

## PART-TIME COURSE ABSTRACTS – SPRING 2013 SEMESTER (TERM 2134)

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# Accounting

## **BACC 2401: Financial Accounting**

Credits: 3

Prerequisite(s): None

Description: This course enables students to understand the basic financial accounting model, as well as the structure and substance of a firm's financial reports from a user's point of view. This includes what is (and what is not) included in financial statements, how and when events affect the statements, and what users can infer from these reports. When they finish the course, students should be able to examine a set of financial statements and effectively analyze the firm's financial position, profitability and cash generating ability.

## **BACC 2252: Corporate Tax Accounting and Planning (MAcc course)**

Credits: 3

Prerequisite(s): Must have completed **BACC 2259 Individual Tax Accounting and Planning**, **BACC 2537 Taxes and Management Decisions**, or comparable course with a grade of B or better.

Description: The objective of this course is to help students understand how important features of the Internal Revenue Code influence decisions regarding how to organize and structure business operations and select the most appropriate form of doing business. The course begins with a comparison of the issues surrounding the choice of taxable business entity, comparing the regular corporation (C Corporation), the small business corporation (S Corporation), the partnership, and the sole proprietorship. After this, the course focuses primarily on the C Corporation and the S Corporation and the underlying principles that determine their respective tax bases and resulting tax obligations. Tax planning is an integral part of the course. Income shifting, tax deductions, tax credits, and income exclusions are discussed in detail. The course uses case studies (including some reflecting an international tax perspective) and tax return preparation to help students to apply the theory and detail of the tax code. Course materials are updated as tax laws change.

## **BACC 2254: Advanced Financial Accounting (MAcc course)**

Credits: 3

Prerequisite(s): Must have completed **BACC 2401 Financial Accounting** or comparable graduate course with a grade of B+ or better AND EITHER **BUSACC 1205 CBA Intermediate Financial Reporting** with a grade of B or better OR **BACC 2510 and 2511 MBA Intermediate Financial Reporting and Analysis 1 and 2 (1.5 credits each)** with a grade of B or better.

**\*\*Please note: this course will follow the official University academic calendar for fall term breaks.\*\***

Description: This course covers topics that are of particular interest to financial report preparers and auditors. Special emphasis is placed on accounting for business combinations and consolidated financial reporting. Other topics include international accounting, accounting for partnerships, and accounting by fiduciaries.

## **BACC 2510: Intermediate Financial Reporting & Analysis 1**

Credits: 1.5

Prerequisite(s): **BACC 2401 Financial Accounting**

Description: This financial accounting elective is designed for students who have an interest in exploring complex financial reporting issues. Topics covered include asset valuation, revenue recognition issues, fair value accounting, and impairment. This course uses cases to illustrate concepts.

## **BACC 2511: Intermediate Financial Reporting & Analysis 2**

Credits: 1.5

Prerequisite(s): **BACC 2510 Intermediate Financial Reporting & Analysis 1**

Description: This financial accounting elective is designed for students who have an interest in exploring complex financial reporting issues. It is a continuation of BACC 2510 Intermediate Financial Reporting & Analysis I, and includes topics such as accounting and reporting for contingencies, liabilities, leases, pensions, and earnings per share. This course uses cases to illustrate concepts.

## **BACC 2528: Managerial Accounting**

Credits: 1.5

Prerequisite(s): **BACC 2401 Financial Accounting**. Please note: Due to content overlap, students CANNOT have already completed BACC 2258 Strategic Cost Management (MAcc Course), nor may they register for BACC 2258 course in subsequent terms, if they elect to register for BACC 2528.

Description: This course introduces students to managerial uses of cost information. Students will use cost information in decision making and understand how cost systems generate product cost information and the strategic impact of weaknesses in cost system design. They will also be introduced to basic planning and budgetary control. Finally, students will explore how cost feedback affects value chain efficiency and the applications of product costing and decision making in other functional areas such as marketing and operations. These applications will include topics such as pricing, customer profitability and customer relationship management and the use of cost feedback in process improvement and value creation.

## **BACC 2542: Accounting and Finance Law (MAcc course)**

Credits: 3

Prerequisite(s): **BSEO 2513 Business Law** or **BSEO 2528 Legal Environment of Business 1**

Description: This course aims to provide MAcc and MBA candidates with advanced legal information that is necessary for effectuating management level responsibilities in the contemporary business environment. This course is designed to enhance a business student's knowledge of the law in a manner that also is strategically consistent with the content of the CPA exam.

## **BACC 2543: Tax Policy (MAcc course)**

Credits: 1.5

Prerequisite(s): **BACC 2559 Individual Tax Accounting and Planning**. Due to the on-line nature of the course, students are strongly encouraged to bring a laptop computer to class.

Description: This course will explore the history of tax policy in the United States, the tax legislative process, how tax policies influence behavior, international tax considerations, and ideas for future tax reform. Students will discuss what factors are important in designing a good tax system and survey the social justices and injustices that arise from how the government raises its revenue. Upon completion of this course, students should be able to think critically about our tax system and form opinions grounded in facts and policy.

## **BACC 2549: Strategic Cost Analysis (Cross-listed as BQOM 2549)**

Credits: 1.5

Prerequisite(s): **BACC 2401 Financial Accounting** and **BACC 2528 Managerial Accounting**, or permission of instructor.

*Please note:* Due to content overlap, students CANNOT have already completed BACC 2258 Strategic Cost Management (MAcc Course), nor may they register for BACC 2528 in subsequent terms, if they elect to register for BACC/BQOM 2549.

Description: This course is a follow-up course to Managerial Accounting. The course takes an integrated approach to value creation, focusing on decision making, performance measurement and control along the firm's value chain, including procurement, design, production and customer relationships. The first part of the course analyzes the use of cost information and performance measurement in supply chains. The second part of the course analyzes performance measurement and control systems in various contexts, including target costing, process improvement and cost reduction, and transfer pricing. The course will include an in-depth study of planning and budgetary control systems and control systems such as the Balanced Score Card and Economic Value Added (EVA). The course material will consist of cases, readings, and text book material.

## **BACC 2060: Independent Study in Accounting**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in accounting may be arranged with a faculty member and a student advisor.

# Economics

## **BECN 2401: Economic Analysis for Managerial Decisions: Firms and Markets**

Credits: 3

Prerequisite(s): None

Description: This course develops an understanding of how a market-based economic system reconciles the separate needs of consumers and producers, and provides an economic framework for managerial decisions. Additionally, the course provides tools of analysis and concepts that are used in the MBA program's functional fields. Centering on the basic concept of the business firm, it integrates the analysis of market demand with that of production and costs in the context of a variety of domestic and global market structures. Topics include: pricing, output and quality decisions; the impact of productivity improvements on costs; quality-cost tradeoffs; transaction costs as a determinant of the boundaries of the firm; market imperfection and the role of regulation.

