

Customer service analysis	Database design	Chapter 8
	Database querying and reporting	
Sales lead and customer analysis	Database design	Chapter 11
	Database querying and reporting	
Web page design	Word processing, Web page creation, or Web page development tool	Chapter 12

Internet Skills

Using online software tools for job hunting and career development	Chapter 1
Using online interactive mapping software to plan efficient transportation routes	Chapter 2
Researching product information	Chapter 3
Evaluating Web sites for auto sales	
Researching travel costs using online travel sites	Chapter 4
Searching online databases for products and services	Chapter 5
Using Web search engines for business research	Chapter 6
Researching and evaluating business outsourcing services	Chapter 7
Researching and evaluating supply chain management services	Chapter 8
Evaluating e-commerce hosting services	Chapter 9
Using shopping bots to compare product price, features, and availability	Chapter 10
Analyzing Web site design	Chapter 11
Using Internet newsgroups for marketing	Chapter 12

Analytical, Writing, and Presentation Skills

Business Problem	Chapter
Management analysis of a business	Chapter 1
Value chain and competitive forces analysis	Chapter 3
Business strategy formulation	
Employee productivity analysis	Chapter 6
Disaster recovery planning	Chapter 7
Locating and evaluating suppliers	Chapter 8
Developing an e-commerce strategy	Chapter 9
Formulating a corporate privacy policy	Chapter 12

Essentials of Management Information Systems

Eighth Edition

Kenneth C. Laudon

New York University

Jane P. Laudon

Azimuth Information Systems



Upper Saddle River, New Jersey 07458

CIP data on file with Library of Congress.

Editor-in-Chief: David Parker
AVP/Executive Editor: Bob Horan
Product Development Manager: Ashley Santora
Assistant Editor: Kelly Loftus
Editorial Assistant: Christine Ietto
Media Project Manager: Denise Vaughn
Marketing Manager: Anne Howard
Marketing Assistant: Susan Osterlitz
Associate Managing Editor: Renata Butera
Project Manager, Production: Renata Butera, Carol Samet
Permissions Project Manager: Charles Morris
Senior Operations Supervisor: Arnold Vila
Operations Specialist: Michelle Klein
Art Director: Steve Frim
Interior Design: Ken Rosenblatt/Azimuth Interactive, Inc.
Cover Design: Steven Frim
Cover Illustration/Photo: Robert Harding/Digital Vision/Getty Images, Inc.
Illustration (Interior): Azimuth Interactive, Inc.
Director, Image Resource Center: Melinda Patelli
Manager, Rights and Permissions: Zina Arabia
Manager, Visual Research: Beth Brenzel
Manager, Cover Visual Research & Permissions: Karen Sanatar
Image Permission Coordinator: Angelique Sharps
Photo Researcher: Diane Austin
Composition: Azimuth Interactive, Inc.
Printer/Binder: Courier/Kendallville
Typeface: 10.5/12.5 Times LT Std

Credits and acknowledgments borrowed from other sources and reproduced, with permission, in this textbook appear on appropriate page within text (or on page P-1).

Microsoft® and Windows® are registered trademarks of the Microsoft Corporation in the U.S.A. and other countries. Screen shots and icons reprinted with permission from the Microsoft Corporation. This book is not sponsored or endorsed by or affiliated with the Microsoft Corporation.

Copyright © 2009, 2007 by Pearson Education, Inc., Upper Saddle River, New Jersey, 07458.

Pearson Prentice Hall. All rights reserved. Printed in the United States of America. This publication is protected by Copyright and permission should be obtained from the publisher prior to any prohibited reproduction, storage in a retrieval system, or transmission in any form or by any means, electronic, mechanical, photocopying, recording, or likewise. For information regarding permission(s), write to: Rights and Permissions Department.

Pearson Prentice Hall™ is a trademark of Pearson Education, Inc.

Pearson® is a registered trademark of Pearson plc

Prentice Hall® is a registered trademark of Pearson Education, Inc.

Pearson Education LTD.
Pearson Education Singapore, Pte. Ltd
Pearson Education, Canada, Ltd
Pearson Education–Japan

Pearson Education Australia PTY, Limited
Pearson Education North Asia Ltd
Pearson Educación de Mexico, S.A. de C.V.
Pearson Education Malaysia, Pte. Ltd.



10 9 8 7 6 5 4 3 2 1
ISBN-13: 978-0-13-602579-5
ISBN-10: 0-13-602579-X

About the Authors



Kenneth C. Laudon is a Professor of Information Systems at New York University's Stern School of Business. He holds a B.A. in Economics from Stanford and a Ph.D. from Columbia University. He has authored twelve books dealing with electronic commerce, information systems, organizations, and society. Professor Laudon has also written over forty articles concerned with the social, organizational, and management impacts of information systems, privacy, ethics, and multimedia technology.

