MIS 5558 Syllabus Fall 2017

Content Area	Notes	Reference	
Instructor Information			
Department	Management		
Name	Roger Alan Pick		
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	12 Mail: presi e anne.eda (presentea contact memoa)		
Class Meeting Time/Place	Tuesday 7:00-9:40 pm / <u>Bloch</u> 14		
Semester Offered	Fall, 2017		
Instructor Office Hours and	Office: Bloch 237		
Office Location	Hours: by drop-in and by appointment.		
Catalog Information			
Subject/Curricular Designation	Management Information Systems (MIS)	www.umkc.edu/catalog	
Catalag Number	7770	www.umkc.edu/catalog	
Catalog Number	5558		
Course Title	Management of Information Technology	www.umkc.edu/catalog	
Course Description	Topics to be covered include procurement and management	www.umkc.edu/catalog	
	of computer systems, economics of hardware and software,		
	software acquisition, RFQs, RFPs, contract terms and		
	conditions, contribution of computing to business objectives,		
	legal/ethical perspectives, and international issues.		
Credit Hours	3	www.umkc.edu/catalog	
Prerequisites/Co-Requisites	It is highly recommended that this not be your first computer	www.umkc.edu/catalog	
	or information systems course. Prior or concurrent		
	enrollment in MIS 5503 is helpful, but not required.		
Restrictions/Exclusions			
Course Component (format)	Lecture Required		
Course Instructional Mode	Classroom Based		
Course Information			
Required and Recommended	A custom course book of cases must be purchased from either	the UMKC	
Materials	bookstore or Harvard Business School Publishing for about \$8	35 (credit or debit	
	cards accepted) and then downloaded. For an additional charg	ge, you may have a	
	printed, bound coursepack shipped to you. The link is as follows:	ows	
	http://cb.hbsp.harvard.edu/cbmp/access/66148174, and it will	stay active until	
	January. If you have problems reaching the download site, tr	y again in fifteen	
	minutes. If the problem repeats, contact Harvard Business Pu	blishing Customer	
	Service at 800-545-7685 or <u>custserv@hbsp.harvard.edu</u> . All s	tudents are expected	
	to purchase and read these materials, consisting of the following cases:		
	Daniel Diermeier; Evan Meagher, San Francisco Internation	onal Airport and	
	Quantum Secure's SAFE for Aviation System, #KEL720,		
	• Robert D. Austin, Selecting a Hosting Provider, #601171,		
	Lynda M. Applegate; Martin Wiener; Carol Saunders; Grandon Gil, adidas		
	Group: IT Multi-Sourcing at adidas, #815002,		
	• Robert D. Austin, Deborah Sole, Mark Cotteleer, Harley-D	Davidson Motor Co.:	
	Enterprise Software Selection, #600006,		
	• C.K. Prahalad; M.S. Krishnan, Madras Cements, Ltd., #W	89C25,	

- Muntazar B. Ahmed, Pak Elektron Limited: Converting Systems to ERP, #W12945,
- Lynda M. Applegate; Gabriele Piccoli, Wyndham International: Fostering High-Touch with High-Tech, #803092,
- Lynda M. Applegate, Gabriele Piccoli, Canyon Ranch, #805027,
- Richard G. Hamermesh, F. Warren McFarlan, Mark Keil, Michael Morgan, Andrew Katz, David LaBorde, Computerized Provider Order Entry at Emory Healthcare, #311061,
- Forough Karimi-Alaghehband; Suzanne Rivard, Air Canada: Flying High with Information Technology, #HEC045,
- Mark Jeffery; Daniel Fisher; Mirron Granot; Anuj Kadyan; Albert Pho; Carlos Vasquez, Strategic IT Transformation at Accenture, #KEL471,
- Robert S. Huckman; Raffaella Sadun; Michael Norris, Weathering the Storm at NYU Langone Medical Center, #616026,
- Anne-Marie Croteau, Suzanne Rivard, Jean Talbot, Visioning Information Technology at Cirque du Soleil, #HEC027,
- Suzanne Rivard; Alain Pinsonneault; Anne-Marie Croteau, Information Technology at Cirque du Soleil: Looking Back, Moving Forward, #HEC039,
- Marco Iansiti, Alain Sereis, Microsoft Server & Tools, #613031,
- Deepa Ray; Lakshminaryana Seshadri Subramanian, Lumière: Supporting a Virtual Workspace on the Cloud, #W16084.
- Nicole R.D. Haggerty, Shankar Venkatagiri,Ramasastry Chandrasekhar, Mercedes-Benz India, #W11084,
- F. Warren McFarlan; Valerie Massoni, Royal Caribbean Cruises Ltd., #304019,
- Lynda M. Applegate, Edward Watson, Mara E. Vatz, Royal DSM N.V.: Information Technology Enabling Business Transformation, #807167, and
- F. Warren McFarlan, Brian J. Delacey, UCB (A): Managing Information for Globalization and Innovation, #303091.

