semester	Credits
BUS 3220	3	BUS 2910	3
MKT 3110	3	BUS 5580	3
STAT 3111 or 1115	3	BUS 5730	3
Business Electives	6	Business Elective	3
		Free Elective	3
	15		15
Senior Year			
First Semester	Credits	Second Semester	Credits
BUS 5111	3	BUS 5360	3
FINANCE 5310	3	BUS 5980	3
MKT 5310 or BUS 5150	3	Business Elective	3
Business Elective	3	Fine Art, or Humanities Elective ^{2,3}	3
Free Elective	3	Free Elective	2
	15		14
Total Credits: 120			

A grade of "C" or better is required in the following courses for graduation: IS&T 1551, IS&T 1552, IS&T 1750, IS&T 4654, ERP 2110, FINANCE 2150, FINANCE 5310, MKT 3110, MKT 5310 or BUS 5150, ECON 1100, ECON 1200, BUS 1110, BUS 1210, BUS 2910, BUS 3220, BUS 5111, BUS 5360, BUS 5580, BUS 5730, BUS 5980, and all Business Electives (any BUS, ERP, FINANCE, MKT or IST designated course at the 3000-level or above).

- ¹ General education elective courses in two of the following areas: biology, chemistry, geology, or physics must fulfill the Missouri S&T general education requirements applicable to the students catalog year.
- ² General education elective courses in two of the following areas: art, history, music, or theater must fulfill the Missouri S&T general education requirements applicable to the students catalog year.
- ³ General education discipline required course. These fulfill the Missouri S&T general education requirements applicable to the student's catalog year.

Bachelor of Science Business and Management Systems Military Science and Leadership Emphasis Area

Degree Requirements

You may earn a B.S. degree in business and management systems from Missouri S&T with an emphasis in Military Science as a member of the ROTC Program at Missouri S&T. This program can be completed in four academic years.

Students interested in this emphasis area should consult with an advisor for business and management systems degree program in the business and information technology department.

In order to successfully complete this emphasis area, students must maintain a cumulative GPA of at least 2.0. Current Missouri S&T or transfer students who wish to pursue this emphasis area must meet this GPA requirement to be eligible for the emphasis area.

A minimum grade of "C" is required by the department in all courses designated BUS, MKT, FINANCE, IS&T, ECON, or ERP that are counted toward this degree and/or emphasis area.

Successful completion of coursework in a minor listed below will count as the corresponding number of credit hours in the Military Science and Leadership Emphasis Area. These courses are in lieu of business/free/humanities electives in the Business and Management Systems Bachelor of Science curriculum.

- Military Aerospace Minor (12 credit hours)
- Adaptive Leadership Minor (15 credit hours)

Secondary Education Emphasis Area

Degree Requirements

You may earn a B.S. degree in business and management systems from Missouri S&T and certification to teach at the secondary level in the schools of Missouri with this emphasis area. This program is approved by the Missouri Department of Elementary and Secondary Education.

License reciprocity determinations outside of Missouri can be found at <https://teaching.missouri.edu/student/state-authorization/mst/licensure> (<https://teaching.missouri.edu/student/state-authorization/mst/licensure/>).

Students interested in this emphasis area should consult with both an advisor for business and management systems education majors in the business and management systems department and an advisor in the teacher education department.

In order to successfully complete this emphasis area, students must maintain at least a 2.5 GPA average for all business content and professional education courses required by the Missouri Department of Elementary and Secondary Education for teacher certification. To be eligible for student teaching and certification, students must have a 2.5 content GPA and a 3.0 education GPA. Students must also pass the appropriate content assessment. Current Missouri S&T or transfer students who wish to pursue this emphasis area must meet both these GPA requirements to be accepted into the program. Students must also meet all requirements listed under the teacher education program in this catalog. Students who do not meet all the teacher certification requirements will not be eligible for the secondary education emphasis area, even if they have completed all required course work.

The required courses for a secondary education emphasis with the Bachelor of Science in Business and Management Systems degree are listed below. A minimum grade of "C" is required by the department in all courses designated BUS, MKT, FINANCE, IS&T, ECON, or ERP that are counted toward this degree.

