

BUSINESS (BUS)

BUS 6001 Introduction to Serving the Common Good: Purpose Driven Business (1 Credit)

Introduces a Christian vision of business that emphasizes contributing to the flourishing of people and all creation. Topics include biblical and theological perspectives on the purpose of business, principles of responsible management, and business' role in promoting a just, fair and sustainable society and addressing the world's big problems. The course also serves as an orientation to learning in the MBA program and forms student community. Typically offered: Autumn.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206001>)

BUS 6021 Responsible Business I (1 Credit)

Introduces a Christian understanding of business' role in the world-to participate in bringing shalom into the world, to help enable people to flourish in God's world; work; sustainability; stewardship; responsible management; business ethics; and, the school's vision for "another way of doing business." Topics include: principles of responsible management; stewardship-oriented model of business; business ethics; sustainability; responsibilities of business professionals; biblical and theological perspectives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206021>)

BUS 6022 Responsible Business II (2 Credits)

Reinforces ideas addressed previously and continues the development of a Christian understanding of business; responsible management; and business ethics. Topics include: principles of responsible management; stewardship-oriented model of business; business ethics; sustainability; responsibilities of business professionals; as well as biblical and theological perspectives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206022>)

BUS 6023 Responsible Business III (2 Credits)

Reinforces ideas addressed previously and continues the development of a Christian understanding of serving customers, employees and value-chain partners, and the community; responsible management; business ethics and sustainability. Topics include: principles of responsible management; stewardship-oriented model of business; business ethics; sustainability; responsibilities of business professionals; as well as biblical and theological perspectives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206023>)

BUS 6024 Responsible Business IV (1 Credit)

Reinforces ideas addressed previously and continues the development of a Christian understanding of serving customers, employees and value-chain partners, and the community; responsible management; business ethics and sustainability. Topics include: principles of responsible management; stewardship-oriented model of business; business ethics; sustainability; responsibilities of business professionals; as well as biblical and theological perspectives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206024>)

BUS 6025 Responsible Business V (1 Credit)

Reinforces ideas addressed previously and continues the development of a Christian understanding of serving customers, employees and value-chain partners, and the community; responsible management; business ethics and sustainability. Topics include: principles of responsible management; stewardship-oriented model of business; business ethics; sustainability; responsibilities of business professionals; as well as biblical and theological perspectives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206025>)

BUS 6031 Professional Effectiveness I (4 Credits)

Introduces competencies and skills necessary for effectiveness as business professionals. Topics include: leadership, group dynamics, teamwork, written and oral communication, the art of listening, taking initiative, acting ethically, servant leadership, business research methods, and statistics.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206031>)

BUS 6032 Professional Effectiveness II (3 Credits)

Reinforces ideas addressed previously and continues the development of competencies and skills necessary for effectiveness as business professionals. Topics include: leadership, group dynamics, teamwork, written and oral communication, the art of listening, taking initiative, acting ethically, servant leadership, and business research methods.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206032>)

BUS 6033 Professional Effectiveness III (1 Credit)

Reinforces ideas addressed previously and continues the development of competencies and skills necessary for effectiveness as business professionals. Topics include: leadership, group dynamics, teamwork, written and oral communication, persuasion and personal selling, the art of listening, taking initiative, acting ethically, servant leadership, and business research methods.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206033>)

BUS 6110 Macroeconomics for Managers (2 Credits)

Analyzes aggregate demand, national income, employment and price level, and describes fiscal and monetary policy. Particular emphasis is given to the application of macroeconomic theory to the analysis and forecasting of economic trends and cycles, business condition analysis and strategic planning in the firm. Examines current economic conditions and economic systems. Considers Christian understandings of money, wealth, economic justice, and human well-being.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206110>)

BUS 6120 Managerial Finance (2 Credits)

Develops a working knowledge of basic corporate financial concepts and tools, organized around four key functional areas of the financial manager: valuation decisions, financial planning, asset structure decisions and ownership structure decisions.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206120>)

BUS 6130 Financial Accounting (2 Credits)

Covers the principles, concepts and procedures underlying the preparation and interpretation of financial statements.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206130>)

BUS 6132 Managerial Accounting (2 Credits)

Develops understanding of the analysis and evaluation of accounting information for the management planning, decision-making and control process. Typically offered: Winter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206132>)

BUS 6140 Legal Environment of Business (2 Credits)

Studies the legal environment in which businesses operate. Includes topics such as corporate law, partnership law, agency law, federal regulation of business (e.g., anti-trust and consumer protection), and business torts and crimes.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206140>)

BUS 6150 Managerial Marketing (2 Credits)

