CHARLES H. KELLSTADT

GRADUATE SCHOOL

OF BUSINESS.
MASTER OF BUSINESS ADMINISTRATION

MASTER OF ACCOUNTANCY

MASTER OF SCIENCE IN ACCOUNTANCY

MASTER OF SCIENCE IN TAXATION

MASTER OF SCIENCE IN BUSINESS INFORMATION TECHNOLOGY

MASTER OF SCIENCE IN E-BUSINESS

MASTER OF SCIENCE IN FINANCE

MASTER OF SCIENCE IN HUMAN RESOURCES

MASTER OF SCIENCE IN MARKETING ANALYSIS

COMBINED–MBA/JD

DePaul University does not discriminate on the basis of race, color, national origin, religion, gender, sexual orientation, age, or handicap in admissions, employment, or the provision of services. Inquiries regarding this policy should be addressed to Human Resources, 55 E. Jackson Boulevard, Chicago, Illinois, 60604-2287.

Revised August 2004
ACCREDITATION

DEPAUL UNIVERSITY IS ACCREDITED BY:
AACSB International – The Association to Advance Collegiate Schools of Business
The American Chemical Society
The American Psychological Association
The Association of American Law Schools
The Commission of Institutes of Higher Education of
the North Central Association of Colleges and Schools
The National Association of Schools of Music
The National Council for Accreditation of Teacher Education
The National League for Nursing

DEPAUL UNIVERSITY IS ON THE APPROVED LIST OF:
The American Bar Association
The Illinois Board of Higher Education
The Illinois Department of Registration and Education
The Illinois Office of Education, State Teacher Certification Board
The National Association for Music Therapy
The State Approving Agency for Veterans Training

DEPAUL IS A MEMBER OF:
The American Association of Colleges of Nursing
The American Association of Colleges for Teacher Education
The American Association on Higher Education
The American Association of Theatre for Youth
The American Association of University Women
The American Council on Education
The Association of American Colleges and Universities
The Association of Catholic Colleges and Universities
The Association of Governing Boards of Universities and Colleges
The Chicagoland Advocates for Signed Theatre
The Consortium of Conservatory Programs
The Council on Graduate Schools
The Federation of Schools of Accountancy
The Graduate Management Admission Council
The Illinois Arts Alliance
The International Association of Theatre for Children and Young People
The League of Chicago Theatres
The Midwest Alliance in Nursing
The National Association of Independent Colleges and Universities
The National Catholic Education Association
The National Council of Educational Opportunity Associations
The National League for Nursing
The Kellstadt Graduate School of Business offers courses at the Loop Campus as well as at three convenient suburban locations.

**LOOP CAMPUS**
*(full program of course offerings)*
1 East Jackson Boulevard
Chicago, Illinois 60604
312-362-8810

**NAPERVILLE CAMPUS**
*(selected course offerings)*
150 West Warrenville Road
Naperville, Illinois 60566
630-548-9378

**O’HARE CAMPUS**
*(selected course offerings)*
3166 River Road
Des Plaines, Illinois 60018
847-296-5348

**ROLLING MEADOWS**
*(selected course offerings)*
2550 W. Golf Road
Meadows Corporate Center
East Tower
Rolling Meadows, IL 60008
847-437-9522

Students may take courses at any DePaul campus where courses of interest are offered. All courses are available at the Loop Campus. All required MBA courses are offered at the three suburban locations. Elective courses needed to satisfy specific concentration requirements are offered on a limited basis at the suburban locations. While students may complete the requirements for the General Business concentration at the suburban locations, it may be necessary for students to attend the Loop Campus to satisfy specific requirements for other concentrations. However, as the University continues to expand the number and variety of courses at the three suburban campuses, most students will be able to take increasing advantage of these locations.

Registration assistance and academic advising is provided through the Loop Campus office of the Kellstadt Graduate School of Business and can be accomplished through in-person or phone appointments depending upon student preference. On-site advising is provided at each suburban campus at least one day each month.
GENERAL INFORMATION

DePaul University established the nation’s tenth oldest business school in 1912. The Graduate School of Business was established in 1948. The School enjoys an outstanding reputation based on its past accomplishments, strengths, and potential for a bright future.

The task of equipping graduates for roles as innovators and leaders becomes increasingly complex. The demand for analytical and inventive problem solvers has never been greater. The need to rethink the way in which students are educated has never been more acute. Graduates are being asked to provide innovative and flexible responses to dynamic and complex challenges.

Technological change, globalization and diversity will shape the new knowledge, skills, attitudes and values that tomorrow’s successful business leaders need. The School has embraced these challenges and is on the threshold of a new era. As the world prepares to cope with the information age and the increasing complexity of advanced technology, the School is uniquely positioned to meet the educational needs of future business leaders. A dedicated faculty and staff provide students with the competitive edge they need as graduates.

The Charles H. Kellstadt Graduate School of Business has developed a close partnership with the business community, its alumni and organizations throughout the world. Such partnerships stimulate the development of a variety of programs. Since business is a dynamic field, it is critical to offer up-to-date curricula that meet the needs of the business community on a worldwide basis. Such close cooperation allows the School to take advantage of its faculty’s expertise and facilitates the leverage of various efforts with existing programs. Likewise, the School capitalizes on its Chicago location.

The Charles H. Kellstadt Graduate School of Business is committed to meet and exceed the accreditation standards of AACSB International – The Association to Advance Collegiate Schools of Business.

Arthur Kraft, Ph.D.
Dean and Professor
MISSION OF THE COLLEGE OF COMMERCE

The mission of the College of Commerce is to be a leader in the discovery and development of skills and knowledge as it relates to business and its global role. Our primary objective is to actively serve our students and their employers in Chicago and around the world by making use of the latest technology to provide innovative educational programs. Our faculty members have a responsibility to maintain their academic and professional qualifications, primarily through discipline-based scholarship, but also through contributions to practice and through research in support of teaching. The College focuses its teaching and research on both the current business setting and important future issues, while providing service to both the academic and professional communities.

The College seeks to serve individuals and organizations desiring access to the highest quality business education as a means to achieve a full range of intellectual and professional goals from the perspective of ethical and responsible leadership. The students, staff, and faculty, and other members of the University community strive to provide each other with the knowledge and experience needed to fulfill their intellectual and professional goals. This is a cooperative effort to create a framework for solving business problems within a global society. The College holds high-quality teaching and pedagogical innovation to be just as important as scholarship and research.

PROGRAMS OF STUDY

The Kellstadt Graduate School of Business is committed to providing quality professional programs for both the full-time and part-time student. Courses are scheduled primarily in the evening. These programs are designed for and responsive to the needs of men and women seeking to assume, advance or excel in managerial or specialized positions within the private or public sectors of business or the professions. Specifically, these programs lead to the following degrees:

Master of Business Administration (MBA)
Master of Accountancy (M.Acc)
Master of Science in Accountancy (MSA)
Master of Science in E-Business (MSEB)
Master of Science in Finance (MSF)
Master of Science in Human Resources (MSHR)
Master of Science in Marketing Analysis (MSMA)
Master of Science in Taxation (MST)

or to the combined degree of:

Master of Business Administration and Juris Doctor (MBA/JD)

or to the joint degree:

Master of Science in Business Information Technology (MS in BIT)
ADMISSION

Admission to the Charles H. Kellstadt Graduate School of Business is reserved for those students with the highest academic and professional credentials. Each applicant is considered on an individual basis. Applications are evaluated based upon the review of all prior academic work, professional work experience and career progression, aptitude for business studies as measured by the Graduate Management Admissions Test (GMAT), and an assessment of the applicant’s overall readiness to pursue graduate studies. While enrollment in the Full-time and Weekend MBA programs is limited, there is no predetermined limit to the number of students who can be admitted to the Part-time MBA and specialized masters programs. Thus, for the regular part-time programs, all students who are judged eligible by the Admissions Committee will be invited to matriculate. Please note that acceptance into one program does not guarantee acceptance into all programs.

THE FOLLOWING COMPONENTS ARE REQUIRED TO COMPLETE AN APPLICATION

COMPLETED APPLICATION FORM AND APPLICATION FEE
The application can be obtained and completed by mail or it can be submitted online. The on-line application can be found under Admission and Financial Aid at www.kellstadt.depaul.edu.

An application fee, payable to “DePaul University” by check or money order, is required and must be sent to the graduate school office. The fee for the 2004-2005 academic year is $60.00. However, this fee is subject to change and the appropriate fee amount can be found on the application.

ESSAY QUESTIONS
Applicants are required to complete a series of essay questions. Please answer each question thoroughly and thoughtfully. The essays help the admissions committee become acquainted with applicants as individuals. Applicants may find it necessary to include additional pages to complete the essay questions. Applicants may also include any other supporting materials that they feel may give the Admissions Committee a broader view of their achievements.

RESUME
Work experience and career progression are important and will be considered by the Admissions Committee. Resumes should be submitted in a professional format and include: contact information, educational background, work experience, and skills.

ACADEMIC RECORDS
Applicants must possess the equivalent of a US bachelor’s degree from a regionally accredited institution. Degree seeking applicants must present official transcripts from each junior college, college, and university attended (even if only for one course) including DePaul University, if applicable. If the transcripts were issued in a language other than English they should be accompanied by an official word-for-word translation of all transcript documents.

GRADUATE MANAGEMENT ADMISSION TEST
To be considered for admission as a degree seeking student, applicants must submit their official results from the Graduate Management Admission Test (GMAT) taken not more than five years prior to the term of enrollment. Applicants to the MSHR program may substitute the GRE for the GMAT test. Applicants with an earned terminal degree (normally defined as doctoral level) from a regionally accredited institution of higher education may be exempt from admission testing.

For additional test information, call 1-800-GMAT.NOW or visit these websites at www.mba.com or www.gre.com. The Institution Code for DePaul University’s Kellstadt Graduate School of Business is 1165 for Part-time MBA and MS programs and 1174 for the Full-time MBA Program.
LETTERS OF RECOMMENDATION
Each applicant must submit two professional letters of recommendation, preferably from employers.

INTERVIEW
The Admissions Committee may request an interview with an applicant to further discuss the applicant’s academic and professional goals.

APPLICATION DEADLINES
To maximize the opportunity for the widest choice of classes, it is recommended that the completed application, with all credentials, be submitted well in advance of the following deadlines.

FOR THE PART-TIME MBA AND ALL MASTER OF SCIENCE PROGRAMS:
Applications must be submitted by:
- July 1st for the Autumn Quarter
- October 1st for the Winter Quarter
- February 1st for the Spring Quarter
- April 1st for the Summer Quarter

International students and applicants educated outside of the United States must submit their applications one month prior to the above deadlines.

FOR THE FULL-TIME MBA PROGRAM
Admission to the Full-time MBA Program is competitive and is limited to the Fall Quarter. Applications are due by April 1st. Applications received after the deadline are considered on a space available basis.

FOR THE WEEKEND MBA PROGRAM
Admission to the Weekend MBA program is competitive and is limited to the Fall Quarter. Applications are due by July 1st. International students and applicants educated outside of the United States must submit their applications by May 1st. Applications received after the deadline are considered on a space available basis.

SPECIAL INSTRUCTIONS FOR INTERNATIONAL STUDENTS
All applicants educated outside the United States are considered international students upon admission and may have to meet additional application requirements.

All students must meet all of the academic admission requirements and demonstrate proficiency in English. Those whose official native language is not English will be required to submit a recent score (not more than two years old) from the Test of English as a Foreign Language (TOEFL). The I-20 form used to apply for an F1 visa will be issued only after all admission requirements have been fulfilled and applicants have shown evidence of adequate financial support.

NON-DEGREE SEEKING APPLICANT
Applicants who possess a master’s degree or equivalent or are enrolled and in good standing in a master’s program at another institution may apply for non-degree status and take up to three courses. To be admitted with non-degree seeking status students must submit a completed application form and official transcripts showing highest degree earned. An application fee is required.

RESIDENCY REQUIREMENT
For the MBA programs, a minimum of 60 graduate quarter hours, fulfilling requirements for the master’s degree, must be taken in residence at DePaul University. For all other graduate degree programs, the minimum residency requirement is 48 quarter hours, or the full length of the program, whichever is less.
These courses must be completed within six calendar years after the candidate’s first registration as a student in the Kellstadt Graduate School of Business of DePaul University.

After a lapse of six years a course is invalid. To be applied toward the master’s degree an invalidated course taken for graduate credit may be reinstated with the written approval of the director of the Kellstadt Graduate School of Business.

**STUDENT ATTENDANCE STATUS AND READMISSION**

A student previously admitted who has been absent from DePaul for more than one year must submit an application for readmission, a resume, a brief and informal letter to the Director of Admissions to explain the absence and transcripts of any courses taken elsewhere during the absence. If the original application has been destroyed or is otherwise unavailable, the student will be required to resubmit all of the forms and documents needed to complete an original application. Students will be required to complete the degree requirements in force at the time of readmission. An application fee is required for readmission.

**ADMISSION**

To help you make a decision regarding this program or to answer questions regarding admission or structure of the program, please contact us:

Kellstadt Graduate School of Business  
1 E. Jackson Blvd. Suite 7900  
Chicago, IL  60604  
312-362-8810  
fax: 312-362-6677  
mbainfo@depaul.edu  
http://kellstadt.depaul.edu
The Full-time MBA Program fulfills the business world's demand for MBA graduates with the ability to understand and manage complex business processes. Students who choose this program option will take all of their foundation and core classes in a lock step format during the first four terms of the program. Upon completion of the required core courses, all full-time students, except students choosing the International Marketing & Finance (IMF) concentration may begin taking their concentration classes at their own pace. Some IMF concentration classes offered during the day may be applied toward non-IMF concentrations but most non-IMF concentration electives are offered only in the evening. Students in the Full-time MBA Program may choose to specialize in any of the MBA concentrations offered by the Graduate School of Business at the Loop Campus (see next page for listings).

PROGRAM PREREQUISITES

Students will have successfully completed college-level courses in calculus and statistics and have basic computer skills including, but not limited to spreadsheet functions and presentation programs.