Professor Laudon's current research is on the planning and management of large-scale information systems and multimedia information technology. He has received grants from the National Science Foundation to study the evolution of national information systems at the Social Security Administration, the IRS, and the FBI. Ken's research focuses on enterprise system implementation, computer-related organizational and occupational changes in large organizations, changes in management ideology, changes in public policy, and understanding productivity change in the knowledge sector.

Ken Laudon has testified as an expert before the United States Congress. He has been a researcher and consultant to the Office of Technology Assessment (United States Congress), Department of Homeland Security, and to the Office of the President, several executive branch agencies, and Congressional Committees. Professor Laudon also acts as an in-house educator for several consulting firms and as a consultant on systems planning and strategy to several Fortune 500 firms.

At NYU's Stern School of Business, Ken Laudon teaches courses on Managing the Digital Firm, Information Technology and Corporate Strategy, Professional Responsibility (Ethics), and Electronic Commerce and Digital Markets. Ken Laudon's hobby is sailing.

Jane Price Laudon is a management consultant in the information systems area and the author of seven books. Her special interests include systems analysis, data management, MIS auditing, software evaluation, and teaching business professionals how to design and use information systems.

Jane received her Ph.D. from Columbia University, her M.A. from Harvard University, and her B.A. from Barnard College. She has taught at Columbia University and the New York University Stern School of Business. She maintains a lifelong interest in Oriental languages and civilizations.

The Laudons have two daughters, Erica and Elisabeth, to whom this book is dedicated.

Brief Contents

PREFACE xv

I Information Systems in the Digital Age 1

- 1 Business Information Systems in Your Career 2
- 2 E-Business: How Businesses Use Information Systems 38
- 3 Achieving Competitive Advantage with Information Systems 78

II Information Technology Infrastructure 113

- 4 IT Infrastructure: Hardware and Software 114
- 5 Foundations of Business Intelligence: Databases and Information Management 156
- 6 Telecommunications, the Internet, and Wireless Technology 188
- 7 Securing Information Systems 228

III Key System Applications for the Digital Age 265

- 8 Achieving Operational Excellence and Customer Intimacy: Enterprise Applications 266
- 9 E-Commerce: Digital Markets, Digital Goods 296
- 10 Improving Decision Making and Managing Knowledge 330

IV Building and Managing Systems 367

- 11 Building Information Systems and Managing Projects 368
- 12 Ethical and Social Issues in Information Systems 408

GLOSSARY G-1

REFERENCES R-1

INDEX I-1

PHOTO AND SCREEN SHOT CREDITS P-1

Complete Contents

I Information Systems in the Digital Age 1

1 Business Information Systems in Your Career 2

Chapter-Opening Case: *NBA Teams make a Slam Dunk with Information Technology* 3

1.1 The Role of Information Systems in Business Today 5

How Information Systems Are Transforming Business 5

Globalization Challenges and Opportunities: A Flattened World 6

Business Drivers of Information Systems 7

1.2 Perspectives on Information Systems and Information Technology 10

What Is an Information System? 11

It Isn't Simply Technology: The Role of People and Organizations 13

Dimensions of Information Systems 13

Interactive Session: Technology *UPS Competes Globally with Information Technology* 16

1.3 Understanding Information Systems: A Business Problem-Solving Approach 18

The Problem-Solving Approach 18

A Model of the Problem-Solving Process 18

The Role of Critical Thinking in Problem Solving 21

The Connection Between Business Objectives, Problems, and Solutions 22

1.4 Information Systems and Your Career 22

How Information Systems Will Affect Business Careers 22

Interactive Session: People *How Can Saks Know Its Customers?* 23

Information Systems and Your Career: Wrap-Up 28

How This Book Prepares You For the Future 28

1.5 Hands-On MIS 29

Understanding Information System Requirements 29

Improving Decision Making: Using Databases to Analyze Sales Trends 30

Improving Decision Making: Using the Internet to Locate Jobs Requiring

Information Systems Knowledge 31

Learning Tracks 31

Review Summary 32

Key Terms 33

Review Questions 33

Discussion Questions 34

Video Case 34

Teamwork *Analyzing a Business System* 34

Business Problem-Solving Case *Is Second Life Ready for Business?* 34

2 E-Business: How Businesses Use Information Systems 38

Chapter-Opening Case: *Information Systems Join the Tupperware Party* 39

2.1 Components of a Business 41

Organizing a Business: Basic Business Functions 42

Business Processes 42

Interactive Session: Organizations *Toyota as Number One* 44

Managing a Business and Firm Hierarchies 45

The Business Environment 46

The Role of Information Systems in a Business 47



- 2.2 Types of Business Information Systems 47
 - Systems from a Functional Perspective* 48
 - Systems from a Constituency Perspective* 52