Explores the role of marketing in the economy and examines marketing concepts and their application in domestic, global marketing and e-business contexts. Students apply learning to cases and by preparing marketing plans.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206150>)

BUS 6164 Operations Management (2 Credits)

Presents a systems-based orientation to production/operations processes and process improvement. Uses an application approach to developing understanding, analysis, and revision of operations activities. Applies project management and other analytical tools relevant to production/operations processes.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206164>)

BUS 6170 Information Systems Management (2 Credits)

Introduces the basic framework and key concepts of information systems. Primary focus is on the strategies and programs needed to manage information as a strategic resource. Explores management and effects of information technology and the Internet on business in an environment of technological and organizational change. Reviews information technology skills needed by managers.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206170>)

BUS 6171 Statistics for Business Decisions (2 Credits)

Examines the basic tools and concepts of descriptive statistics and statistical inference including probability distributions, confidence intervals, hypothesis testing, analysis of variance, and regression analysis.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206171>)

BUS 6172 Human Resources Information Systems (3 Credits)

Introduces the basic framework and key concepts of information systems for human resources managers. Primary focus is on the strategies and programs needed to manage HR information as a strategic resource for decision-making. Explores management and effects of information technology on HR in an environment of technological and organizational change. Reviews HRIS/HRIT skills and programs used in the profession.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206172>)

BUS 6201 Christian Values, Ethics and the Marketplace (2 Credits)

Develops a vision for the purpose and practice of business grounded in Christian faith and biblical, and theological ethics. Topics include the biblical narrative, tenets of Christian faith and their expression in and through business contexts, business' role in contributing to human flourishing, the common good, economic and social justice, creation care, comparison of world views, and business as a vocation. Typically offered: Autumn, Winter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206201>)

BUS 6202 Ethics, Integrity, Responsibility the Common Good (2 Credits)

Brings the moral philosophy of Western and Eastern traditions into dialog with the biblical, theological groundwork addressed in BUS 6201. Emphasizes practical, real-life business ethics scenarios. Topics include corporate social responsibility, stakeholder theory, political economy, negotiations, diversity, discrimination, cross-cultural ethics, the sustainable development goals, and ethical principles for marketing, finance, technology (especially AI, social media, and emerging technologies), and moral leadership.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206202>)

BUS 6210 Economic Quantitative Analysis for Managers (2 Credits)

Develops skills in applying economic and statistical/quantitative reasoning to managerial decision-making in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including analysis, marginal/incremental analysis, regression analysis, demand and cost estimation, profit, production decisions, and pricing strategies, and behavioral economics. (Formerly called Managerial Economics.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206210>)

BUS 6220 Financial Analysis, Modeling, Forecasting (2 Credits)

Develops skills in applying concepts and tools of financial analysis, modeling and forecasting to evaluate and improve decision-making in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including analysis of financial implications, scenario analysis, forecasting, pro forma statements, and considering non-financial implications. (Formerly called Financial Analysis.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206220>)

BUS 6221 Purpose Driven Financial Strategy (2 Credits)

Develops strategic financial management decision-making skills in pursuit of organizational and broader human flourishing goals. Topics include a Christian perspective, risk, sources of capital, growth, stewardship of financial and other capitals, and assuring virtuous impact while maintaining financial viability.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206221>)

BUS 6250 Purpose Driven Marketing Strategy (2 Credits)

Develops strategic marketing decision-making skills across various marketing contexts, including e-business, in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including segmenting, targeting, positioning, go-to-market strategies, and marketing ethics. (Formerly called Marketing Analysis.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206250>)

BUS 6260 Managerial Communication (2 Credits)

Develops communication skills needed for effective leadership in achieving team, organizational, and broader human flourishing goals. From a Christian perspective the course explores topics including the intersection of leadership and communication, writing skills, presenting skills, pitching, basic negotiations, communication ethics, and diversity. Typically offered: Autumn, Summer.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206260>)

BUS 6266 Purpose Driven Leadership (2 Credits)

Develops leadership skills needed for effectiveness in achieving team, organizational, and broader human flourishing goals. From a Christian perspective the course explores topics including leadership behaviors and styles, leading and stewarding human capital, strategic vision, motivation and behavioral change, decision-making, group dynamics, team building, communication processes, power and conflict, stress management, and self-assessment of leadership skills. (Formerly called Leadership in Organizations.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206266>)

BUS 6271 Purpose Driven Information Technology Strategy (2 Credits)

Develops strategic decision-making skills related to enterprise information systems and technology in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including the intersection of business and technology, integrating and adapting to changing technology, disruptive innovations, and enabling new models of business operations on a global scale. (Formerly called Enterprise Analysis and Integration.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206271>)