FULL-TIME MBA CURRICULUM

AUTUMN QUARTER

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>GSB 450</td>
<td>Professional Presentation Practicum (non-credit)</td>
</tr>
<tr>
<td>ACC 500</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>ECO 555</td>
<td>Economics for Decision Making</td>
</tr>
<tr>
<td>IB 500</td>
<td>Global Economy</td>
</tr>
<tr>
<td>MGT 500</td>
<td>Behavior in Organizations</td>
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DECEMBER QUARTER

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<th>Course</th>
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<tr>
<td>ECO 500</td>
<td>Money &amp; Financial Systems</td>
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WINTER QUARTER

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>ACC 555</td>
<td>Management Accounting for Decision Making</td>
</tr>
<tr>
<td>FIN 555</td>
<td>Financial Management</td>
</tr>
<tr>
<td>MGT 502</td>
<td>Operations Management</td>
</tr>
<tr>
<td>MGT 555</td>
<td>Strategic Management of Human Resources</td>
</tr>
<tr>
<td>MKT 555</td>
<td>Decisions in Marketing Management</td>
</tr>
</tbody>
</table>

SPRING QUARTER

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>BLW 500</td>
<td>Legal &amp; Ethical Environment</td>
</tr>
<tr>
<td>ECO 509</td>
<td>Business Conditions Analysis</td>
</tr>
<tr>
<td>GSB 599</td>
<td>Strategic Analysis for Competing Globally</td>
</tr>
<tr>
<td>MIS 555</td>
<td>Management of Information Systems</td>
</tr>
</tbody>
</table>

CONCENTRATION REQUIREMENTS FOR ALL FULL-TIME STUDENTS

In the second year all students must choose an area of concentration for further study. Available concentrations range from International Marketing and Finance (IMF), summary to follow, to General Business, which consists of courses selected according to the student's own interests. The IMF concentration consists of a sequence of six courses. All other concentrations require four courses for completion. Students may select any available concentration offered by the Graduate School of Business. The presently available concentrations are listed below, but these are subject to change. A student's choice is limited only by the availability of concentrations at the time the student declares his or her concentration. Likewise, concentration requirements are subject to change. A student's concentration requirements are not set until the student declares his or her concentration in the Graduate School of Business college office located in DePaul Center 7900. Second year students choosing the International Marketing and Finance concentration will continue taking day-time classes.
Concentration courses, including courses to be applied as concentration electives, with grades lower than C– do not count for credit toward the degree and all such courses must be repeated. Electives in the same department or area as the concentration(s) with grades less than C– do not satisfy degree requirements and are not applicable to the degree.

INTERNATIONAL MARKETING AND FINANCE (FULL-TIME ONLY)
The focus of this concentration is the integration of intensive cross-cultural training in marketing and financial decision-making with a pragmatic international business orientation. Students electing the International Marketing and Finance concentration will complete the Full-time MBA Program in 18 months.

SUMMER QUARTER
IB 798  International Practicum

AUTUMN QUARTER
FIN 523  Investment Analysis
MKT 525  Marketing Research
MKT 535  Marketing Strategies and Planning

WINTER QUARTER
IB 530  International Finance
IB 780  Problems and Practice IV: Strategic Issues and Industry Practices

LANGUAGE REQUIREMENTS
The language of instruction is business English, however it is well-recognized that managers in today’s global business environment must be able to function in diverse countries and cultures worldwide. Therefore each student participating in the International Marketing & Finance program must demonstrate competence in at least one language other than English prior to graduation. This competence will be demonstrated through examination approved by the college or successful completion of one year of undergraduate course work.

OTHER CONCENTRATIONS AVAILABLE TO FULL-TIME MBA STUDENTS
Second year students choosing one of the following concentrations should meet with an academic advisor. You may begin taking classes in the evening. Students will choose four approved courses from the following concentration areas:

Applied Economics  General Business  Management Accounting
E-Business  Health Care Management  Management Information Systems
Entrepreneurship  Human Resource Management  Marketing Management
Finance  International Business  Operations Management
Financial Analysis  Leadership/Change Management  Real Estate Finance & Investment
Financial Management & Control  Strategy, Execution & Valuation

COURSE EXPIRATION RULE
All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.

ADMISSION
To help you make a decision regarding this program or to answer questions regarding admission or structure of the program, please contact:

Christopher Kinsella,
Director of Marketing and Admissions  312-362-8810
Kellstadt Graduate School of Business  fax: 312-362-6677
1 E. Jackson Blvd. Suite 7900  http://kellstadt.depaul.edu/fulltime
Chicago, IL 60604
mbainfo@depaul.edu
The Weekend MBA in Managerial Finance is a rigorous, yet rewarding program designed for the self-directed manager with an interest in using technology to supplement traditional MBA course work. The curriculum provides knowledge in each of the major business functions along with specialized courses in Management and Finance. Each course is taught as a blend of traditional lecture and distance learning formats. Classes meet on alternate Saturdays at the Rolling Meadows Campus. Students will work via distance learning in the weeks between class meetings. Admitted students will proceed through the program as a cohort group. Admission to the program is for fall quarter only.

PROGRAM DEGREE REQUIREMENTS

PROGRAM PREQUISITES

Students will have successfully completed college-level courses in calculus and statistics and have basic computer skills including, but not limited to spreadsheet functions and presentation programs.

PROGRAM CURRICULUM

The following is a sample course schedule that includes all of the required courses for the degree:

SAMPLE COURSE SCHEDULE

<table>
<thead>
<tr>
<th>Fall Quarter</th>
<th>December Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSB 450</td>
<td>ECO 509</td>
</tr>
<tr>
<td>MGT 500</td>
<td>Business Conditions Analysis</td>
</tr>
<tr>
<td>MGT 502</td>
<td></td>
</tr>
<tr>
<td></td>
<td>December Quarter</td>
</tr>
<tr>
<td>Winter Quarter</td>
<td></td>
</tr>
<tr>
<td>ACC 500</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>ECO 500</td>
<td>Money &amp; Financial Systems</td>
</tr>
<tr>
<td></td>
<td>Winter Quarter</td>
</tr>
<tr>
<td>Spring Quarter</td>
<td></td>
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<tr>
<td>ACC 555</td>
<td>Management Accounting for Decision Making</td>
</tr>
<tr>
<td>ECO 555</td>
<td>Economics for Decision Making</td>
</tr>
<tr>
<td></td>
<td>Summer Quarter</td>
</tr>
<tr>
<td>BLW 500</td>
<td>Legal &amp; Ethical Environment</td>
</tr>
<tr>
<td>MGT 555</td>
<td>Strategic Management of Human Resources</td>
</tr>
</tbody>
</table>

COURSE EXPIRATION RULE

All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.

ADMISSION

To help you make a decision regarding this program or to answer questions regarding admission or structure of the program, please contact:

Felicia Richardson-McGee
Director of Student Services
e-mail: frichard@depaul.edu
voice: 312-362-8810    fax: 312-362-6677
The emphasis of the MBA program is on decision-making as the characteristic function of business administration. It is the purpose of the program to integrate the several functional areas of business and the contributions they make to the development of administrative competence.

PROGRAM PREQUISITES
Students will have successfully completed college-level courses in calculus and statistics and have basic computer skills including, but not limited to spreadsheet functions and presentation programs.

MBA DEGREE CURRICULUM
All candidates for the degree Master of Business Administration must satisfy the following requirements:

INTERNAL ENVIRONMENT OF ORGANIZATIONS
GSB 450 Professional Presentation Practicum (non-credit)
ACC 500 Financial Accounting
MGT 500 Behavior in Organizations
MGT 502 Operations Management

EXTERNAL ENVIRONMENT OF ORGANIZATIONS
BLW 500 Legal and Ethical Environment
ECO 509 Business Conditions Analysis
ECO 500 Money and Financial Systems
IB 500 Global Economy

MANAGERIAL DECISION AREAS
ACC 555 Management Accounting for Decision Making
ECO 555 Economics for Decision Making
FIN 555 Financial Management
MGT 555 Strategic Management of Human Resources
MIS 555 Management of Information Technology
MKT 555 Decisions in Marketing Management

CAPSTONE
GSB 599 Strategic Analysis for Competing Globally

MBA PROGRAM DEGREE REQUIREMENTS
1. Satisfactory completion of a minimum of 72 quarter hours applicable to the degree. Additional prerequisite courses may be required to prepare students for certain programs or course selections. Such prerequisites are not counted toward the minimum number of required courses.
2. Satisfactory completion of the presentation skills practicum and satisfactory completion of the internal environment; external environment; managerial decision areas and capstone course requirements. This may be accomplished with course work in the Kellstadt Graduate School of Business or with previous academic course work, except in the case of the capstone course.
3. Satisfactory completion of at least four concentration courses in accordance with the requirements of the selected concentration. Students will receive credit for a concentration course in which they receive a C– or better. Any grade lower than C– in a concentration course does not count as credit toward the degree and the student must repeat the course or an approved substitute. Students must receive a C– or better in any elective which is in the same area as the concentration(s).
4. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
CONCENTRATION REQUIREMENTS FOR ALL PART-TIME STUDENTS

Part-time MBA students may select any concentration offered by the Graduate School of Business that is not part of a limited-enrollment cohort program. The limited-enrollment cohort programs include the International Marketing and Finance concentration, which is only available to full-time students, and the Managerial Finance concentration, which is only available as a limited-enrollment weekend program at Rolling Meadows. The available concentrations are listed below, but these are subject to change. A student’s choice of concentrations is limited only by the concentrations prerequisites and the availability at the time the student declares his or her concentration. Likewise, concentration requirements are subject to change. A student’s concentration requirements are not set until the student declares his or her concentration in the Graduate School of Business college office located in DePaul Center 7900.

Concentration courses, including courses to be applied as concentration electives, with grades lower than C– do not count for credit toward the degree and all such courses must be repeated. Electives in the same department or area as the concentration(s) with grades less than C– do not satisfy degree requirements and are not applicable to the degree.

AREAS OF CONCENTRATION AVAILABLE IN THE PART-TIME MBA PROGRAM

Applied Economics
E-Business
Entrepreneurship
Finance
Financial Analysis
Financial Management and Control
General Business
Health Care Management
Human Resource Management
International Business
Leadership & Change Management
Management Accounting
Management Information Systems
Marketing Management
Operations Management
Real Estate Finance and Investment
Strategy, Execution and Valuation

GENERAL BUSINESS

Students who would like more flexibility in selecting courses may choose the General Business concentration. Students will select four electives from any of several areas of study within the Kellstadt Graduate School of Business. The selected courses must be eligible for credit in a graduate business program, carry at least four quarter hours of credit each and cannot be one of the fourteen required core courses. A student may receive no less than a minimum grade of C– for each course in the concentration and the overall grade point average for the four electives selected for the concentration must be at least 2.0, collectively. Additional course work will be required until all concentration requirements are met.

DOUBLE CONCENTRATION

Students may choose a second concentration as part of their MBA program. All requirements of the second concentration must be met prior to graduation. Course substitutions may be used to fulfill the second concentration requirements.

SUBSTITUTION POLICY

GSB 450 and 599 are required of all students and may not be waived or substituted. Advanced business electives may be chosen as substitutes for Internal and External Environment courses if the student has completed equivalent course work at the undergraduate level with a grade of C or better. Substitution decisions are made by the Graduate School of Business on the basis of transcript evaluation. The interpretation and evaluation of the student’s previous course work is the prerogative of the Charles H. Kellstadt Graduate School of Business, which will make the final determination of the quality and pertinence of such work.
THE GENERAL GUIDELINES FOR SUBSTITUTION DECISIONS ARE SUMMARIZED AS FOLLOWS:

SUBSTITUTION OF INTERNAL ENVIRONMENT COURSES

ACC 500  May not be required if the student has completed at least two courses in Principles of Accounting at a four-year college or university.

MGT 500  May not be required if the student has completed a course in Principles of Management and a course in Organizational Behavior at a four-year college or university.

MGT 502  May not be required if the student has completed at least one course in Production or Operations Management at a four-year college or university.

SUBSTITUTION OF EXTERNAL ENVIRONMENT COURSES

BLW 500  May not be required if the student has completed at least one course in Business Law at a four-year college or university.

ECO 509  May not be required if the student has completed at least one course in Intermediate Macroeconomics at a four-year college or university.

ECO 500  May not be required if the student has completed at least one course in Money and Financial Systems at a four-year college or university.

IB 500  May not be required if the student has completed a recent course with a focus in International Business at a four-year college or university.

MANAGERIAL DECISION AREAS

Generally, substitutions are not permitted for managerial decision area courses. In rare cases substitutions may be permitted when upper-level undergraduate course work was completed as part of an undergraduate major within a degree program, or for graduate level courses taken as part of an undergraduate degree. Any Managerial Decision course waived will be substituted by an advanced course in that department. Any Internal and External Environment course waived will be substituted by an advanced course offered in the Kellstadt Graduate School of Business.

TRANSFER OF GRADUATE CREDIT

A student entering the program with prior graduate-level coursework in business who wishes to petition for acceptance of transfer credit may submit a written request for consideration before the end of his/her first quarter of study at DePaul. The number of courses actually transferable, up to a maximum of three, will be determined by the Charles H. Kellstadt Graduate School of Business.

The written request for acceptance of transfer credit must contain the following items: 1) a course description or syllabus, 2) a statement from the school where the course work in question was taken indicating that said course(s) did not apply toward a degree already earned. In addition, a bulletin, course catalog or statement of the school's academic regulations may be required before a final decision of transferability can be made.

Courses with grades less than C will not be considered for transfer to the Kellstadt Graduate School of Business. Ordinarily a course must carry at least four quarter hours of graduate credit to be acceptable for transfer. No more than two courses are acceptable for transfer in any one field. No course can have earned credit toward a prior degree. Transfer credit is not calculated into the student’s cumulative grade point average. Transfer credit is subject to the same six-year limit for validity as courses taken in residence at DePaul.