Interactive Session: People [Google's New Search for the Best and the Brightest](#) 53

- Relationship of Systems to One Another* 58
- 2.3 Systems That Span the Enterprise 58
 - Enterprise Applications* 58
 - Intranets and Extranets* 64
 - Collaboration and Communication Systems: "Interaction" Jobs in a Global Economy* 65
 - E-Business, E-commerce, and E-Government* 67
- 2.4 The Information Systems Function in Business 67
 - The Information Systems Department* 68
 - Information Systems Services* 68
- 2.5 Hands-On MIS 69
 - Analyzing Financial Performance* 69
 - Improving Decision Making: Using a Spreadsheet to Select Suppliers* 70
 - Achieving Operational Excellence: Using Internet Software to Plan Efficient Transportation Routes* 71
 - Learning Tracks 71
 - Review Summary 71
 - Key Terms 72
 - Review Questions 73
 - Discussion Questions 73
 - Video Case 74
 - Teamwork Describing Management Decisions and Systems* 74



Business Problem-Solving Case [JetBlue Hits Turbulence](#) 74

3 Achieving Competitive Advantage with Information Systems 78

Chapter-Opening Case: [Apple's iTunes: Music's New Gatekeeper](#) 79

- 3.1 Using Information Systems to Achieve Competitive Advantage 81
 - Porter's Competitive Forces Model* 82
 - Information System Strategies for Dealing with Competitive Forces* 83

Interactive Session: Organizations [Can Detroit Make the Cars Customers Want?](#) 87

Interactive Session: People [Parker Hannifin Finds the Right Price](#) 89

- The Internet's Impact on Competitive Advantage* 90
- The Business Value Chain Model* 91
- Synergies, Core Competencies, and Network-Based Strategies* 94
- Disruptive Technologies: Riding the Wave* 96
- 3.2 Competing on a Global Scale 97
 - The Internet and Globalization* 98
 - Global Business and System Strategies* 98
 - Global System Configuration* 99
- 3.3 Competing on Quality and Design 100
 - What Is Quality?* 100
 - How Information Systems Improve Quality* 101
- 3.4 Competing on Business Processes 102
 - Business Process Reengineering* 103
 - Steps in Effective Reengineering* 103



3.5	Hands-On MIS	105
	<i>Improving Decision Making: Analyzing Competitive Strategy</i>	105
	<i>Improving Decision Making: Using a Database to Clarify Business Strategy</i>	106
	<i>Improving Decision Making: Using Web Tools to Configure and Price an Automobile</i>	106
	Learning Tracks	107
	Review Summary	107
	Key Terms	108
	Review Questions	108
	Discussion Questions	109
	Video Case	109
	Teamwork <i>Identifying Opportunities for Strategic Information Systems</i>	110
	Business Problem-Solving Case YouTube, the Internet, and the Future of Movies	110

II Information Technology Infrastructure 113

4	IT Infrastructure: Hardware and Software	114
	Chapter-Opening Case: University of Pittsburgh Medical Center's Technology Cure	115
4.1	IT Infrastructure: Computer Hardware	117
	<i>Infrastructure Components</i>	118
	<i>Types of Computers</i>	119
	<i>Storage, Input, and Output Technology</i>	122
	<i>Contemporary Hardware Trends</i>	125
	Interactive Session: Technology Computing Goes Green	128
4.2	IT Infrastructure: Computer Software	129
	<i>Operating System Software</i>	129
	<i>Application Software and Desktop Productivity Tools</i>	132
	<i>Software for the Web: Java, Ajax, and HTML</i>	135
	Interactive Session: Organizations Will Google Take Over the Desktop?	136
	<i>Web Services</i>	138
	<i>Software Trends</i>	140
4.3	Managing Hardware and Software Technology	141
	<i>Capacity Planning and Scalability</i>	142
	<i>Total Cost of Ownership (TCO) of Technology Assets</i>	142
	<i>Using Technology Service Providers</i>	142
	<i>Managing Software Localization for Global Business</i>	145
4.4	Hands-On MIS	145
	<i>Improving Decision Making: Making the Rent Versus Buy Decision for Hardware and Software</i>	146
	<i>Improving Decision Making: Using a Spreadsheet To Evaluate Hardware and Software Options</i>	146
	<i>Improving Decision Making: Using Web Research to Budget for a Sales Conference</i>	147
	Learning Tracks	138
	Review Summary	148
	Key Terms	150
	Review Questions	150
	Discussion Questions	151

