

# LARRY FÜHRER

## A PERSONAL PROFILE

2808 Willow Ridge Drive • Naperville, IL 60564-8938

630.355.2050 • fax..355.7788

e-mail: [LarryFuehrer@LarryFuehrer.com](mailto:LarryFuehrer@LarryFuehrer.com) – Web: <http://www.LarryFuehrer.com>

## MISSION

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Facilitate growth in contemporary leaders as they strive to meet the challenge of change in open, innovative ways through new knowledge, personal growth, self-mastery and spiritual insight.

Encourage those confronted by leadership, entrepreneurial and personal challenges to accept the challenges and rise to meet them through vision, creativity, planning, mentoring, and through formal, self-paced and action learning.

Apply and teach biblical principles and their application in the everyday world.

Establish a perpetual fund for mission and international economic development projects.

*Strategy:* Develop and deliver consultation, research, teaching, writing and Web-based materials drawing upon experience, current activities and continuing education to fulfill the mission and mentor the most promising..

## CURRENT ASSIGNMENTS

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### *TEACHING & LEARNING PRIORITIES (See courses taught for detail which follows.)*

ADJUNCT FACULTY, WAUBONSEE COMMUNITY COLLEGE (91- present)  
Business & Information systems

ADJUNCT PROFESSOR OF MARKETING, LEWIS UNIVERSITY (99- )  
College of Business – Graduate School of Management

PART-TIME FACULTY, COLLEGE OF DUPAGE (99- )  
Computer Information Systems & Business

ADJUNCT FACULTY, AURORA UNIVERSITY SCHOOL OF PROFESSIONAL STUDIES, EXTENSION (00-01 )  
Management & Marketing

ADJUNCT FACULTY, KELLER GRADUATE SCHOOL OF MANAGEMENT (01- )  
Management

PRACTITIONER FACULTY, UNIVERSITY OF PHOENIX' ('02 -)  
Finance, Real Estate, Global Business, Marketing, Management, IS&T

*Serving the* – Undergraduate College of Business – Graduate College of Business --  
College of General and Professional Studies – Information and Systems Technology

Certified for Online, Chicago, Flexnet®, Milwaukee and Wichita Campuses  
*(See approved list which follows.)*

## CURRENT BUSINESS ACTIVITIES

### PRESIDENTIAL SERVICES LTD.

*Chairman/President, 1991 (founder of predecessor, 1965)*

A non-profit research, planning, education and consulting firm serving boards and CEOs of middle-market companies, family businesses, small governmental units, private educational and economic development organizations. On-line activities include The Halls of Ivy (training, Pathfinder Bible Studies and The Archives (learning materials). After a reduction to part-time, to facilitate the establishment of the University of Phoenix Chicagoland Campus in 2002-2003, returned to initiate a new round of corporate and client development.

### ROCKFORD EQUITIES LTD.

*Chairman/President, 1981 –*

A private investment banking firm specializing in acquisition and merger, finance and corporate growth strategy implementation. Also engaging in e-commerce development including RockfordCyberShoppes.com and RockfordDataServices.com.

### THE EQUITY REALTY GROUP LTD.

*Founder/Chairman 1972 –*

A real estate firm delivering contemporary products on the e-business platform, research & development, creative solutions to perplexing problems and an array of investor and owners services – analysis, planning, buying, strategic marketing, selling, rehabbing, creative finance and property development.

### GROUP COMPANIES INCLUDE:

- Equibanque Ltd. – Equibanque.com
- Centre Realty Investors Ltd. – CentreRealtyInvestors.com
- Craftsmen's Clearing House Ltd. – CraftsmensClearingHouse.com
- Jefferson Management Ltd (NPC)
- The L. Fuhrer Company

*(Since 1991 personal business activities have been planned and managed to fit the demands of mission-critical activities such as college work-teaching and learning.)*

## EDUCATION

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### CAPELLA UNIVERSITY – SCHOOL OF EDUCATION

*PH.D. WORK IN PROCESS*

Majoring in Adult Learning

### NORTHERN ILLINOIS UNIVERSITY

*MBA, 1993*

Emphasis in quantitative analysis and management accounting

Sigma Iota Epsilon (honorary management fraternity)

*MS in Business, 1966*

Emphasis in Marketing & Institutional Development

Course work & thesis completed

Research: Private Liberal Arts College Development (North Central Association, 66)

(Findings led to creation of Presidential Services in 1966.)

BENEDICTINE UNIVERSITY  
MBA, 1988  
Emphasis in finance and management information systems

MSMOB, candidate  
Certificate in Quality  
Concentrations in organizational development & management and organizational behavior  
Research & writing: *President's Role in a World of Change*.

WHEATON COLLEGE GRADUATE SCHOOL  
MA in Mission & Intercultural Studies, candidate  
Comprehensives passed with Distinction  
Certificate in Advanced Biblical Studies  
Research & writing: *Can the Church Fulfill its Original Mission?*

TAYLOR UNIVERSITY  
AB, 1961  
Majors in Biblical Literature, Psychology & Philosophy

## PROFESSIONAL AFFILIATIONS

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- AMERICAN MANAGEMENT ASSOCIATION
- AMERICAN MARKETING ASSOCIATION
- AMERICAN SOCIETY OF QUALITY
- AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
- ASSOCIATION OF FUND RAISING PROFESSIONALS
- NATIONAL BUSINESS EDUCATION ASSOCIATION
- NATIONAL BUSINESS INCUBATOR ASSOCIATION
- SIGMA IOTA EPSILON (MANAGEMENT FRATERNITY)

## SKILLS

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- LEADERSHIP
- RESEARCH – QUALITATIVE & QUANTITATIVE
- CONCEPTUALIZATION – PROBLEM SOLVING STRATEGIC PLANNING
- E-BUSINESS AND E-COMMERCE
- SMALL BUSINESS DEVELOPMENT
- CORPORATE VALUATION
- ORGANIZATIONAL DESIGN & DEVELOPMENT – INSTITUTIONAL DEVELOPMENT
- FINANCE & FUND RAISING
- ECONOMIC DEVELOPMENT-COMMUNITY DEVELOPMENT
- MOTIVATION & PERSUASION
- SELLING & MARKETING
- TOTAL QUALITY MANAGEMENT – ISO 9000
- TEACHING/FACILITATION - IN-PERSON AND ON-LINE – ADULT CONTINUING EDUCATION
- HIGH PERFORMANCE ORGANIZATIONS – TEAM BUILDING
- MERGERS, ACQUISITIONS & DIVESTITURES
- BIBLICAL STUDIES – BIBLE STUDY LEADERSHIP
- PUBLIC SPEAKING, WRITING, SEMINAR PRESENTATIONS

### **TWENTY-FIVE YEARS CREATING AND LEADING ONE FIRM**

*CHAIRMAN, PRESIDENTIAL SERVICES LTD (1966 TO 1991):* A private investment banking and management services firm which provided assistance through **PRESIDENTIAL SERVICES®** and **THE PRESIDENT'S COUNSEL®** to small and medium-sized businesses, private liberal arts colleges, small cities, special purpose organizations, denominations and churches, commissions and government officials with organizational design and implementation, strategic planning, business development, problem solving, management, fund raising and public relations and financial programs.