RESIDENCY REQUIREMENT

For the MBA programs, a minimum of 60 graduate quarter hours, fulfilling requirements for the master's degree, must be taken in residence at DePaul University. For all other graduate degree programs, the minimum residency requirement is 48 quarter hours, or the full length of the program, whichever is less. All courses, whether transferred or taken in residence at DePaul, must be completed within six calendar years after the candidate's first registration as a student in the Kellstadt Graduate School of Business of DePaul University. After a lapse of six years a course is invalid. To be applied toward the master's degree an invalidated course taken for graduate credit may be reinstated with the written approval of the director of the Kellstadt Graduate School of Business.
Objectives of the M.Acc are to provide an understanding of the major technical, conceptual, and research issues in accounting through advanced study in the field of accounting and related disciplines; an understanding of the ethical and legal considerations of the accounting profession and of the professional judgment and independent attitude necessary to deal objectively with these considerations; and a broad education in the graduate business disciplines in order to provide the communication and management skills necessary to succeed in a highly competitive environment. The M.Acc. is scheduled primarily at the Loop Campus in the evening. The program administrator is Dr. John Ahern, (312) 362-6624.

PROGRAM DEGREE REQUIREMENTS

DEGREE PREREQUISITE
Students must have an undergraduate degree in business with a major in accounting.

ACCOUNTANCY COURSES (6 REQUIRED COURSES)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 610</td>
<td>Accounting Information Systems</td>
</tr>
<tr>
<td>ACC 620</td>
<td>Advanced Auditing Theory</td>
</tr>
<tr>
<td>ACC 640</td>
<td>Accounting Theory and Policy Formulation (5 qhrs)</td>
</tr>
<tr>
<td>ACC 545</td>
<td>Accounting Theory and Policy Formulation (5 qhrs)</td>
</tr>
<tr>
<td>ACC 548</td>
<td>Tax Treatment of Individuals and Property Transactions</td>
</tr>
<tr>
<td>ACC 551</td>
<td>Tax Treatment of Corporations and Partnerships (depending upon undergraduate preparation)</td>
</tr>
</tbody>
</table>

AREA OF EMPHASIS AND ELECTIVES AS APPROVED BY THE M.ACC. PROGRAM ADMINISTRATOR

M.ACC. DEGREE REQUIREMENTS

1. A minimum of 45 graduate quarter hours are required for the M.Acc. degree.
2. The minimum course requirements for the M.Acc. degree are completion of 11 classes, including the six required courses plus five courses from an area of emphasis or other electives as approved by the program administrator.
3. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
The **M.S.A.** degree provides a formal integrated sequence of courses at the graduate level which emphasize intensive study of the topics relevant to the work of a professional accountant, including the competence required for successful preparation for the CPA Examination. This program is designed for students without a degree in accounting. Classes are scheduled primarily at the Loop Campus. Completion of the management core requirements exposes the student to other business disciplines and their relationship to accounting issues. The program administrator is Dr. Kevin Stevens, (312) 362-6989.

**PROGRAM DEGREE REQUIREMENTS**

**DEGREE PREREQUISITE**

Students must have an adequate background in financial accounting. Those who do not must take ACC 500.

**MANAGEMENT CORE**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>IB 500</td>
<td>Global Economy</td>
</tr>
<tr>
<td>MKT 555</td>
<td>Decisions in Marketing Management</td>
</tr>
<tr>
<td>MGT 500</td>
<td>Behavior in Organizations</td>
</tr>
<tr>
<td>ACC 610</td>
<td>Accounting Information Systems</td>
</tr>
</tbody>
</table>

See page 14 for information on waivers based on prior course work. Management core courses which are waived must be substituted by electives outside of accounting.

**REQUIRED COURSES**

Students who have prior course work which duplicates a required accountancy course must substitute an approved graduate accountancy or MIS elective.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 541</td>
<td>Financial Accounting Theory and Practice I</td>
</tr>
<tr>
<td>ACC 542</td>
<td>Cost and Managerial Accounting I</td>
</tr>
<tr>
<td>ACC 543</td>
<td>Financial Accounting Theory and Practice II</td>
</tr>
<tr>
<td>ACC 545</td>
<td>Advanced Topics in Accounting Theory</td>
</tr>
<tr>
<td>ACC 547</td>
<td>Audit and Regulation of Corporate Financial Reporting</td>
</tr>
<tr>
<td>ACC 548</td>
<td>Tax Treatment of Individuals and Property Transactions</td>
</tr>
<tr>
<td>ACC 550</td>
<td>Advanced Topics in Auditing</td>
</tr>
<tr>
<td>ACC 551</td>
<td>Tax Treatment of Corporations and Partnerships</td>
</tr>
<tr>
<td>ACC 552</td>
<td>Legal and Ethical Environment of Accounting Practice</td>
</tr>
<tr>
<td>ACC 640</td>
<td>Accounting Theory and Policy Formulation (5 qhrs)</td>
</tr>
<tr>
<td>ACC Elective</td>
<td>One Accountancy Elective</td>
</tr>
</tbody>
</table>

**M.S.A. DEGREE REQUIREMENTS**

1. The number of graduate hours to be taken for the M.S.A. degree is 61 quarter hours.
2. Completion of the management core or four approved non-accounting substitutes.
3. Completion of the ten required accountancy courses as outlined above.
4. Completion of one accountancy elective.
5. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
The MST program provides an integrated program of study that serves to build in its students the foundation for exceptional performance and leadership in the field of taxation. Students admitted to the program are presumed to aspire to attain the highest levels of responsibility in their firms, businesses, and organizations by adding value through technical competencies, analytical skills, communications and interpretive skills, and leadership to their clients or organizations. The MST is scheduled primarily at the Loop Campus. The program administrator is Dr. Edward Foth, (312) 362-6900.

PROGRAM DEGREE REQUIREMENTS

DEGREE PREREQUISITE
Students must have an adequate background in financial accounting and tax treatment of individuals, corporations, partnerships and property transactions. Those who do not must take ACC 500, ACC 548 and ACC 551. These courses are in addition to the MST minimum requirements.

REQUIRED TAXATION COURSES (5 COURSES)
ACC 558  Tax Research
ACC 560  Taxation of Corporations and Shareholders
ACC 565  Tax Accounting, Periods and Methods
ACC 566  Federal Income Tax Procedures
ACC 598  Seminar in Current Problems in Taxation

ELECTIVE TAXATION COURSES (MINIMUM OF 3 COURSES)
ACC 559  Topics in Individual and Corporate Taxation
ACC 561  Corporate Reorganizations
ACC 562  Consolidated Returns
ACC 563  Partnerships
ACC 564  Transactions in Property
ACC 567  International Aspects of U.S. Taxation
ACC 568  Taxation of Closely Held Corporations
ACC 569  Concepts of Deferred Compensation
ACC 570  State and Local Income and Franchise Taxation
ACC 571  Estate and Gift Taxation
ACC 572  Concepts of State Property and Transaction Taxation
ACC 573  Income Taxation of Estates, Trusts and Decedents
ACC 574  Estate Planning
ACC 576  Valuation Practices
ACC 577  Taxation of Financial Products and Market Participants
ACC 581  Taxation of Real Estate
ACC 582  Advanced Concepts in International Taxation
ACC 591  Tax Exempt Organizations
ACC 798  Tax Policy (one credit hour)

ELECTIVE COURSES (MINIMUM OF 4 COURSES OR 13 CREDIT HOURS)

M.S.T. DEGREE REQUIREMENTS
1. A minimum of 45 graduate quarter hours are required for the M.S.T. degree.
2. A minimum of eight 4 qhr taxation courses must be taken to satisfy the taxation degree requirement.
3. Of the remaining 13 hours, students may take the 1 hour elective in Tax Policy and the three remaining electives can be Tax or non-Tax electives.
4. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
This degree program is offered jointly by the Kellstadt Graduate School of Business (KGSB) and the School of Computer Science, Telecommunications and Information Systems (CTI). It focuses on the development, use, and management of information technology in organizations and provides a balanced coverage of information technologies (IT) and their management. The program is open to all applicants who satisfy the general admission requirements of the KGSB or the Graduate Division of CTI. Graduates from this program have an understanding of the core principles of both business and technology in corporations, health care institutions, and government agencies and are able to work as the liaison between the Information Technology department and the functional business units. Acquiring a basic level of expertise, graduates will also be able to build, implement and support these systems. The director of this program is Dr. Sasha Dekleva (312) 362-6022.

PROGRAM DEGREE REQUIREMENTS

ADMISSION PROCEDURES AND REQUIREMENTS

Successful applicants will have knowledge of statistics (including correlation and regression) and fundamental computer skills (word processing, spreadsheets, presentation software, and programming in HTML and JavaScript). Students who do not have the necessary undergraduate preparation must obtain it before being officially admitted into the graduate program. These skills may be obtained by taking undergraduate courses at DePaul.

New students may apply to either the business school or to the School of CTI. Applicants to all graduate programs at DePaul University must possess the equivalent of a four-year bachelor's degree from an accredited institution.

Applicants must submit transcripts of all their undergraduate work so that the admissions committee can determine their undergraduate GPAs and course rigor. Although it is not required, the admissions committee will also consider professional work experience.

Students who choose to apply to the business school must submit their scores on the Graduate Management Admissions Test (GMAT). Upon completion of all requirements, these students will receive their M.S. degree from the Kellstadt Graduate School of Business.

Students who choose to apply to the School of CTI do not have to submit GMAT scores. Upon completion of all requirements, these students will receive their M.S. degree from the School of CTI. Such students can not transfer from CTI to KGSB unless they satisfy all of the KGSB admission requirements.

Tuition will be based on the courses a student takes, not on the school in which the student enrolls. That is, students will pay the business school's tuition for each business school course, and they will pay CTI's for each CTI course.

DEGREE REQUIREMENTS

Students must complete 13 graduate courses. These include: five required courses from the Kellstadt Graduate School of Business; five required courses from the School of CTI; three electives, with one chosen from the business school, one chosen from the School of CTI, and one chosen from either the business school or from CTI.

All courses for credit toward the degree must be completed within six calendar years after the candidate's first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
In addition, students must maintain a cumulative GPA of at least 2.50 to remain in good academic standing. Students must have a final GPA of at least 3.75 including all courses in the program to graduate “with distinction”.

**COURSES REQUIRED FOR THE DEGREE**

**Five required courses from the Kellstadt Graduate School of Business:**
- ACC 500  Financial Accounting
- MGT 502  Operations Management
- MIS 555  Management of Information Technology
- MIS 674  Systems Analysis and Design
- MKT 555  Decisions in Marketing Management

**Five required courses from the School of CTI**
- CSC 451  Database Design
- IS 572  Information Security Management
- IT 430  Building Internet Applications
- SE 477  Software and Systems Project Management
- TDC 425  Voice/Data Network Fundamentals

**Three electives, with one chosen from the business school, one chosen from the School of CTI, and one chosen from either the business school or from CTI**

**Business school courses available for use as electives:**
- MIS 680  Electronic Business
- MIS 681  E-Business Strategies
- MIS 683  Information Technology Strategy and Architecture
- MIS 689  Knowledge Management
- MIS 798  Special Topics
- MIS 799  Independent Study

**CTI courses available for use as electives:**
- CSC 599  Topics in Computer Science
- ECT 596  Topics in E-Commerce Technology
- HCI 440  Introduction to Human/Computer Interaction
- IS 450  Enterprise System Implementation
- IS 511  Social Issues of Computing
- IS 512  Groupware and Virtual Collaboration
- IS 540  Global Information Technology
- IS 574  Decision Support Systems and Intelligent Systems
- IS 578  Information Technology Consulting
- IS 596  Topics in Information Systems
- SE 427  Software Quality Management
- TDC 463  Computer Networks and Data Systems
The Kellstadt Graduate School of Business at DePaul University introduced a new Master of Science program in Electronic Business in Fall quarter 2001. KGSB has a long tradition of offering courses in the area of electronic business. The first such course was offered in the Summer term of 1996. The focus of this program is to investigate electronic business from the business rather than the technological perspective. The program consists of six required business courses and a two day practicum, two required e-business courses, and four elective e-business courses. The two required e-business courses are briefly described below. The possible elective e-business courses are listed by the course title and number; more information about these courses is available at www.kellstadt.depaul.edu. The administrator for this program is Dr. Sasha Dekleva (312) 362-6022.

### PROGRAM DEGREE REQUIREMENTS

#### REQUIRED BUSINESS COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSB 450</td>
<td>Professional Presentation Practicum</td>
</tr>
<tr>
<td>ACC 500</td>
<td>Financial Accounting</td>
</tr>
<tr>
<td>MIS 555</td>
<td>Management of Information Technology</td>
</tr>
<tr>
<td>MGT 500</td>
<td>Behavior in Organizations</td>
</tr>
<tr>
<td>ECO 509</td>
<td>Business Conditions Analysis</td>
</tr>
<tr>
<td>MKT 555</td>
<td>Decisions in Marketing Management</td>
</tr>
<tr>
<td>MIS 677</td>
<td>Information Systems Project Management</td>
</tr>
</tbody>
</table>

#### REQUIRED E-BUSINESS COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MIS 680</td>
<td>Electronic Business</td>
</tr>
<tr>
<td>MIS 681</td>
<td>E-Business Strategies</td>
</tr>
</tbody>
</table>

#### ELECTIVE E-BUSINESS COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MIS 663</td>
<td>E-Business Seminar</td>
</tr>
<tr>
<td>MIS 686</td>
<td>Telecommunications Management</td>
</tr>
<tr>
<td>MIS 682</td>
<td>E-Business Interface Design or</td>
</tr>
<tr>
<td>ECT 670</td>
<td>Fundamentals of Web Development</td>
</tr>
<tr>
<td>ECT 441</td>
<td>Usability Issues for E-Commerce Technology</td>
</tr>
<tr>
<td>ECT 580</td>
<td>Advanced Web Information Systems</td>
</tr>
<tr>
<td>BLW 798</td>
<td>Cyber Law or</td>
</tr>
<tr>
<td>ECT 585</td>
<td>Legal Aspects for E-Commerce</td>
</tr>
<tr>
<td>MKT 595</td>
<td>Internet Marketing</td>
</tr>
<tr>
<td>IS 450</td>
<td>Technological Organizational Transformation</td>
</tr>
<tr>
<td>IS 512</td>
<td>Groupware and Virtual Collaboration</td>
</tr>
<tr>
<td>IS 540</td>
<td>Global Information Technology</td>
</tr>
<tr>
<td>IS 578</td>
<td>Information Technology Consulting</td>
</tr>
<tr>
<td>MGT 535</td>
<td>Change Management</td>
</tr>
<tr>
<td>MGT 590</td>
<td>Management of Innovation and Technological Change</td>
</tr>
<tr>
<td>MGT 798</td>
<td>E-Business, Private Equity, and Entrepreneurs</td>
</tr>
<tr>
<td>MGT 798</td>
<td>Special Topics</td>
</tr>
</tbody>
</table>

**NOTE: 798** Special Topics course may be taken when it pertains to E-Business

All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
The Master of Science in Finance is designed to prepare students to deal with the increasingly complex financial markets. Students, with a proper choice of courses, can leave the program with a firm grasp of the material that is the basis for the Chartered Financial Analyst exams.

