

# COLLEGE OF BUSINESS

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**MAJOR: BUSINESS ADMINISTRATION**

**DEGREE: MASTER OF BUSINESS  
ADMINISTRATION (M.B.A.)**

## **VISION**

Our vision is to be broadly recognized for the high quality of our academic program, graduates that compete successfully in the global marketplace, a strong teaching and research faculty, and important outreach services to the business community.

## **MISSION**

Our mission is to provide an academic program of overall high quality with a value added approach to student learning and a synergistic combination of teaching, research, and service focused on contemporary business operations and small business development.

## **PROGRAM OBJECTIVES:**

This program is designed to serve both full-time and part-time students, with particular emphasis on meeting the needs of working adults who desire to improve their management capabilities. The program structure blends a number of functional business disciplines into a cohesive unit of core courses which encompass theoretical, applied, quantitative, and behavioral concepts of management that apply to decision making in all organizations in business, government, and the community. Elective courses may be chosen to provide specialized preparation for the profession. (The MBA program of the College of Business is accredited by AACSB International—The Association for the Advancement of Collegiate Schools of Business.)

The specific objectives are:

1. to promote the intellectual growth of the individual student;
2. to develop competence in the administration of business, government, and service organizations;
3. to stimulate interest in improving the economic performance of these institutions;
4. to develop the kinds of research skills necessary to deal with economic, social, moral, and political problems.

## **Admission Requirements**

Anyone wishing to take courses for graduate credit must apply for admission to the Graduate School. General admission requirements for Graduate School are described elsewhere in this Catalog. In addition to requirements of the Graduate School, MBA applicants must meet the following requirements of the College of Business.

1. 950 points based on the formula: 200 times 4-year undergraduate GPA plus GMAT score or;
2. 1000 points based on the formula: 200 times Junior-senior GPA plus GMAT score.

All documents, including transcripts, must be received by the Graduate School before a student will be considered for admission.

Conditional admission is granted for one semester if student has 3.0 undergraduate GPA, has taken all prerequisites, and agrees to take GMAT during initial semester. To remain in the program the student must meet the 950 or 1,000 point criteria cited above.

All applicants are:

1. required to have or take college Algebra and basic Calculus;
2. expected to be competent in oral and written English;
3. expected to satisfy all prerequisite requirements in a particular discipline before enrolling in graduate-level courses in that discipline for credit; and
4. expected to satisfy all prerequisites by the time nine hours of graduate-level work are completed.

Students are required to maintain a 3.0 grade point average in the program. In required core courses, grades below “C” are not accepted for credit toward the degree. Advisors can help students plan a program of study and assist them in planning to meet successfully all requirements of their program. Students must be admitted on either a conditional or unconditional basis in order to take MBA degree courses.

## **Degree Requirements**

1. Candidates must satisfy all prerequisites, complete core requirements and other approved courses to satisfy the minimum number of semester hours required for a graduate degree, and accumulate a minimum GPA of “B” or 3.0 on a 4.0 system.
2. Candidates must file application of “Admission to Candidacy” for the MBA degree after completing all required prerequisites and nine (9) semester hours of graduate course work taken in residence with a “B” average in all courses taken for graduate credit. The recommendation of the major advisor and approval of the Dean of the Graduate School are required.
3. Candidates must file “Application for Graduation” approximately three (3) months prior to commencement, including clearance with the major advisor, the Dean of the Graduate School, the Business Office, the Placement Bureau, the Office of Admissions and Records, and the University Library.
4. Candidates must pay a diploma fee and attend commencement. The MBA degree may be awarded in absentia upon prior approval by the Dean of the Graduate School.

## **MBA PROGRAM OF STUDY**

Undergraduate    Graduate  
Foundation      Foundation

	Courses (Sem. Hrs.)	Courses (Sem. Hrs.)	
Accounting Principles	6	4	
Information Systems & Statistics	9	4	
Economics Principles & Business Finance	9	4	
Management & Marketing Principles	6	4	
Legal Environment of Business	3	-	
Algebra & Calculus (May be waived)	6	-	
	39	16	plus

	Legal Environment of Business	Math and	
AC 601		Managerial Accounting/Controllershship	
3			
EC 611		Managerial Economics	3
FN 630		Managerial Finance	3
MG 602		Behavior In Organizations	3
MG 606		Operations Management	3
MK 605		Marketing Management	3
QM 601		Statistical Decision Making	3
MG 610		Executive Seminar Series	1
MG 611		Business Strategy & The Economic Environment	3