(In 1991, management acquired the rights to continue the corporation while affording me the opportunity to create a non-profit firm that retained the name, intellectual property and client files and data. The new firm also retained equal access to the proprietary resources of the firm. This freed me to pursue projects of personal interest that did not fit the commercial firm's operating and profit objectives.)

Three separate divisions served owners, boards, trustees and CEOs, comprised the company. These divisions provided (a) continuing management services (**THE PRESIDENT'S COUNSEL®**), (b) transaction, project and problem resolution, private investment banking, and (c) creation and management of owned and operated businesses. These firms' businesses fit niches in the marketplace. Each presented a special opportunity--some continue today and others ran their course. The key businesses created included:

**THE CENTRE CAPITAL GROUP INC. (CCG)** (1980-1985) an investment group, which grew from sales of \$375,000 to \$1.7 Million in a year and a half through aggressive business development.

*ROCKFORD EQUITIES LTD.* (A CCG Co.) (1981-), which owned and managed a communications group, as well as a film and video production center, in Rockford, IL. The business grew from \$250,000 to \$1.5 Million of revenue in 15 months. Management exited the business in 1985.

In 1990, the firm began to address the globalization of American business. This strategic move took the firm to Eastern and Central Europe as the Communist system fell to marketplace pressures. Privatization, entry and operation in free markets, valuation, organizational design and development and recapitalization blended into the firms transactional services packages.

The firm added development of e-business and e-commerce ventures in 1996. These developments continue as the firm rehaped the e-business of related group companies. The current emphasis centers in real estate investing and finance of local projects.

*ROCKFORD PRODUCTIONS INC.* (A CCG Co.) (1981-1984) A film and video production company which specialized in services to corporations, institutions and agencies. Broadcast standards applied on all production. Three TV series, two TV movies, two social documentaries and a five-part physical fitness series were produced or edited by the company's staff.

*QUADRUS MEDIA MINISTRY, INC.* (A CCG Co.) Quadrus specialized in film and video production and distribution of these products, used by churches and schools. Quadrus produced documentaries, and topical films and video on music, youth, children and family topics. Quadrus produced 11 low-budget productions at a combined cost of over \$1 Million. CCG sold its interest to management in 1985.

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*THE FINANCIAL SERVICES GROUP LTD.* (1973-1986) invested in and supported entrepreneurs moving from the start-up phase in their business to the growth phase. Special emphasis rested with black businesses. Transactions over 10 years exceeded \$237 Million with supporting financings in excess of \$450 Million. Businesses include banks, savings and loan associations, distributors, manufacturers, retail, financial services, TV production, radio and TV broadcasting.

*THE EQUITY REALTY GROUP LTD.* (A CCG Co.) (1972-1984) The firm served real estate investors and corporations. It also created and tested a "municipal" model for condominium community management. Over 1,000 units were managed and a title insurance firm acquired the model and contract rights in 1984.

*CHAIRMAN, FAMILY PROGRAMMING INC.* (1985- ) exploits the value of research data and experience gained while serving small market, public and suburban radio station owners. The firm acquired under-performing, small-market radio stations and developed a management, programming and sales approach for other small market radio stations-- **HOMETOWN RADIO NETWORK®**.

*THE CRAFTSMEN'S CLEARING HOUSE*, (1979-1981: a pilot project) a service team provided physical property services to condominium associations and individual owners. Using methods proven by firms such as Sears and Wards, the service team carefully specified maintenance, repairs and improvements, then secured bids, contracts and managed the projects through to completion.

*CHICAGO WOMEN'S SPORTS LTD.* (1984) was organized to sponsor, own and manage a Women's American Basketball Association pro basketball team -- **THE SPIRIT OF CHICAGO**. The league lasted one year due to poor management by the commissioner and the inadequate performance of the league office.

*THE FINANCIAL SERVICES CENTRE LTD.* (1983- ) an investment company currently exploring business opportunities in The Czech Republic and other Eastern European countries.

*CHICAGO SPORTS PRODUCTIONS LIMITED*, (1981- )radio and television sports production with experience in basketball (CBA & WABA) and Tennis (Domino's TeamTennis).

*THE MARKETING CENTRE*, (1989- ) a market research, planning and marketing programs serving Midwestern manufacturing and service firms.

#### **ROLES IN EDUCATION & BUSINESS WITH OTHERS**

*UNIVERSITY OF PHOENIX* (2002 - MAY 2003) The University decided to enter the Chicago market with local learning centers; requiring a new academic administration and faculty. An invitation to join the first academic team followed having been *certified as a practitioner-faculty* member for the Chicago and Online Campuses. The appointment as **Campus College Chair** (CCC) for the John Sperling College of Undergraduate Business and Management built naturally on more than a decade of college work as an adjunct faculty member. In addition to facilitating courses, the assignment required additional certifications in *Critical Thinking*, *Initial Courses*, **Flexnet®** and faculty mentoring.

The academic team recruited, selected and certified 147 faculty members and achieved distinction as a new campus that fulfilled all class assignments with its own faculty. (Most new campuses borrow faculty from established campuses.) In addition to managing faculty recruitment, the role required establishing a quality process to certify new faculty members for the classroom and for critical thinking and ICS courses, followed by faculty scheduling, mentoring and continuing faculty development. The Information Systems and Technology courses needed to be covered until the budget allowed appointment of a CCC. So, that assignment was added to the role.

Development of the Campus required the addition of a new modality called **Flexnet**<sup>®</sup>; a deliver mode that combined in-person instruction for the first and last session and online delivery of the middle sessions (Grad courses run six weeks and undergrad five weeks.). The role expanded to include the launching of the Chicago **Flexnet**<sup>®</sup> program including recruitment and certification of a 43 member faculty and facilitating the first **Flexnet**<sup>®</sup> graduate cohorts. The assignment also required being certified as a **Flexnet**<sup>®</sup> Mentor.

The academic administration assignment ended naturally with the recruitment of successors for the Undergraduate College of Business and Management and the Program Manager for **Flexnet**<sup>®</sup>.

*CORPORATE DEVELOPMENT, THE LADY D GROUP, INC.* (1987-93) a housewares manufacturing firm in Rochelle, IL. This firm, owned by a Dutch national, started as an idea (1984), out grew its capital and required recapitalization (1987) through the sale of a patented product to a national firm. In 1991, the investor had the opportunity to exchange a cash-value contract to reacquire the product with two others. That exchange has resulted in a new company, in Illinois, manufacturing housewares with a consolidated book value of over \$3 Million and economic development financing of over \$1.1 Million.

*CHAIRMAN, MT. VERNON PROPERTIES, INC.* (1990-91) a development firm, organized to develop a 63 acre tract of land within the Enterprise Zone in Mt. Vernon, IL. Direct responsibilities included site and building planning, market research, financial planning, feasibility analysis and capital formation. The 256 condominium units can provide new-home choices for young families, executives, professionals and empty-nesters. The planned project--\$25 million--was the largest to be built in Southern Illinois.