Education

EDUC 1074	Foundations of Education in a Diverse Society	3
EDUC 1104	Teacher Field Experience I	1
EDUC 1164	Teacher Field Experience II	2

EDUC 2310	Education Of The Exceptional Child	3
EDUC 3170	Teaching Reading and Writing in Middle/High School	3
EDUC 3216	Instructional Literacy in the Content Area	3
EDUC 3280	Instructional Strategies in the Content Area	3
EDUC 3290	Coordination of Cooperative Education	3
EDUC 3298	Teacher Field Experience III	1
EDUC 3340	Assessment of Student Learning	3
EDUC 4298	Student Teaching Seminar	1
EDUC 4299	Student Teaching	12
PSYCH 2300	Educational Psychology	3
PSYCH 3310	Developmental Psychology	3

Minors

You must see your academic advisor and complete a minor application. Requirements change over time. You will be held to the requirements in force at the time you apply for the minor. Postponing your application for the minor may result in you having to take additional courses to complete the minor. At least six (6) hours of the minor course work must be taken in residence at Missouri S&T.

Minor in Artificial Intelligence and Machine Learning in Business

The Minor requires 15 credit hours, as follows:

BUS 5730	Machine Learning and Artificial Intelligence for Business	3
IS&T 3420	Introduction to Data Science and Management	3
IS&T 5520	Data Science and Machine Learning with Python	3
And two courses from the following list:		6
STAT 1115	Statistics For The Social Sciences I	
or STAT 3111	Statistical Tools For Decision Making	
IS&T 3333	Data Networks and Information Security	
IS&T 3343	Systems Analysis	
IS&T 5420	Business Analytics and Data Science	
IS&T 5450	Introduction to Information Visualization	
IS&T 5535	Machine Learning Algorithms and Applications	
ERP 5410	Use of Business Intelligence	

Minor in Business

The minor in business and management systems requires the following 15 hours of coursework:

FINANCE 2150	Corporate Finance I	3
ECON 1100	Principles Of Microeconomics	3
or ECON 1200	Principles Of Macroeconomics	
BUS 1110	Introduction to Management and Entrepreneurship	3
BUS 1210	Financial Accounting	3
MKT 3110	Marketing	3

Minor in Business Analytics and Data Science

The minor in business analytics and data science requires the following 15 hours of coursework:

IS&T 1750	Introduction to Management Information Systems	3
IS&T 3423	Database Management	3
IS&T 3420	Introduction to Data Science and Management	3
Two courses from the following list:		6
IS&T 5420	Business Analytics and Data Science	
IS&T 5450	Introduction to Information Visualization	
IS&T 5520	Data Science and Machine Learning with Python	
BUS 5730	Machine Learning and Artificial Intelligence for Business	

Minor in Cybersecurity Management and Information Assurance

This minor requires the following 15 hours of coursework:

BUS 5910	Privacy and Information Security	3
IS&T 3333	Data Networks and Information Security	3
IS&T 3420	Introduction to Data Science and Management	3
IS&T 5680	Digital Media Development and Interactive Design	3
IS&T 5725	Fundamentals of Cybersecurity Analytics	3

Minor in Digital Supply Chain Management

The minor in digital supply chain management requires the following 15 hours of coursework:

Required Course:

ERP 5310	Supply Chain Management Systems in an ERP Environment
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Require ONE of the following courses:

MECH ENG 3653	Manufacturing
ENG MGT 3310	Operations and Production Management
BUS 5360	Business Operations
ENG MGT 5614	Supply Chain Management Systems

Require ONE of the following courses:

ERP 4610	Customer Relationship Management in ERP Environment
BUS 5150	Customer Focus and Satisfaction

Require TWO of the following courses:

ERP 2110	Introduction to Enterprise Resource Planning
ERP 4220	Introduction to Enterprise Decision Dashboard Prototyping
ERP 5410	Use of Business Intelligence
ENG MGT 5615	Production Planning And Scheduling
MECH ENG 5656	Design For Manufacture
MECH ENG 5708	Rapid Product Design And Optimization
MECH ENG 5757/ ENG MGT 5515	Integrated Product And Process Design
MECH ENG 5763	Computer Aided Design: Theory and Practice

Minor in Enterprise Resource Planning (ERP)

The minor in ERP requires the following 15 credit hours of coursework:

Required Course:	3
ERP 2110	Introduction to Enterprise Resource Planning

Require ONE of the following courses:

BUS 1210	Financial Accounting
ENG MGT 2211	Engineering Accounting and Finance

Require ONE or MORE of the following courses:

ERP 4120	Introduction to Enterprise Resource Planning (ERP) Software Development	3-6
ERP 5110	Enterprise Resource Planning Systems Design and Implementation	