This program offers a specialization in the field of finance including the financial analysis and design of complex securities, management of corporate risk and valuation, and arbitrage and investment strategies.

**PROGRAM DEGREE REQUIREMENTS**

**DEGREE PREREQUISITES**
Calculation and statistics are prerequisites to the program. Each candidate must have the equivalent of one year of business math which includes differential and integral calculus and an understanding of basic probability, statistics through regression.

**FUNCTIONAL DISCIPLINES**
Each candidate must be competent in financial accounting, microeconomics, and macroeconomics prior to beginning the core courses. Courses in these areas will not be required if a student has had the equivalent undergraduate course work. Candidates who have not had such course work will be required to take courses in these functional areas.

**PROGRAM /CORE**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECO 555</td>
<td>Economics for Decision Making</td>
</tr>
<tr>
<td>GSB 520</td>
<td>Analytical Methods (Econometric)</td>
</tr>
<tr>
<td>FIN 555</td>
<td>Financial Management</td>
</tr>
<tr>
<td>FIN 523</td>
<td>Investment Analysis</td>
</tr>
<tr>
<td>FIN 527</td>
<td>Options</td>
</tr>
<tr>
<td>FIN 528</td>
<td>Valuation and Use of Interest Rate Instruments</td>
</tr>
<tr>
<td>FIN 551</td>
<td>Problems in Corporate Financial Policy</td>
</tr>
<tr>
<td>FIN 553</td>
<td>Special Topics in Corporate Finance</td>
</tr>
<tr>
<td>FIN 524</td>
<td>Financial Statement Analysis</td>
</tr>
</tbody>
</table>

Each candidate must take the nine core courses and three elective courses. The electives are subject to departmental prerequisites and approval by the Kellstadt Graduate School of Business.

**M.S.F. DEGREE REQUIREMENTS**
1. Completion of the nine core course requirements: 36 quarter hours.
2. Completion of three elective courses: 12 quarter hours.
3. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
The Master of Science program in Human Resources is designed to enable students to enter or advance in their human resource (or related) fields. Although formally housed in the Kellstadt Graduate School of Business, the program is interdisciplinary in nature and allows the flexibility to facilitate career changes into human resources from other functional areas of both the public and private sectors.

The program consists of a total of 12 courses (4 credit hours each) plus a non-credit presentation practicum. Students must take five required courses in core HR areas (Behavior in Organizations, Strategic Management of Human Resources, Staffing, Compensation, and Employee Development). In addition, students will take three electives chosen from general business areas (MBA and/or MPS courses) and four HR-related electives (courses from Psychology, Management, Public Services, Economics, and Law).

PROGRAM DEGREE REQUIREMENTS

ADMISSION REQUIREMENTS

Admission to the program requires a Bachelor’s degree from a regionally accredited school and an acceptable score on either the GMAT or GRE exam. Letters of recommendation, while not required, will enhance an application. Before being admitted to the program, a personal interview may be requested by a Faculty Advisor to ensure that a student will be pursuing courses appropriate to his or her career interests. Students also must possess a basic knowledge of statistics and be computer literate before entering the program. (If a student wishes to take Economics or Finance courses, he or she will also be expected to understand calculus.)

PROGRAM

Students must complete 12 courses (4 quarter hours each) for a total of 48 quarter hours. A minimum of six courses (24 quarter hours) must be taken in The Kellstadt Graduate School of Business. The program is divided into the three segments below to ensure the flexibility needed by students to meet their career interests.

CORE HUMAN RESOURCE REQUIREMENTS

(Substitute an HR-elective if an equivalent course was taken elsewhere)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSB 450</td>
<td>Professional Presentation Practicum</td>
</tr>
<tr>
<td>MGT 500</td>
<td>Behavior in Organizations</td>
</tr>
<tr>
<td>MGT 555</td>
<td>Strategic Management of Human Resources</td>
</tr>
<tr>
<td>MGT 523</td>
<td>Recruitment and Selection</td>
</tr>
<tr>
<td>MGT 525</td>
<td>Training and Career Development</td>
</tr>
<tr>
<td>MGT 526</td>
<td>Compensation</td>
</tr>
<tr>
<td>MGT 530</td>
<td>Leadership, or MPS 521 Leadership &amp; Management, or PSY 441 Psychology of Leadership</td>
</tr>
<tr>
<td>MGT 535</td>
<td>Change Management</td>
</tr>
<tr>
<td>MGT 560</td>
<td>Labor Relations Law and Governmental Policy</td>
</tr>
<tr>
<td>MGT 561</td>
<td>Labor-Management Relations: Law &amp; Practice</td>
</tr>
<tr>
<td>MGT 562</td>
<td>Resolving Conflict in Organizations</td>
</tr>
<tr>
<td>MGT 563</td>
<td>Negotiation Skills</td>
</tr>
</tbody>
</table>
MGT 565  Employment Law  
MGT 798  Special Topics: Life and Career Planning  
MGT 798  Special Topics: Managing Culture for Competitive Advantage  
MPS 504  Ethics in Administration (2 credit hours)  
MPS 508  Writing in the Professions  
PSY 440  Psychology of Work and Motivation  
PSY 444  Performance Appraisal  
PSY 447  Organizational Consultation  
PSY 448  Concepts, Methods, and Ethics for I/O Psychology  
PSY 520  Principles of Human Diversity  
PSY 559  Seminar in I/O Psychology: Stress and Health in Organizations  
PSY 610  Graduate Statistics  
PSY 680  Industrial and Organizational Psychology  

EXPERIENTIAL  Internship, Independent Study, or Practicum—choose from (MGT 793, MGT 799, MPS 601, or PSY 586).  

BUSINESS ELECTIVES  
(Choose three courses from the following list; if an equivalent course was taken elsewhere students can either (a) substitute an HR elective or (b) substitute a different business elective):  

ACC 500  Financial Accounting  
BLW 500  Legal and Ethical Environment  
ECO 500  Money and Financial Systems  
ECO 509  Business Conditions Analysis  
ECO 555  Economics for Decision Making  
FIN 555  Financial Management  
IB 500  Global Economy  
MGT 502  Operations Management  
MIS 555  Management of Information Technology or MPS 516 Management of Information Technology  
MKT 555  Decisions in Marketing Management  
MPS 500  Introduction to Public Service Management  
MPS 515  Financial Administration  
MPS 529  Strategic Planning  

M.S.H.R. DEGREE REQUIREMENTS  
1. Completion of 12 courses: 48 quarter hours.  
2. Completion of five HR core courses: 20 quarter hours.  
3. Completion of four HR-related electives: 16 quarter hours.  
4. Completion of three Business electives: 12 quarter hours  
5. Completion of the Professional Presentation Practicum (non-credit workshop)  
6. A minimum of six courses (24 quarter hours) must be taken in the Kellstadt Graduate School of Business  
7. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.
The DePaul program leading to a Master of Science in Marketing Analysis offers a unique combination of marketing, statistics and information system courses. Graduates will acquire a sound foundation in marketing strategy and tactics, knowledge of computer software, statistical training, and skill in analyzing, interpreting, and drawing insights and conclusions from data. The M.S. in Marketing Analysis program brings emerging technology and marketing concepts and applications together to meet the needs of the Marketing Professional preparing for the new economy.

**PROGRAM DEGREE REQUIREMENTS**

**ADMISSION REQUIREMENTS**

Admission to the program requires a Bachelor’s degree from a regionally accredited school and an acceptable score on the Graduate Management Admissions Test (GMAT) taken within the last five years. Before being admitted to the program, a personal interview may be requested by a Faculty Advisor.

**COMPETENCIES**

Students should have sufficient knowledge in calculus, statistics, programming, and mathematical sciences to enter the program. If students need to acquire some of these skills, one or more of the following courses will be recommended:

- BMS 125-Business Calculus I
- BMS 142-Business Statistics
- CSC 211-Programming in Java I
- MAT 140-Discrete Mathematics I

**PROGRAM**

**CORE**

Core Courses are all required courses for the M.S. in Marketing Analysis degree program. If a core course has been previously taken a Faculty Advisor may assign an elective or substitute course.

- MKT 555 Decisions in Marketing Management
- MKT 525 Market Research I
- MKT 526 Market Research II
- MKT 534 Analytical Tools for Marketers
- MKT 535 Marketing Strategies and Planning
- MKT 545 Consumer Behavior
- ECO 509 Business Conditions Analysis
- ECO 510 Econometric Methods for Business Analysis
- CSC 449 Database Technologies
- CSC 451 Database Design
- MIS 555 Management of Information Technology
- MGT 500 Behavior in Organizations

**ELECTIVES**

Three elective courses are required. One from each area of concentration: Marketing, Management Information Systems, and Economics.

**Elective in Marketing**

- MKT 529 Precision Marketing with Geodemographic Data
- MKT 530 Database Marketing
- MKT 595 Internet Marketing
Elective in Management Information Systems
MIS 673     Data Management
MIS 689     Knowledge Management

Elective in Statistics
ECO 511     Business and Economic Forecasting
ECO 512     Applied Time Series and Forecasting
ECO 576     Econometric Methods
ECO 798     Special Topics (Must be a statistical orientation course.)

M.S. IN MARKETING ANALYSIS DEGREE REQUIREMENTS
1. Completion of the twelve core course requirements: 48 quarter hours.
2. Completion of three elective courses, one from each area of concentration: 12 quarter hours.
3. All courses for credit toward the degree must be completed within six calendar years after the candidate’s first term of enrollment in the Kellstadt Graduate School of Business. After a lapse of six years a course is expired. An expired course is not acceptable for the purpose of satisfaction of degree requirements and is not applicable to the degree.

COMBINED GRADUATE BUSINESS & LAW PROGRAM

dePaul University offers to qualified students the option of combining the Juris Doctor program in the College of Law with the Master of Business Administration evening program. This J.D./M.B.A. combined program will award two degrees completed simultaneously. However, there is no direct admission into this program. Rather, students must first apply separately for admission to the DePaul University College of Law J.D. program and to the Kellstadt Graduate School of Business M.B.A. evening program. Students must be accepted by both schools, and then upon completion of one year of legal studies with a high level of academic achievement (prior to beginning their business studies) they may petition for acceptance into the combined program. Prior acceptance into the College of Law and the Kellstadt Graduate School of Business does not guarantee acceptance into the combined program. Information on admission to the College of Law may be obtained by writing to the College of Law, 25 E. Jackson Blvd., Chicago, IL 60604-2287, or by telephone, (312) 362-6831.
GENERAL INFORMATION

Known for its innovative programs, the School of Accountancy and MIS has been a major source of graduates for professional accountancy and management information systems careers in public accounting, business and industry and the public sector. The School is a member of the Federation of Schools of Accountancy and has one of the largest accounting programs in the United States. The College of Commerce is licensed by the State of Illinois (#158-000721) as a Registered Public Accountant Continuing Professional Education Sponsor. Contact the KGSB office for more information.

DELOITTE ALUMNI
DISTINGUISHED PROFESSORSHIP OF ACCOUNTANCY

Through the generosity of the alumni and friends at Deloitte & Touche this named chair was established in 1988 and has been held by Professor John McEnroe in recognition of his superior teaching and leadership in accounting education at DePaul University.

JOSEPH K. AND INEZ EICHENBAUM FOUNDATION
DISTINGUISHED PROFESSOR OF STRATEGY AND LEADERSHIP

Through the generosity of Sidney Eichenbaum, the Eichenbaum Family and the Eichenbaum Foundation Distinguished Professor of Strategy and Leadership Mark L. Frigo, in recognition of superior teaching, research and leadership in accounting education at DePaul University.

LEDGER & QUILL
DISTINGUISHED PROFESSORSHIP OF ACCOUNTANCY

Through the generosity of Ledger & Quill, the alumni and friend organization of the School of Accountancy, this named chair was established in 1990 and is held by Professor Mark Frigo in recognition of his superior teaching, research and leadership in accounting education at DePaul University.

KPMG ALUMNI
DISTINGUISHED PROFESSORSHIP OF ACCOUNTANCY

Through the generosity of alumni and friends at KPMG, this named fellowship was established in 1998 and is held by Professor Kevin Stevens in recognition of his leadership and contribution to advanced professional education in accounting.

SCHOOL OF ACCOUNTANCY AND MIS CONCENTRATION REQUIREMENTS

The School of Accountancy and MIS offers five concentrations within the M.B.A. program.

- E-Business
- Financial Management and Control
- Management Accounting
- Management Information Systems
- Strategy, Execution and Valuation

E-BUSINESS CONCENTRATION

The focus of this concentration is the impact of the digital economy of businesses. The four required courses in E-Business are:

MIS 680 Electronic Business
MIS 681 E-Business Strategies
& two elective E-Business courses.
The approved elective courses for the E-Business concentration are as follows: MIS 663 E Business Seminar; MIS 686 Telecommunications Management; MIS 682 E-Business Interface Design or ECT 270 Fundamentals of Web Development; ECT 441 Usability Issues for E-Commerce Technology; ECT 580 Advanced Web Information Systems; BLW 798 Cyber Law or ECT 585 Legal Aspects for E-Commerce; MKT 595 Internet Marketing; IS 450 Technological Organizational Transformation; IS 512 Groupware and Virtual Collaboration; IS 540 Global Information Technology; IS 578 Information Technology Consulting; MGT 535 Change Management; MGT 590 Management of Innovation and Technological Change; MGT 798 E-Business, Private Equity, and Entrepreneurs; MGT 798 Technology Commercialization; MIS 798 Special Topics: Business Architecting

Please check the School of Accountancy website at accountancy.depaul.edu for a list of approved elective courses.