*JOINT VENTURE PARTNER, INEX TRADING COMPANY PTE. LTD.* (Singapore), (1987-1989) a Far Eastern trading company that imported products suitable for the American market.

*DIRECTOR, GAMEL BROADCASTING INC., WFXW*, Geneva, IL., (1985-1988) that owned a suburban, small-market, AM radio station. The project provided data to create a management model for small market management and radio ownership.

*PRESIDENT, KILLIAN ASSOCIATES INC.*, (1973-1975) during this period new offices opened in Los Angeles and Phoenix and management intensified research into acquisition, merger and financing activities. More than 20 transactions, mostly middle market firms, were completed totaling \$305 Million in transaction value.

#### **EMPLOYEE ASSIGNMENTS**

*EXECUTIVE ASSISTANT TO THE PRESIDENT, THE ROBERT JOHNSTON CORPORATION* (1968-1969) Los Angeles, Chicago and NYC. The Robert Johnston Corporation became a national firm by reorganizing the West Coast company, opening and expanding in the Midwest and acquiring another major institutional consulting firm. The company increased its fee income from \$.5 Million to \$2.5 Million through internal growth, in one year. This management role encompassed reorganization, acquisition, staff development and administering operations in Geneva, New York, Chicago and Los Angeles by a professional staff (more than 30) & direct client services.

*ASSOCIATE DIRECTOR OF DEVELOPMENT, ILLINOIS INSTITUTE OF TECHNOLOGY* (1967-1968) (Offered Vice Presidency in 1968.) (IIT) (Chicago, IL) Managed the Development Department during the \$25 Million "Investment In Tomorrow Campaign" which resulted in \$32.5 Million being raised. Responsibilities included organizing and soliciting gifts from 22,000 alumni throughout the U.S., managing a staff of 15, assisting with University development and staff support for IIT's trustees.

*DIRECTOR, NATIONAL ALUMNI CAMPAIGN, IIT*, (1966-1967) Directed alumni fund raising in 68 United States cities while assisting Trustee Chairman, Robert Pritzker.

*ASSISTANT TO PRESIDENT FOR PUBLIC RELATIONS & FUND RAISING, YOUTH FOR CHRIST INTERNATIONAL, (1965-66) (Wheaton, IL) (Appointed Vice President/Development 1966.)* A special assignment to design and organize a public relations and development program for this multi-national organization of autonomous programs. Planning took nine months and formed the basis for the next five years' development at YFCI.

*PUBLICATIONS MANAGER, "CAMPUS LIFE" MAGAZINE (1962-1965) (YFCI)* During these years, circulation doubled, advertising tripled and the magazine became viable. Today, it remains as the only national periodical catering to the life development interests of both male and female, adolescent readers.

*DIRECTOR OF DEVELOPMENT, YOUTH FOR CHRIST IN MARION, IN, (1962)* In three months raised funds equal to three years' operations, increased staff and services.

*EXECUTIVE CLUB DIRECTOR, YOUTH FOR CHRIST IN MIAMI, FL, (1961-1962)* A three-year, campus-development program, designed in the fall of 1961 and scheduled for completion in 1964, was accomplished in seven months. Sufficient leadership had been trained to complete the organization of a campus program for every public and private high school in Miami and Dade County. Also, served as youth advisor to Miami Mayor Robert Kinghigh and religion editors Adon Taft and Louise Leyden.

*MEMBER, EDITORIAL BOARD, "CAMPUS LIFE MAGAZINE" (1966-1970)*

#### **SERVING AS A VOLUNTEER**

*PATHFINDERS' BIBLE STUDIES® (1988- )* a continuing, inductive Bible study to assist adult Christians with their mastery and life application of the Bible. Pathfinders' studies include book studies, topical studies ( using the text of the New International Version (NIV) and Revised Common Lectionary Studies (1997) using the New Revised Standard Version (NRSV).

*A DIRECTOR, THE URBAN MINISTRY SAN MARCOS. (1997- 1998)* An inter-cultural youth program on Chicago's near north side (Humbolt Park). Assisted in transition from the founder and sponsoring organization to a standalone organization. Secured first major foundation gifts.

*VICE CHAIRMAN, CO-FOUNDER, THE DAKOTA PARTNERSHIP. (1989-1995)* a private initiative to work with Dakota Indian communities and the Dakota Presbytery (Presbyterian Church (USA)) and Dakota Association (UCC) assisting tribal councils, schools, churches and leaders in community development, leadership training, capital formation, public radio, education, youth and family assistance.

*MEMBER OF BOARD OF DIRECTORS, DUPAGE PREVENTION PARTNERSHIP, (1993)*

*CHAIRMAN, CO-FOUNDER, THE NAPERVILLE CONFERENCE® (1994)* a non-profit, grass roots initiative to benefit the families and youth of Naperville through organizational collaboration, a forum for community issues & action, community research, fund raising and advocacy.

*PRESIDENT, INTERNATIONAL CHRISTIAN BROADCASTERS, (1990-1995 )* a non-profit Illinois corporation, Director (1989-1995 ) ICB has developed a low power FM radio station and installed it in over 20 South and Central American communities. These stations serve as an extension of a country's cultural ministry. A native manager programs the station to meet the personal, spiritual, cultural and local informational needs of a community. ICB's primary interest lies in presenting the Gospel and strengthening the spiritual fabric of each community.

*FOUNDING CHAIRMAN, ILLINOIS ASSOCIATION OF CORRIDOR COUNCILS, (1989-90)* The statewide organization to increase the effectiveness of the 22 Corridors of Opportunity created by Governor Thompson to stimulate private, regional economic development initiatives.

CHAIRMAN, *ILLINOIS RESEARCH & DEVELOPMENT CORRIDOR COUNCIL*, (1988-1989) The Corridors of Opportunity program, a community and economic development program, created by Governor James Thompson in 1986. The IRDC serves DuPage, Kane, Dekalb and Kendall Counties along I-88, the East/West Tollway.

MEMBER, *COMMUNITY TASK FORCE FOR ECONOMIC DEVELOPMENT, Business and Professional Institute, College of DuPage*, (1988-1989)

MEMBER, *MISSION & STEWARDSHIP COMMITTEE*, (1990-95) Member, *Congregational Mission Planning and Strategy Council* (1993-95) Presbytery of Chicago, Presbyterian Church (USA)

CHAIRMAN, *THE WASHINGTON CONFERENCE*, (1980) A one-year series of fact-finding conferences, staged across the United States, that ended in a seven-day conference in Washington, D.C. The conference combined national leaders, major city leaders and collegians in an examination of city issues and the programs and roles for young adults in American cities.

TRUSTEE AND SECRETARY, *THE FORWARD PLANNING COMMISSION TAYLOR UNIVERSITY*, (1972-73)

PRESIDENT, *TAYLOR UNIVERSITY ALUMNI COUNCIL* (1971-1972); Council Member, (1969-72.) Founder & President, *Taylor Club of Chicago*, (1963-68)

ASSOCIATE, *TAYLOR UNIVERSITY*, (1968-1972); Chairman, (1969-1970.)