Video Case 151

Teamwork *Evaluating Server Operating Systems* 151

Business Problem-Solving Case [Amazon's New Store: Utility Computing](#) 152

5 Achieving Competitive Advantage with Information Systems 156

Chapter-Opening Case: [NASCAR Races to Manage Its Data](#) 157

5.1 The Database Approach to Data Management 159

Entities and Attributes 160

Organizing Data in a Relational Database 160

Establishing Relationships 162

5.2 Database Management Systems 165

Operations of a Relational DBMS 166

Capabilities of Database Management Systems 166

Object-Oriented Databases 169

5.3 Using Databases to Improve Business Performance and Decision Making 170

Data Warehouses 170

What is a Data Warehouse 170

Data Marts 170

Business Intelligence, Multidimensional Data Analysis and Data Mining 171

Data Mining 173

Databases and the Web 174

Interactive Session: Management [DNA Databases: Crime Fighting Weapon or Threat to Privacy?](#) 175

Interactive Session: Technology [The Databases Behind MySpace](#) 177

5.4 Managing Data Resources 178

Establishing an Information Policy 178

Ensuring Data Quality 179

5.5 Hands-On MIS 178

Improving Decision Making: Redesigning the Customer Database 180

Achieving Operational Excellence: Building a Relational Database for Inventory Management 181

Improving Decision Making: Searching Online Databases for Overseas Business Resources 181

Learning Tracks 182

Review Summary 182

Key Terms 183

Review Questions 183

Discussion Questions 184

Video Case 184

Teamwork *Identifying Entities and Attributes in an Online Database* 184

Business Problem-Solving Case [Can HP Mine Success from an Enterprise Data Warehouse?](#) 185

6 Telecommunications, the Internet, and Wireless Technology 188

Chapter-Opening Case: [Hyatt Regency Osaka Uses Wireless Networking for High-Touch Service](#) 189

6.1 Telecommunications and Networking in Today's Business World 191

Networking and Communication Trends 191

What Is a Computer Network? 192

Key Digital Networking Technologies 194

6.2	Communications Networks	196
	<i>Physical Transmission Media</i>	198
6.3	The Global Internet	200
	<i>What Is the Internet?</i>	200
	<i>Internet Addressing and Architecture</i>	201
	<i>Internet Services and Communication Tools</i>	204
	Interactive Session: People Monitoring Employees on Networks: Unethical or Good Business?	206
	<i>The World Wide Web</i>	208
	<i>Intranets and Extranets</i>	212
6.4	The Wireless Revolution	213
	<i>Cellular Systems</i>	213
	<i>Wireless Computer Networks and Internet Access</i>	214
	<i>RFID and Wireless Sensor Networks</i>	217
6.5	Hands-On MIS	218
	<i>Cellular Systems</i>	213
	Interactive Session: Organizations Wal-Mart Grapples with RFID	219
	<i>Achieving Operational Excellence: Using Internet Tools to Increase Efficiency and Productivity</i>	220
	<i>Improving Decision Making: Using Spreadsheet Software to Evaluate Wireless Services</i>	221
	<i>Achieving Operational Excellence: Using Web Search Engines for Business Research</i>	221
	Learning Tracks	221
	Review Summary	222
	Key Terms	223
	Review Questions	224
	Discussion Questions	224
	Video Case	225
	Teamwork <i>Evaluating Smartphones</i>	225
	Business Problem-Solving Case Is Google Becoming Too Powerful?	225
7	Securing Information Systems	228
	Chapter-Opening Case: Online Games Need Security, Too	229
7.1	System Vulnerability and Abuse	231
	<i>Why Systems Are Vulnerable</i>	231
	<i>Malicious Software: Viruses, Worms, Trojan Horse, and Spyware</i>	234
	<i>Hackers and Computer Crime</i>	236
	Interactive Session: Technology Bot Armies Launch a Digital Data Siege	238
	<i>Internal Threats: Employees</i>	241
	<i>Software Vulnerability</i>	242
7.2	Business Value of Security and Control	243
	<i>Legal and Regulatory Requirements for Electronic Records Management</i>	243
	<i>Electronic Evidence and Computer Forensics</i>	244
7.3	Establishing a Framework for Security and Control	245
	<i>Information Systems Controls</i>	245
	<i>Risk Assessment</i>	246
	<i>Security Policy</i>	247
	<i>Disaster Recovery Planning and Business Continuity Planning</i>	247
	<i>The Role of Auditing</i>	248
7.4	Technologies and Tools for Protecting Information Resources	249