\*3 hours must be in either BIS 613, MG 601, or MG 609

Total Semester Hours 34

Accounting  
Business Information Systems  
Economics  
Finance  
Management  
Marketing  
Real Estate & Urban Development

**COURSE DESCRIPTIONS**

**ACCOUNTING**

AC 500. Foundation in Accounting (4). General survey of the accounting fundamentals with major emphasis on the financial statement analysis, accounting information systems, and uses of financial statements for managerial decision-making and problem solving. Use of accounting data for internal managerial decision-making, CVP analysis, and contribution approach to decisions and capital budgeting. Not required for students with undergraduate accounting backgrounds. May not be used for elective credit.

AC 601. Managerial Accounting/Controllershship (3). Studies of management accounting control systems and strategic cost analysis. Use of relevant costs for decision-making, planning, and evaluation of performance. Development of analytic tools drawn from cost accounting, managerial accounting, mathematics, and behavioral science. Prerequisites: AC 212 or AC 500.

AC 615. Seminar in Managerial Accounting (3). (Formerly AC 632) Research managerial accounting tools and procedures and develop management control systems in the business environment. Prerequisite: AC 601.

AC 616. Internal Auditing (3). (Formerly AC 655) Designed to give MBA and MAcc students a working knowledge of internal auditing. Broad view of the functions and management of internal auditing. Auditing within the organization as pertaining to compliance with management procedures, adequacy of internal controls, proper use of resources, and security of technology. Prerequisites: AC 601.

AC 617. Federal Tax Research (3). (Formerly AC 636) A critical analysis of the federal income tax and the development of federal tax law, including taxation of individuals, corporations, partnerships, estates and trusts. Prerequisites: AC 307, AC 601.

AC 620. Accounting Information Systems (3). Uses of information systems in tax, managerial/cost, auditing, and financial reporting processes. Evaluation of implementation alternatives. Prerequisites: AC 601.

AC 622. Accounting Theory (3). (Formerly AC 651) Exploring the history of accounting theory and generally accepted accounting principles not covered by FASB's. Prerequisite: AC 312.

AC 624. Advanced Auditing (3). (Formerly AC 638) Emphasis is placed on the student's ability to apply knowledge of audit theory and principles, and generally accepted auditing standards through the case study method. Completion of a comprehensive research paper on an auditing-related topic approved by the instructor is also required. Demonstration of knowledge of appropriate research techniques is expected. Prerequisite: AC 423.

AC 625. International Accounting (3). Research international accounting standards, foreign accounting standards, international issues of currency transactions and translations, transfer prices, and management planning and control. Prerequisite: AC 601.

AC 699. Independent Study (1-3). (Formerly AC 634) A study of current literature applicable to the practice of professional accounting, including pronouncements by the American Institute of CPA's Financial Accounting Standards Board. Prerequisites: AC 601 and consent of Dept. Head.

#### **BUSINESS LAW**

BL 601. Legal and Professional Issues in Accountancy (3). Course offers in-depth review and analysis of contemporary legal and ethical issues facing industry and public accountants and their clients. Seminar format requires thorough understanding of Generally Accepted Accounting Principles, Statement of Auditing Standards, and AICPA ethics opinions. Course encompasses all types of litigation against accounting firms, including securities and employment laws. Course includes litigation support services and valuation. History of accountancy will be offered as an optional topic. Flexible course design allows focus on contemporary compelling issues. Prerequisite: BL 300

#### **ECONOMICS**

EC 500. FOUNDATION IN ECONOMICS AND FINANCE. (not for graduate credit) A basic study of macro and micro economic theory and corporate finance. Topics include fiscal & monetary policy, market structure, international trade, analytical techniques, capital budgeting, cost of capital, and financial planning. (4) Satisfies finance and economic MBA prerequisites. Prerequisites: AC 212 or AC 500.

EC 611. MANAGERIAL ECONOMICS. (3) Application of economic theory to business decision making; emphasis is on profit objectives, measurement and forecasting demand, and costs. Prerequisite: EC 212 or EC 500 and QM 201.

EC 612. MACROECONOMIC THEORY. (3) The key aggregate economic relationships which constitute the total economic environment in which business decisions are formulated. Topics for consideration are macroeconomic measurement, determination of national income and output, and contemporary fiscal and monetary policy objectives and practices. Prerequisite: EC 211 or EC 500.