CHAIRMAN, *WEST SUBURBAN SWIM CONFERENCE* (1976-82) U.S. Swimming Official

#### **AS A YOUTHFUL ENTREPRENEUR**

*TAYLOR UNIVERSITY*, member of college student recruitment and college promotion staff an **VARSIITY QUARTET** (paid position 1957-58); Director of the student recreational project; news editor, "*THE ECHO*."

SERVED YFC as Executive Director in Kokomo, IN 1961; Executive Club Director in Marion, IN (1959-1960); Club Director in Marion, IN (1958.)

SPORTSCASTER, WMRI Radio, Marion, IN 1958-61

DELEGATE AND SPEAKER, *WORLD CONGRESSES OF YOUTH* Mexico ('59), Great Britain, ('60.)

Traveled nationally as youth speaker and bass/baritone soloist, (1958-1963.)

College tuition, expenses and extensive travel funded by reorganizing an acquired print shop, collecting overdue accounts (minimum \$1,000), serving as a project manager for quality control with A. D. Delegrange Construction in Ft. Wayne and operating a laundry and dry cleaning service at three college.

From age 13 until 17, created and managed a 1,037 acre farm operation of owned and leased land in Northern Indiana, at 16, sold farm equipment (over \$250,000 in 1956) and at 17, sold insurance (over \$970,000 in 1957).

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## HONORS, CREDITS & LISTINGS

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- MEMBER, GOOD SHEPHERD EVANGELICAL LUTHERAN CHURCH, NAPERVILLE, IL – ADULT LEARNING TEAM LEADER  
2003-2004
- CIVIL AIR PATROL CERTIFICATE OF PROFICIENCY (FORMER CADET MAJOR)
- INDIANA STATE 4-H KEY CLUB
- REAL ESTATE BROKER (ILLINOIS #75-70313)
- OUTSTANDING YOUNG MAN IN AMERICA, 1971
- WHO'S WHO IN THE MIDWEST, 1977 FF
- WHO'S WHO IN FINANCE AND INDUSTRY, 1981 FF
- WHO'S WHO IN THE WORLD, 1982 FF
- WHO'S WHO IN AMERICA 2000 FF
- WHO'S WHO IN AMERICAN EDUCATION 2003 FF
- OUTSTANDING AMERICAN TEACHERS, 2003
- NOTABLE AMERICANS, AMERICAN BIOGRAPHICAL INSTITUTE
- MEN OF ACHIEVEMENT, 1980 FF CAMBRIDGE, ENGLAND
- DIRECTORY OF DISTINGUISHED AMERICANS (SECOND AND THIRD EDITIONS)
- INTERNATIONAL BIOGRAPHICAL ROLE OF HONOR, CAMBRIDGE
- INTERNATIONAL ROLE OF HONOR
- EXECUTIVE PRODUCER: (TV)
  - The Sport Digest,
  - Sports Afield,
  - Coors Western Outdoorsman;(TV Sports)
  - WABA Professional Woman's Basketball;(Social Documentary)
  - Winning, A Look at Gambling;(Radio)
  - Chicago Fire Team Tennis.

## FAMILY

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**WIFE, LINDA** (LARSEN), L.C.S.W., A.C.S.W.

A.B. Taylor University, (Upland, IN)

M.S.W. Jane Adams School of Social Work, University of Illinois,  
(Champaign, IL)

Diplomat in Social Work, Licensed Clinical Social Worker

Social worker for hearing impaired and B.D. students at Hinsdale South High School. (29 years)

Realtor, ERA Naper Realty

Limited private practice with adolescents and families in Naperville.

Active in International programs for Social Work and Mission

**SON, LANCE** (1969).

ASSISTANT PRINCIPAL, NEUQUA VALLEY HIGH SCHOOL (2004-)

- Initial faculty, Neuqua Valley High School – (\$62 Million school opened 8/97)
- Educator of the Year – Naperville, IL – 1997
- Track Coach, (1997-2000)
- Distance Coach (2000-2004)
- Department Chairman & English Faculty (2000-2004)
- Advisor, **The Echo** student newspaper (1997-2004) – The first Ech staff, comprised of freshmen and sophomores, published its first paper on the second day of school, covering the first day's activities.

B.J., Broadcast Journalism (1991), School of Journalism, University of Missouri  
(Columbia, MO),

Varsity Swimmer,

- Academic All Big 8 Conference 1988-91,
- Co-Captain 1989-91.
- Phillips Academic All America

Elite triathlete.

MBA, NORTHERN ILLINOIS UNIVERSITY (1996);

Head Coach, White Eagle Swim Team. 1994-2004

WIFE: Susan (1998) & Daughter Annika Sofie (2003)

## COURSES TAUGHT

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Courses are identified by schools with descriptions. Waubensee Community College and College of DuPage are community colleges and courses fall within the two-year curriculum. Lewis University courses fall in the upper division or within the MBA program). Aurora University and the University of St. Francis courses occur in their fast-track program. The University of Phoenix courses apply to the in-person, online and **Flexnet**<sup>®</sup> modalities and to both undergraduate and graduate colleges. Keller Graduate School of Management, DeVry University, courses fall within the MBA course sequence. The Hallsolvy.net was created to provide WEB support for workforce and leadership development courses designed to support a company's drive for ISO 9000 or QS 9000 registration.

The University of Phoenix requires that each practitioner-faculty member demonstrate five years of recent engagement in professionally activities reinforce the concepts taught in each approved course. The appended pages display the eighty-seven ( 87) courses approved for delivery by the University. The appended list demonstrates Larry Fuhrer's depth and breadth of education and experience; in contrast to the five to seven class approved for most faculty..

### GENERAL COLLEGE SKILLS

- SKILLS FOR LIFELONG LEARNING (UOP-UNDERGRAD)

This course is designed to provide core competencies for adult learners. The first part of the course examines learning theory and the application of adult learning principles to communication skills, group processes, and personal management. Adult learners will develop strategies for achieving educational goals in school, work, and personal settings.

- SKILLS FOR PROFESSIONAL DEVELOPMENT (UOP-UNDERGRAD)

This course is designed to emphasize development and enhancement of professional skills. Students will analyze their strengths in written assignments, oral presentations, interpersonal relationships, group interactions, and organizational skills. Students also explore issues related to the decision to return to school.

- MANAGERIAL COMMUNICATION (UOP-MASTERS)

This course provides new graduate students with an introduction to the graduate-level program and strategies for academic success within the University of Phoenix adult learning model. Topics include oral and written communication and resources, individual and group presentation techniques, electronic research resources, introduction to the purpose and uses of the electronic portfolio, critical thinking, stress and time management, and Learning Team processes.

### GENERAL BUSINESS

- INTRODUCTION TO BUSINESS (WCC)

A foundation course helping the student develop an understanding of the concepts, language, attitudes and philosophies of business. All of the business functions are examined.