Access Control 249
Firewalls, Intrusion Detection Systems, and Antivirus Software 250
Securing Wireless Networks 252
Encryption and Public Key Infrastructure 252
Ensuring System Availability 254
Ensuring Software Quality 255

Interactive Session: Organizations [Can Salesforce.com On-Demand Remain in Demand?](#) 256

7.5 Hands-On MIS 258
Achieving Operational Excellence: Developing a Disaster Recovery Plan 258
Improving Decision Making: Using Spreadsheet Software to Perform a Security Risk Assessment 258
Improving Decision Making: Evaluating Security Outsourcing Services 259
Learning Tracks 259
Review Summary 259
Key Terms 260
Review Questions 261
Discussion Questions 261
Video Case 262
Teamwork *Evaluating Security Software Tools* 262

Business Problem-Solving Case [TXJ Companies' Credit Card Data Theft: The Worst Data Theft Ever?](#) 262

III Key System Applications for the Digital Age 265

8 Achieving Operational Excellence and Customer Intimacy: Enterprise Applications 266

Chapter-Opening Case: [Tasty Baking Company: An Enterprise System Transforms an Old Favorite](#) 265

8.1 Enterprise Systems 269
What Are Enterprise Systems? 269
Enterprise Software 270
Business Value of Enterprise Systems 271
8.2 Supply Chain Management Systems 271
The Supply Chain 272
Information Systems and Supply Chain Management 272
Global Supply Chains and the Internet 276
Business Value of Supply Chain Management Systems 277
8.3 Customer Relationship Management Systems 278
What Is Customer Relationship Management? 278
CRM Software 279
Operational and Analytical CRM 282
Business Value of Customer Relationship Management Systems 283
8.4 Enterprise Applications: New Opportunities and Challenges 283
Enterprise Applications Challenges 283

Interactive Session: People [Alaska Airlines Soars with Customer Relationship Management](#) 284

Extending Enterprise Software 286

Interactive Session: Organizations [Invacare Struggles with Its Enterprise System Implementation](#) 287

8.5 Hands-On MIS 288

Achieving Operational Excellence: Identifying Supply Chain Management Solutions 288

Improving Decision Making: Using Database Software to Manage Customer Service Requests 289

Achieving Operational Excellence: Evaluating Supply Chain Management Services 290

Learning Tracks 290

Review Summary 290

Key Terms 291

Review Questions 292

Discussion Questions 292

Video Case 292

Teamwork *Analyzing Enterprise Application Vendors* 293

Business Problem-Solving Case [Sunsweet Growers Cultivates Its Supply Chain](#) 293

9 E-commerce: Digital Markets, Digital Goods 296

Chapter-Opening Case: [Photobucket: The New Face of E-commerce](#) 297

9.1 Electronic Commerce and the Internet 299

E-commerce Today 299

Why E-commerce Is Different 300

Key Concepts in E-commerce: Digital Markets and Digital Goods in a Global Marketplace 304

Internet Business Models 306

Interactive Session: Organizations [Can eBay Continue Growing?](#) 308

Interactive Session: People [The Allure of MySpace](#) 311

9.2 Electronic Commerce 313

Types of Electronic Commerce 313

Achieving Customer Intimacy: Interactive Marketing, Personalization, and Self-Service 314

Business-to-Business Electronic Commerce: New Efficiencies and Relationships 317

9.3 M-commerce 313

M-commerce Services and Applications 319

Accessing Information from the Wireless Web 321

9.4 Electronic Commerce Payment Systems 321

Types of Electronic Payment Systems 321

Digital Payment Systems for M-commerce 322

9.5 Hands-On MIS 323

Achieving Operational Excellence: Developing an E-commerce Strategy 323

Improving Decision Making: Using Spreadsheet Software to Analyze a Dot-Com Business 323