Remainder of 15 credits must be from any ERP 3XXX, ERP4XXX, ERP5XXX, or IST 4444 3-6

Minor in Entrepreneurship

The minor in entrepreneurship requires the following 15 hours of coursework:

BUS 1110	Introduction to Management and Entrepreneurship	3
BUS 5980	Business Models for Entrepreneurship and Innovation	3
MKT 5310	Digital Marketing and Promotions	3
Two courses from the following list:		6
BUS 5150	Customer Focus and Satisfaction	
BUS 5580	Strategic Management	
IS&T 4654	Introduction to Web Design and Digital Media Studies	
IS&T 5251	Management and Leadership of Technological Innovation	

ENG MGT 5511	Technical Entrepreneurship
ENG MGT 5411	Engineering Design Optimization

Minor in Finance

The minor in finance requires the following 15 hours of coursework:

ECON 1100	Principles Of Microeconomics	3
or ECON 1200	Principles Of Macroeconomics	
FINANCE 2150	Corporate Finance I	3
BUS 5230	Financial Data Analysis and Storytelling	3
FINANCE 5260	Investments I	3
FINANCE 5310	Financial Technology and Analytics	3
Total Credits		15

Minor in Financial Technology, Analytics and Transformation

The Minor requires 15 credit hours, as follows:

Required Courses: 6

FINANCE 2150	Corporate Finance I
FINANCE 5310	Financial Technology and Analytics

One or more of the following courses must be taken: 3

IS&T 3420	Introduction to Data Science and Management
BUS 5230	Financial Data Analysis and Storytelling

One or more of the following courses must be taken: 6

IS&T 5780	Human and Organizational Factors in Cybersecurity
IS&T 5520	Data Science and Machine Learning with Python
ERP 5210	Performance Dashboard, Scorecard and Data Visualization
ERP 5410	Use of Business Intelligence
FINANCE 5260	Investments I

Minor in Information Science and Technology

The minor in information science and technology requires the following 15 hours of coursework:

IS&T 1750	Introduction to Management Information Systems	3
IS&T 1551	Implementing Information Systems: User Perspective	3
IS&T 1552	Implementing Information Systems: Data Perspective	3
ERP 2110	Introduction to Enterprise Resource Planning	3
One other IS&T or ERP course at the 2000 level or above.		3

Minor in Management

The minor in management requires the following 15 hours of coursework:

BUS 1110	Introduction to Management and Entrepreneurship	3
Four courses from the following list:		12
BUS 2910	Business Law	
BUS 5111	Business Negotiations	
BUS 5150	Customer Focus and Satisfaction	
BUS 5360	Business Operations	
BUS 5470	Human Resource Management	
BUS 5580	Strategic Management	
BUS 5910	Privacy and Information Security	
IS&T 4261	Information Systems Project Management	
ENG MGT 3320	Introduction to Project Management	

Minor in Marketing

The minor in marketing requires the following 15 hours of coursework:

ECON 1100	Principles Of Microeconomics	3
or ECON 1200	Principles Of Macroeconomics	

MKT 3110	Marketing	3
Three courses from the following list:		9
MKT 3210	Consumer Behavior	
MKT 4580	Marketing Strategy	
MKT 5310	Digital Marketing and Promotions	
MKT 5320	Marketing for Non-Profits	
MKT 5410	Big Data Consumer Analytics	
ERP 4610	Customer Relationship Management in ERP Environment	
Other marketing electives approved by the department (MKT 3000 and above)		

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BUS 1000 Special Problems (IND 0.0-6.0)
Problems or readings on specific subjects or projects in the department.
Consent of instructor required.

BUS 1001 Special Topics (IND 0.0-6.0)
This is designed to give the department an opportunity to test a new course. Variable title.

BUS 1110 Introduction to Management and Entrepreneurship (LEC 3.0)
The course provides an introduction to the basic concepts of management and entrepreneurship to provide an awareness of what functions and challenges are faced by managers and entrepreneurs in today's global environment. Applications of the concepts to the organization, operations, and resources are discussed. Appropriate for all majors.

BUS 1210 Financial Accounting (LEC 3.0)
This course is an introduction to financial accounting and its significant role in making sound business decisions. Emphasis is on what accounting information is, why it is important, and how it is used to make strategic economic decisions.