## **BECN 2509: Global Macroeconomics 1**

Credits: 1.5

Prerequisite(s): None

Description: This course focuses on the forces which drive or determine overall national economic activity. A study of macroeconomics is crucial for an appreciation of the set of factors at the national and global level which impact upon the business firms' demand cost patterns--- factors which are beyond the firm's ability to control, but which must be taken into account as part of the decision making and strategic planning process. Movements in major macroeconomic variables, especially interest rates and exchange rates, also exert significant influence on the performance of national and global financial markets. The course is organized around the progressive development of an "open economy" macroeconomic model that is capable of handling a number of key policy and other variables. The model integrates the interactive roles of consumer, investment and public sector spending; net exports; international capital movements; and the money supply in determining overall national output, employment levels and interest rates. This first course focuses on the national economic model. A very practical approach is taken.

## **BECN 2510: Global Macroeconomics 2**

Credits: 1.5

Prerequisite(s): **BECN 2509 Global Macroeconomics 1**

Description: This follow-up course continues the focus on the forces that determine overall global economic macroeconomic activity. It expands the national macroeconomic framework developed in BECN 2509 to a global framework. It considers the role of the foreign exchange rate regimes and capital movements on the effectiveness of monetary and fiscal policy and on the determination of output, interest rates, and the like. Again, a very practical approach is taken.

## **BECN 2060: Independent Study in Managerial Economics**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in economics may be arranged with a faculty member and a student advisor.

# Finance

## **BFIN 2030: Valuation 1**

Credits: 1.5

Prerequisite(s): **BFIN 2410 Financial Management 2** or **BFIN 2006 Financial Management**

Description: This course examines the discounted cash flow approach to valuing business firms. Students develop the skills necessary to project free cash flows, estimate the cost of capital, compute terminal values, conduct sensitivity analyses, identify value drivers, and estimate the values of firms. It is a “hands on” course in which students are required to value an actual company.

## **BFIN 2036: Corporate Finance**

Credits: 3

Prerequisite(s): **BFIN 2410 Financial Management 2** or **BFIN 2006 Financial Management**

Description: This course is an introduction to corporate financial management. The course builds on BFIN 2006/BFIN 2409 & 2410 to provide students with the conceptual framework and analytical tools necessary to appreciate, understand, and analyze the problems facing corporate financial managers. The course consists of four main parts. The first part develops the tools necessary to conduct the analysis of corporate finance problems. These tools include the analysis of data reported on financial statements, building pro-forma financial statements, the basics of put and call options, and an introduction to corporate valuation techniques. The second part of the course examines how managers set the two primary corporate financial policies: capital structure and payout policy (e.g. dividends and share repurchases), and the process of restructuring in financial distress and bankruptcy. The third part of the course analyzes the process of issuing securities in the capital markets, including the role of the investment banker. Finally, the fourth part explores several aspects of mergers and acquisitions, including the motives for these transactions, the structure of the deal, and the role of private equity firms.

## **BFIN 2042: Acquisition of Privately Held Companies**

Credits: 1.5

Prerequisite(s): **BFIN 2410 Financial Management 2** or **BFIN 2006 Financial Management**; prior completion of **BFIN 2030 Valuation 1** is recommended

Description: The course will provide an introduction to the acquisition of privately held companies along with strategies for value creation in the acquired business. The course, which is exclusively taught using the case method, takes lessons taught in the valuation courses extending these concepts to the valuation of privately held business, the structuring of the acquisition balance sheet and the execution of the acquisition process. While a discussion of secured financing alternatives will be included, the application of junior capital, both mezzanine debt and equity will be the focus of the course. A risk analysis of the target will be performed and an investment thesis intended to illustrate value creation techniques will be central to each class discussion. Upon completion, students will be better prepared how to assess both operational and financial forms of risk, develop techniques intended to reduce both forms of risk, and consider value creation strategies in marketing, operations, finance and management. Each case will involve a real company acquired over the years by PNC Equity Partner along with actual selling memorandum, diligence prepared by PNC principals, market research firms, accounting firms and law firms employed by PNC as part of their diligence process.

## **BFIN 2051: Introduction to Derivatives**

Credits: 1.5

Prerequisite(s): **BFIN 2410 Financial Management 2** or **BFIN 2006 Financial Management**

Description: The purpose of this course is to introduce participants to derivative securities with particular focus on four basic derivatives: forwards, futures, options and swaps. Toward this purpose, we will examine the structure of these



contracts, discuss the techniques used for their valuation, and explore the various uses of these financial products in speculation and risk management.

## **BFIN 2130: Valuation 2**

Credits: 1.5

Prerequisite(s): **BFIN 2030 Valuation 1**

Description: This course examines a number of topics in the area of business valuation, including alternatives to the discounted cash flow model, intricacies involved in estimates of the cost of capital and terminal values, and valuation of acquisition targets, private companies, financial institutions, foreign companies and e-commerce companies.

## **BFIN 2409: Financial Management 1**

Credits: 1.5

Prerequisite(s): **BACC 2401 Financial Accounting** and **BQOM 2401 Statistical Analysis**. Attendance at the **Financial Management I: Workshop on Time Value of Money** is required prior to enrollment. The required workshop will be held on **Saturday, January 5, 2013**. The 6-hour workshop will be held between 9:00am-4:00pm (with a break for lunch). The workshop will be held in room 2400 Sennott Square.

Description: The main objective of this course is to gain understanding of the theory and practice of financial decision making. This course develops the tools and framework necessary to address the central question in corporate finance: What investment projects should be undertaken to maximize shareholder wealth? To examine this question, we will learn how to value an uncertain stream of cash flows and apply the concept of the time value of money in valuing bonds and equity. The course covers a number of market-based investment criteria and develops an entity valuation model, based on discounted cash flows (DCF) used for standard capital budgeting decisions. We will conclude with a short introduction to the concept of risk and return, resulting in the cost of capital. We will cover a case discussion on capital budgeting to put our framework in a more realistic environment. Financial Management 1 is a prerequisite for taking Financial Management 2.

## **BFIN 2410: Financial Management 2**

Credits: 1.5

Prerequisite(s): **BFIN 2409 Financial Management 1**

Description: This course builds on Financial Management 1 and develops an asset pricing framework used in corporate finance based on the trade-off between risk and return. We use modern portfolio theory to determine a suitable asset pricing model and arrive at determining the relevant discount rate to reflect the risk associated with the cash flow we focused on in Financial Management 1. Finally, we will address how financing and capital structure choices affect project and firm value using the above techniques and methods. The course will conclude with three valuation methods: WACC, APV, and FTE and an extensive case discussion. Financial Management 1 & Financial Management 2 are prerequisite courses for any other finance elective in the curriculum.