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Evaluation and Grading Criteria	questions. Essay examinations will be graded based upon both the answer and the amount of reasoning and facts given to support the answer. You are expected to do each exam on your own without assistance from anyone. Use of e-mail, chat, or similar facilities during an exam will result in a zero grade for the exam. Each exam will be comprehensive. Cases: There will be fourteen graded case discussions. Most discussions will be based upon a single case, but on a few dates the grade will be based upon discussion of two cases. All but one of the cases are based upon actual business situations. Preparing for these case discussion is crucial to your success in this class. The individual class participation grade is based upon the case studies. After each case discussion, I will note who was present, who spoke at all, and will subjectively judge whose participation was excellent. Students who never participate in class should not be surprised to learn that their class participation grade will seriously lower their overall grade in this course. If you are unsure how to begin participating, you can get started by looking at the competitive situation of the firm (when the case provides the data), at the firm's website (when the case is not fictional or disguised), the rhetorical questions that appear at the beginning or end of many cases, or the questions in the course schedule below. The lowest five class participation grades will be dropped. I plan on posting the discussion grades on the Blackboard site. Grading: Plus and minus grades are used on those occasions when a student's numerical grade is on the boundary between two letter grade ranges. This table summarizes how grades will be determined.					
	Number Points Total Value					
		Tallioei	Each			
	Exams	2	50	100 Points		
	Cases	14 (less 4	10	100		
	Total	dropped)		200 Points	_	
	Administrative Note: For your protection, retain every graded paper returned to you until you receive your final grade report from the university.					
Schedule of Course Topics Covered, Assignments, Requirements and Assignment deadlines	See Below					
Student Learning Outcomes	Students who successfully complete this class should be able to:			http://www.umkc.edu/assess ment/downloads/handbook- 2011.pdf		
	Define outsourcing Define offshoring			http://www.umkc.edu/assess ment/index.cfm		
	 Define offshoring List information technology (IT) outsourcing and offshoring options Discuss outsourcing and offshoring advantages 				Nathan Lindsay, Assistant Vice Provost for Assessment 816-235-6084 <u>lindsayn@umkc.edu</u>	
		outsourcing		-		
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- Recommend content to include in a Request for Proposals
- Explain what is meant by a SLA
- Evaluate a vendor's proposal
- Explain each factor used in evaluating a vendor's proposal
- Report current best practices in IT outsourcing
- Appraise a given firm's approach to managing a sourcing relationship
- Explain ERP software
- Explain ERP software deployment
- Compare the advantages and disadvantages of one platform implementations versus best of breed implementations.
- Recommend strategies to reduce resistance to change
- Compare big bang versus phased implementation of ERP
- Compare enterprise-wide versus best of breed software selection
- Evaluate IT processes used at various firms
- List and define the components of IT cost of ownership
- Explain alternative approaches to funding IT
- Explain alternative approaches to governing IT
- Compare and contrast centralized versus centralized IT governance
- Evaluate a given firm's IT priority-setting processes
- Explain the IT strategic grid
- Demonstrate the placement of a particular firm on the IT strategic grid
- Apply Porter's Five Forces model to the IT strategy of a firm
- Illustrate the advantages and disadvantages of IT standardization
- Explain how open source software projects might be managed
- Discuss the advantages of participating in open source projects
- Explain the importance of knowledge in the economy
- Explain the impact of IT investment in economic productivity
- Explain the drop in organizational performance upon IT deployment
- Explain the lag in organizational performance improvement upon IT deployment.
- Explain alternative IT architectures such as mainframe, web-enabled, desktop, client/server, three-level, cloud
- Explain green IT

• Explain how globalization complicates IT management

Course Expectations, Course Policies, Requirements and Standards for Student Coursework and Student Behavior **Responsibilities:** You have responsibilities to yourselves, your fellow classmates, and the professor. You are preparing for a career in business. You have a right to be treated professionally, and a responsibility to treat other people, both professors and fellow students, professionally. In particular:

- You are expected to attend class. Each student is responsible for all information covered in lectures, all announcements made in class, and all handouts distributed during class. If you do not attend class, you will not do well in this course. According to the July-August, 2010 issue of Academe, "By tolerating absenteeism, teachers ignore an obvious fact: class attendance significantly improves academic performance. Even after controlling for student ability and prior interest in the course material, studies ... have demonstrated the robust relationship between attendance and academic performance. For example, ... grades of students who regularly attended large lecture courses ... were on average a full letter grade higher than those of students who attended only sporadically. ... These and other studies strongly indicate that students should attend all class meetings if they want to maximize their grades," (page 26).
- Be prepared for and participate in class lecture and case presentation discussions activities. Please ask questions when you don't understand the material and share comments with the class.
- If you make an appointment with me either keep it or call or email to cancel.
- For 2.5 hours, you owe it to yourself to pay attention to class: turn off your cell phones, turn off your pagers. No text messaging. No Facebook. No surfing the web. No email. I will not enforce this policy unless your behavior is blatant, but your grade will tend to suffer if you violate it
- Members of this course are expected to treat each other with respect. During discussions, be patient with ideas that at first might seem weird, be patient with the other members of this course.
- Contribute to group in-class activities.
- You are also responsible for being aware of all assignments, due dates, and other course scheduling information.
- In sum, your behavior must support a learning environment, and you are responsible for your own learning and achievement in the class.

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MIS Emphasis	·	
	University of Missouri.	
	Code, section 200.010, Collected Rules and Regulations of the	
	this direction may constitute a violation of the Student Conduct	
	reproduce or distribute these materials, or enable others to do so without my express written consent. Failure to comply with	
	materials for your own use. You are not allowed to publicly	dard of conduct
	copyright law. You may download and make copies of my course	/ch200/200.010_st
	course syllabi are my intellectual property and are protected by	ected_rules/progra
	Power Point slides, Blackboard screen shots, class hand-outs, and	m.edu/ums/rules/c
Copyright	The course materials that I author, including but not limited to,	http://www.umsys
	should bring up problems in advance when you can do so.	
	year to avoid the incomplete grade lapsing to an F. You	
	control. This work must be completed within one calendar	
	course because of illness or serious reasons beyond their	
	students who have been unable to complete the work of the	
	Incomplete : I am permitted to give incomplete grades to	
	proteins in advance.	
	problems in advance.	
	should be avoided if at all possible; please try to solve	
	will substitute for your being absent only. Makeup exams	
	questions as well as your overall analysis of the case; this	
	turn in written thoughtful responses to the preliminary case	
	will be dropped. If you miss five or more, I will allow you to	
	to miss class a time or two. If you miss a few case discussions, figure that those will be among the grades that	
	be dropped takes into account the likelihood that over the course of a semester illness or a business trip will force you	
	Makeups: The fact that four class participation grades will	
	Moltoungs The feet that four class most class that is	
	and possible disciplinary action.	
	case will be referred to the Vice Provost for investigation	
	is detected, you will receive a zero on the exam, and your	
	not claim others' work as your own. If academic dishonesty	
	No form of cooperation during exams is allowed. You may	
	zero for all involved students.	
	considered academic misconduct and will result in a score of	
	appearing to reflect anything but the student's own work is	
	someone else's work as your own. Submissions of projects	
	files, complete an assignment for another student, or submit	
	in their own work. This means you may not share Excel	
	same time to discuss process. Students must, however, turn	
	s/he is having difficulty, and working the problems at the	
	employed for solving a problem, reviewing another's work if	
	students. This can include discussing the methodology	
	You may discuss homework assignments with other	
	with fellow students as part of your class participation.	
	Cooperation: You are encouraged to discuss case studies	