EC 620. ECONOMIC DEVELOPMENT. (3) A basic study of the general nature of the economic development problem, some simple theories of economic growth and underdevelopment, as well as development policies. Prerequisite: EC 212 or 500.

EC 630. SEMINAR IN LABOR ECONOMICS. (3) Examination of wage theories and policies, consideration of problems created by the presence of an organized labor

movement in the American economy, and the efficacy of labor legislation. Prerequisite: EC 212 or 600.

EC 640. INTERNATIONAL ECONOMICS. (3) A basic study of international economics with special reference to the foreign exchange and market methods for minimizing foreign exchange risks to business. Prerequisite: EC 212 or 500.

#### FINANCE

FN 630. MANAGERIAL FINANCE. (3) Refined techniques of analysis, optimal financing decision, theory and cases in general corporate finance. Prerequisite: FN 330.

FN 640. FINANCIAL INSTITUTIONS. (3) Characteristics, allocation of funds, fund management, growth, government regulation, critical evaluation of economic performance. Prerequisite: FN 630.

FN 645. COMMERCIAL BANKING. (3) Reading, cases, balance sheet management, structure, markets competition, capital adequacy, profitability, quantitative techniques of analysis, computer simulations. Prerequisite: FN 630.

FN 650. CORPORATE ASSET MANAGEMENT. (3) Reading, advanced cases in theory and practice of financial planning and management of assets, quantitative methods of analysis, capital budgeting, capital rationing, leasing, selected specialized topics.

Prerequisite: FN 630.

FN 655. FINANCIAL STRUCTURE MANAGEMENT. (3) Reading, advanced cases in theory and practice of financial planning and management of liability and capital, innovative financing, optimum financing mix, valuation, mergers, quantitative techniques of analysis, selected specialized topics. Prerequisite: FN 630.

FN 660. INVESTMENTS. (3) Evaluation and selection of securities, investment decision process, value and price, analysis of companies, capital market theory. Prerequisite: FN 630.

FN 665. PORTFOLIO MANAGEMENT. (3) Analytical approaches, theory of random walks, empirical evidence, portfolio theory, capital market theory. Prerequisite: FN 630, AC 420.

#### MANAGEMENT

MG 500. FOUNDATION IN MANAGEMENT AND MARKETING. (not for graduate credit) This course covers the principles of organizational structure; recruitment to, retention of, training, and motivation of persons in organizations; basic strategies for growth and success including product development and refinement; customer/client analysis; promotional programming; pricing and budgeting. Students will be prepared for advanced work in strategic management, organizational behavior, and marketing.

MG 601. ORGANIZATIONAL THEORY. (3) Analysis and design of organizations and their structure. Basic organizational factors and association concepts are presented and analyzed. Included are organizational structure, design strategy, goals, environment departmentalization, and organization effectiveness. Prerequisite: MG 301 or MG 500.

MG 602. BEHAVIOR IN ORGANIZATIONS. (3) This course focuses on personal and interpersonal effectiveness within organizational environments. Emphasis is on development of individual skills in self-awareness, self-management, and relating to other individuals within small-group and organizational contexts. Students will assess their individual style of relating to others. The course is highly experiential, and is built around a variety of self-assessment instruments, experiential learning exercises, and small group activities. Covers such topics as sensory modalities, social perception, goal formulation, self-directed learning, interpersonal communication and influence, and the

changing work contract. Optional topics may include the management of time, stress, health, conflict, and/or change. Prerequisite: MG 301 or equivalent.

MG 603. MANAGERIAL PLANNING AND CONTROL. (3) Processes of management planning and controlling: forecasting, setting standards, assuring performance.

Development of complete (marketing, financial, physical environmental, etc.) long-range plans for real world business and service organizations. Emphasis on long-range corporate planning. Prerequisite: Graduate standing, completion of graduate courses in Finance, Accounting, Marketing, Management, or equivalent, or Advisor's consent.

MG 604. HUMAN RESOURCE MANAGEMENT. (3) Analysis of theories, policies, procedures, practices, and regulations relevant to attracting, retaining, and directing a competent work force. Analysis of the basic personnel function with emphasis on the fact that all managers are "personnel managers." Integration of scientific theory, procedures, instruments, and federal regulations into personnel selection, placement, and security programs. Prerequisite: MG 601.