FINANCIAL MANAGEMENT AND CONTROL
This concentration provides students with the opportunity to integrate management accounting with finance. It requires completion of the following core courses:

**ACC 502** Advanced Management Accounting  
**ACC 599** Graduate Seminar in Management Accounting  
**FIN 523** Investment Analysis  
**FIN 524 or** Financial Statement Analysis  
**FIN 551** Problems in Corporate Financial Policy

Students in this program are encouraged to apply for the Certified Management Accountant (CMA) examination and the Certified Financial Management (CFM) program of the Institute of Certified Management Accountants. The program administrator is Dr. Mark L. Frigo.

MANAGEMENT ACCOUNTING
This concentration requires completion of Accountancy 502, 599 and two graduate level Accountancy courses. The recommended core courses in the Management Accounting concentration are:

**ACC 501** Financial Reporting  
**ACC 502** Advanced Management Accounting  
**ACC 503** Accounting Information Systems and Auditing  
**ACC 599** Graduate Seminar in Management Accounting

ACC 502 and ACC 599 are required core courses for all students in the program. ACC 501 and ACC 503 are recommended as electives for students without significant previous coursework in financial accounting or auditing.

Students with previous coursework in financial accounting, beyond principles of financial accounting, should take an elective other than ACC 501. Students with previous coursework in auditing should take an elective other than ACC 503. Students who have not already taken or been waived from ACC 555 will take ACC 542A in its place.

The two graduate level accountancy electives may be chosen from: Accountancy 501, 503, 533, 535, 576, 584, 586, 587, 588, 798; International Business 515, or other courses approved by the Program Administrator, Dr. Mark L. Frigo.

Students in the program are encouraged to apply for the CMA (Certified Management Accountant) examination and the CFM (Certified Financial Management) program of the Institute of Certified Management Accountants.
CONCENTRATION IN MANAGEMENT INFORMATION SYSTEMS (MIS)
Graduation requirements for the concentration in MIS are the completion of a minimum of four
Students in this program are required to have some experience in computer programming. Equivalent
course work or practical experience can satisfy this requirement. The required number and selection of
courses is determined in an advising session with the assigned faculty advisor and depends on student’s
experiences and career goals. This program customization optimizes the educational value of this
concentration.

The recommended courses in the MIS concentration are:

MIS 673    Data Management
MIS 674    Systems Analysis and Design
MIS 677    Information Systems Project Management
MIS 686    Telecommunications Management

Students wishing to concentrate in MIS and desire to take courses other than those recommended
must have their concentration courses approved prior to beginning their concentration course
sequence. If not approved, credit may not count toward degree requirements.

Students with previous comparable course work or practical experience can substitute one of these
courses with another course from the MIS concentration in agreement with the assigned faculty advisor.
For the latest schedule and news regarding the MIS concentration, check the information on the Web at
accountancy.depaul.edu, where you may also find information about new or modified course offerings.

THE CENTER FOR STRATEGY, EXECUTION AND VALUATION
The Center for Strategy Execution and Valuation was founded as a platform to maximize the value of
DePaul’s MBA Program to all of its constituents – students, faculty, alumni and the business community.
Through this Center, DePaul embarks on a mission to create the world’s most comprehensive and
insightful series of offerings in business strategy development, business execution systems, corporate
performance measurement, and strategic valuation.

CONCENTRATION IN STRATEGY, EXECUTION AND VALUATION
The Strategy, Execution and Valuation (SEV) concentration immerses MBA candidates in the most
advanced research, frameworks, and casework driving the deep financial analysis that supports business
strategy, the seamless connection necessary between strategy and execution, and advanced applications
for bridging strategic analysis to financial forecasts and valuation. The SEV concentration is comprised of
four advanced courses, focused on practical application and designed for MBA candidates destined for
higher levels of corporate management, management consulting, investment banking, equity research, or
money management. The Kellstadt Graduate School of Business at DePaul University is the only Master
of Business Administration Program in the world offering this type of concentration.

The courses required for the SEV concentration are:

GSB 611    Return Driven Strategy
GSB 621    Strategy Execution Framework
GSB 631    Strategic Financial Analysis
GSB 641    Strategic Valuation

The Program Administrators are Dr. Mark Frigo and Dr. Keith Howe.
DEPARTMENT OF ECONOMICS

The graduate program in Applied Economics is aimed at training the student to be an astute observer of business and the economy, and through objective analysis, help the firm to adapt to the ever-changing economic environment.

CONCENTRATION REQUIREMENTS
Completion of four graduate-level economics courses. ECO 510 is highly recommended as an elective. Students are encouraged to consult with Economics department faculty for course recommendations.

DEPARTMENT OF FINANCE

The graduate program in Finance is designed to broaden the student’s understanding of the issues that are inherent in the finance decision-making process—focusing on the impact of such decisions for both the public and private sectors of the economy. The Department of Finance is dedicated to offering a conceptually grounded, quality education for a diverse community of learners. Central to this mission is providing a foundation for lifelong learning, as well as enhanced professional and intellectual growth, for our community of students, faculty, business and alumni.

DR WILLIAM M. SCHOLL CHAIR IN FINANCE
Through the generosity of the Scholl Foundation, this endowed chair was established in support of nationally recognized scholars in the field of financial management. Professor Keith Howe, Ph.D., has been holder of the Scholl Chair since 1986.

DRIEHAUS CHAIR AND CENTER IN BEHAVIORAL FINANCE
Through the generosity of Richard H. Driehaus and Driehaus Lead Trust, an endowed chair and a center for behavioral finance have been established in the support of an innovative, interdisciplinary field that examines the psychology of investing and financial markets. Professor Werner F. M. DeBondt has been named Chair and Director of the center as of Fall 2002.

THE REAL ESTATE CENTER AT DEPAUL
Uniquely situated in history, geography, architecture and business tradition at the heart of North America, Chicago is home to major real estate institutions, organizations, developers and investors. Some of the nation’s largest REITs and institutional investment managers are headquartered here, as are real estate professional associations. The Real Estate Center at DePaul provides a continuum of educational and career enrichment opportunities. The Center is supported by annual corporate, institutional and individual memberships. Dr. Susanne Cannon is the Center Director.

CONCENTRATION REQUIREMENTS
The Department of Finance offers concentrations in three main areas: Finance, Financial Analysis, and Real Estate Finance and Investment.

FINANCE COURSE OFFERINGS
The Finance Department will attempt to offer Finance 523, 524 and 525 each quarter except Summer, and Finance 530 and 531 twice a year. Other courses will be offered variably.
CONCENTRATION IN FINANCE
This concentration is designed to provide students with a sound foundation in finance, with the skills acquired throughout the program enabling them to guide their own career aspirations, as well as to make immediate contributions in the financial workplace. The program also provides a solid background for those interested in pursuing professional designations within the finance profession.

This concentration requires completion of four graduate-level Finance courses. Students may design a specialization such as Corporate, Investments, Real Estate, Derivatives, or Banking, or they may take a broad array of courses. Students are encouraged to consult with Finance department faculty for course recommendations.

CONCENTRATION IN FINANCIAL ANALYSIS
This concentration is designed for students who plan to sit for the Chartered Financial Analyst (CFA) exams. The CFA® designation has become increasingly important and necessary for investment analysts, advisors and portfolio managers. Students selecting this concentration take a required series of four courses and two strongly recommended electives.

**Required Courses:**
- FIN 523 Investments
- FIN 524 Financial Statement and Security Analysis
- FIN 525 Portfolio Management
- FIN 562 Risk Management

**Recommended Electives:**
- FIN 526 Advanced Topics in Investments
- ECO 510 Econometric Methods for Business Analysis

CONCENTRATION IN REAL ESTATE FINANCE AND INVESTMENT
This concentration is designed for students with a career interest in one of the five specializations in real estate: management and operations; finance and transactions; urban planning and management of public sector enterprises research; market analysis and decision support; development and entrepreneurship. In order to provide flexibility for students, the concentration requires only two of the current Finance department offerings in real estate and then permits students to select the remaining two courses in their concentration plus their electives from a list of Economics, Finance, Marketing, Management, Law, Public Policy, Sociology, and Geography courses.

**Required Courses:**
- FIN 530 Real Estate Investment
- FIN 531 Real Estate Finance

**Select Two or More of the Following to Complete the Concentration and Electives:**
- BLW 300 Real Estate Law
- BLW 798 Legal Issues in Real Estate
- ECO 550 Regional and Urban Economics
- FIN 533 Real Estate Valuation
- FIN 535 Real Estate Investment II
- FIN 596 Real Estate Seminar
- FIN 798 Special Topics in Real Estate
- GEO 476 Geo-demographics
- LAW 420 Real Estate Transactions
- LAW 459 Real Estate Finance and Commercial Development
- LAW 487 Housing and Urban Development Law
- LAW 488 Land Use Planning
- MKT 529 Segmentation and Targeting
- MGT 545 Managing Service Operations
- MGT 570 Entrepreneurship and New Venture Management
- MKT 798 Special Topics in Marketing
- MPS 571 Metropolitan Planning with Geodemographic Systems
- MPS 573 Urban and Community Analysis
- SOC 420 Urban Sociology
- SOC 421 Urban Anthropology
- SOC 424 Sociology of Housing

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In general, the optional courses are offered once a year and students should plan accordingly. Two of the Law School classes are offered at least once a year and the other two are typically offered every other year. These courses will be available to students selecting the concentration, with permission of the Director of the Real Estate Center and with Business Law 500 as a prerequisite. The Real Estate Law course (BLW300) taught in the Management department is only offered at the undergraduate level at the present time. Students are limited to one undergraduate course as part of their MBA course work. If a 300-level course is taken for graduate credit, a grade of “B” or better must be earned in order to apply toward the degree.

INTERNATIONAL BUSINESS

In 1993, the Richard H. Driehaus Center for International Business was formed in the College of Commerce. One of the responsibilities of the Driehaus Center is to oversee the international portion of the various curricula within the College. In the Kellstadt Graduate School of Business, the international curriculum consists of the MBA in International Marketing and Finance, the Concentration in International Business in the Evening MBA Program, the various graduate electives in international business and the foreign seminar programs.

CONCENTRATION REQUIREMENTS
The Concentration in International Business has a course requirement; a functional emphasis requirement; and a language requirement.

COURSE REQUIREMENT
It is recommended that those concentrating in International Business take IB 500, which is part of the common core in the MBA program, prior to any of the concentration courses listed below. Four concentration courses are required as follows:

1) one course which relates to the functional discipline (Accounting, Economics, Finance, Management or Marketing and International Trade and Policy) which the candidate has chosen to emphasize. (This course would ordinarily be chosen from IB 515, IB 520, IB 530, IB 540, IB 550);
2) one course in International Business outside the particular functional discipline chosen by the candidate; and
3) two additional courses in the discipline which the candidate has chosen to emphasize which need not come from the International Business course offerings.

FUNCTIONAL EMPHASIS REQUIREMENT
The purpose of the functional emphasis requirement is to ensure that graduates of the program have functional as well as international expertise. The emphasis can consist of course work in Accounting, Economics, Finance, Management or Marketing as described in items (1) and (3) under “Course Requirement” above.

Alternatively, candidates can have a functional emphasis in International Trade and Policy. Those pursuing this functional emphasis would take IB 520-International Trade, IB 521-International Macroeconomics and either IB 525-Economics of Underdeveloped Countries or IB 798- International Policy Analysis. These three courses would replace the requirements in (1) and (3) above.

LANGUAGE REQUIREMENT
Students concentrating in International Business must demonstrate competence in at least one modern language other than English. That competence can be demonstrated by prior course work or the successful completion of a language exam. One year of college level language study is considered appropriate course work for purposes of satisfying this requirement. Those who expect to take the competence exam should contact the Driehaus Center before the beginning of the quarter in which they would like to take the exam. The exam will be scheduled before the end of that quarter.
For those who would like to take course work to satisfy this requirement, the modern language department at DePaul University offers courses in Chinese, French, German, Italian, Japanese, Polish, Russian and Spanish at different levels.

**GRADUATE ELECTIVES IN INTERNATIONAL BUSINESS**

All International Business courses can be taken as electives in other concentrations within the Kellstadt Graduate School of Business. Some of them can be taken to satisfy the concentration requirements in a particular concentration. Please consult the separate concentration descriptions to determine how these courses might fit into a given curriculum.

**OVERSEAS STUDY**

It is possible that credit from a non-U.S. university may be accepted as a substitute for up to two course requirements in the MBA with an International Business Concentration. All arrangements must be approved in advance by the appropriate academic director or department chair of the area of emphasis, program or concentration in which the substitute courses are to apply.

**INTERNATIONAL BUSINESS SEMINARS**

The International Business Seminars are open to all MBA candidates within the college regardless of concentration. In particular, an M.B.A. candidate with a concentration in International Business should have some international exposure outside of the classroom. The work commitments of many of our students, however, preclude extended overseas activities. As a result, the college has developed a series of international business seminars (which are offered under the IB 750 and IB 755 designations), which provide students with international exposure in a time frame suitable for working adults. These programs provide an excellent opportunity to expand the graduate business curriculum and increase exposure to other cultures. The seminars are typically one to three weeks in length and are scheduled to coincide with breaks between quarters. Countries included in recent seminars are Japan, Germany, England, Belgium, Netherlands, Thailand, the Republic of Korea, the Czech Republic, Chile, Hong Kong and Mexico.

A typical International Business Seminar will consist of class meetings at DePaul, site visits in the target countries, a variety of cultural and social activities and a term project. Students interested in any of the foreign seminars should contact the Richard H. Driehaus Center for International Business for further information.