## **BFIN 2060: Independent Study in Finance**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in finance may be arranged with a faculty member and a student advisor.

# Interdisciplinary

## **BIND 2024: Consulting Field Project**

Credits: 3

Prerequisite(s): Students should have completed **BACC 2401 Financial Accounting**. Immediately following enrollment in the course, students must email their resume and a brief statement of career interest to Clinical Professor G.M. (Bud) Smith, [budsmith@katz.pitt.edu](mailto:budsmith@katz.pitt.edu). Based on this information and client needs, student teams are assembled prior to the beginning of term. This way, students begin working with their team and their client immediately.

Description: This course teaches management consulting as a problem-solving framework. In doing so, students are provided a unique opportunity to apply the analytical tools and concepts taught by Katz, and do so in a practical manner. Each project includes three to five students assembled as a team. Each project involves a single “client” organization, which may be a profit, non-profit, or governmental. Each client provides its assigned study team with a project of immediacy and an executive dedicated to working with the team. A faculty advisor is assigned to each team. Students schedule their own time, dovetailing with client schedules and that of their faculty advisor. Students are required to attend four scheduled Saturday morning workshops led by experienced consultants. An end-of-term competitive competition is also held, the winner being awarded the McKinsey Cup.

## **BIND 2035: Application of Game Theory in Managing Decision Making**

Credits: 1.5

Prerequisite(s): **BECN 2401 Economic Analysis**

Description: This course demonstrates how insights of game theory can be utilized by managers to address important decisions confronting the firm. The interaction of a business firm with its competitors, customers and suppliers can be formalized as a game situation. The task of the manager is to identify what are the rules that govern the game, whether he/she can modify those rules to the company’s advantage, what is the expected behavior of other players in the game, and what are the optimal reactions of the company given this expected behavior. The primary focus of the analysis is on understanding how other players form their strategies and expectations in order to identify one’s own best response strategy. We will utilize game theoretic reasoning to analyze issues related to entry into new markets or exit from established businesses, investment in research and development, the extent of product differentiation and proliferation that is implied by competition, and strategies aimed at alleviating price competition among firms.

## **BIND 2444: Management Simulation**

Credits: 3

Prerequisite(s): **Students must have completed at least 24 credits. See academic advisor for enrollment.**

Description: The Management Game is an applied strategic management and general management exercise where teams of students operate computer simulated companies for 3 years acting as the executive committee of a multi-national manufacturing company. Groups of students compete against each other as they try to add value to their companies. The class teaches competitive dynamics group management skills, cross-functional management, and presentation skills. The class is placed near the end of the curriculum and is intended to provide an illustration of how to apply the tools acquired in other classes in a complex international business environment. A main focus of the learning is the unstructured nature of the problem. We want to train managers to solve open-ended problems with talented people in creative ways. External boards of directors may be utilized during the class for feedback and to assess student progress. Each team is asked to engage in externally focused exercises. Some examples of these exercises include negotiating a labor agreement with real union representatives and presenting their marketing plans to practicing marketing executives. The external feedback and evaluation structure of the course makes the exercise sharply realistic. The highly unstructured nature of the class makes it invaluable for students preparing to enter the job market as leaders instead of followers.

## **BIND 2511: Executive Boardroom Series 2**

Credits: 1

Prerequisite(s): **Instructor's permission is required;** limited seating available

Description: This interactive course brings in top pharmaceutical and health care executives and builds on the business and management concepts. Students are engaged in a structured understanding of the “businesses of pharmacy in health care” and related fields that impact the profession in an executive boardroom format. This course focuses on “entrepreneurship in medicines and health care” and analyzes the fundamentals of entrepreneurship amongst successful executive finders, binders, and minders. Executive Boardroom Series 1 is not a prerequisite. Instructor's permission is required. The selection process requires a one-page narrative on the potential contribution(s) of this course to the student's education and/or career goals. Email narrative to [gvanscoy@pitt.edu](mailto:gvanscoy@pitt.edu).

## **BIND 2526: Business Process Redesign**

Credits: 1.5

Prerequisite(s): None

Description: After a brief introduction and presentation of basic concepts, the course explains the tools and techniques for business process redesign. Next, the course covers process diagnostics and the identification of critical process problems. Then, the course covers business process redesign implementation, and the organization of business process redesign teams. Later, cases and experiences in several companies are presented. The course ends with the analysis of political factors that accompany redesign efforts, and a short annex that discuss the relationship between process redesign and technical norms.

## **BIND 2702: Global Research Practicum - Latin America**

Credits: 3

Prerequisite(s): Students are required to attend an informational session

Description: This course is tied closely to field study abroad, providing a hands on experience in a foreign culture. Main objectives are to challenge students to consider business issues from a global perspective and to expose them to actual business environments abroad. Requirements include a team research project and an individual cultural report. The course includes a 10-day trip to various businesses in Chile. Students develop a research question in areas of managerial specialization and draw evidence from the field study to support their project report. While abroad, students visit a number of selected organizations and/or companies, and explore current business practices/issues. The group meets for three, 3-hour class sessions prior to the trip. Portions of these classes will focus on developing the research project. Also, to help prepare for the trip, selected outside speakers may share their experiences and perspectives on Latin American business and culture. At the final class session after the trip, projects are presented in both written and oral forms. Students are required to cover individual expenses including tuition, airfare, and ground package. A \$500 non-refundable deposit is required to hold your space. **Travel will take place March 8-17, 2013.**

## **BIND 2704: Global Research Practicum - Russia**

Credits: 3

Prerequisite(s): Students are required to attend an informational session.

Description: This course is tied closely to field study abroad, providing a hands-on experience in a foreign culture. Main objectives are to challenge students to consider business issues from a global perspective and to expose them to actual business environments abroad. Requirements include a team research project and an individual cultural report. The course includes an 8-day trip to various businesses in Russia. Students develop a research question in areas of managerial specialization and draw evidence from the field study to support their project report. While abroad, students visit a number of selected organizations and/or companies, and explore current business practices/issues. The group meets for three, 3-hour class sessions prior to the trip. Portions of these classes will focus on developing the research project. Also, to help prepare for the trip, selected outside speakers may share their experiences and perspectives on Russian business and culture. At the final class session after the trip, projects are presented in both written and oral forms. Students are required to cover individual expenses including tuition, airfare, and ground package. A \$500 non-refundable deposit is required to hold your space. **Travel will take place in May 11-18, 2013.**