Course syllabi must include reference to the following policy information. Instructors may – 1) copy the exact language provided below or 2) include references to the policies. In addition, instructors are encouraged to discuss aspects of these policies with students in their courses.					
Academic Calendar	, , , , , , , , , , , , , , , , , , , ,	http://www.umkc.edu/regist rar/acal.asp			
Academic Honesty	The Board of Curators of the University of Missouri recognizes that academic honesty is essential for the intellectual life of the University. Faculty members have a special obligation to expect high standards of academic honesty in all student work. Students have a special obligation to adhere to such standards. Academic dishonesty, including cheating, plagiarism or sabotage, is adjudicated through the University of Missouri Student Conduct Code and Rules of Procedures in Student Conduct Matters.	School of Pharmacy Honor Codes School of Medicine Honor Codes School of Dentistry Honor Codes School of Nursing Honor Codes School of Law Honor Codes			
Academic Inquiry, Course Discussion and Privacy	Faculty allowing recording - University of Missouri System Executive Order No. 38 lays out principles regarding the sanctity of classroom discussions at the university. The policy is described fully in Section 200.015 of the Collected Rules and Regulations. In this class, students may make audio or video recordings of course activity unless specifically prohibited by the faculty member. However, the redistribution of any audio or video recordings of statements or comments from the course to individuals who are not students in the course is prohibited without the express permission of the faculty member and of any students who are recorded, including those recordings prepared by an instructor. Students found to have violated this policy are subject to discipline in accordance with provisions of Section 200.020 of the Collected Rules and Regulations of the University of Missouri pertaining to student conduct matters.	Executive Order #38 (CRR 200.015)			
Attendance Policy	Students are expected to attend and participate in classes. Advance notice of attendance policies of academic units and individual instructors should be given, and such notice should be in writing. Students should notify instructors of excused absences in advance, where possible. Students who have an excused absence are expected to make arrangements with instructors for alternative or make-up work. Such arrangements should be made in advance of the absence, where possible. Instructors should accommodate excused absences to the extent that an accommodation can be made that does not unreasonably interfere with the learning objectives of the course or unduly burden the instructor. Attendance policies shall be applied in a non-discriminatory manner. Lecture outlines will be posted on the Blackboard site. This will typically happen a few minutes before class.	http://www.umkc.edu/catalog/attendancepolicy			
Campus Safety	It is possible that it may be necessary to cancel class due to inclement weather or some other emergency. This class will meet if UMKC is open; conversely, if UMKC is closed, this class is canceled. Students who are unable to attend class during bad weather when the class has not been canceled should send email or call and leave a message indicating this. If class is canceled due to any reason, all activities scheduled for the canceled session will take place during the next class meeting including exams. Changes in activities for subsequent classes will be announced. If UMKC cancels or closes the campus at the time of your scheduled final exam, the final exam will also be cancelled,	http://www.umkc.edu/umkc alert/ http://www.umkc.edu/police Police: 816-235-1515 or 911			

	and your course grade will be determined by your already accumulated points.	
Disability Support Services	To obtain disability related accommodations and/or auxiliary aids, students with disabilities must contact the Office of Services for Students with Disabilities (OSSD) as soon as possible. To contact OSSD call 816-235-5696. Once verified, OSSD will notify the course instructor and outline the accommodation and/or auxiliary aids to be provided. For more information go to: http://www.umkc.edu/disability/ .	http://www.umkc.edu/disabi lity/
English Proficiency Statement	Students who encounter difficulty in their courses because of the English proficiency of their instructors should speak directly to their instructors. If additional assistance is needed, they may contact the UMKC Help Line at 816-235-2222 for assistance.	
Grade Appeal Policy	Students are responsible for meeting the standards of academic performance established for each course in which they are enrolled. The establishment of the criteria for grades and the evaluation of student academic performance are the responsibilities of the instructor. This grade appeal procedure is available only for the review of allegedly capricious grading and not for review of the instructor's evaluation of the student's academic performance. Capricious grading, as that term is used here, comprises any of the following: The assignment of a grade to a particular student on some basis other than the performance in the course; The assignment of a grade to a particular student according to more exacting or demanding standards than were applied to other students in the course; (Note: Additional or different grading criteria may be applied to graduate students enrolled for graduate credit in 300- and 400-level courses.) The assignment of a grade by a substantial departure from the instructor's previously announced standards.	http://www.umkc.edu/catalo g/gradeappeals
Discrimination Grievance Procedures for Students		http://www.umsystem.edu/ums/rules/collected_rules/grievance/ch390/grievance_390.010 http://www.umkc.edu/diversity/documents/complaintprocess.pdf
Statement of Human Rights	The Board of Curators and UMKC are committed to the policy of equal opportunity, regardless of race, color, religion, sex, sexual orientation, national origin, age, disability and status as a Vietnam era veteran. Commitment to the policy is mentored by the <u>Division of Diversity</u> , Access & Equity, but it is the responsibility of the entire university community to provide equal opportunity through relevant practices, initiatives and programs.	Division of Diversity, Access & Equity 5115 Oak Street (816)235-1323 Fax:(816)235-6537 umkcaffirmativeaction@umk c.edu http://www.umkc.edu/divers ity/index.asp