**DEPARTMENT OF MANAGEMENT**

The Department of Management provides a curriculum of interrelated courses and learning experiences that focus on how to deal with complex and ill-defined management issues across functional business areas. The rigors of uncertainty and ambiguity in contemporary global organizations require that students exhibit a high degree of skill in analysis, synthesis and conceptual ability. Management faculty members will develop in students a greater understanding of the problem-solving approaches and techniques which allow decision makers to optimally coordinate the endeavors of people toward achieving goals in changing organizations. Emphasis is given to the relevance of issues confronting today's organizations, such as: managing in the global economy, the social responsibility of business, management of total quality, employee empowerment, team performance and compensation, new venture creation, and the resolution of conflict within and among organizations.

**COLEMAN FOUNDATION ENDOWED CHAIR IN ENTREPRENEURSHIP**

Through the generosity of the Coleman Foundation an endowed chair was established for a nationally recognized scholar in the field of Entrepreneurship. Professor Harold P. Welsch, Ph.D., has been the holder of the endowed chair since September of 1989.

**CENTER FOR INNOVATION AND CREATIVITY**

Managing creativity and innovation is considered by Fortune 500 companies as one of the most admirable characteristics for employees, executive teams, and investors. The Center for Innovation & Creativity helps individuals and teams to become more creative in problem solving, and enables organizations to
surmount the barriers to creativity that stand between performance and successful innovation. It also sponsors the Annual Entrepreneurship Creativity Contest. Dr. Lisa Gundry serves as the Center's director.

**INTERNSHIP AND MANAGEMENT CONSULTING PROGRAM**
The Department of Management also offers an Internship & Management Consulting Program (MGT 793), directed by Dr. Helen LaVan.

**CONCENTRATION REQUIREMENTS**
The Department offers concentrations in Entrepreneurship, Human Resource Management, Leadership & Change Management, Operations Management and Health Care Management (see Health Care Management description for requirements). Most concentrations require the completion of at least one or two required courses and two additional graduate-level management courses. Students can choose the remaining two or three courses from the list of recommended courses in each concentration. However, Management faculty encourages students to consult with them before choosing a course sequence. Detailed up-to-date program descriptions can be found at http://www.management.depaul.edu. Dr. Scott Young is the program administrator.

**ENTREPRENEURSHIP**
The Entrepreneurship concentration focuses on developing a compelling/creative idea and forming it into a business. Among the factors that have led to increased entrepreneurial opportunities are recent advances in technology, the rise in the service industry and renewed emphasis on measuring success by lifestyle, happiness and achievement. Completion of MGT 573, 570, 521, and 590. Entrepreneurship electives include MGT 572 and MGT 798 when the topic pertains to Entrepreneurship.

**HUMAN RESOURCE MANAGEMENT**
The Human Resources concentration is designed to help HR professionals contribute to organizational goals, employee performance, and employee satisfaction via the understanding and application of legal and ethical principles related to human resource activities, fair and accurate staffing procedures to attract, hire and fire employees, efficient and equitable pay and benefits that attract, retain and motivate employees, training and development programs for personal & organizational growth, and employee relations skills for teamwork, empowerment and conflict resolution. Completion of MGT 523, and 526, and two of the following courses: MGT 525, MGT 535, MGT 562, MGT 563, MGT 798 when topic pertains to Human Resource Management.

**LEADERSHIP AND CHANGE MANAGEMENT**
The Leadership and Change Management concentration is designed to enable managers to develop creative, breakthrough solutions to the challenging problems they face in today's rapidly-changing business environment. The program provides concrete knowledge and immediately applicable skills in managing change within organizations, as well as developing external consulting skills. Completion of MGT 530 and 535, and two of the following courses: MGT 508, MGT 563, MGT 572, MGT 573, MGT 590, MGT 798, when topic pertains to Leadership and Change Management.

**OPERATIONS MANAGEMENT**
The Operations Management concentration is designed to equip students with the skills to manage operations in a variety of organizations and develop expertise in the formulation of operations strategy, quality management, process design, technology management, and managing large-scale projects. Completion of Management 501 and three of the following courses: MGT 506, MGT 508, MGT 510, MGT 545, MGT 590, MGT 598 and MGT 798 (only when the topic pertains to Operations Management).

**MBA CONCENTRATION IN HEALTH CARE MANAGEMENT**
“Health care is a business and like other businesses, it needs good management to keep it running smoothly, especially during times of change.” So says the Occupational Outlook Handbook published by the Bureau of Labor Statistics (2000; see http://www.bls.gov/oco/ocos014.htm). That handbook predicts that the employment of health services managers is expected to grow faster than the average for all occupations through 2008. This is because health care services will continue to expand and diversify. Most of the job opportunities for MBA graduates concentrating in Health Care Management will be in hospitals, especially in for-profit hospitals. Opportunities will be especially good in managed care organizations (e.g., HMOs), home health care providers, long-term care providers (e.g., nursing homes), and physician groups.
The Occupational Outlook Handbook says that a Master’s degree is the standard credential for health services managers. The degree can be in health care itself, in public administration, or in business administration. The best preparation is one that combines essential elements of each discipline into the degree program. The students in this concentration will take the core courses from our highly rated part-time MBA program (top ten in the U.S., says U.S. News and World Report, 2004). Plus, they will choose health care management electives from Public Services, Nursing, and Law. It should be noted that the DePaul Law School is ranked in the top ten in the U.S. for health care law (U.S. News and World Report, 2002).

ADMISSION PROCEDURES AND REQUIREMENTS FOR THE CONCENTRATION IN HEALTH CARE MANAGEMENT

If students are qualified to enter the MBA program, representatives from the Law School, Public Services, and Nursing say that they will be qualified to take courses in their respective areas. The Law School's Associate Dean (Wayne Lewis) and the Director of Public Services (J. Patrick Murphy) agreed with this in memos dated October 25, 2000. The Chair of the Nursing department (Susan Poslusny) agreed in a memo dated November 6, 2000.

CURRICULUM

According to the Occupational Outlook Handbook (2000), health care management programs usually include courses such as organization and management, marketing, accounting and budgeting, human resources, strategic planning, health economics, and health information systems. Many of these courses are included in our core MBA program. The 14 required MBA courses (56 quarter hours) are Financial Accounting, Management Accounting, Legal and Ethical Environment, Money and Financial Systems, Business Conditions Analysis, Intermediate Micro-economics, Financial Management, Global Economy, Organizational Behavior, Operations Management, Human Resource Management, Management of Information Systems, Marketing, and Strategic Analysis. The Health Care Management concentration is usually four courses (16 quarter hours).

Students in the Health Care Management concentration are required to take 16 quarter hours in health care management. Students will choose concentration course selections from the list below. The Law School, Public Services, Nursing and the College of Commerce have agreed to allow MBA students into the courses below.

Law School Courses. Most of these are offered in the evening on the Loop campus. The prerequisites for all of these are BLW 500 and MPS 562. Please speak with an academic advisor for information and assistance with registration.
1. LAW 424 Health Care Reimbursement & Delivery Systems (regularly offered, usually Fall Semester)
2. LAW 425 Hospital Law (regularly offered, usually Fall Semester)
3. LAW 706 Health Policy and the Law (regularly offered, usually Fall Semester)
4. LAW 722 Employment Law for Health Care Providers (regularly offered, usually Spring Semester)
5. LAW 723 Issues in Health Care Applications (regularly offered, usually Spring Semester)
6. LAW 734 Health Care Contracts (regularly offered, usually Fall Semester)

Public Service Courses. These are offered in the evening in the Loop. The contact person for these courses is J. Patrick Murphy.
1. MPS 531 Financing and Costing in Health Care
2. MPS 562 Introduction to Health Law (note: this is a prerequisite for all Law School Courses)

Nursing Courses. Most of these are offered in the evening at Lincoln Park and/or Naperville. The contact person for these courses is Susan Poslusny.
1. NSG 425 Fiscal Management in Health Care
2. NSG 430 Health Policy (2 credit hours)
3. NSG 433 Legal & Ethical Issues in Health Care (2 credit hours)
4. NSG 453 Case Management and the Managed Care Environment

MANAGEMENT COURSE OFFERINGS

Prerequisites are noted in Campus Connect and on the course syllabi. Courses are offered variably. For a complete, regularly updated course list, please check the worldwide web homepage at http://www.management.depaul.edu.
The Department of Marketing offers courses designed to develop and sharpen student skills in analysis, planning and control of marketing activities. The department aims to provide students with the knowledge and skills to identify and develop programs and products that meet customer needs and to prepare students for assuming and successfully discharging managerial responsibilities in marketing or marketing-related positions within a firm.

THE KELLSTADT CENTER FOR MARKETING ANALYSIS AND PLANNING
DePaul University provides an education that emphasizes a pragmatic, hands-on approach with a strong orientation to application. Established in 1986 with a one million two-hundred thousand dollar grant from the Charles H. Kellstadt Foundation, the Kellstadt Center for Marketing Analysis and Planning strives to build solid bridges between the “real” and academic worlds. The Center fosters a practical three-way partnership by addressing business needs, utilizing faculty skills, and developing outstanding students.

CONCENTRATION REQUIREMENTS
Completion of Marketing 525, 545 and two additional graduate-level marketing courses. Students are encouraged to consult with Marketing faculty for recommendations.

MARKETING COURSE OFFERINGS
All Marketing courses have the prerequisite of graduate standing. Additional prerequisites are noted after course description. Courses are offered variably.

THE CHARLES H. KELLSTADT GRADUATE SCHOOL OF BUSINESS
THE CHARLES H. KELLSTADT GRADUATE SCHOOL OF BUSINESS CAREER MANAGEMENT CENTER

The Graduate School of Business Career Management Center is located in suite 8300 of the DePaul Center. The CMC is dedicated to providing progressive and strategic career management services to all students and alumni of the Kellstadt MBA and specialized masters programs.

As a busy professional in today’s competitive job market, a variety of strategies are needed to effectively manage your career. The MBA CMC is positioned to deliver services that are easily accessible, strategic in nature and results-driven.

Key factors that define our success:

- At http://mba.depaul.edu, you will find an easy-to-use web site that gives you the information and resources that you need in order to make sound career management decisions.
- The MBA CMC offers individual career advising on an appointment basis.
- Even with the excellent education credentials you will gain at DePaul, there is no substitute for the ability to sell yourself. The MBA Career Management Series is a collection of several organized seminars designed to enhance your marketability.
- The MBA CMC offers eRecruiting.com as its premier online employment opportunity and resume communications platform. It is easy to use and is customized for our MBA students. To find out more information or to schedule an appointment, please call 312-362-8272.
GENERAL REGULATIONS

This Bulletin is the official statement of the requirements, rules and regulations of the Kellstadt Graduate School of Business, but it does not constitute a contract between the student and the University. It is expected that the student is familiar with its contents. Every effort has been made to provide herein accurate and firm information. However, the University reserves the right to revise the content of any of its Bulletins and Schedules and to change policies, programs, requirements, rules, regulations, procedures, calendars and schedule of tuition and fees; to establish and modify admission and registration criteria; to cancel or change courses or programs and their content and prerequisites; to limit and restrict enrollment; to cancel, divide or change time or location or staffing of classes; or to make any other necessary changes.

A student entering the Kellstadt Graduate School of Business should follow the Bulletin in effect at the time of entrance. A student who is readmitted or who changes his or her program or status is subject to the terms of the Bulletin in effect at the time of readmission or change.

All students are expected to adhere to the Student Code of Responsibility, to follow the policies, procedures and regulations of the University, and to fulfill any particular stipulations which the Director may have made in individual cases at the time of admission. Failure to do so may be grounds for dismissal from the program.

GRADES

Following is the key to the system of evaluating the academic achievement by the student of the educational objectives specified by the instructor in the course syllabus. These definitions apply to the straight letter grade. A plus grade represents slightly higher achievement than the straight letter grade. A minus grade represents slightly lower achievement than the straight letter grade.

A  The instructor judged the student to have accomplished the stated objectives of the course in an EXCELLENT manner.

B  The instructor judged the student to have accomplished the stated objectives of the course in a VERY GOOD manner.

C  The instructor judged the student to have accomplished the stated objectives of the course in a SATISFACTORY manner.

D  The instructor judged the student to have accomplished the stated objectives of the course in a POOR manner.

F  The instructor judged the student NOT to have accomplished the stated objectives of the course.

IN  Temporary grade indicating that the student has a satisfactory record in work completed, but for unusual or unforeseeable circumstances not encountered by other students in the class and acceptable to the instructor is prevented from completing the course requirements by the end of the term. An incomplete grade may not be assigned unless the student has formally requested it from the instructor, and the instructor has given his or her permission for the student's receiving an incomplete grade. At the end of the second quarter (excluding summer) following the term in which the incomplete grade was assigned, remaining incompletes will automatically convert to "F" grades. Ordinarily no incomplete grade may be completed after the grace period has expired. Instructors may not change incomplete grades after the end of the grace period without the permission of a college-based Exceptions Committee.

ING  Permanent grade assigned to a degree recipient who chooses not to resolve a grade of "IN" awarded during the last two terms prior to graduation. The grade of "ING" (Incomplete, Graduated) is final, and cannot be changed or lapsed to "F" once the degree is posted.
R  Student is making satisfactory progress in a course that extends beyond the end of the term or in a project extending more than one quarter.

RG  Permanent grade assigned to a degree recipient who chooses not to resolve a grade of "R" awarded during the last two terms prior to graduation. The grade of "RG" (Research, Graduated) is final, and cannot be changed or lapsed to "F" once the degree is posted.

PA  Passing achievement in a pass/fail course.

W  Automatically recorded when the student files his withdrawal through the student's Home college or school on or before the date designated in the academic calendar for such withdrawal.

AU  Auditor status, not for credit.

M  Final grade not submitted.

FX  Unauthorized withdrawal.

QUALITY POINTS
For the purpose of computing a GPA, Quality Points are awarded for each course. Quality points are awarded according to the following method.