## **BIND 2705: Global Research Practicum - India**

Credits: 3

Prerequisite(s): Students are required to attend an informational session

Description: This course is tied closely to field study abroad, providing a hands-on experience in a foreign culture. Main objectives are to challenge students to consider business issues from a global perspective and to expose them to actual business environments abroad. Requirements include a team research project and an individual cultural report. The course includes an 11-day trip to various businesses in India. Students develop a research question in areas of managerial specialization and draw evidence from the field study to support their project report. While abroad, students visit a number of selected organizations and/or companies, and explore current business practices/issues. The group meets for three, 3-hour sessions prior to the trip. Portions of these classes will focus on developing the research project. Also, to help prepare for the trip, selected outside speakers may share their experiences and perspectives on Indian business and culture. At the final class session after the trip, projects are presented in both written and oral forms. Students are required to cover individual expenses including tuition, airfare, and ground package. A \$500 non-refundable deposit is required to hold your space. **Travel will take place March 7-17, 2013.**

## **BIND 2811: South Africa Today**

Credits: 1

Prerequisite(s): None

Description: This is a 1-credit mini-course, consisting of 14 hours of classes over a weekend (with lectures from Friday evening through Sunday afternoon) followed by a research paper. The course will be held March 22-24. For more information, please visit the course website: <http://www.ucis.pitt.edu/global/mini-course/599>.

As global citizens, students need to have a working knowledge of other countries which are important in shaping the corporate, social and political world. This one-credit mini course will explore how in 2010 South Africa's entry into BRICS made a significant move from BRIC no longer being an artificial body founded on comparable economic performance, but increasingly a political club representing the developing world, determined to counterbalance western influence in major international forums and how selection into this club is connected to the race to grab the mineral resources emerging nations so badly need. Not only is South Africa the world's fourth largest source of gold and diamonds, it is also sitting on more than three-quarters of global platinum reserves. By 2014 Brazil, India, China, Russia and South Africa will contribute to 60% of the global growth according to the IMF.

At the end of the course, the students will:

1. Have a general understanding of the corporate, geo-political, cultural and social factors that define the South African economic, cultural and technological landscape at the present time.
2. Explore one of these factors in depth, through the paper.

## **BIND 2060: Independent Study in Business Administration**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in general business administration may be arranged with a faculty member and a student advisor.

# Management of Information Systems

## **BMIS 2053: Human-Computer Interaction**

Credits: 3

Prerequisite(s): None

Description: While many organizations have outsourced the design of production systems, the recent Internet, e-commerce, and mobile explosion in usage has created the need to design new devices, corporate and social networking web sites, and storefronts. These items are developed by people of various backgrounds, but organizational practices must exist to make sure they take into account what we know about human factors engineering. This course focuses on how to gather requirements, achieve a usable first draft, and test and improve that draft. A variety of course projects will be assigned, on various modalities such as video, text, and graphics. The projects will address usability comparisons; design of forms, icons, screens, sites, and systems; user error; and future technologies. No programming expertise is needed.

## **BMIS 2409: Information Systems**

Credits: 1.5

Prerequisite(s): None

Description: How does information technology enable the business? How does it provide business value? This course provides an overview of information technology and its application in a business. By simultaneously examining business cases and the capabilities of relevant technologies, students will develop an understanding of how information technology supports and enables business strategies, innovation, and improved business capabilities and processes.

## **BMIS 2537: Business Systems Platforms**

Credits: 3

Prerequisite(s): None

Description: The options for deployment of business information systems have grown in number and greatly increased in complexity since the Internet and concomitant technologies have become the most important de-facto standards for business computing and networking. Relevant technologies break down into five basic categories:

1. Computer Hardware-this primarily includes computers and storage
2. Communications-this includes wired, wireless, local and wide-area networks
3. System Software-this includes operating systems and databases as well as transaction and message-based middleware, and load balancing
4. Software Development-this includes web services, service-oriented architectures, and all of the various technologies commonly grouped under the heading "Web 2.0".
5. Horizontal Applications-this includes technologies like RFID, Business Intelligence, workflow and Content Management

Accordingly, the course will pursue three simultaneous paths:

1. Lectures and additional presentations by outside speakers will survey the most important software and hardware technologies that businesses use to deploy information systems. This will include an examination of capabilities, strengths, weaknesses, and relevant standards. It will also address alternative implementations and costs.
2. Full-length case studies and class discussion will facilitate the examination of the business implications of and the context in which these system deployment technologies are utilized.
3. Individual and team student projects will give the students experience in researching, understanding, evaluating and explaining information technologies.

## **BMIS 2551: Project Management Concepts and Processes**

Credits: 3

Prerequisite(s): None

Description: This course focuses on the management of projects, including (but not limited to) the management of information systems projects. Planning, organizing, staffing, and controlling projects require traditional management skills, an understanding of quality assurance techniques, and an appreciation of the business environment in which projects are embedded. This course presents an overview of project management concepts that follows the Project Management Institute's *A Guide to the Project Management Body of Knowledge*. The course focuses on project planning, defining project scope, monitoring progress, and controlling projects. It also covers the politics of projects, project staff and teamwork issues, and the implementation of projects.

## **BMIS 2679: Technology Innovation, Adoption, and Diffusion**

Credits: 3

Prerequisite(s): None

Description: This course will expose students to concepts in technology innovation, markets for information technology goods and services, and adoption dynamics within organizations for new products and processes, and therefore should prove useful in a variety of student careers. Assignments emphasize written and oral communication skills. There is an opportunity for a self-selected project to customize the course to particular student interests. Skill acquisition and improvement goals for the course include Case analysis, short analytic writing, technology research, and long-form writing. This course is regularly scheduled in the evening on a three year rotating basis. Therefore, if you are a part-time student this will be your last opportunity to take this course before Spring 2016 in the evening.

## **BMIS 2689: Technology Enabled Business Transformation**

Credits: 3

Prerequisite(s): None

Description: Business Transformation has been defined as the alignment of process, people and technology such that it can both support and innovate business strategies. Given that technologies evolve and develop at a rather rapid pace, it is desirable for managers to develop skills that allow them to understand what technologies can do (both established and new) and how they might be leveraged to create real value. Using lecture and current case studies, this course will examine topics to help students develop those skills. These topics include: (1) Transformation Strategies, (2) The relationship between Information Technology and Business Transformation, (3) When to build and when to buy, (4) Business Analysis, (5) Process Modeling, (6) Enterprise Systems, (7) Software Development Methodologies.

## **BMIS 2060: Independent Study in Information Systems**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in information systems may be arranged with a faculty member and a student advisor.