Achieving Operational Excellence: Evaluating E-commerce Hosting Services 324

Learning Tracks 324

Review Summary 324

Key Terms 325

Review Questions 326

Discussion Questions 326

Video Case 326

Teamwork *Performing a Competitive Analysis of E-commerce Sites* 327

Business Problem-Solving Case [Can J&R Electronics Grow with E-commerce?](#) 327

10	Improving Decision Making and Managing Knowledge	330
	Chapter-Opening Case: Eastern Mountain Sports Forges a Trail to Better Decisions	331
10.1	Decision Making and Information Systems	333
	<i>Business Value of Improved Decision Making</i>	333
	<i>Types of Decisions</i>	334
	<i>The Decision-Making Process</i>	335
	<i>Quality of Decisions and Decision Making</i>	336
	<i>Systems and Technologies for Supporting Decisions</i>	336
10.2	Systems for Decision Support	337
	<i>Management Information Systems</i>	337
	<i>Decision-Support Systems (DSS)</i>	338
	Interactive Session: People Too Many Bumped Fliers: Why?	339
	<i>Executive Support Systems (DSS)</i>	345
	<i>Group Decision-Support Systems</i>	345
10.3	Intelligent Systems for Decision Support	346
	<i>Expert Systems</i>	346
	<i>Case-Based Reasoning</i>	348
	<i>Fuzzy Logic Systems</i>	349
	<i>Neural Networks</i>	349
	<i>Genetic Algorithms</i>	351
	<i>Intelligent Agents</i>	351
10.4	Systems for Managing Knowledge	353
	<i>Enterprise-Wide Knowledge Management Systems</i>	353
	Interactive Session: Organizations Managing with Web 2.0	356
	<i>Knowledge Work Systems</i>	357
10.5	Hands-On MIS	359
	<i>Improving Decision Making: Analyzing the Impact of Component Price Changes</i>	359
	<i>Improving Decision Making: Using Pivot Tables to Analyze Sales Data</i>	360
	<i>Improving Decision Making: Using Intelligent Agents for Comparison Shopping</i>	360
	Learning Tracks	361
	Review Summary	361
	Key Terms	362
	Review Questions	363
	Discussion Questions	364
	Video Case	364
	Teamwork <i>Designing a University GDSS</i>	364
	Business Problem-Solving Case HSBC's Mortgage Lending Decisions: What Went Wrong?	364

IV Building and Managing Systems 367

11	Building Information Systems and Managing Projects	368
	Chapter-Opening Case: A New Ordering System for Girl Scout Cookies	369
11.1	Problem Solving and Systems Development	371
	<i>Defining and Understanding the Problem</i>	372
	<i>Developing Alternative Solutions</i>	373
	<i>Evaluating and Choosing Solutions</i>	373
	<i>Implementing the Solution</i>	374

11.2	Alternative Systems-Building Approaches	377
	<i>Traditional Systems Development Lifecycle</i>	377
	<i>Prototyping</i>	378
	<i>End-User Development</i>	379
	<i>Purchasing Solutions: Application Software Packages and Outsourcing</i>	380
	<i>Rapid Application Development for E-business</i>	382
11.3	Modeling and Designing Systems	382
	<i>Structured Methodologies</i>	382
	<i>Object-Oriented Development</i>	383
	<i>Computer-Aided Software Engineering (CASE)</i>	385
11.4	Project Management	386
	<i>Project Management Objectives</i>	386
	<i>Selecting Projects: Making the Business Case for a New System</i>	387
	<i>Managing Project Risk and System-Related Change</i>	390
	<i>Managing Projects on a Global Scale</i>	394
	Interactive Session: People Dorfman Pacific Rolls Out a New Wireless Warehouse	395
	Interactive Session: Organizations What Went Wrong with Maine's New Medicaid System?	397
11.5	Hands-On MIS	398
	<i>Achieving Operational Excellence: Designing an Employee Training and Skills Tracking System and Database</i>	399
	<i>Improving Decision Making: Using Database Software to Design a Customer System for Auto Sales</i>	400
	<i>Achieving Operational Excellence: Analyzing Web Site Design and Information Requirements</i>	400
	Learning Tracks	401
	Review Summary	401
	Key Terms	402
	Review Questions	403
	Discussion Questions	403
	Video Case	404
	Teamwork <i>Analyzing Web Site Requirements</i>	404
	Business Problem-Solving Case Citizens National Bank Searches for a System Solution	404

12 Ethical and Social Issues in Information Systems 408

Chapter-Opening Case: [Is Your Student Loan Data on Loan?](#) 409

12.1	Understanding Ethical and Social Issues Related to Systems	411
	<i>A Model for Thinking about Ethical, Social, and Political Issues</i>	412
	<i>Five Moral Dimensions of the Information Age</i>	413
	<i>Key Technology Trends that Raise Ethical Issues</i>	414

