

# AMERICAN INDIAN BUSINESS MANAGEMENT (AIBM)

---

## **AIBM 311. TRIBE LAWS AND TRIBAL GOVERNMENT RELATIONS. 4 Credits.**

This course provides a comprehensive understanding of American Indian Law for planners. The complex structures of tribal powers in relation to federal, state, and local governments, and the ability for tribes to complete plans, land use regulations, and environmental regulations to operate within the context of Indian Law. It is essential for tribal planners to have a strong understanding of key court cases, legal issues, and powers that frame how tribal governments and tribal planning operate.

## **AIBM 312. ORGANIZATIONAL LEADERSHIP ESSENTIALS IN TRIBAL CONTEXTS. 4 Credits.**

**Pre-requisites:** completion of AIBM 311 or concurrent enrollment.

This course provides the background for understanding tribal sovereignty and tribal-specific cultural contexts for leadership. Includes examining the history of tribal governments, their organization, and traditional forms of leadership to identify traditional and culture-specific patterns and styles of exchange, cooperation, and leadership. Exercises in leadership, community, and economic development are carried out to engage students in understanding these complex dynamics of leadership.

## **AIBM 313. TRIBAL ECONOMIC DEVELOPMENT. 4 Credits.**

**Pre-requisites:** AIBM 311 and AIBM 312.

This course provides an understanding of tribal economic development for tribal governments and how it is carried out by planners, economic development specialists and tribal leaders.

## **AIBM 314. BUSINESS COMMUNICATION. 4 Credits.**

**Pre-requisites:** AIBM 311 and AIBM 312.

This course presents the fundamental concepts, themes and principles of business communications. Reviewing the similarities and differences of communicating with tribal and non-tribal entities and the importance of distinguishing between them. This includes differences and best practices of messaging between internal, external, and personal communications.

## **AIBM 316. HUMAN RESOURCE ESSENTIALS. 4 Credits.**

**Pre-requisites:** AIBM 311 and AIBM 312.

This course reviews key human resource management issues facing managers and employees in Native American enterprises, with the intention of enhancing long-term human performance. Additionally, examining jurisdictional authority specific to sovereign Native American enterprises, as well as similarities and differences in U. S. labor law and Tribal Employment Rights (TERO).

## **AIBM 320. TRIBAL MARKETING. 4 Credits.**

**Pre-requisites:** AIBM 311.

This course provides a broad introduction to marketing concepts, the various factors that influence marketing management, and the role of marketing in successfully running a business. Special emphasis is placed on key issues facing managers and employees in Native American enterprises.

## **AIBM 330. ACCOUNTING FOR TRIBAL ENTITIES. 4 Credits.**

**Pre-requisites:** AIBM 311.

This course covers the concepts, principles and procedures used in the accounting and financial reporting for tribal governments and enterprises. An emphasis on legal and contractual compliance is an important part of this course.

## **AIBM 331. PERSONAL AND SMALL BUSINESS FINANCE. 4 Credits.**

**Pre-requisites:** AIBM 311 and AIBM 312.

This course provides an overview of the consumer and their need for informed personal financial decisions & judgments. Topics include money management and planning, budgeting, tax planning credit and borrowing, saving and investment, housing, taxes, and retirement and estate planning.