*continue on next page . . .*

- MANAGEMENT: THEORY, PRACTICE AND APPLICATION

Management: Theory, Practice, and Application This course explores the rich field of management in theory and practice, and as both a science and an art. The course also addresses the role of managers in the current world of rapid change, increased competitive forces, and increased expectations for the successful performance of employees and organizations. The focus is on some of the ways and means of achieving desired goals. The student will leave this course with a solid background in the nature and work of management and managers. Applications of concepts to current workplace issues will be stressed.

- CRITICAL THINKING: STRATEGIES FOR DECISION MAKING (UOP-UNDERGRAD)

The course provides students opportunities for analysis, synthesis, prescription, and application of critical thinking and decision making within the organization. Emphasis is placed on preparing managers who can deal clearly, rationally, and creatively with a diverse workforce and dynamic workplace. This course equips students with concrete skills in critical thinking and decision making that will allow them to identify and solve organizational problems, as well as provide strategic direction.

- RESEARCH & EVALUATION I (UOP - UNDERGRAD)

This course integrates applied business research and descriptive statistics. Examination of the role of statistics in research, statistical terminology, the appropriate use of statistical techniques and interpretation of statistical findings in business and research will be the primary focus.

- RESEARCH AND EVALUATION II (UOP - UNDERGRAD)

This course is designed to equip the students with business research techniques and statistical tools. The student will be able to identify a problem, research, evaluate, and recommend alternatives to improve a situation, solve a problem, or change a process in a business environment.

- INTERNATIONAL BUSINESS (COD)

Theoretical and descriptive exploration of international business. Includes domestic and international regulations, currencies, business climates, methods and attitudes of business, and international marketing, finance and religion and customs in domestic and global business activities. Effects of international business on the developing world are emphasized.

- IMPORT/EXPORT TRAFFIC MANAGEMENT (COD)

A study of import/export shipping procedures, including customs clearance, bonded shipping, preparation of related documents, import financing, letters of credit, customer regulations, insurance, trade restrictions, import duties, exchange rates and special shipping problems.

- BUSINESS INFORMATION SYSTEMS (WCC)

An introduction to the creation and use of business information systems emphasizing an understanding of hardware, software, data collection and reporting. Careers in business and business information systems management are explored.

- SMALL BUSINESS HUMAN RESOURCES (WCC)

Emphasis on establishing a people-oriented environment: interpersonal relationships, perceptual skills, communication skills, small group and personal dynamics, leadership, and motivation.

*continue on next page . . .*

- PRINCIPLES OF ECONOMICS – MICROECONOMICS (WCC)

An introduction to the principles of price theory and resource allocation, perfect and imperfect competition, antitrust policy as well as applications to select current economic issues.

- BUSINESS STATISTICS (WCC)

Statistical methods are applied in business operations. Topics include the collection and presentation of data, measures of central tendency, probability, sampling theory, correlation and regression.

- SMALL BUSINESS FINANCIAL MANAGEMENT (WCC)

The applications of sound financial management to small business including capital formation, budgeting, accounting and financial control.

- SMALL BUSINESS INCOME TAX (WCC)

Emphasis on understanding the tax implications of business taxation as a sole proprietor, partnership, corporation or LLC, preparing returns and working with the IRS.

- FINANCIAL MANAGEMENT & TAXES FOR SMALL BUSINESS (WCC – 3 HR REVISION)

Defines the financial structure for business, examine financial reporting, address capital creation and management issues and review the tax dynamics of a small business in all its forms.

- LEGAL ENVIRONMENT OF BUSINESS (WCC)

A transfer course covering the legal environment in which business and society function. Emphasizing the judicial system, government regulation, employment and labor law and international transaction. All are considered within an ethical, social and political framework.

- BUSINESS, GOVERNMENT & SOCIETY (AURORA)

An overview of the relationships that now exist between business, government and society. Today's managers must cope with changes in the legal, cultural, technological and political environments that have significant impact on how business is conducted. This course provides a framework for understanding these forces.

## MANAGEMENT

- LEADERSHIP AND ORGANIZATIONAL BEHAVIOR (KELLER GRADUATE SCHOOL OF MANAGEMENT)

An examination of the effective roles of managers as they plan, communicate, organize, create strategies, staff, assess results, inspire and motivate.. Student managers learn how to reach organizational goals in uncertain times, conflicting opinions and while needing to secure cooperation within their organization. Team building, high performance organizations, self-management, problem solving and conflict resolution receive attention.

- HUMAN RELATIONS & ORGANIZATIONAL BEHAVIOR (UOP-MBA)

Human Relations and Organizational Behavior This course examines human relations theory and practice through individual, group, and organizational performance. Topics include perspectives on organizational behavior, optimizing individual performance, leadership and power, organizational design and structure, dynamics and change, and improving organizational effectiveness.

- SYSTEMS THINKING AND PERFORMANCE MANAGEMENT (UOP-GRAD)

This course is designed to create an awareness of systems thinking in such a way that it guides and influences the optimization of organizations. Students will learn how to collect relevant data and apply performance measurement tools as a means to improve organizational performance. Topics include introduction of systems thinking; tools for measuring organizational performance; organizational performance and measurement systems; data management and analysis (budgeting, forecasting, and cost-benefit analysis); results implementation: decisions, improvement, and growth; and continuous measurement and monitoring for organizational improvement.

- STRATEGIC MANAGEMENT: THEORIES AND APPLICATION  
(Lewis University–College of Business- Senior Management Capstone)

A full exploration of the strategic management process: analysis, implementation and evaluation. Emphasizes developing strategic management thinking and defending strategic change, case method use, qualitative and quantitative analysis of financial ratios for decision making.

- HUMAN RESOURCE MANAGEMENT (COD)

Principles and procedures relating to personnel in business. Relationship of personnel to the entire management structure, job analysis, training programs, incentive techniques and salary plans.

- PRINCIPALS OF MANAGEMENT (COD)

This course is designed to provide the student with a working knowledge of the essential principles and concepts of management theory and practice. Structured to develop a concise framework interrelating the major business disciplines and a comprehensive perspective to organize additional study in management. Practical applications of the manager's role in planning, organizing, staffing, directing and controlling are demonstrated and explored.

- INTERNATIONAL MANAGEMENT (COD)

Study the dynamics involved in international business management. Key issues such as political, legal and labor environments, strategic planning and organizational design will be explored. A global perspective is presented with an emphasis on the opportunities and concerns of managing international operations.

- SMALL BUSINESS MANAGEMENT (WCC)

Emphasizing time management, worker motivation, evaluation techniques, purchasing & inventory control, business computers, insurance, legal issues and social responsibilities.

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- EFFECTIVE MANAGEMENT (AURORA UNIVERSITY EXTENSION)

This course provides a conceptual foundation of principles and theories of contemporary management. Students will interact with and interpret organizational management principles and theories through the use of skills development, work applications and case studies.

- OFFICE MANAGEMENT (WCC)

A study of management in the modern office with emphasis on: office design, workflow, job evaluation procedures, personnel practices, automation and computer-based office information systems.