SCHEDULE:

Date	<u>Lecture</u>	Reading or Case Assignment	Case Assignment
	Topics	Unless noted otherwise,	All cases are based upon actual managerial
Tuesday	Lecture	scientific papers will be loaded	situations unless noted otherwise. YOU
	outlines will	in .pdf format on the Blackboard	MUST READ CASES BEFORE CLASS!
	be posted on	site or are available for	
	the	download from a <u>UMKC Library</u>	
	Blackboard	database.	
	site.		
8/22	How to	Syllabus	"San Francisco Airport" What value would
	evaluate a		SAFE provide to SFO? What is the impact
	proposal		of legacy systems here?

8/29	using an additive utility function. Course policies. IT Sourcing Options: Make versus Buy; Outsourcing models and Offshoring options.	Lacity and Hirschheim, "The Information Systems Outsourcing Bandwagon," <i>Sloan Management Review 35,1</i> , October 15, 1993, p 73-86; available at UMKC Libraries in the <u>ProQuest</u> database.	"Selecting a Hosting Provider" - fictional case. You will be assigned to take the viewpoint of either WBC or IEC. What is the business situation of your assigned client company? How does that affect hosting requirements? What selection criteria do you recommend? Choose the best hosting provider. Justify your recommendation.
9/5	Procedures for IT purchasing; managing relationship with vendors	Sample RFP, to be handed out or posted on Blackboard.	"Adidas" What are the pros and cons of IT multi-sourcing? How is adidas' multi-sourcing model different from other sourcing models?
9/12	ERP software: architecture and implementatio n	Mabert, V.A.; Soni, A.; and Venkataramanan, M.A. Enterprise resource planning: Common myths versus evolving reality. <i>Business Horizons</i> , 41, 3 (May-June 2001), 69-76; available from UMKC library in the ScienceDirect database.	"Harley-Davidson" Describe Harley's processes for defining and selecting an enterprise-wide procurement package and the institutional changes introduced as part of this process. Evaluate the evaluation of the package and the implementation partner.
9/19	2 cases today	"Pak Elektron" What should be included in Ahmed's plan to revitalize the ERP project? Evaluate the implementation procedures adopted and how these could be improved. What problems were faced by the company in adopting the system?	"Madras Cements" What are the cement industry's two biggest cost items? What happened with the first ERP implementation? What happened during the second ERP implementation?
9/26	2 cases today	"Wyndham" How is Windham International attempting to use IT to build customer loyalty? What are the pain points at Windham? At Canyon Ranch?	"Canyon Ranch" What is the value of customer information to Canyon Ranch? As CIO, how would you make the case for customer relationship management and business intelligence systems at Canyon Ranch? What impact would you anticipate these systems to have on Canyon Ranch strategy and capabilities?

10/3	IT Leadership and Governance (including centralization/decentralizati on & IT dominance / user dominance), strategic grid, Porter's forces and IT.	Skim: R. A. Pick, "Shepherd Or Servant: Centralization And Decentralization In Information Technology Governance", International Journal of Management and Information Systems 19, 2, 2015, pp. 61-68. Go with chapter from Cash et al.	"Emory Healthcare" What are the pros and cons associated with standardization of care? What challenges and possible perils lay ahead for Dr. Bornstein? How to deal with changes to work processes?
10/10	IT as an enabler. Productivity and Information Technology	A chapter from Brynjolfsson.	"Air Canada" The outsourcing approach and the IT department structure changed often between 1994 and 2011. What are these changes and why do you think they occurred?
10/17	The Knowledge Economy;	Jason Dedrick, Vijay Gurbaxani, Kenneth L. Kraemer, "Information technology and economic performance: A critical review of the empirical evidence," ACM Computing Surveys, Volume 35 Issue 1, March 2003, 1-28; available in ACM Digital Library at UMKC Libraries.	"Accenture" Should the firm continue with a decentralized approach to managing technology platforms, in which each country chooses its own IT platforms and has autonomy to run them? Or should the firm take a mixed approach, in which the same standard applications would run throughout the enterprise but would be managed independently by individual offices? Or should Accenture espouse a "one-firm" approach and boldly shoot for a centralized implementation of its most critical systems, with all its offices interconnected on the same "instance" of a software platform? Furthermore, should the firm retain its traditional conception of IT as cost center, or should it migrate to a scheme that recognizes IT as a service provision center that generates measurable value for the organization?
10/24	EXAM	Same rules as final; see below.	Two hour time limit
10/31	IT architecture; cloud computing	"The Sky's Limit," <i>The Economist</i> , October 17, 2015, http://www.economist.com/node/21674714/print	"NYU" What are the benefits of an information technology dashboard? What can we learn from Hurricane Sandy?
11/7	2 cases: read the Visioning case first	"Visioning Information Technology at Cirque du Soleil" What are the pain points identified in this case?	"Cirque du Soleil: Looking Back, Moving Forward" Read the Visioning case first, and think about what they need to do to modernize their IT support. Only after you take the time to reflect on the Visioning