BUS 6273 Business Intelligence Analytics for Managers (2 Credits)

Develops skills in applying concepts and tools of business intelligence and data analytics to improve decision-making in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including data mining, data analytics, data visualizations and dashboards, insight generation, implications for decision-making, and data ethics/bias issues.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206273>)

BUS 6280 Purpose Driven Global Business Operations Strategy (2 Credits)

Develops strategic decision-making skills related to global business issues and situations in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including cross-cultural management issues and global operations.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206280>)

BUS 6291 Analyzing Organizational Performance Impact (2 Credits)

Develops skills in analyzing marketing, financial, environmental, and social impact performance indicators to improve decision-making in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including assessing organizational performance using indicators from across multiple dimensions, the tools of internal situation analysis, performance gap identification, and decision issue statement articulation.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206291>)

BUS 6292 Analyzing Organizational Contexts Opportunities (2 Credits)

Develops skills in analyzing business situations and market opportunities to improve decision-making in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including tools of external situation analysis and evaluating market opportunities.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206292>)

BUS 6299 Purpose Driven Strategic Management, Innovation Alliances (2 Credits)

Develops strategic decision-making skills in response to complex and uncertain business issues and situations in pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including strategic management frameworks, growth, business integration, strategic alliances, and developing a culture of innovation, adaptability, and resilience. (Formerly called Business Strategy.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206299>)

BUS 6300 Human Resource Management (3 Credits)

Introduces students to principles of effective management of human capital in organizations. Examines theory, research and practice in the areas of strategic global human resource planning, job analysis, recruiting and selection, training and development, performance management, compensation and benefits, as well as government regulation relating to these practices.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206300>)

BUS 6301 Labor and Employee Relations (3 Credits)

Survey course designed to help students understand American labor history, why employees join labor unions, the basics of collective bargaining, media relations, grievance handling, unfair labor practices, and negotiating techniques and strategies.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206301>)

BUS 6302 Performance Management (3 Credits)

Addresses ways to improve employee performance through the development and implementation of strategic performance management systems. Covers the various kinds of systems used by organizations to evaluate and reward employee performance appraisal. Topics include goal setting, coaching, giving feedback and employee discipline.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206302>)

BUS 6303 Total Reward Systems (3 Credits)

Overview of employee compensation and benefit systems. Includes non-monetary and monetary rewards, insurance and retirement plans, profit-sharing, pay administration, pay-base determination, market surveys, comparable worth and pay incentives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206303>)

BUS 6305 Leading in Culturally Diverse Contexts (2 Credits)

Develops awareness and appreciation of cultural and global diversity in the workforce and the pursuit of organizational and broader human flourishing goals. From a Christian perspective the course explores topics including respect, diversity, equity and inclusion, strategies for encouraging, accommodating, and utilizing diversity as a competitive advantage domestically and globally, and a model of change and its application to diversity issues. (Formerly called Managing Cultural Diversity.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206305>)

BUS 6308 Legal Environment for Human Resources Management (3 Credits)

Studies the legal environment for human resource management. Addresses various employment related laws and regulatory issues related to HR including discrimination law, labor law, worker health and safety, employee rights, employee privacy, harassment, compensation, benefits, pensions, foreign workers.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206308>)

BUS 6309 People Analytics (3 Credits)

Examines the use of big data and analytics in HR contexts. Focuses on generating meaningful HR related analytics and ethically applying insights in decision-making. Typically offered: Spring.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206309>)

BUS 6312 Business and Stewardship for Global Sustainability (3 Credits)

Explores the role of business and business strategies for addressing global economic, social, and environmental sustainability. Informed by Christian theological understandings of creation care, stewardship, justice, human well-being and restoration. Topics include environmental management, clean technologies, social performance, and globalization.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206312>)

BUS 6313 Business as Community of Work (3 Credits)

Explores the role of business and sustainable business strategies for providing meaningful and creative work. Informed by Christian theological understandings of work, vocation, Sabbath, community, and restoration. Topics include work as vocation, job and organizational design, organizational culture, managing employees, and strategies for community formation in organizations.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206313>)

BUS 6314 Business and Global Poverty (3 Credits)

Explores the role of business and sustainable business strategies for addressing global poverty. Informed by Christian theological understandings of justice, community and economic development, wealth and poverty, human well-being and restoration. Topics include microfinance, microenterprise and community development, social enterprise and other sustainable business models for creating economic and social value and alleviating poverty.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206314>)

BUS 6320 Investments and Portfolio Management (3 Credits)

Studies securities markets and the processes of risk analysis, valuing securities, selecting investments, and portfolio construction and management.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206320>)

BUS 6321 Futures, Options and Risk Management (3 Credits)