A  4 times the credit hours assigned to the course.
A–  3.7 times the number of credit hours.
B+  3.3 times the number of credit hours.
B  3 times the number of credit hours.
B–  2.7 times the number of credit hours.
C+  2.3 times the number of credit hours.
C  2 times the number of credit hours.
C–  1.7 times the number of credit hours.
D+  1.3 times the number of credit hours.
D  1 quality point for each credit hour in the course.
F,FX (no quality points)
W, IN (quality points not assigned)

GRADE REQUIREMENTS
A cumulative average of C (2.0) is required for graduation. In addition, a 2.0 cumulative GPA is required for the concentration courses and any elective course work which is taken in the same area as the concentration. A 2.0 cumulative GPA is required in both concentrations if a dual concentration is chosen. A 2.5 cumulative GPA is required throughout the MS/BIT program.

Students will receive credit for a concentration course in which they receive a C– or better. Any grade lower than C– in a concentration course does not count as credit toward the degree and the student must repeat the course or an approved substitute. Students must receive C– or better in any elective which is in the same area as the concentration(s).

A student may receive graduate credit for one 300-level Commerce course with the specific, prior written
approval of the department chairman of the student’s area of concentration. If a 300-level course is taken for graduate credit the grade of B or better must be earned in order to apply toward the degree.

Grades of incomplete (IN) are issued only upon the specific request of the student. The approval of the instructor and the director of the Kellstadt Graduate School of Business is required before the incomplete may be issued. A student is given a maximum of two consecutive terms, excluding summer sessions or inter-sessions, to complete the required work. The actual time allowed is at the discretion of the faculty and may be less than but not more than the maximum of two terms. If the work is not completed within the time allowed, the IN will be converted an F grade.

PROBATION AND DISMISSAL
Two grades of F or FX will result in automatic dismissal from the program.

A student will be placed on probation as soon as his/her graduate G.P.A. falls below 2.0. In determining this average, all courses taken while in the Graduate School of Business, including courses repeated, will be computed. The student remains on probation until three more courses are taken, after which time another evaluation will be made. If at that time the student has failed to raise his/her G.P.A. to the required level of 2.0, the student will be dismissed from the program and prohibited from registering for additional graduate course work.

A student who has been dismissed from the program may, after a period of time, petition for reinstatement, presenting conclusive evidence that his/her situation has changed in such a way as to make probable the successful completion of the program. Each case would be considered on an individual basis by the director, whose decision would be final. Any student reinstated would re-enter the program on the terms and conditions set forth by the director.

COURSE CREDIT
Most classes are offered over a ten-week period of instruction followed by an examination period in the eleventh week of the term and carry four quarter hours of credit. The unit of credit for quarter hours is defined as one hour granted for 45 minutes of classroom work per week in a ten week period of instruction.

Students enrolled for eight or more quarter hours of graduate credit are considered full-time. Those enrolled for less are considered part-time. Course credit is earned if a student receives any grade of A through D. Duplication of courses or course work is not permitted except where a student is advised to repeat a course for which an F or D was earned. Double credit is not given for duplicated courses.

ACCESS TO EDUCATIONAL RECORDS
The University follows the requirements of the Family Educational Rights and Privacy Act of 1974 which permits all students to review their educational records. The procedures for such review and the rights of the students in this regard are set forth in detail in the Student Handbook.

Certain student information, known as “Directory Information,” may be disclosed by the institution to outside parties, unless the student has specifically requested that this information not be released. DePaul University considers the following to be Directory Information: name, address, telephone number, email address, college of enrollment, class, major field of study, dates of attendance, degrees and awards received, the most recent educational agency or institution attended by the student, and participation in officially recognized activities and sports. Students who do not want Directory Information released may make a written request to the Academic Resource Center to withhold this information.

RESIDENCY
For the evening MBA program, a minimum of 60 graduate quarter hours, fulfilling requirements for the master’s degree, must be taken in residence at DePaul University. These courses must be completed
within six calendar years after the candidate’s first registration as a student in the Kellstadt Graduate School of Business of DePaul University. For all other evening graduate degree programs, the minimum residency requirement is 48 quarter hours or the full length of the program, whichever is less.

After a lapse of six years a course is invalid. To be applied toward the master’s degree an invalidated course taken for graduate credit may be reinstated with the approval of the chairman of the candidate’s department of concentration and the written approval of the director of the Kellstadt Graduate School of Business.

READEMISSION
A student who is out of residence for one academic year, or longer, must apply for readmission and will be subject to the regulations contained in the bulletin and the degree requirements prevailing at the time of re-entry into the Kellstadt Graduate School of Business. To be readmitted the student must meet the current standards for admission.

TRANSFER OF GRADUATE CREDIT
As a rule, transfer credit is not accepted for Kellstadt Graduate School of Business programs. However, a student entering the program with prior coursework in business who wishes to petition for acceptance of transfer credit must submit a written request before the end of his/her first quarter of study at DePaul. Generally such a petition will be considered only if there are unusual circumstances which may justify exception. The following items must be supplied to the Kellstadt Graduate School of Business: 1) a statement from the school where the course work in question was taken indicating that said course(s) did not apply towards a degree already earned, 2) a course description, and 3) a bulletin or statement of the school's academic regulations. The number of courses actually transferable up to the maximum of three will be determined by the Kellstadt Graduate School of Business Office. A course in which the student obtains a grade of less than C is not acceptable for transfer. A course must carry at least four quarter hours of graduate credit to be acceptable for transfer. No more than two courses are acceptable for transfer in any one field. No course can have earned credit toward a prior degree. Transfer credit is not calculated into the student's cumulative grade point average. Transfer credit is subject to the six-year limit for validity.

GRADUATION
Applications for graduation should be filed in the graduate office early in the academic year in which the candidate expects to complete all remaining degree requirements.Deadlines for submitting graduation applications for the March, June, July, August and November degree conferral dates are listed in the academic calendar. Applicants who fail to meet the deadline for filing for graduation and degree conferral will not have their degrees conferred until the next following degree conferral date.

There will be no commencement for March, July, August and November degree conferrals. The one annual commencement will be held in June. All graduates from the preceding November and March will be invited to attend the June commencement together with the June graduates. Attendance at the commencement is optional.

Graduation with distinction is reserved for those students obtaining an overall grade point average of 3.6 or above for courses taken in the Kellstadt Graduate School of Business. For those students enrolled in the joint MS/BIT degree, a GPA 3.75 or higher is required, plus the Core Knowledge Examination must be passed “with distinction” for the degree to be conferred “with distinction.”

Diplomas will be mailed to graduates approximately one month after the awarding of the degree.

COMPUTER FEES
Students enrolling in courses that require computer resources may be assessed one or more computing
fees. Revenues from these fees support the maintenance and upgrade of academic computing systems and facilities. Courses requiring these fees are noted in the class schedule. For some courses, instructors may require computer fees that are not shown in the schedule. These fees will be billed to the student's tuition account, as appropriate.

**Student Internet Fee.** DePaul students can purchase Internet access accounts for a nonrefundable charge of $30.00 per year. Only active DePaul students are eligible to participate in this service. Faculty may require students to have Internet access for their courses. Students can sign up for Internet access through the Lincoln Park Campus and Loop Campus I.D. office. The Internet fee will be billed directly to the student's tuition account.

**Student Computing Fee.** Students enrolled in courses requiring student accounts on the UNIX or IBM system will be assessed a $25.00 fee per course.

**PC Classroom Fee.** Students enrolled in courses that meet for five or more sessions in one of the PC classrooms will be assessed a $25.00 fee per course.

**TUITION PAYMENT POLICY**

All tuition and fees are due DePaul University at the time of registration. All charges must be paid in-full by the payment date. The payment dates for each term of the academic year are posted on the Student Financial Accounts website.

Tuition charges for any course registrations after the payment date must be paid in-full at the time of registration. Tuition is due by the payment date whether or not a bill has been received. If you have not received a bill, you may contact the Accounts Receivable Office at (312) 362-8379 or (312) 362-8480 any time during business hours to determine the amount you are required to pay.

Payment must be received in the Cashier's Office or one of its depositories by the payment dates as indicated. Students may pay by check, money order, or credit card (Visa, Master Card, Discover, or College Card). Payments may be made to the Cashier's Office by mail or in person, or if paying by credit card, by phone at (312) 362-6744, or (773)325-7810 or online at studentaccounts.depaul.edu. (Please note: If paying by mail, the University does not accept responsibilities for delays in the US Postal Service.)

Students whose accounts show a balance due after the date payment is required will be assessed a $100 delinquency fee and prohibited from future registration and receiving transcripts. Any requests appealing assessment of delinquency fees must be submitted in writing to the Student Accounts Office.

**AUDITOR STATUS**

Students may audit a course only with the permission of the appropriate academic director. When a student is permitted to audit a course, tuition and fees are charged at the regular scheduled rates and must be paid at time of registration, and are not refundable. Audit courses receive no credit.

Students may not change to auditor status or from auditor status after the third week of class. The final decision to continue regarding auditor status must be made with written notice to the college office by the end of the third week of class.

**WITHDRAWAL**

Students who must withdraw either from a course or from the University may do so in person in their college office or by letter addressed to the college. Withdrawals processed as a result of a transaction on Campus Connect will be effective at the date and time at which the request was made. Withdrawals processed as a result of a letter are effective at the discretion of the college office. Simply ceasing to attend or notifying the faculty or nonpayment of tuition does not constitute a withdrawal of record and will result in academic as well as financial penalty.
Upon processing the withdrawal request the tuition charge for courses during the regular academic year will be reduced according to the following schedule, when the effective date is:

Until ten business days after the beginning of the term .......................................................100%
After that date ..........................................................................................................................0%

For courses of four weeks or less but more than two weeks duration, no reduction will be granted after the first week of the term or 20% of the course meeting time has passed. For workshops or courses of two weeks or less duration, no refunds will be granted after the workshop or sessions begin.

For the summer sessions, consult the Calendar of Dates to Remember listed in the summer classes schedule. Fees are not refundable.

NOTE: Students receiving financial aid are advised to contact a financial counselor to discuss the consequences of a withdrawal effecting academic progress and eligibility at DePaul University or any other school to which they may transfer.

REFUNDS
Should an account result in a credit balance which is refundable to the student and not the result of Title IV financial aid, the student has the option of leaving the credit on the account to be applied toward future term expenses; or, apply for a refund through the Cashier’s Office or the Students Accounts office.

Application for a refund may be made to the Cashier’s Office by a telephone request or in person. Refund checks will be made payable to the student via mail, pick-up or direct deposit to checking/savings account. Refunds resulting from a credit card payment will be issued back to the credit card.

Students who receive Title IV financial aid are required to submit a Refund Preference Form to the Cashier’s Office. If an account results in a credit balance which is refundable, as the result of the receipt of Title IV payments, a refund will be generated according to the preference on the file.

Please Note: Financial Aid awards (grants and scholarships) cannot be considered for refunds until the course add/refundable drop period is closed.

FINANCIAL AID
There are several financial aid programs available to students in the Kellstadt Graduate School: graduate assistantships, scholarships, loans, the Work-Study Program and other part-time employment opportunities. It is the policy of the University to award need-based financial aid and assistantships without reference to the race, color, creed, age, gender, sexual orientation or national origin of applicants. All federal and state loan and work programs require that a student be a citizen or permanent resident of the United States or its territories. Information and applications regarding all forms of financial aid except assistantships may be obtained in the Office of Financial Aid on the ninth floor of the DePaul Center. Telephone: (312) 362-8091. Students are encouraged to apply early.

ASSISTANTSHIPS
The School of Accountancy and Departments of Economics, Finance, Management and Marketing have available each year a number of research assistantships. Assistantship stipends range from $4000-$4500. Scholarships based on academic potential are available to graduate assistants for a maximum of nine courses. Applicants should address their inquiries to the Kellstadt Graduate School of Business.
SCHOLARSHIPS

The Diane Marie Angio Scholarship Fund. Students wishing to apply for the Angio Scholarship should be graduates of DePaul and full time students (two courses per quarter) in the Kellstadt School. Preference is given to graduate students specializing in a concentration or degree program offered through the School of Accountancy. Applications are available in the Kellstadt Graduate School of Business. The amount of the award varies and is applied directly to the recipients tuition account. Recipients of this scholarship will be notified in writing.

The John M. Nicholson Fellowship Endowment Fund. Students wishing to apply for a Nicholson Fellowship can obtain an application at the Kellstadt Graduate School of Business. The selection criteria includes admission to the Kellstadt School, scholastic excellence, good character, and United States Citizenship. Preference will be given to individuals of Greek extraction. The amount of the award varies and is applied directly to the recipients tuition account. Recipients of this fellowship will be notified in writing.

LOANS

There are federal loan programs available to students who are citizens or permanent residents and who maintain at least half time enrollment. For information on these and other financing alternatives, contact the Office of Financial Aid at the address and phone number shown above. International students may be able to obtain alternative loans (non-federal). See the Office of Financial Aid for additional information.

PART-TIME EMPLOYMENT

Work Study Program—This is a program which provides jobs both on and off campus to students who can demonstrate proof of need for employment in order to continue their education. The program is subsidized by the federal government and the University. Eligibility is based upon a minimum of half-time enrollment, citizen or permanent residence status, and demonstrated financial aid need.

Part-Time Employment—Part-time positions, on and off campus, are available through the services of the Human Resources Office. Incoming students are eligible to apply after registering and learning their class schedule. Currently enrolled students are eligible at any time. No proof of need is necessary to qualify for part-time employment. Part-time employment of up to 20 hours per week may also be available for international students with F1 visa status. Availability of positions is dependent upon the university demand for student workers.

ALTERNATIVE FINANCING

The Payment Plan for Employer Reimbursement is a payment option for students who receive tuition reimbursement from their employers. It is administered through the Student Accounts office. The payment plan is designed to view coverage by an employer tuition reimbursement program as pending payment. Since employer reimbursement is generally issued at the end of a term, this payment plan allows the students covered by such an employer reimbursement plan to receive an extended payment due date for their tuition charges. Regardless of when the employer reimburses the student, the tuition due dates are not negotiable. Bills and grades will be issued to the students only and not to the employers. It is the responsibility of the student to provide their employers with copies of any documents their employer may require.