# Marketing

## **BMKT 2409: Marketing Management**

Credits: 1.5

Prerequisite(s): None

Description: This course examines the role of marketing in creating value for the firm. It helps students answer the central question of marketing strategy—what value to provide and to whom—using the tools of segmentation, targeting, and positioning (STP) of brands. The course shows how central aspects of marketing mix programs—product, place, pricing, and promotion—all follow from an effective STP program, and how marketing support functions such as marketing research, advertising, and new product development can support effective marketing decisions. Emerging trends in digital marketing, competition and globalization are examined. The course emphasizes experience-based learning to develop the necessary marketing knowledge and skills among students.

## **BMKT 2513: Consumer Behavior 1**

Credits: 1.5

Prerequisite(s): **BMKT 2409/2411 Marketing Management** Note: This course and BMKT 2409 Marketing Management may be taken concurrently.

Description: Understanding our consumers—or ourselves, as consumers—is no easy task. Perhaps its difficulty is best reflected in the number of new product introductions that fail each year. This course is intended to introduce graduate students to critical theoretical ideas and techniques of investigation into consumer behavior phenomena. Basic methodologies for research in consumer behavior are developed and applied. The emphasis will be on developing applications of behavioral concepts and methods for marketing actions. Topics and objectives:

- Analyzing how targeted consumer needs, wants, and desires change as marketplace marketing variables are adjusted according to cultural and structural lifestyle constraints.
- Evaluating cultural and lifestyle influences on consumer behavior, and designing targeted messages to create awareness, interest and purchase.
- Examine motivation, personality and emotion and how these factors directly influence consumer behavior.

## **BMKT 2514: Consumer Behavior 2**

Credits: 1.5

Prerequisite(s): **BMKT 2513 Consumer Behavior 1**

Description: Understanding our consumers—or ourselves, as consumers—is no easy task. Perhaps its difficulty is best reflected in the number of new product introductions that fail each year. This course is intended to introduce graduate students to critical theoretical ideas and techniques of investigations into consumer behavior phenomena. Basic methodologies for research in consumer behavior are developed and applied. The emphasis will be on developing applications of behavioral concepts and methods for marketing actions. Topics and objectives:

- Evaluate the consumer decision process to determine how problems are identified, evaluated and products/services selected to resolve the problem state.
- Analyze post purchase processes, consumer satisfaction and metrics to evaluate customer loyalty.
- Evaluate business to business buying behavior and segment these organizational behaviors into actionable groups with appropriate performance metrics.



## **BMKT 2515: Marketing and Social Media Strategy**

Credits: 3

Prerequisite(s): **BMKT 2409/2411 Marketing Management** Note: This course and BMKT 2409 Marketing Management may be taken concurrently.

Description: This course covers new and non-traditional marketing communications in the age of digital marketing and social media. Through a series of lectures, case discussions, team workshops, projects, and guest lectures, students will learn about this new and exciting area of marketing and how companies and brands can leverage social media platforms and the social interactions that occur between consumers (e.g., word-of-mouth) to help them achieve their marketing and business goals. Topics covered include consumer-to consumer interactions, social networks, marketing on digital social media platforms (e.g., Facebook,), viral marketing, social CRM, integrated campaigns featuring advertising and social media, and new marketing opportunities with emerging technologies. This course is offered by Professor Andrew Stephen, a globally recognized expert on social media marketing who has worked with companies such as American express, Dynamic Logic, Hermes, Google, Publicis, Sanofi, and WPP, advises several digital media start-ups, and has talked about social media marketing in BusinessWeek, the New York Times, and the Wall Street Journal.

## **BMKT 2526: Product Development and Management**

Credits: 3

Prerequisite(s): **BMKT 2409/2411 Marketing Management** Note: This course and BMKT 2409 Marketing Management may be taken concurrently.

Description: This course aims to develop marketing decision making skills related to the development and management of products and services by providing relevant tools and methods of analysis for product/service related marketing decisions and applying these tools and methods to make strategic and tactical marketing decisions in real and simulated business situations. The course takes a decision-oriented perspective in presenting relevant concepts and tools, demonstrating their application to managerial analysis and decision-making and providing participants “hands-on” experience in applying these skills in business situations.

## **BMKT 2544: Shopper Marketing**

Credits: 3

Prerequisite(s): **BMKT 2409/2411 Marketing Management** Note: This course and BMKT 2409 Marketing Management may be taken concurrently.

Description: This course focuses on leveraging data via analytics and technology via mobile marketing (e.g., shopping apps) to understand consumers’ “path to purchase” and convert shopper insights into in-store marketing strategies. Sitting at the intersection of brand management, sales, and marketing research, shopper marketing is becoming a key business function at retailers and CPG firms. In this course, students learn the various aspects of shopper marketing via hands-on experience with analytical tools and software (e.g., Nielsen panel data and geodemographics tools). The course uses a combination of lecture, guest lectures by leading local firms (e.g., Heinz, Giant Eagle), and experience-based learning to equip students for careers in shopper marketing, digital marketing, retail consulting, and retailing.

## **BMKT 2551: Digital and Social Media Analytics**

Credits: 1.5

Prerequisite(s): **BMKT 2409/BMKT2411 Marketing Management** and **BMKT 2515 Marketing & Social Media Strategy**  
Note: This course and BMKT 2409 Marketing Management and BMKT 2515 Marketing & Social Media Strategy may be taken concurrently.

Description: This course presents a data-driven approach to strategic and tactical marketing decision making in the context of digital and social media. Covering the three main media types of paid, owned, and owned media, students will learn about frameworks and methods that allow them to take data from sources such as Google, Facebook, and Twitter to be able to generate valuable and actionable managerial insights. The focus is on learning how to use digital and social media activity data to make better decisions, not on statistical methodologies (however, familiarity with Excel is needed). The course will involve a combination of lectures, guest speakers, and hands-on workshops. This course is part of the Digital Marketing Certificate and complements the "Marketing and Social Media Strategy" course.

## **BMKT 2060: Independent Study in Marketing**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in marketing may be arranged with a faculty member and a student advisor.

# Organizational Behavior and Human Resources Management

## **BOAH 2409: Organizational Behavior: Leadership & Group Effectiveness**

Credits: 1.5

Prerequisite(s): None

Description: The effective management of people is a critical component of organizational competitiveness. This course addresses problems and issues concerning leadership, interpersonal effectiveness, and challenges for managers in the 21st century. The student is prepared to manage himself or herself and others in a rapidly-changing global environment. Topics covered include leadership, teamwork, power, politics, and influence.

## **BOAH 2421: Human Resources for Competitive Advantage**

Credits: 1.5

Prerequisite(s): **BOAH 2409/2401 Organizational Behavior**

Description: The effective management of human resources is critical to sustained competitive advantage in an increasingly deregulated, global, and knowledge driven corporate environment. This course identifies the key role of human resources management in the organization's effort to create value and explores its link with competitive strategy. Environmental and legal factors that affect decision-making and utilization of human resources are examined. Special emphasis is placed on effective organizational staffing, strategically directed performance management, and compensation and incentive systems that focus employees' efforts on organizational success. We will also examine programs and policies that encourage employee learning and development, facilitate the use of distributed know-how, and leverage the associated skill and knowledge for organizational advantage. The course will frame the issues and student learning around the needs of general middle and senior managers.