Studies futures and options markets, pricing, and their use in asset allocation, hedging and risk management.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206321>)

BUS 6322 Advanced Problems in Finance (3 Credits)

Examines corporate cost of capital and company valuation methods through case studies and presentation of a company valuation project using public databases.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206322>)

BUS 6323 International Finance (3 Credits)

Studies the principles of finance in the international context, including the monetary system, financing of international trade, balance of payments, exchange rates and exchange risk, foreign security markets, international sources of capital, and analysis of foreign investments.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206323>)

BUS 6351 Marketing Analytics (3 Credits)

Explores analytic tools for marketing decision-making.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206351>)

BUS 6360 Purpose Driven Innovation Change Management (2 Credits)

Develops strategic decision-making skills related to innovation and change management in pursuit of organizational and broader human flourishing goals through an application project. From a Christian perspective the course explores topics including innovation management frameworks and change management processes. (Formerly called Innovation and Change Management.)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206360>)

BUS 6361 Advanced Negotiations (3 Credits)

Study of principled negotiating skills with the goal of preparing managers to participate constructively in organizational politics, to develop personal values and to influence others in ways consistent with Christian ethics.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206361>)

BUS 6365 The High Technology Enterprise (3 Credits)

Addresses the administrative and strategic issues specific to high-tech companies.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206365>)

BUS 6367 Project Management (3 Credits)

Management (evaluating, planning and scheduling) of complex projects. Topics include leadership of project teams, work breakdowns, planning models (PERT/CPM) and project management software, resource management, time-cost trade-offs, and managing project crises. Students will work in teams to develop a complete project plan.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206367>)

BUS 6381 Pacific Rim Enterprise (3 Credits)

Study of trading relations with and among Pacific Rim countries.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206381>)

BUS 6382 European Enterprise (3 Credits)

Study of trading relations with and among European nations.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206382>)

BUS 6383 Emerging Economy Enterprise (3 Credits)

Study of trading relations with and among emerging economies.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206383>)

BUS 6389 Issues in Global Enterprise Seminar (3 Credits)

Explores issues faced by business leaders engaged in global enterprise in a seminar format that includes a research project conducted around a study abroad experience.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206389>)

BUS 6390 Entrepreneurship (2 Credits)

Develops understanding of virtuous enterprise management, entrepreneurship/intrapreneurship, and new ventures. From a Christian perspective the course explores topics including the characteristics of entrepreneurs and the challenges faced by new stand-alone or inside existing enterprise ventures across their lifecycles, from start-up to growth to exit. (Formerly called Entrepreneurship.)
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206390>)

BUS 6391 Business and the World's Big Problems (2 Credits)

Develops deep understanding of the world's big problems, the role business plays in addressing them, various business models, and public-private partnership approaches to creating a more just and sustainable world. Topics include a Christian perspective, the world's big problems and their antecedents, efforts to address them that have been attempted, virtuous impact business models, and building cross-sector partnerships.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206391>)

BUS 6392 Venture Planning Financing (2 Credits)

Develops understanding of planning and financing for new virtuous ventures. Topics include a Christian perspective, selecting a venture opportunity, preparing a venture plan, and pitching the venture plan to investors and stakeholders.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206392>)

BUS 6900 Independent Study (1-6 Credit)

Provides the opportunity to study a topic of special interest under faculty supervision.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206900>)

BUS 6916 Managerial Issues Seminar (1-6 Credit)

Discusses variable topics related to the effective management of organizations. The same topic cannot be taken for credit more than once.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206916>)

BUS 6917 Spirituality in Management Seminar (1-3 Credit)

Provides in-depth study of various issues related to the integration of Christian spirituality and management and the application of theological insights across business discipline areas. Topics vary from offering to offering. The same topic cannot be taken for credit more than once.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206917>)

BUS 6937 Responsible Leadership Consulting Practicum (2 Credits)

Presents an application of academic scholarship to a "real life" responsible leadership case.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206937>)

BUS 6938 Analytical Skills Consulting Practicum (2 Credits)

Presents an application of academic scholarship to a "real life" enterprise/decision.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206938>)

BUS 6939 Management Consulting Practicum (1-6 Credit)

Presents an application of academic scholarship to a "real life" enterprise case.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206939>)

BUS 6969 Practice of Business (1-6 Credit)

Allows students to apply the tools and concepts learned in other disciplines to a major strategic project of his or her own design such as a new business venture, an acquisition, a corporate reorganization or similar undertaking. A proposal/learning contract, signed by the student and sponsoring faculty member, must be approved by the graduate program director.
Course Schedule (<https://catalog.spu.edu/course-search/?details&code=BUS%206969>)