Interactive Session: Organizations [Data for Sale](#) 416

12.2	Ethics in an Information Society	418
	<i>Basic Concepts: Responsibility, Accountability, and Liability</i>	418
	<i>Ethical Analysis</i>	418
	<i>Candidate Ethical Principles</i>	419
	<i>Professional Codes of Conduct</i>	420
	<i>Some Real-World Ethical Dilemmas</i>	420
12.3	The Moral Dimensions of Information Systems	420
	<i>Information Rights: Privacy and Freedom in the Internet Age</i>	420

Property Rights: Intellectual Property 426
Accountability, Liability, and Control 428
System Quality: Data Quality and System Errors 429
Quality of Life: Equity, Access, and Boundaries 429

Interactive Session: People [Flexible Scheduling at Wal-Mart: Good or Bad for Employees?](#) 433

12.4 Hands-On MIS 435

Achieving Operational Excellence: Developing a Web Site Privacy Policy 435
Achieving Operational Excellence: Creating a Simple Web Site Using Web Page Development Tools 436
Improving Decision Making: Using Internet Newsgroups for Online Market Research 436

Learning Tracks 437

Review Summary 437

Key Terms 438

Review Questions 438

Discussion Questions 439

Video Case 439

Teamwork *Developing a Corporate Ethics Code* 439

Business Problem-Solving Case [The Internet: Friend or Foe to Children?](#) 439

Preface

We wrote this book for business school students who wanted an in-depth look at how business firms use information technologies and systems to achieve corporate objectives. Information systems are one of the major tools available to business managers for achieving operational excellence, developing new products and services, improving decision making, and achieving competitive advantage.

When interviewing potential employees, business firms often look for new hires who know how to use information systems and technologies for achieving bottom-line business results. Regardless of whether you are an accounting, finance, management, operations management, marketing, or information systems major, the knowledge and information you find in this book will be valuable throughout your business career.

It's a New World of Business

A continuing stream of information technology innovations from the Internet to wireless networks to digital phone and cable systems are continuing to transform the business world. These innovations are enabling entrepreneurs and innovative traditional firms to create new products and services, develop new business models, and transform the day-to-day conduct of business. In the process, some old businesses, even industries, are being destroyed while new businesses are springing up.

For instance, the emergence of online music stores—driven by millions of consumers who prefer iPods and MP3 players—has forever changed the older business model of distributing music on physical devices, such as records and CDs. Online video rentals are similarly transforming the old model of distributing films through theaters and then through DVD rentals at physical stores. New high-speed broadband connections to the home have supported these two business changes.

E-commerce is back, generating over \$200 billion in revenues in 2007, and growing at 25 percent a year. It is forever changing how firms design, produce and deliver their products and services. E-commerce has reinvented itself again, disrupting the traditional marketing and advertising industry and putting major media and content firms in jeopardy. MySpace and Facebook, along with other social networking sites such as YouTube, Photobucket, and Second Life, exemplify the new face of e-commerce in the 21st Century. They sell services. When we think of e-commerce we tend to think of selling physical products. While this iconic vision of e-commerce is still very powerful and the fastest growing form of retail in the U.S., growing up alongside is a whole new value stream based on selling services, not goods. It's a services model of e-commerce. Information systems and technologies are the foundation of this new services-based e-commerce.

Likewise, the management of business firms has changed: With new mobile phones, high-speed wireless Wi-Fi networks, and wireless laptop computers, remote salespeople on the road are only seconds away from their managers' questions and oversight. The growth of enterprise-wide information systems with extraordinarily rich data means that managers no longer operate in a fog of confusion, but instead have online, nearly instant, access to the really important information they need for accurate and timely decisions. In addition to their public uses on the Web, wikis and blogs are becoming important corporate tools for communication, collaboration, and information sharing.