- SUPERVISION (COD)

Exploring the supervisor's responsibilities, problems, challenges and role from a management perspective. Built around the major needs of the supervisor: management mindedness, leadership and job knowledge.

## MARKETING

### *MBA Courses – Lewis University–Graduate School of Management*

- Theory & Analysis of Promotion

An MBA course designed to master the planning, budgeting, control and analysis of the functions of the promotion mix. Requires an analysis of marketing strategy, budgeting, goal setting, media costs and buying problems.

- MARKETING RESEARCH

An MBA course studying the developing and administration of current techniques of data collection, statistical and computer analysis of data, and oral and written presentation. Marketing research information will be analyzed for relevant business situations.

- MARKETING MANAGEMENT

An MBA course in which students create and analyze strategic marketing plans through an analysis of small cases and a semester case problem and presentation.

- MARKETING MANAGEMENT (UOP- MBA)

This course develops the marketing principles by which products and services are designed to meet customer needs, priced, promoted, and distributed to the end user. The focus is on the application of these marketing principles to a wide range of customers, both internal and external. Topics include new product/service introduction and segmentation and positioning strategy.

- PRINCIPLES AND PRACTICES OF MARKETING (AURORA)

An integrated [perspective on principles and theories of marketing: product & service design in light of market needs, product differentiation and pricing, promotion and distribution policies, fundamentals of marketing research and information interpretation, and implementation of marketing strategies within the mission and context of the organization.

- PRINCIPLES OF MARKETING (COD)

Study the global marketing environment and the challenges and opportunities facing today's international marketer. Concepts outline the major dimensions of the economic, social, cultural, political, legal and financial marketing environments and how these impact the applicability of the traditional marketing principles.

- INTERNATIONAL MARKETING (COD)

Study the global marketing environment and the challenges and opportunities facing today's international marketer. Concepts outline the major dimensions of the economic, social, cultural, political, legal and financial marketing environments and how these impact the applicability of the traditional marketing principles.

- BUSINESS-TO-BUSINESS MARKETING (COD)

Application of marketing principles to the industrial market. Understanding of demand, marketing intelligence, and the development of strategy for products and services, channels of distribution, pricing, promotion and control. Students participate in factual case studies and simulate actual business conditions.

- CURRENT TOPICS IN MARKETING (LEWIS UNIVERSITY)

(Lewis University–College of Business- Under-graduate Seminar)

An examination of the changing trends in marketing, focusing on such topics as, but not limited to: business development, global marketing, business-to-business marketing, e-commerce, communications and marketing services.

- RETAILING (LEWIS)

An analysis of retailing, its institutions, consumers, legal environment, financial management, human resource practices of recruiting and training, buying, merchandising, location and real estate management and other general retailing functions.

- E-MARKETING (LEWIS)

An examination of the basic elements of e-commerce marketing considering strategy, WEB presentation effectiveness, financial management, the business environment, and legal and social issues. Special attention falls upon the comparison of stand-alone Web sites and those that enhance and diversify the channels used by more traditional merchants, distributors and manufacturer.

- E-MARKETING STRATEGY (AURORA)

An integrated perspective on principles and theories of e-marketing. More specifically, the course examines an overview of the e-marketplace, structure of e-marketing, infrastructure & technology, ethics, e-marketing models, the changing world of e-marketing then takes a look ahead.

- E-BUSINESS PRINCIPLES AND PRACTICE (UOP - GRAD)

This course introduces the model for conducting business-to-business and business-to-consumer electronic transactions. Topics include the application of e-business strategic management, how to leverage technology to enhance business processes, the unique characteristics of e-marketing, and how the legal, ethical, and regulatory environments act as a filter for conducting e-business.

- PRINCIPLES OF SELLING (WCC)

An exploration of the fundamentals of successful selling including a look at selling partnerships, prospecting, presentations, follow-up and the delivery of customer satisfaction.

- SMALL BUSINESS SELLING (WCC)

Applying the principles of selling within the small business environment.

## Computer Information Systems

- PASCAL PROGRAMMING (WCC, COD)

An introduction to a programming language used for business problem solving, including data structures, program design and implementation.

- INTRODUCTION TO COMPUTERS (COD)

An overview of the computing field and its typical applications. Covers key terminology, components of computer hardware, software and operating systems. Other topics include systems development methods, management information systems, programming languages, communications, networks, application software, the Internet and career opportunities. Microcomputer applications include word processing, spreadsheet, database and presentation software in a Windows 2000 environment.

- INTRODUCTION TO LAN (COD)

Survey course in network management that provides the critical foundation of the theory and design of local area networks (LAN). Topics include network topologies, standards and protocol and LANs as nodes of larger networks with micro-to-mainframe links.

- LOGIC AND STRUCTURED PROGRAM DESIGN (COD)

An introduction to computer-based problem-solving. Topics include: design tools such as structure charts, Input Processing Output (IPO), flowcharts, pseudocode and Object Oriented Programming (OOP). Concepts such as documentation, structured design and modularity are emphasized. Actual programming experiences are assigned in a procedural language emphasizing structured design techniques. (Pascal and Q-Basic are used)

- INTRODUCTION TO THE INTERNET (WCC & COD)

An exploration of the Internet and the World Wide Web including the development of the skills necessary to use the Internet for personal, academic and business purposes.

- CREATING A WEB PAGE (WCC)

During the course a student create a WEB presentation after learning about the organization and structure of the WEB, applying HTML, design techniques and site management.

- INTRODUCTION TO MICROCOMPUTER DATABASE – WINDOWS PLATFORM (COD)

An introductory database management course using a Windows platform. Topics include database design, database creation, database maintenance, report creation, sorting and queries. No prior knowledge of database management is required, however a working knowledge of Windows is required.

- WEB DEVELOPMENT–HTML (COD)

Creation of effective WEB pages using Hyper Text Markup Language (HTML). WEB page and Website design concept, with the primary focus on HTML implementation of the design. Includes preparation of graphics and sound for the WEB and a brief look at WEB authoring tools.

- COMPUTER INFORMATION SYSTEMS (COD)

An introduction to the integrative aspects of business suite software. Focus is on the creation of word processing, spreadsheet, database and graphics files for the purpose of document integration.

- INTRODUCTORY ELECTRONIC SPREADSHEETS–EXCEL & LOTUS 123 (WCC)

A lab course that helps the student master everyday use of spreadsheets.

- INTRODUCTORY DATABASE – ACCESS & dBASE IV (WCC)

A lab course that helps the student master everyday use of a relational database.

- INTERMEDIATE WINDOWS (WCC)

An exploration of the basics of the structure and use of the Windows platform.

- INTRODUCTION TO DOS (WCC)

An exploration of the basic elements required to use the DOS platform.

#### FOR WORKFORCE DEVELOPMENT

- QUALITY MANAGEMENT (TheHallsOfIvy.net)

An introduction to Total Quality Management (TQM) and the business management and leadership skills required by a high performance organization.