MG 605. COMPENSATION ADMINISTRATION. (3) Research review and application of job evaluation and other methodologies as a basis for establishing and controlling equitable wage salary, and benefit programs. Included will be a review of relevant theories, methods, and practices; case analysis; review of current and pending legislation and projection of future compensation practices; and development of a comprehensive compensation plan. Emphasis on cost/benefit or program. Prerequisite: MG 601.

MG 606. OPERATIONS MANAGEMENT. (3) An analysis of operations management concepts, tools, and practices as applied to manufacturing and service organizations. Emphasizes the use of operations strategy to gain competitive advantage. Covers areas such as process analysis and capacity planning, product design and process selection, facility location and layout design, supply chain management, enterprise resource planning, and e-operations. Prerequisites: QM 201 or MIS 500.

MG 607. ORGANIZATION DEVELOPMENT. (3) A survey of current theory, practice, and techniques in this rapidly growing field. Emphasis on development of skills in applying negotiating skills and team building. Prerequisite: MG 602.

MG 608. THE MANAGEMENT OF CONFLICT. (3) A survey of basic theory and methods for the management of conflict in organizational settings. Emphasis on development of personal skills in application of methods. Will cover intrapersonal, interpersonal, intragroup, and intergroup conflict. Students will have the opportunity of assessing their own personal styles of handling conflict. Prerequisite: 602.

MG 609. INTERNATIONAL MANAGEMENT. (3) Analysis of operational environment of international business firms and impact of internal and external factors on managerial decisions. Readings, cases, research, and other methodology will be used. Prerequisite: MG 601.

MG 610. EXECUTIVE SEMINAR SERIES. (1) A series of seminars structured to enable students to interact with and learn first hand from senior corporate executives about current and projected trends, problems, and opportunities within a wide range of business and industry groups. Prerequisite: 12 hours of MBA core courses or consent of instructor.

MG 611. BUSINESS STRATEGY AND THE ECONOMIC ENVIRONMENT. (3) Examines corporate and business strategy formulation and implementation through the use of case studies. Integrates knowledge of all the business functional areas for establishing and attaining organizational objectives for efficiency, effectiveness, and

competitiveness. Students are challenged to think about the role of ethics and the global nature of the current business environment in decision making. Enrollment priority is given to MBA students in the last semester of their program. Prerequisites: All other core MBA courses.

MG 612. SPECIAL TOPICS IN MANAGEMENT. (3) Research and examination of key managerial issues and theories, and their applications. Prerequisites: Twelve hours of MBA core courses, including MG 602, or consent of instructor.

MG 624-625. BUSINESS CONSULTING AND ENTREPRENEURSHIP I AND II. (6) Opportunities for consulting with small business or generating prospects and plans for new enterprises. Provides experience rating prospects and plans for new enterprises. Provides experience that extends and solidifies what is learned in the classroom and allows students trial-and-error experience in a relatively protected environment. Lectures and discussion, with emphasis on a problem-oriented environment. Lectures and discussion, but emphasis on problem solution by the student. Prerequisite: Approval of instructor.

MG 650. INDEPENDENT RESEARCH. (3) This course is designed to develop research skills necessary to deal with complex managerial problems, as well as problems associated with other business disciplines, e.g., Accounting, Economics, Finance, Marketing, Quantitative Methods, and Real Estate and Urban Development. The student, faculty advisor, and whenever possible, an executive from an organization where the student is employed or has a particular interest, cooperatively develop a study to seek a solution to an identifiable problem or opportunity. Prerequisite: 20 credit hours of MBA course work and prior approval of instructor.

#### MARKETING

MK 605. MARKETING MANAGEMENT. (3) An analytical, managerially oriented course emphasizing decision-making in the functional area of marketing. Management of the basic marketing functions. Case problems and marketing decision simulation.

Prerequisites: EC 500 & MG 500 or EC 211-212, FN 330, MG 301, MK 301.

MK 610. DISTRIBUTION CHANNELS, STRUCTURE, AND MANAGEMENT. (3) Distribution channel's function, structure, and processes; the channel as an economic behavior system's relationship between channel members; marketing manager's viewpoint; vertical marketing systems, channel design, communication information systems. Prerequisite: MK 605.

MK 615. CONSUMER/BUYER BEHAVIOR. (3) Nature and dynamics of consumer and industrial markets and significance of these markets to marketing executives.

Consumer/buyer behavior patterns with emphasis on the implications for marketing analysis and executive action. Prerequisite: MK 605.