Eligibility Requirements. Students must submit the application and related fee by the application deadline. If there is a doubtful account history, past due balance, or insufficient employer documentation, the student will not be accepted into the program. If at any time the student falls delinquent in payment, the payment plan privilege is no longer available.

Eligible Courses. To participate, students must be enrolled in the traditional courses which are 10 weeks in duration (5-week summer courses). Special seminars, extended courses, workshops, courses which require prepayment, audits and zero credit courses are not covered in this program.
Financial Aid. Students cannot apply for this program if they have also applied for financial aid. This program is designed to assist students who do not receive financial aid. There are no exceptions to this policy.

Payment. Regardless of when the employer reimburses the student’s tuition, it is the student’s responsibility to pay the balance in full on or before the tuition due date. Students who experience this delay from their employers typically pay tuition using a credit card. Students are responsible for paying their tuition accounts in full by the tuition due date whether or not they have completed the work for their courses and have received reimbursement from their employer. Tuition due dates are not negotiable and delinquent fees will apply to students who do not meet the tuition due date deadlines. Failure to meet the application agreement will jeopardize future participation in the program and future enrollment.

How to apply. Applications are available in the Student Financial Services Offices of Student Accounts and Student Aid, the college offices and suburban campuses. Submit the completed application and fee to the Payment Center by the required deadline. You will be notified only if your application has been denied. Do not return the application and fee to the college office—this will delay processing and acceptance into the program.

If mailing the applications, remember to include the fee. The University does not accept responsibility for delays in the U.S. Postal System.

For information about the Payment Plan for Employer Reimbursement, call the Student Accounts office at (312) 362-8480.

The DePaul University Payment Plan (DePUPP) is a budget payment option which allows students to pay their tuition, fees, and room and board in monthly installments over a 9, 8 or 7-month period. This service is available to all DePaul University students. It is not a loan program, there are no interest or finance charges, or credit or financial needs requirements.

The student determines the budget amount for the plan. The budgeted amount is the student’s total estimated annual charges (tuition, fees, room and board) less the total estimated financial aid awards (annual scholarships, grants, loans). Books and personal expenses are not covered by this budget. The total amount budgeted under the plan will be divided equally over the number of months in the plan at the time you apply.

The plan period is from June to March with payments due the 25th of each month. The student may pay by check, money order, or credit card (VISA, Master Card, Discover, or College Card). Monthly billing statements will be sent to the student in advance of each payment due date. The statement will reflect any payments or credits received since the last bill, the payment plan amount due by the 25th, and the current outstanding balance.

Applications received after August 26th but prior to September 26th will be processed for Winter/Spring term registrations only. Payments for the budgeted amount will be over a six-month period with the first payment due October 25th, and the last payment due March 25th. An annual nonrefundable fee of $55.00 is required.

More detailed information regarding this program and plan applications are available from the Student Accounts Department and the Financial Aid Office.

Any questions regarding DePUPP should be directed to the Accounts Receivable Office (312) 362-8480, or you may write to: Accounts Receivable Office, Suite 9900, DePaul University, 1 E. Jackson Blvd., Chicago, IL 60604.
RESIDENCE LIFE
The Residence Life Office provides an off-campus housing resource center for DePaul faculty, staff and students. This service lists available apartments in the Lincoln Park area. The Residence Life Office is located on the third floor of Stuart Center, 2311 N. Clifton Ave., (773) 325-7196. Office hours are Monday through Friday, 9:00 a.m. to 5:00 p.m. For additional housing information, visit http://housing.depaul.edu.

TECHNOLOGY AND COMPUTER RESOURCES
The services introduced below provide an overview of what is available to students from Information Services (IS), the division that brings computer and telecommunications technology to DePaul University. Students are encouraged to visit the Technology Resources page on DePaul University’s web site at www.depaul.edu or call IS’s Technology Assistance Center at (312) 362-8765 for specific information regarding locations, hours, and applicable fees.

IDENTIFICATION CARD SERVICES
Also known as ID Services, this office is a central distribution point for services and information affecting all DePaul students. ID Services distributes such essentials as identification cards, library bar codes, free student e-mail accounts, Personal Identification Numbers (PINs) and passwords. ID Services also coordinates CTA U-Pass distribution to eligible students at the beginning of each quarter. The main offices for ID Services are located at the Loop and Lincoln Park campuses; however, ID Services also has locations at the Suburban campuses to provide greater access to services. Call (312) 362-5959 or (773) 325-7466 for details.

COMPUTER LABS
Located on every campus, the Student Micro-Computing Centers have over 500 computers available for students to work on course assignments, check e-mail, and use the Internet. Students can print homework in the computer labs; however, some restrictions may apply on quantity. Please note that some computer labs are reserved for specific purposes and may not be open to all students at all times.

THE UNIVERSITY LIBRARIES
The University Libraries provide resources and services to students, faculty, and staff through six different units: The Lincoln Park Library, the Loop Campus Library, the Naperville Campus Library, the O'Hare Campus Library, and the Oak Forest Campus Library. The delivery of information and materials is increasingly linked to computer and networking technologies. Electronic access to periodical articles, indexes, and other information resources in the social sciences, business, law, humanities, and sciences is readily available in all libraries.

Access to materials in all the DePaul Libraries is provided through ILLINET Online, the Libraries’ online catalog and circulation systems. The combined collection of the DePaul University Libraries includes over 700,000 volumes, 300,000 microform volumes, 9,000 current serial subscriptions, and a diverse microcomputer software and audiovisual collection.

ILLINET Online also allows users to identify books from over 45 other colleges and universities in Illinois, including the University of Illinois. Current DePaul students may choose to borrow directly from these institutions in person or request an interlibrary loan. Materials from other libraries across the United States can also be located and obtained through interlibrary loan. Information, brochures, and bibliographies are available at all six locations and through the library link from DePaul’s World Wide Web site: http://www.depaul.edu.

The John T. Richardson Library at Lincoln Park supports programs in the College of Liberal Arts and Sciences, the School of Education, the School of Music, and the Theatre School. Collection areas of
particular strength are religion, philosophy, and Irish studies. Facilities include a media area for using audiovisual materials and the Education Resource Center with curriculum materials for elementary and secondary school teaching, a slide library, a Career Information Center, and a collection of music recordings and scores. Rare book collections include the Napoleon Collection, the Dickens Collection, and the Sporting Collection, as well as numerous titles dealing with nineteenth century literature and book illustration. The University Archives houses materials documenting the growth and development of DePaul.

The Loop Campus Library primarily focuses on materials to support the programs of the College of Commerce and the School of Computer Science, Telecommunications and Information Systems, but also has a core collection of reference materials in other areas. Areas of strength in the collections are accounting and finance. A Career Information Center provides resources on career choice, job search techniques, and company information. A collection of corporate annual reports from Fortune 500 companies is maintained.

The College of Law Library has an extensive collection of Anglo-American legal materials which provides both basic and advanced resources needed to support the law school curriculum. The law collection includes United States federal and state court reports, codes, constitutions, and statutes; materials on health law, tax law and international human rights law; and legal periodicals. Designated an official depository for government publications, the Law Library provides a selective collection of federal documents.

The Naperville, O'Hare, Oak Forest, and Rolling Meadows Campus Libraries offer an innovative approach to library service by providing access to information using computers and telecommunications. The Library's networked electronic information resources include access to ILLINET Online, and also provide access to periodical articles, business reports, indexes, an encyclopedia and other reference sources. The Lake Forest, O'Hare, Oak Forest, and Rolling Meadows Campus libraries have small, select print reference collections; the Naperville Campus Library has a more significant collection of print materials including selected journals and books. Books and other journal articles needed by students and faculty are delivered by a daily intra-university shuttle service.

FREE STUDENT E-MAIL

Every currently enrolled student at DePaul University has an e-mail address. This e-mail account can be accessed from freestanding e-mail stations in the residence halls and Student computer labs as well as through DePaul Online. Accounts are cancelled when courses are not taken for two consecutive terms.

SKILL-BUILDING OPPORTUNITIES

Students may improve their basic computing skills through software training programs. Courses are offered throughout the year and provide instruction in Blackboard, Campus Connections and Microsoft Office (Word, Excel, PowerPoint, and Access). Professionally prepared materials for all workshops are distributed to participants. Please visit [http://www.itd.depaul.edu/website/Students/training.asp](http://www.itd.depaul.edu/website/Students/training.asp) to find course descriptions and registration procedures.

DEPAUL UNIVERSITY WRITING CENTERS

The writing Center is a free service offered to DePaul students who would like help with their writing projects. The Writing Center staff are graduate and undergraduate students nominated by faculty to assist with such assignments as: research papers, case studies, application documents, memos and reports. Staff will also assist with research strategies, proofreading skills, citation formats, grammar and punctuation questions. The writing Center has locations at Lincoln Park and Loop Campus. Additional information can be obtained on-line at [http://condor.depaul.edu/~writing/](http://condor.depaul.edu/~writing/).
THE COLLEGE OF COMMERCE AND
THE CHARLES H. KELLSTADT GRADUATE SCHOOL OF BUSINESS

ARTHUR KRAFT
Dean
DANIEL KOYS
Associate Dean
MICHAEL JEDEL
Director of Outreach and Assessment
HELEN CONROY
Business Manager
JENNIFER McCLELLAND
Executive Assistant to the Dean

THE CHARLES H. KELLSTADT GRADUATE SCHOOL OF BUSINESS

ROBERT RYAN
Assistant Dean and Director

MARKETING AND ADMISSIONS

CHRISTOPHER KINSELLA
Director of Marketing and Admissions

ELIZABETH LANOUE
Associate Director

WILLIAM COUGHLIN
Assistant Director

ANTONIA CRETEANU
Assistant Director

STUDENT SERVICES

FELICIA RICHARDSON-MCGEE
Director of Student Services

THOMAS G. DOLAN
Associate Director

ELLEN DAWSON
Assistant Director

CAREER MANAGEMENT CENTER

BLAIR SANFORD
Director of Corporate Relations
CHRISTA HINTON
Director, Career Management Center
MELISSA RICHARDSON
Assistant Director
THE SCHOOL OF ACCOUNTANCY AND MIS
RAY WHITTINGTON
Director

JOHN AHERN
Administrator,
M.Acc. Program

SASA DEKLEVA
Administrator, M.B.A. Management
Information Systems Program, and
M.S.B.I.T. Program

EDWARD C. FOTH
Administrator, M.S.T. Program

MARK L. FRIGO
Administrator, M.B.A. Management
Accounting Program

TIMOTHY J. LOCKYER
Assistant to the Director

KEVIN STEVENS
Administrator, M.S.A. Program

PATRICIA MCQUEEN
Coordinator of Faculty and Curriculum

DEPARTMENT OF ECONOMICS
MICHAEL MILLER, Chair

DEPARTMENT OF FINANCE
ALI FATEMI, Chair

DEPARTMENT OF MANAGEMENT
SCOTT YOUNG, Chair

DEPARTMENT OF MARKETING
SUZANNE FOGEL, Chair
**Business Technology Center**  
Kathy Hillegonds, Director

**Driehaus Center for Behavioral Finance**  
Werner De Bondt, Director,

**Driehaus Center for International Business**  
Deborah O'Donnell Helfenbein, Coordinator

**Coleman Entrepreneurship Center**  
Harold Welsch, Founder

**Institute for Business and Professional Ethics**  
Patricia Werhane, Director

**Kellstadt Center for Marketing Analysis and Planning**  
Suzanne Fogel, Co-Director  
Steven Kelly, Co-Director

**Real Estate Center**  
Susanne Cannon, Director

**Ryan Center for Creativity and Innovation**  
Lisa Gundry, Director

**Center for Strategy, Execution and Valuation**  
Mark Frigo, Co-Director  
Keith Howe, Co-Director
MR. JAMES M. JENNESS, CHAIR  
Chief Executive Officer  
Integrated Merchandising Systems LLC

MR. PETER P. CONWAY, VICE CHAIR  
Retired Chairman  
Vector Consulting, Inc.

MR. THOMAS S. ABLUM  
President  
Ablum, Brown & Co.

MR. JAMES W. ALDRICH  
Chairman, President & CEO  
Delaware Place Bank

MS. NANCY S. ANTHONY  
President  
Fernwood Advisors, Inc.

MR. CONSTANTINE BAKOURIS  
Viohalco S.A.

MR. WILLIAM L. BAX  
Retired Chicago Area Managing Partner  
PricewaterhouseCoopers LLP

MS. PATRICIA G. BECKER  
Vice President—Technology Development  
University HealthSystem Consortium

MR. EDWARD M. BOSOWSKI  
President, International & Senior V.P.-Marketing and Corporate Strategy  
USG Corporation

MR. BRIAN P. CAMPBELL  
Chairman, President & CEO  
Kaydon Corporation

MR. KEVIN M. CLARK  
President & CEO  
Clark Marketing Group, Inc

MR. JOHN T. COSTELLO  
EED, Senior V.P. – Customer & Marketing Services  
Commonwealth Edison Company

MR. SEBASTIAN CUALOPING  
President  
AMPAC International, Inc.

MS. CHERYL A. CWIKLINSKI  
Chief Executive Officer  
CCB Services, Inc.

MR. JAMES L. CZECH  
President  
The James L. Czech Company, LLC.

MS. CHERYL L. DAVIS, C.P.C.  
President  
Venturi Staffing Partners

MR. MICHAEL de ANDA  
President  
de Anda Capital LLC

MR. BENJAMIN H. DeBERRY  
Vice President & Managing Director  
A.T. Kearney, Inc.

MS. ANNE S. DRENNAN  
Former Senior Vice President  
Alliance Capital Management

MR. ARTHUR I. FARBER  
Retired Managing Director  
American Express Tax and Business Services, Inc.

MR. CARLOS M. FRUM  
Entrepreneur-in-Residence  
DePaul University

MR. ARTHUR W. GOETSCHEL, JR.  
Retired Chairman, President and CEO  
Amsted Industries

MR. JEFFERY T. GRADE  
Chairman & CEO  
Sunrise Lifestyle Centers, LLC

MR. ARNOLD T. GRISHAM  
Managing Partner  
Grisham Group LLC
MS. MEIGHAN HARAHAN, CFA
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