- BECOMING A LEADER (TheHallsOfIvy.net)

An introduction to workforce development, management concepts, personal management skills, *The 7 Habits of Highly Effective People* and time management.

- TOWARD PERSONAL MANAGEMENT (TheHallsOfIvy.net)

A workforce development course designed for action learning and the application of process maps. TQM applied to everyday work and the satisfaction of the customers of the business are stressed. The year long course teaches work planning, quality concepts, TQM, communication, critical thinking, reading and mathematical skills.

## PARTIAL LIST OF CLIENTS SERVED

**BUSINESSES:** *Directly provide strategic/corporate planning, organizational development, financing, data management, information systems, capital formation, organization, management counsel, short-term executive roles, marketing, communications, acquisitions, sale and corporate control.*

Adams Clay Products, Inc.  
A. E. Bogott, Inc.  
American Way Services Corporation  
Armstrong Mould  
Auto Crane, Inc.  
Barber Colman Corporation  
BookMart International  
Boon & Boon, Inc.  
Browning Ferris Industries  
Cada Plastic Products  
Champaign (a musical group)  
Chemtrust Industries  
Creative Audio, Inc.  
Dumarco  
Dynaweld, Inc.  
Evans Industries  
First Wisconsin National Bank  
Gamel Broadcasting, Inc.  
General Medical Corporation  
Glen Lau Productions  
GPM Technologies, Ltd.  
Holiday Inn of Morris, Inc.  
International TeleMedia, Ltd.  
Isolit (cz)  
Kent Industries  
KFC Corporation  
KPOL-TV  
Lady D Group, Inc (The)  
Lake Isabella  
Lloyd Hearing Aid Corp.  
LRP Corporation  
Lumber City, Inc.  
Lypho Med. Inc.  
Mediacom Industries, Inc.  
MTI Teleprograms, Inc.  
Mt. Vernon Properties, Inc.  
Morgan Trading Company  
Northern Christmas Tree Growers  
Oak Brook Hotel Corporation  
P & P Industries, Inc.  
Private Tele-Communications  
Q. Media Group, Inc.  
Rockford Peerless Mfg.  
Rohrer, Hibler, Replogle  
St. Charles Stampings, Inc.  
Specialty Restaurants Corp.  
United Audio, Inc.  
The Urban Fund  
Travel Headquarters, Ltd.  
Valcan Corporation  
Wallace Murray Corporation  
Wheelcamper Corporation  
Whittaker Corporation.  
WPTA-TV

**SCHOOLS:** *Team leader for educational consultants with services including forward planning, organization, finance, facilities, student recruitment, development and public relations and communications network development.*

Azusa Pacific College  
Bethel College (Indiana)  
Bluffton College  
California State University  
Covenant College  
Eastern Mennonite College  
Geneva College  
Grand Rapids Baptist College  
Hesston Junior College  
Iowa State  
Lakeland College  
McCormack Jr. College  
North American Baptist College  
North American Baptist Seminary  
Northern Illinois University  
Nyack College  
Olivet College (Michigan)  
Sterling College  
Summit College  
Sioux Falls College  
Tabor College  
Taylor University  
Trinity Christian College  
University of Alabama  
University of Missouri (Columbia)  
University of Iowa  
Upper Iowa College  
Urban Ministries Program for Seminarians (Lilly Consortium)  
Washington University  
University of Wisconsin.

**ASSOCIATIONS, ORGANIZATIONS AND INSTITUTIONS:** *Services include planning, new program execution, organization, finance, trust liquidation, public relations, problem resolution, program development, contract negotiation, administrative and management services.*

Augustinian Educational Association  
Business & Professional Institute (College of DuPage)  
First National Bank/Chicago  
First Pennsylvania Corporation I.B.E.W.  
Indiana National Bank  
International Association of Y's Men  
Inter-Varsity Christian Fellowship  
Lakeview Trust and Savings Bank  
Life Ministries  
Medical Assistance Programs  
Michigan National Bank  
New Life Ministries  
North American Baptists  
Northwest Bank Corporation  
Oak Park Trust and Savings Bank

Pace Institute Cook Co. Jail  
PADCO  
Sinsinawa Dominicans  
Sterling Industrial Development Commission  
The Santa Maria Foundation  
Wandering Wheels  
The Washington Conference  
Women's American Basketball Association  
World Health Organization  
Youth for Christ International  
The Rockford Lightning (CBA)  
Chicago Fire Team Tennis.

**GOVERNMENTAL UNITS & LEADERS:** *Services include strategic planning marketing, land acquisition, development, economic development, organizational development, economic development, finance and advice/counsel.*

Cameroon  
Bahamian TELCO  
Bradenton, FL  
Czech Republic (privatization)  
St. Louis, MO.  
Miami, FL.  
Sterling, IL  
Wheaton, IL. Park District  
Governor of Indiana (Welsh & Bowen)  
Majority Leader, AR. Legislature (Sheets)  
Kansas Senator (Carlson)  
Indiana Representative (E. Ross Adair)  
Wheaton Board of Education (Munson)  
Kane County Forest Preserve District  
Oregon Senator (Hatfield)  
Rockford, Illinois (McNamara).  
Bourbonnais, IL. (Vaughn)  
Sisseton - Wahpeton Dakota Nation

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**Contact: Larry Fuhrer**

**Phone:** 630.355.2050

**Cell:** 630.936.9515

**Fax:** 630.355.7788

**E-mail:**  
[LarryFuhrer@LarryFuhrer.com](mailto:LarryFuhrer@LarryFuhrer.com)

**Web:**  
<http://www.LarryFuhrer.com>  
<http://www.PresidentialServices.net>



Welcome LARRY FUHRER - Your [IRN](#) is: 100361886

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LARRY, you are currently approved to teach the following courses with the University of Phoenix:

▶ [LINKS](#)

▶ [SITE TOOLS](#)

▶ [TRAINING](#)

▶ [RESOURCE INFORMATION](#)