MK 620. MARKETING RESEARCH. (3) Training in the application of scientific methods of research in marketing. Investigation and solution of problems; application of research methods to functional areas of marketing. Research concepts, methods, and techniques. Includes major research project. Prerequisite: MK 605.

MK 625. CREATIVE MARKETING STRATEGY. (3) Components of marketing strategy including the development of the marketing mix. Consideration of alternative strategies and participation in analytical process for managerial marketing decisions with a real-world case study. Prerequisite: MK 605.

MK 630. MARKETING IN NON-BUSINESS ORGANIZATIONS. (3) Survey and application of marketing concepts to non-business organizations. Applications of

consumer-behavior models and such concepts as market segmentation, product differentiation, promotion mix, channel of distribution are analyzed in terms of both private and public non-business organizations. Prerequisite: MK 605 or equivalent.

**MK 635. PROMOTIONAL MANAGEMENT AND STRATEGY.** (3) Study of communication, theories, and concepts useful to firms in achieving promotional objectives and goals. Planning, implementing, and evaluating the firm's promotional program. Social and economic role of persuasive communication. Prerequisite: MK 605.

**QUANTITATIVE METHODS**

**QM 601. STATISTICAL METHODS.** (3) Development and application of probability and inferential statistics. Topics covered include Z-tests, T-tests, multiple regression and correlation, analysis of variance, and time series analysis. Prerequisites: QM 201 and one computer application course or BIS 500.

**QM 602. QUANTITATIVE METHODS OF BUSINESS.** (3) Quantitative methods of management science with application to economic and industrial problems. Topics to be covered will be selected from the following: Decision-making under risk, inventory control, mathematical programming, queueing theory, game theory, and simulation.

**REAL ESTATE AND URBAN DEVELOPMENT**

**RE 605. SURVEY OF REAL ESTATE PRINCIPLES.** (3) Advanced discourse on the socioeconomic and legal-political framework for the development and use of real property in the United States. An examination of the specific functions and processes of various public and private participants involved in real estate use and transactions, e.g., brokers, appraisers, developers, managers, financiers, planners and elected government officials.

**RE 610. PRINCIPLES OF URBAN LAND-UTILIZATION.** (3) Analysis of the principles and processes of creating and controlling real property. Emphasis on policies of growth management and decision systems.

**RE 620. REAL ESTATE FINANCE.** (3) Mechanism of real estate finance, sources of funds, loan contracts, principles of mortgage risk analysis, role of governmental agencies. Prerequisites: RE 605 & MG 500 or MG 301, MK 301.

**BUSINESS INFORMATION SYSTEMS (BIS)**

**BIS 500. Information Systems and Statistics** (not for graduate credit). This survey course introduces students to information systems technology and its use as a business and management tool. It adopts an end-user oriented approach to the use, effects, development and management of information systems in organizations. In addition, the student is exposed to statistics with an emphasis on business and economic applications.

**BIS 613. Management and Evaluation of Information Systems** (3). This is a survey course of information technology (IT), and its impact and role in the business environment. Issues concerning the strategic, tactical, and operational uses of IT and information systems are discussed. The challenges and the methods of managing IT are presented using the socio-technical approach. Types of information systems and their application within organizations are discussed through case studies. Prerequisite: BIS 500 or equivalent

**BIS 625. Decision Support Systems** (3). The key technical and managerial issues in the development and use of decision support systems in organizations are addressed. The strategic management decision making process and the role of DSS in the process are explored. Contemporary topics including Expert Systems, Executive Information Systems, data warehousing, data visualization, and Group Decision Support Systems are

reviewed. Research effort is on the real life use of these technologies in specific business areas. Prerequisites: BIS 500 or instructor's consent

BIS 630. Business Telecommunications (3). Provides a broad overview of the telecommunications field, the implications for business and industry and a current review of the research literature.

BIS 637. Seminar in Information Systems (3). Provides for the study of the current literature applicable to information systems technology. Topics investigated vary based upon current trends, issues, and problems that surface in the computing industry.

**BUSINESS INFORMATION SYSTEMS EDUCATION (BISE)**

BISE 503. Managerial Communication (3). Provides opportunities for students to develop and refine communication skills needed in their roles as decision makers. Emphasis is on formal and informal channels; process and motivation; planning and work flow as impacted by communication; preparation of communication documents (training manuals, policy documents, annual reports, etc.); interpersonal relations and multicultural aspects; and technology as a communication tool.