## **BOAH 2456: Managing Offshore Outsourcing**

Credits: 1.5

Prerequisite(s): **BOAH 2409/2401 Organizational Behavior**

Description: This course provides an in-depth assessment of the operational and legal challenges that must be addressed to effectively outsource a company's business processes to overseas locations. The fundamental learning objective is to enhance students' functional skills across the life cycle of these initiatives from process identification and internal restructuring through contract negotiations and ongoing vendor management. We begin with a review of existing frameworks and tools to identify processes that are viable candidates for external sourcing (e.g., business mapping notation, business process reengineering principles). The consolidation of business processes into domestic shared-service units or captive centers abroad will be treated as a transition stage to more extensive co-sourcing and outsourcing relationships with third-party vendors. From there, students will examine the challenges of developing and executing an offshoring strategy and structuring effective relationships with foreign-based, outsourcing partners. Special attention will be focused on the performance management and corporate social responsibility aspects of these initiatives. A multi-functional perspective is maintained throughout, examining outsourcing trends and best practice in the areas of finance & accounting, HRM, procurement, call center management/customer support, and IT.

## **BOAH 2521: Staffing Organizations**

Credits: 1.5

Prerequisite(s): **BOAH 2409/2401 Organizational Behavior**

Description: This course is designed to develop an advanced understanding of the process of attracting and selecting qualified personnel to implement the organizational competitive strategy. The staffing function is examined as a core Human Resources activity and a critical organizational function. Specific topics that are generally considered include: job analysis, theory and practice of recruitment, predictor instruments (e.g. psychological tests, interview, work sample, etc.), measurement issues (e.g. validation and reliability) and organizational socialization. The emphasis is on developing both understanding possible application and basic technical competency.

## **BOAH 2522: Compensation**

Credits: 1.5

Prerequisite(s): **BOAH 2521 Staffing Organizations**

Description: This course is an exploration of the basic concepts and methods in managing organizational pay and incentive systems. Compensation is viewed as a key variable in the implementation of organizational competitive strategy. Topics frequently covered in this course include: pay as a strategic factor, methods of job evaluation, compensation policy choices and issues, pay equity and competitiveness, merit pay and variable pay systems, administration of a compensation system, and emerging compensation and incentive issue.

## **BOAH 2527: Cross-Cultural Dimensions of International Management**

Credits: 1.5

Prerequisite(s): **BOAH 2409/2401 Organizational Behavior**

Description: How can a leader effectively drive performance within global teams? Clearly the answer to this question draws our attention to a critical issue for organizations. While global teams are a powerful management tool, research suggests that many falter and most experience a great deal of conflict and miscommunication. Global teams also remind us that there is no such thing as one universal leadership style or approach. This course focuses on understanding what it takes for leaders to be effective when managing global teams. You will gain valuable insight into the challenges and opportunities presented by designing and managing cross-cultural teams. You will also assess your own leadership competence across critical cross-cultural management situations. This course will involve lecture, case analyses and student-led case discussions.

## **BOAH 2532: Negotiations, Teamwork, and Change 1**

Credits: 1.5

Prerequisite(s): **BOAH 2409/2401 Organizational Behavior. See academic advisor for enrollment.**

Description: This is the first half of a two-part course on negotiations, teamwork, and change. This course will introduce you to effective techniques for negotiating and collaborative decision making in dyads, as well as in groups. It will further cover the methods for negotiating, facilitating, and leading change in organizational contexts. This is an experiential course and you will be involved directly in negotiating, leveraging team dynamics, and facilitating change in a range of contexts. These experiences will involve a host of tangible and not-so-tangible outcomes, ranging from monetary terms and conditions to matters of goodwill, trust, and information-sharing. Because this is an experiential course involving collaborative exercises, class attendance is critical and students must commit to attend all parts of the course to obtain course credit. **Please note: enrollment is limited.**

## **BOAH 2551: Project Course in Organizational Leadership 1**

Credits: 1.5

Prerequisite(s): Special permission, students must apply and be accepted to the Woodcock or BNY Mellon CSR Leadership Fellows Programs – <http://www.business.pitt.edu/berg/>

Description: Students will be required to complete a project (in pairs) based on their acceptance into one of two specific leadership fellows programs (Woodcock Fellows or BNY Mellon CSR Fellows). This project will involve conducting an overall needs assessment and development of a scope of work for the specific assigned project client. In addition, background reading materials on leadership, organizational effectiveness and corporate social responsibility will be reviewed and discussed. Specific project deliverables will be discussed, developed and approved by the project sponsors. Students are expected to develop and execute project deliverables as the major part of their grade in this project course experience.

## **BOAH 2552: Project Course in Organizational Leadership 2**

Credits: 1.5

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: The nature of this course will vary depending on which project of the spring semester a student wishes to pursue, either the Spring 1 or the Spring 2 section. For that reason, students interested in this course should contact their respective academic advisor for more information.

## **BHRM 2060: Independent Study in Human Resource Management**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in human resource management may be arranged with a faculty member and a student advisor.

## **BORG 2060: Independent Study in Organizational Behavior**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in organizational behavior may be arranged with a faculty member and a student advisor.

# Operations Management

## **BQOM 2139: Six Sigma Theory and Practice**

Credits: 3

Prerequisite(s): **BQOM 2401 Statistical Analysis**

Description: BQOM 2139 Six Sigma Theory and Practice has been designed to provide the student with:

- Strong theoretical knowledge of the Six Sigma Green Belt Body of Knowledge.
- Practical, hands-on, experience with the Six Sigma methodology.
- A Katz Six Sigma Green Belt Certificate, for students earning a grade of “B” or better.

Six Sigma is a disciplined, data-driven approach to process improvement aimed at the near-elimination of defects from every product, process, and transaction. Six Sigma utilizes the following five-phase problem solving methodology known by the acronym DMAIC:

1. **Define** the projects, the goals, and the deliverables to customers (internal and external). Describe and quantify both the defect and the expected improvement.
2. **Measure** the current performance of the process. Validate data to make sure it is credible and set the baseline.
3. **Analyze** and determine the root cause(s) of the defects. Narrow the causal factors to the vital few.
4. **Improve** the process to eliminate defects. Optimize the vital few and their interrelationships.
5. **Control** the performance of the process. Lock down the gains.