			case should you go ahead and read the Looking Back and Forward case. Describe how the touring show life cycle is supported by IT. What is the level of IT alignment at Cirque du Soleil in 2008? What is the level of tension between business needs and IT capacity? What are the key requirements, in terms of IT architecture, of the support provided by IT at Cirque du Soleil? Trace the transformation of IT at Cirque du Soleil.
11/14	2 cases: read the Microsoft case first	"Microsoft" Given the attractiveness of Microsoft's current business line, how firmly should the company back the emergent cloud business? How do they get STB employees to look at Azure beyond the threat it poses to the products they are working on?	"Lumiere" How does cloud IT support Lumiere's business needs? What are the benefits and challenges to companies considering the adoption of cloud computing? What organizational factors led to successful cloud adoption at Lumiere?
11/28	2 cases	Thanksgiving week – no class. Case Discussion: "Mercedez Benz India" What are the issues involved in relocating IT systems to a new site? What trade-offs does the CIO face? What is green IT?	"Royal Caribbean Cruises" How comfortable are you with the IT organization at RCCL? Do you agree with the post 9-11-2001 downsizing? Does the applications development portfolio look reasonable? Are there additional questions you want to ask concerning the application portfolio?
12/5	2 cases	"Royal DSM" How should van den Hanenberg position IT as a strategic asset and organize and govern the IT function?	"UCB (A): Managing Information for Globalization and Innovation" How do you assess the current state of IT at UCB? What looks good? Where are there potential problems? What advice would you give to Vincent Damien, Edouard Crossier, and George Jacobs? 1. Inventory their IS applications. 2. Inventory their IT infrastructure and standards. 3. Be able to explain their IS/IT governance mechanisms. 4. List the "pain points" concerning IT & IS at UCB. that is, where do you see room for improvement? 5. What about IS and IT at UCB looks good to you? What are they doing well? 6. What are your priorities for the 2003 budget? 7. Do you have any recommendations for how this global firm handles/supports

			multiple languages? Is it wise to standardize on English?
12/12	Final exam	Comprehensive, open book and	
8:00 -		open notes.	
10:00 pm			

Finally, all aspects of this class will be handled logically, sensibly, and with understanding of your situation. This syllabus will not be followed blindly in defiance of common sense; exceptions can and will be made according to good judgment. If there is a change in course policy, it will be announced and explained in class and the online version of this syllabus will be amended.

Sources: Some of the policies and practices described in this syllabus come from the ideas of other professors. My sources are UMKC Provost's website, Dr. Bruce Bubacz of UMKC, Ms. Doranne Hudson of UMKC, Dr. Duane Truex of Georgia State University, Dr. Harvey Brightman of Georgia State University, Dr. Yezdi Bhada of Georgia State University, Dr. Arthur H. Gilbert of Northeastern State University, and Dr. William Friedman of University of Central Arkansas. Pieces of this syllabus may have been taken from these sources and used literally.

- For more information about my qualifications, publications, research program, and hobbies, visit my website at http://p.web.umkc.edu/pickr/.
- An updated copy of this syllabus will be available on Blackboard, http://umkc.edu/blackboard.

Contact me at

pickr@umkc.edu; or

Bloch School of Management, University of Missouri - Kansas City, 5110 Cherry Street, Room 237, Kansas City, MO, 64110-2499 US; or (816) 235-2336.

Last Updated: 12 August 2017

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