BISE 523. Current Problems in Business Information Systems Education (3). A critical outlook at the administration, curricular, evaluative, and instructional problems facing information systems and computer educators at the secondary level and collegiate levels. The problems examined and evaluated in this course will be discerned from current research and literature in the field.

BISE 538. Directed Work Experience (3). Provides for in-service personnel to receive related-supervised work experience in education or in industry. Student must have employment related to teaching responsibilities and must complete satisfactory instructional modules required for the course.

BISE 571. Instructional Strategies and Methods in Business (3). Designed to assist the teacher with appropriate instructional strategies and methods for teaching basic business, accounting, and information systems related courses. Course coverage includes an investigation of the classroom materials, methods, current trends, as well as research in the teaching of basic business, accounting, information systems, and office technology courses.

**GRADUATE FACULTY**

Richard L. Banham, Associate Professor

B.S., Accounting, University of Utah, 1975; Master's, Professional Accountancy, University of Texas, 1978; Ph.D., Taxation, University of Texas, 1984; J.D., University of Texas, 1985

Augustus Bankhead, Professor and Vice-President for Academic Affairs

B.S., 1957, M.S., 1958, Tennessee State University; Ed.D., 1978, George Peabody College for Teachers

Linda Carr, Assistant Professor

B.B.A., 1978, Emory University; C.P.A. 1987, Ph.D., 1993, Georgia State University

G. Robert Cluskey, Associate Professor, Department Head/Accounting & Business Law

B.S., 1971, Bradley University; M.S., 1978, University of Utah; D.B.A., 1994, SIU-Carbondale; CPA

Tilden J. Curry, Associate Professor and Dean, College of Business

B.A., 1964, Louisiana State University; M.C.P., 1966, University of Cincinnati; Ph.D., 1978, Florida State University

James A. Ellzy, Professor

B.S., 1967, Maryland State College, Princess Ann; M.S., 1969, Indiana University; Ed.D., 1974, Northern Illinois University

Phyllis Flott, Assistant Professor

B.S., 1984, M.B.A., 1987, Emporia State University; Ph.D., 1996, University of North Texas

G. Bruce Hartmann, Professor and Chair of Economics, Finance, Quantitative Methods

B.A., 1954, Kenyon College; M.B.A., 1958, Columbia University; Ph.D., 1974, State University of New York at Albany

John M. Hasty, Jr., Professor

B.E.E., 1961, Georgia Institute of Technology; M.B.A., 1969; Ph.D., 1973, Georgia State University

Robert D. Hayes, Professor

B.S., 1974, M.B.A., 1976, Middle Tennessee State University; Ph.D., 1986, University of Arkansas; C.P.A., 1977; C.M.A., 1982;

Cn.F.C., 1994

Maxwell Hsu, Assistant Professor

B.B.A., 1990, National Cheng-Kung University; M.B.A., 1994, Sul Ross State University; D.B.A., 1999, Louisiana Tech University

Lewis Laska, Professor  
B.S., 1969, Belmont College; J.D., 1972, Vanderbilt University; M.B.A., 1973, University of Tennessee at Nashville; Ph.D., 1978, George Peabody College

Kenneth T. Lea, Professor  
B.S., 1965, M.B.A., 1972, Middle Tennessee State University; D.B.A., 1980, Louisiana Tech University

M. Alan Miller, Professor  
B.S., 1960, University of Tennessee; M.B.A., 1968, Auburn University; Ph.D., 1974, University of Arkansas

Louis Miller, Professor  
A.B., 1955, Sir George Williams University; Ph.D., 1960, University of Rochester

Festus Olorunniwo, Professor and Chair of Business Administration  
B.S., 1972, University of Lagos; M.S., 1978, Polytechnic University of New York; Ph.D., 1981, University of Texas at Austin

Stephen P. Shao, Associate Professor  
B.A., 1976, University of Virginia; M.B.A., 1977, Old Dominion University; Ph.D., 1984, University of Maryland

Sharon V. Thach, Professor  
B.A., 1967, Michigan State University; M.A., 1980, Southern Illinois University; Ph.D., 1987, Michigan State University

Godwin J. Udo, Professor  
B.S., 1983, University of Missouri; M.Ed., 1984, University of Missouri; Ph.D., 1990, Clemson University

Abu Wahid, Professor  
B.S., 1971, M.S., 1976, Jahanigaraagor University; M.A., 1980, Ph.D., 1989, University of Manitoba