<a href="#">BSA/410</a>	<b>BUSINESS SYSTEMS I</b>
<a href="#">BSA/420</a>	<b>BUSINESS SYSTEMS II</b>
<a href="#">BSA/430</a>	<b>SYSTEMS ANALYSIS METHODOLOGIES</b>
<a href="#">BSA/440</a>	<b>SYSTEM ANALYSIS TOOLS</b>
<a href="#">BSA/450</a>	<b>APPLIED BUSINESS CASES</b>
<a href="#">CIS/319</a>	<b>COMPUTERS AND INFORMATION PROCESSING</b>
<a href="#">CIS/564</a>	<b>INFORMATION MANAGEMENT IN BUSINESS</b>
<a href="#">CMGT/410</a>	<b>PROJECT PLANNING AND IMPLEMENTATION</b>
<a href="#">CMGT/423</a>	<b>PROJECT PLANNING AND IMPLEMENTATION</b>
<a href="#">CMGT/424</a>	<b>INFORMATION RESOURCE MANAGEMENT</b>
<a href="#">CMGT/450</a>	<b>APPLIED STUDIES IN INFORMATION TECHNOLOGY</b>
<a href="#">CMGT/575</a>	<b>CIS PROJECT MANAGEMENT</b>
<a href="#">CMGT/578</a>	<b>CIS STRATEGIC PLANNING</b>
<a href="#">COM/515</a>	<b>MANAGERIAL COMMUNICATION</b>
<a href="#">COMM/101</a>	<b>WRITTEN COMMUNICATION</b>
<a href="#">CSS/330</a>	<b>CRITICAL THINKING AND COMPUTER LOGIC</b>
<a href="#">CSS/335</a>	<b>COMPUTERS AND INFORMATION PROCESSING</b>
<a href="#">CSS/558</a>	<b>DATA BASE CONCEPTS I</b>
<a href="#">CSS/559</a>	<b>DATA BASE CONCEPTS II</b>
<a href="#">CSS/586</a>	<b>INFORMATION TECHNOLOGY APPLICATION PROJECT</b>
<a href="#">DBM/380</a>	<b>DATABASE CONCEPTS</b>
<a href="#">DBM/405</a>	<b>DATABASE MANAGEMENT SYSTEMS</b>
<a href="#">DBM/410</a>	<b>DECISION SUPPORT SYSTEMS</b>
<a href="#">EBUS/500</a>	<b>E-BUSINESS PRINCIPLES AND PRACTICE</b>
<a href="#">EBUS/500.1</a>	<b>E-BUSINESS PRINCIPLES AND PRACTICES</b>
<a href="#">EBUS/510</a>	<b>E-BUSINESS OPERATIONS</b>
<a href="#">EBUS/520</a>	<b>E-MARKETING THEORY AND APPLICATION</b>
<a href="#">FIN/320</a>	<b>CORPORATE FINANCE</b>
<a href="#">FIN/324</a>	<b>FINANCIAL ANALYSIS FOR MANAGERS I</b>
<a href="#">FIN/325</a>	<b>FINANCIAL ANALYSIS FOR MANAGERS II</b>
<a href="#">FIN/467</a>	<b>REAL ESTATE INVESTMENT</b>
<a href="#">FIN/475</a>	<b>MANAGERIAL FINANCE I</b>
<a href="#">FIN/476</a>	<b>MANAGERIAL FINANCE II</b>
<a href="#">FIN/544</a>	<b>FINANCE FOR MANAGERIAL DECISION MAKING</b>
<a href="#">FIN/545</a>	<b>ADVANCED PROBLEMS IN FINANCE</b>
<a href="#">GEN/101</a>	<b>SKILLS FOR LIFELONG LEARNING I</b>
<a href="#">GEN/102</a>	<b>SKILLS FOR LIFELONG LEARNING II</b>
<a href="#">GEN/300</a>	<b>SKILLS FOR PROFESSIONAL DEVELOPMENT</b>
<a href="#">GEN/480</a>	<b>INTERDISCIPLINARY CAPSTONE COURSE</b>
<a href="#">GMGT/520</a>	<b>EXTERNAL ENVIRONMENT OF GLOBAL BUSINESS</b>
<a href="#">GMGT/530</a>	<b>INTERNAL ENVIRONMENT OF GLOBAL BUSINESS</b>
<a href="#">GMGT/540</a>	<b>GLOBAL STRATEGY FORMULATION AND IMPLEMENTATION</b>

<del>GMGT/550</del>	GLOBAL MANAGEMENT CAPSTONE COURSE
<u>LDR/510</u>	ORGANIZATIONAL LEADERSHIP AND CHANGE MANAGEMENT
<del>LDR/520</del>	ORGANIZATIONAL ETHICS
<u>MGT/270</u>	MANAGEMENT AND SUPERVISION
<u>MGT/330</u>	MANAGEMENT: THEORY,PRACTICE, APPLICATION
<u>MGT/331</u>	ORGANIZATIONAL BEHAVIOR
<u>MGT/350</u>	CRITICAL THINKING: STRATEGIES IN DECISION MAKING
<u>MGT/415</u>	SURVEY OF ENTREPRENEURIAL MANAGEMENT
<u>MGT/426</u>	MANAGING CHANGE IN THE WORKPLACE
<u>MGT/431</u>	HUMAN RESOURCES MANAGEMENT
<u>MGT/436</u>	CRITICAL THINKING AND DECISION-MAKING
<u>MGT/442</u>	CORPORATE CULTURE AND ORGANIZATIONAL CLIMATE
<u>MGT/448</u>	GLOBAL BUSINESS STRATEGIES
<del>MGT/545</del>	TECHNOLOGY AND ORGANIZATIONS
<del>MGT/548.2</del>	EXECUTIVE MANAGEMENT IN A GLOBAL ECONOMY
<del>MGT/573</del>	PROJECT MANAGEMENT IN THE BUSINESS ENVIRONMENT
<del>MGT/578</del>	STRATEGY FORMULATION AND IMPLEMENTATION
<del>MGT/588</del>	ORGANIZATIONAL RESEARCH AND PROCESS CONSULTATION
<del>MGT/590</del>	PLANNING THE ORGANIZATIONS FUTURE
<u>MKT/421</u>	MARKETING
<u>MKT/438</u>	PUBLIC RELATIONS
<u>MKT/441</u>	MARKETING RESEARCH
<u>MKT/463</u>	BUYER BEHAVIOR
<u>MKT/467</u>	INTEGRATED MARKETING COMMUNICATIONS
<u>MKT/469</u>	SALES MANAGEMENT
<del>MKT/551</del>	MARKETING MANAGEMENT
<u>MKT/553</u>	MARKETING AND STAKEHOLDER RELATIONS
<u>MKT/555</u>	CONSUMER BEHAVIOR
<u>MKT/560</u>	MARKETING RESEARCH
<u>MKT/565</u>	MARKETING STRATEGY
<del>MKT/590</del>	MARKETING CAPSTONE
<u>ORG/502</u>	HUMAN RELATIONS AND ORGANIZATIONAL BEHAVIOR
<u>PHL/251</u>	CRITICAL THINKING
<u>PHL/323</u>	ETHICS IN MANAGEMENT
<u>RES/320</u>	FOUNDATIONS OF RESEARCH
<u>RES/341</u>	RESEARCH AND EVALUATION I
<u>RES/342</u>	RESEARCH AND EVALUATION II
<del>SYS/540</del>	SYSTEMS THINKING AND PERFORMANCE MEASUREMENT
<del>TMGT/510</del>	PROJECT MANAGEMENT IN THE TECHNOLOGICAL ENVIRONMENT
<del>TMGT/578</del>	STRATEGY FORMULATION AND IMPLEMENTATION
<u>WEB/350</u>	THE INTERNET:CONCEPTS AND APPLICATIONS
<u>WEB/350.1</u>	THE INTERNET: CONCEPTS AND APPLICATIONS
<u>WEB/400</u>	WEB PROGRAMMING
<u>WEB/410</u>	WEB PROGRAMMING I
<u>WEB/450</u>	THE WEB:CURRENT TOPICS

If any of the above information is incorrect, please contact your campus.