BUS 1414 The Inclusive Workplace (LEC 3.0)
This course will cover topics such as corporate social responsibility, ethics, diversity and inclusion (i.e. national culture, race, religion, age, gender, sexual orientation, and ability). Students will learn to recognize their own biases, understand the benefits of inclusion, and be exposed to a few strategies utilized to achieve an inclusive workplace.

BUS 1810 Introduction to College Success (LEC 1.0)

This course teaches essential skills for success in Business and Information Technology and a student's future career. The course creates a sense of community in the department and prepares the student for the business world.

BUS 2000 Special Problems (IND 0.0-6.0)

Problems or readings on specific subjects or projects in the department. Consent of instructor required.

BUS 2001 Special Topics (LEC 0.0-6.0)

This is designed to give the department an opportunity to test a new course. Variable title.

BUS 2002 Cooperative Training in Business (IND 0.0-6.0)

On-the-job experience gained through cooperative education with industry with credit arranged through departmental co-op advisor. Grade received depends on quality of reports submitted and work supervisors's evaluation. Prerequisite: Completed 30 hours toward degree.

BUS 2910 Business Law (LEC 3.0)

This course is an introduction to the nature and meaning of law and the legal environment of business. Topics include the legal process, sources of law, and institutions.

BUS 3000 Special Problems (IND 0.0-6.0)

Problems or readings on specific subjects or projects in the department. Consent of instructor required.

BUS 3115 Introduction to Teambuilding and Leadership (LEC 3.0)

This course covers an introduction to leadership styles, principles, models, issues, and applications through analytical and intellectual examination. Key components of teams are introduced, with opportunities to practice and develop both leadership and teambuilding skills.

BUS 3220 Managerial Accounting (LEC 3.0)

Emphasizes internal use of accounting information in establishing plans and objectives, controlling operations, and making decisions involved with management of an enterprise (the determination of costs relevant to a specific purpose such as inventory valuation, control of current operation, or special decisions). Prerequisites: Bus 1210 or Eng Mgt 2211.

BUS 4000 Special Problems (IND 0.0-6.0)

Problems or readings on specific subjects or projects in the department. Consent of instructor required.

BUS 4001 Special Topics (LEC 0.0-6.0)

This is designed to give the department an opportunity to test a new course. Variable title.

BUS 4050 The Business of eSports (LEC 3.0)

This course is designed to provide students with an overview of the business side of the eSports industry. Topics covered include business model analysis, competitive structure, marketing and sponsorship, and tournament operations.

BUS 4085 Internship (IND 1.0-6.0)

Students apply critical thinking skills and discipline specific knowledge in a work setting based on a project designed by the advisor and an industry organization. Activities will vary depending on the student's background and the setting. Requires major report and experiential learning opportunity at a department approved organization. Prerequisites: Subject to departmental requirements including departmental approval of the organization and internship learning plan prior to enrolling in the course. (Co-listed as IS&T 4085).

BUS 4099 Undergraduate Research (IND 0.0-6.0)

Designed for the undergraduate student who wishes to engage in research. Not for graduate credit. Not more than six credit hours allowed for graduation credit. Subject and credit to be arranged with the instructor.

BUS 4675 International Business (LEC 3.0)

This survey course will deal with business concepts, analytical processes and philosophical bases for international business operations. Emphasis is on environmental dynamics, multinational business organizations, cultural and economic constraints, unique international business practices and international operations, strategy and policy.

BUS 5000 Special Problems (IND 0.0-6.0)

Problems or readings on specific subjects or projects in the department. Prerequisite: Admission to the MBA program.

BUS 5001 Special Topics (LEC 0.0-6.0)

This is designed to give the department an opportunity to test a new course. Variable title.

BUS 5040 Oral Examination (IND 0.0)

After completion of all other requirements, oral examinations for on-campus M.B.A./Ph.D. students may be processed during intersession. Off-campus M.B.A. students must be enrolled in oral examination and must have paid an oral examination fee at the time defense/oral examination (oral/written). All other students must enroll for credit commensurate with uses made of facilities and/or faculties. In no case shall this be for less than three (3) semester hours for resident students.

BUS 5080 Practicum (IND 0.0-6.0)

This course is similar to the Bus 5085 Internship course. The difference is that this course is intended for students who are already employed by an organization for whom they wish to continue working. Prerequisite: Bus Core.

BUS 5085 Internship (IND 0.0-6.0)

Students apply critical thinking skills and discipline specific knowledge in a work setting based on a project designed by the advisor and employer. Activities will vary depending on the student's background and the setting. Requires major report and formal presentation to sponsoring organization. Prerequisite: Graduate standing.