To integrate theory and practice, students will be grouped in teams and work under the mentorship of a Six Sigma Black Belt on an industry client field project. The flow of the lecture topics and hands-on class labs will mirror the DMAIC methodology; providing just-in-time knowledge; balancing delivery, quality, and cost for our clients.

In summary, BQOM 2139 Six Sigma Theory and Practice promises a dynamic and engaging experience based learning opportunity for MBA students who are equal to the challenge of applying the DMAIC methodology to a real-world project in partnership with an industry client.

## **BQOM 2401: Statistical Analysis: Uncertainty, Prediction, & Quality Improvement**

Credits: 3

Prerequisite(s): Attendance of a mandatory statistics workshop is required prior to enrollment. The required workshop will be held on **Saturday, January 5, 2013**. The 6-hour workshop will be held between 9:00am-4:00pm (with a break for lunch). The workshop will be held in room 104 Mervis Hall.

Description: This course will provide students with a set of integrated statistical tools and methodologies useful in a managerial environment. The emphasis is on the use of real data for modeling and solving problems in the areas of marketing, finance, human resources and operations management. Topics covered include: data analysis and modeling, estimation, confidence intervals, hypothesis testing, simple and multiple regression, analysis and design of experiments and statistical quality control.

## **BQOM 2421: Decision Technologies in Manufacturing and Operations Management**

Credits: 1.5

Prerequisite(s): **BQOM 2401 Statistical Analysis**

Description: This course provides a foundation in the use of decision technologies for solving complex management problems in a variety of functional areas. Over the past decade, the use of computers and the availability of spread sheet-based software have changed the way businesses analyze and evaluate decision alternatives. This course is a combination of management-science/operations research (MS/OR) and operations management (OM) techniques. The objective of this course is to introduce two major MS/OR methodologies, namely, Linear Programming and Simulation, with emphasis on applications. Other topics covered include: Network models including CPM/PERT, Inventory Models, Queueing Systems and Decision Analysis using decision trees.

## **BQOM 2521: Decision Making in a Complex Environment**

Credits: 1.5

Prerequisite(s): None

Description: Learn how to make high-impact decisions that are reasoned, defensible, and will lead to having greater success in both making these decisions and in justifying them by individuals and organizations. Most complex decisions involve many interested parties with conflicting interest and objectives and many factors, especially intangible ones like social, environmental and political influences alongside economic ones. All these factors need to be prioritized and integrated under common goals. Such complex decisions have benefits, opportunities, costs and risks that need to be addressed. How to put this together to make the most effective decision is the object of this class on the Analytic Hierarchy Process (AHP) and its generalization to dependence and feedback, the Analytic Network Process (ANP). The subject provides a new way of thinking about decision problems. Students will be exposed to a variety of applications and will get hands-on practice with the very usable Super Decisions Software that facilitates this way of decision-making. You are urged to bring your own laptop computer to this course and you will receive a copy of the software.

## **BQOM 2534: Strategic Procurement and Sourcing Management**

Credits: 1.5

Prerequisite(s): None

Description: The course provides a special emphasis on the development and management of strategic sourcing relationships and promotes an understanding of the strategic role of supply management in effective supply/demand/value chain operations. Purchasing and supply management play an essential role in the ability of the firm to operate efficiently and be competitive in the contemporary global business environment. Included in these processes are activities involved in identifying potential suppliers, creating relationships with selected suppliers, obtaining the needed materials in the most efficient quantities at the highest quality levels, and developing strategies designed to ensure an uninterrupted flow of goods and materials. The objective of this course is to make students aware of the demands placed upon purchasing professionals, and to understand the impact of purchasing on the competitive success and profitability of the firm. They must also have an understanding of legal and ethical considerations which affect purchasing decision-making.

## **BQOM 2549: Strategic Cost Analysis (Cross-listed as BACC 2549)**

Credits: 1.5

Prerequisite(s): **BACC 2401 Financial Accounting** and **BACC 2528 Managerial Accounting**, or permission of instructor

Description: This course is a follow-up course to Managerial Accounting. The course takes an integrated approach to value creation, focusing on decision making, performance measurement and control along the firm's value chain, including procurement, design, production and customer relationships. The first part of the course analyzes the use of cost information and performance measurement in supply chains. The second part of the course analyzes performance measurement and control systems in various contexts, including target costing, process improvement and cost reduction, and transfer pricing. The course will include an in-depth study of planning and budgetary control systems and control systems such as the Balanced Score Card and Economic Value Added (EVA). The course material will consist of cases, readings, and text book material.

## **BQOM 2700: Supply/Value Chain Management Project**

Credits: 1.5

Prerequisite(s): **BQOM 2533 Global Supply Chain Management**

Description: This project course is an opportunity for students to apply their management skills and develop their understanding of the challenges of supply/value chain management. In this course a select group of students will work closely with a faculty member to create a specific deliverable that meets the needs of a client organization. This course allows students to engage in experiential learning through a project course that specializes in a topic that may touch one or several of these areas: supply chain management, value chain management, supplier diversity and global sourcing.

## **BQOM 2060: Independent Study in Quantitative Methods**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in management sciences and operations management may be arranged with a faculty member and a student advisor.

## **BQOM 2061: Independent Study in Operations Management**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in management sciences and operations management may be arranged with a faculty member and a student advisor.



# Strategy, Environment, and Organizations

## **BSEO 2315: Business Law**

Credits: 3

Prerequisite(s): None

Description: The primary objectives of this course are: (1) to identify the many types of business actions which require decision-makers to analyze legal issues; and (2) to teach students when, why, and how legal issues should be made a part of the decision-making process. **Note: If you have taken BSEO 2528 – Legal Environment of Business 1, you will not be permitted to take this course.**

## **BSEO 2401: Business Ethics and Social Performance**

Credits: 1.5

Prerequisite(s): None

Description: This course examines concepts, issues, and tools related to the management of ethics and social responsibility in business. Students learn how to recognize and respond to ethical problems, to understand their personal responsibilities as business managers, to evaluate various ethical frameworks, to apply a process of moral decision making to ethical problems, to grasp relationships between ethical behavior and organizational structure and processes, and to manage the ethical and social problems and opportunities arising from organizational, institutional, societal, and global dimensions of the business environment.

## **BSPP 2409: Strategic Management**

Credits: 1.5

Prerequisite(s): **BACC 2401 Financial Accounting** and **BECN 2401 Economic Analysis**. In addition, all students must have completed either **BMKT 2409/2411 Marketing Management** or **BFIN 2409 Financial Management 1/BFIN 2006 Financial Management** before they register for BSPP 2409, and it is strongly recommended that students take the other course (i.e., BMKT 2409/2411 or BFIN 2006/2409, whichever they have not completed earlier) concurrently with BSPP 2409. It is also desirable that **BOAH 2401/2409 Organizational Behavior** be completed prior to BSPP 2409.