BUS 5099 Research (IND 0.0-9.0)

Research investigation of an advanced nature leading to a major report suitable for publication in a journal or in a conference proceedings. Prerequisite: Permission of the instructor.

BUS 5111 Business Negotiations (LEC 3.0)

The purpose of this course is to understand the practices and processes of negotiation for negotiating successfully in a variety of settings. The course is designed to be relevant to the broad spectrum of negotiation problems faced by managers, consultants, etc. Because almost everyone negotiates all the time, this course is relevant to almost any student. Prerequisites: Junior standing or above.

BUS 5115 Introduction to Individual and Group Dynamics in Business (LEC 3.0)

This course will cover contemporary theories of business leadership styles and group dynamics. Leadership theories, group dysfunction/ function, positive group interactions, change impacts, the importance of business ethics as well as the role of gender and culture on the group will be examined.

BUS 5150 Customer Focus and Satisfaction (LEC 3.0)

Major emphasis is given to the concept of customer focus, with coverage of techniques for obtaining customer needs, measuring customer satisfaction, developing products and services to satisfy customers, and maximizing the benefits of customer feedback. A semester long HoQ project will be done. Prerequisites: Mkt 3110 or Mkt 3105 or Eng Mgt 3510.

BUS 5230 Financial Data Analysis and Storytelling (LEC 3.0)

Analysis and interpretation of key financial performance indicators for profitability, credit, and other business analyses. Data analytics concepts and techniques are illustrated using platforms like Power BI or Tableau. Students will learn to use a/the storytelling approach to communicate business insights in a data-driven environment. Prerequisite: BUS 1210 or graduate standing and financial accounting knowledge.

BUS 5360 Business Operations (LEC 3.0)

This course examines the concepts, processes, and institutions that are fundamental to an understanding of business operations within organizations. Emphasis is on the management and organization of manufacturing and service operations and the application of quantitative methods to the solution of strategic, tactical and operational problems. Prerequisites: BUS 1210 or ENG MGT 2211; at least Junior standing; and one of the following: STAT 1115, STAT 3111, STAT 3113, STAT 3115, or STAT 3117.

BUS 5470 Human Resource Management (LEC 3.0)

The course examines employee selection, performance appraisal, training and development, compensation, legal issues, and labor relations. Prerequisite: Bus 1110.

BUS 5580 Strategic Management (LEC 3.0)

Study of the formulation and implementation of corporative, business and functional strategies designed to achieve organizational objectives. Case studies and research reports may be used extensively. Prerequisites: MKT 3110 or Eng Mgt 3510; Finance 2150 or Eng Mgt 3200; Senior standing.

BUS 5730 Machine Learning and Artificial Intelligence for Business (LEC 3.0)

Explores various approaches to machine learning and artificial intelligence, along with their numerous applications in business. Describes some of the many technological approaches to business problems that are considered part of machine learning and artificial intelligence, such as neural networks and deep learning. Prerequisites: IS&T 1750; or Graduate Standing, understanding of management information systems.

BUS 5810 Branding for Innovation (LEC 3.0)

This course touches on branding on all fronts, including internal and external. It covers how firms sell their stories to employees, existing customers, potential customers, investors, and the community. Focusing primarily on startups, entrepreneurs, and tech-savvy firms, this class addresses core company values, fostering creativity & innovation, storytelling, and brand identity.

BUS 5910 Privacy and Information Security (LEC 3.0)

Explores issues concerning the use, disclosure, and protection of information (personal, organizational, health, and financial) from a legal perspective. A focus on understanding, planning, protecting, and responding to data breaches and other information risk and threats. Case studies based on litigation are reviewed and analyzed. Assumes MIS familiarity.

BUS 5920 Artificial Intelligence: Law, Governance, and Policy (LEC 3.0)

An in-depth study into the domestic and international laws that govern and affect development, adoption, and use of artificial intelligence. Topics include assessing various artificial intelligence frameworks, analyzing associated governmental and organizational artificial intelligence policies, evaluating model bias, and establishing and utilizing a governance structure for artificial intelligence. Prerequisites: Junior standing.

BUS 5980 Business Models for Entrepreneurship and Innovation (LEC 3.0)

This course uses problem based learning to expand student insight into the nature, development, and application of business models. It increases the practical skills and knowledge required to generate original models of value creation for both entrepreneurial start-ups and corporate innovation. Prerequisite: Senior or graduate standing.