Description: "Strategy," in the context of management, focuses on creating a harmonious relationship between separate units within an organization, and between a firm and its environment. The core Strategic Management course explores this classic concept of strategy and how it can be adapted to today's changing and turbulent environments. While the course adopts the perspective of a general manager (e.g. head of a strategic business unit), it provides critical insight to functional managers who must align their departments' activities with the firm's overall objectives and approach to creating and capturing value (i.e. its competitive strategy).

The Strategic Management course employs a multi-method pedagogy. Students learn a set of perspectives, conceptual frameworks, and tools - drawn from industrial organization economics and the behavioral sciences and sociology, with which to understand the opportunities and challenges involved in developing world-class capabilities for competing effectively in globally-linked economies. Through case studies, we explore how a firm's competitive strategy shapes the way it engages customers, suppliers, competitors, and others comprising its value net. Through project assignments, we investigate how competitive advantage can be quantified using publicly available data. Together, the multiple modes of inquiry will provide insight into why competitive advantage is fundamental to a firm's long-term success; how the various activities in a firm's value chain can contribute to competitive advantage; and why, although industries support many competitive strategies, each firm tends to employ only one at a time.

This 1.5-credit course is designed to provide a solid foundation in Strategic Management for all Katz MBAs, while also serving as an introduction to the discipline for those who will take advanced Strategy courses as part of relevant Certificates.

## **BSEO 2500: Commercializing University Technologies**

Credits: 3

Prerequisite(s): Special permission is required. **See academic advisor for enrollment eligibility.** CVs must be provided in advance by students interested in this course. \*\* To enroll in this course students must demonstrate that they know how to write a business plan, including developing financial projections. A life sciences/healthcare background is desirable. \*\*

Description: Commercializing University Technologies is a 10-week course offered by the University of Pittsburgh's Offices of Enterprise Development and Technology Management (it is referred to as "From Benchtop to Bedside" on the OED website). The course is designed to give research scientists, faculty and clinicians the basic information necessary to assess the commercial potential of basic science discoveries. The course has expanded in recent years to include Katz and other graduate students who are interested in entrepreneurship and commercialization of new technologies. Business students will work with scientist to develop the business plan and business presentation for technology innovations that stem from the University of Pittsburgh and that have been vetted by Pitt's technology transfer office – real case studies. Business students will help lead the process of writing and presenting the business plan and thus must have pre-requisite courses or experience that will enable them in this activity. Registration is limited and students must apply to be accepted.

## **BSEO 2511: Management of Strategic Alliances 1**

Credits: 1.5

Prerequisite(s): None; prior completion of **BSEO 2407/2409 Strategic Management** is recommended

Description: Strategic alliances and cooperative relationships between two or more firms are rapidly becoming a common feature of the 21<sup>st</sup> century competitive environment. The purpose of this course, therefore, is to examine the nature of both domestic and international alliances, the reasons behind their formation and the issues related to their management. The topics covered in the course include conceptual frameworks, the nature of the contract, management and performance of the alliance, transfer of technology and information, and organizational learning.

## **BSEO 2525: Competitive Intelligence**

Credits: 1.5

Prerequisite(s): None

Description: Competitive Intelligence is a process, product and most importantly philosophy. An effective competitive intelligence program (CIP) is one of the foundations on which strategies and tactics are built, assessed and modified. A CIP can be defined as a formalized, yet continuously evolving process by which a management team assesses the evolution of its industry and the capabilities and behavior of its current and potential competitors to assist in maintaining or developing a competitive advantage. This course focuses on how to design a CIP and produce actionable intelligence based on my Intelligence Driven Strategy framework. The methods of intelligence collection, analysis, dissemination, and counterintelligence are framed within a global context. The course is particularly relevant for students interested in the areas of strategic planning, marketing, MIS, international business and finance; although everyone is welcome.

## **BSEO 2531: Entrepreneurship and New Venture Initiation**

Credits: 3

Prerequisite(s): **BACC 2401 Financial Accounting, BMKT 2409/2411 Marketing Management, and BFIN 2409 Financial Management 1/BFIN 2006 Financial Management**

Description: This course describes the entrepreneurial process, from developing a framework for analyzing prospective new ventures, to examining typical problems encountered in the early life of new ventures, as well as exploring some potential areas for future entrepreneurial activity.

## **BSEO 2553: Strategic Management of Acquisition & Divestment**

Credits: 1.5

Prerequisite(s): None; prior completion of **BSEO 2407/2409 Strategic Management** is recommended

Description: Given the frequency and magnitude of mergers and acquisitions (M&A) activity, most Pitt MBAs can expect their careers to be impacted by M&A transactions sooner or later - whether as analysts in the pre-merger phase, as managers or consultants in charge of implementing the merger, or simply as professionals whose career trajectories are inevitably shaped by the event. In order to help you prepare for these roles, acquisitions & divestment will address the strategic and organizational challenges of integrating companies so as to realize the promise of value creation. Building on the premise that the real work of M&A begins *after* the deal is signed, this course will utilize current research findings, case studies, and practitioner experiences to equip you with a working knowledge of effective post-merger integration. At a time that most companies realize that M&As have a poor track record of success precisely due to poor post-merger integration, the educational experience in this course will provide you with a valuable skill set. The course should be of special interest to students interested in management consulting careers, or who expect to have significant general management responsibilities in their jobs, or who want to be knowledgeable about M&A events that are likely to affect their careers sooner or later.

## **BENV 2115: Market Manipulations**

Credits: 3

Prerequisite(s): None

Description: Taking a historical perspective, the course focuses on the major kinds of market manipulations, as well as their impacts. Major topic areas include: The nature of a market and its “failures,” and how firms as well as governments evolved to compensate for those failures; types of major market calamities, with historical comparisons, examining how they might have been successfully managed; the market manipulators, focusing on the “Robber Barons” of the “Gilded Age;” and the contexts and consequences of market manipulation, including an overview of factory towns, worker impacts, and regulatory responses.

## **BSPP 2060: Independent Study in Strategic Planning**

Credits: Variable (1 credit minimum)

Prerequisite(s): Special permission/faculty sponsorship is required.

Description: An independent course of study in strategic planning and policy may be arranged with a faculty member and a student advisor.

## **Business Language Courses**

### **PORT 0031: Elementary Portuguese 1 for MBAs**

Credits: 1.5

Prerequisite(s): None

Description: The International Business Center (IBC) offers foreign language instruction to any small group of at least five MBA students. The course is worth 1.5 credits, which can be applied to your total requirements for the MBA (maximum of three language credits total). Classes are offered for three hours per week over the entire semester. Portuguese will be offered in the Spring 2013 semester. If you would like to register for this course, contact your academic advisor.