The Eighth Edition: The Complete Solution for the MIS Curriculum

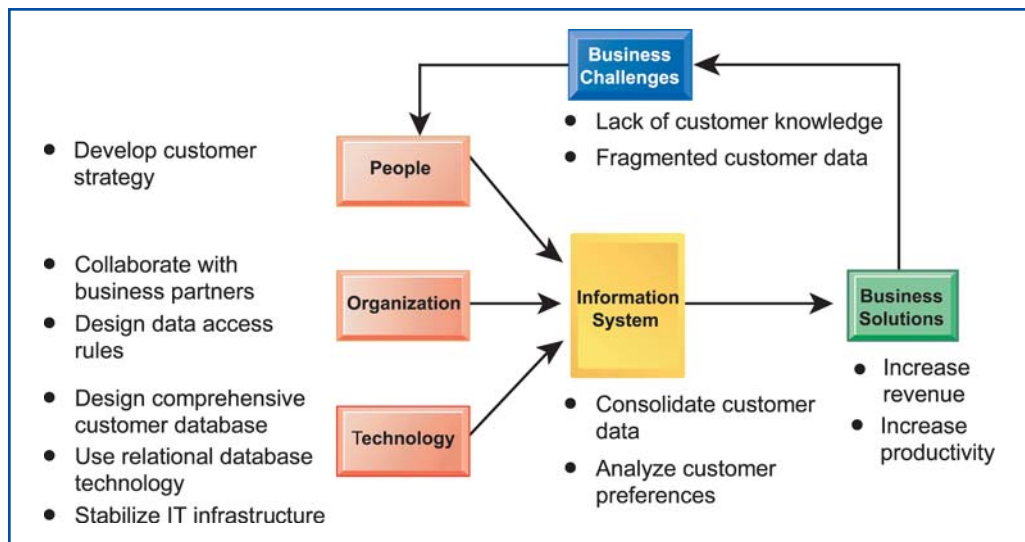
Since its inception, this text has helped to define the MIS course around the globe. This edition continues to be authoritative, but is also more customizable, flexible, and geared to meeting the needs of different colleges, universities, and individual instructors. This book is now part of a complete learning package that includes the core text and an extensive Companion Web site.

The core text consists of 12 chapters with hands-on projects covering the most essential topics in MIS. The Companion Web site provides more in-depth coverage of chapter topics, video cases, career resources, additional case studies, supplementary chapter material, interactive quizzes, and data files for hands-on projects.

THE CORE TEXT

The core text provides an overview of fundamental MIS concepts using an integrated framework for describing and analyzing information systems. This framework shows information systems composed of people, organization, and technology elements and is reinforced in student projects and case studies.

A diagram accompanying each chapter-opening case graphically illustrates how people, organization, and technology elements work together to create an information system solution to the business challenges discussed in the case.



Chapter Organization

Each chapter contains the following elements:

- A chapter-opening case describing a real-world organization to establish the theme and importance of the chapter
- A diagram analyzing the opening case in terms of the people, organization, and technology model used throughout the text
- A series of Student Learning Objectives
- Two Interactive Sessions with Case Study Questions and MIS in Action projects
- A Hands-On MIS section featuring a Dirt Bikes USA running case project, a hands-on application software project, and a project to develop Internet skills
- A Learning Tracks section identifying supplementary material on the Companion Web site
- A chapter Review Summary keyed to the Student Learning Objectives

- A list of Key Terms that students can use to review concepts
- Review Questions for students to test their comprehension of chapter material
- Discussion Questions raised by the broader themes of the chapter
- A Video Case (available on the Companion Web site)
- A Teamwork project to develop teamwork and presentation skills
- A chapter-ending case study for students to apply chapter concepts

KEY FEATURES

We have enhanced the text to make it more interactive, leading-edge, and appealing to both students and instructors. The eighth edition includes the following features and learning tools:

Business-Driven with Real-World Examples

The text helps students see the direct connection between information systems and business performance. It describes the main business objectives driving the use of information systems and technologies in corporations all over the world: operational excellence; new products and services; customer and supplier intimacy; improved decision making; competitive advantage; and survival. In-text examples and case studies show students how specific companies use information systems to achieve these objectives.

Real-world examples from business and public organizations are used throughout the text to illustrate text concepts. All the case studies describe companies or organizations that are familiar to students, such as Google, MySpace, Photobucket, Wal-Mart, iTunes, NASCAR, Amazon, the NBA, and JetBlue.

Student Learning-Focused

Student Learning Objectives are organized around a set of study questions to focus student attention. Each chapter concludes with a Review Summary and Review Questions organized around these study questions.

Interactivity

There's no better way to learn about MIS than by doing MIS! We provide different kinds of hands-on projects where students can work with real-world business scenarios and data, and learn first hand what MIS is all about. These projects heighten student involvement in this exciting subject.

- **Hands-On MIS.** Each chapter concludes with a Hands-On MIS section containing three types of projects: a running case project, a hands-on application software exercise using Microsoft Excel, Access, or Web page development tools, and a project that develops Internet business skills.
- **Interactive Sessions.** Two short cases in each chapter have been redesigned as Interactive Sessions to be used in the classroom (or on Internet discussion boards) to stimulate student interest and active learning. Each case concludes with two types of activities: *Case Study Questions* and *MIS in Action*. The *Case Study Questions* provide topics for class discussion, Internet discussion, or written assignments. *MIS in Action* features hands-on Web activities for exploring issues discussed in the case more deeply.

Students practice using software in real-world settings for achieving operational excellence and enhancing decision making.

IMPROVING DECISION MAKING: USING DATABASES TO ANALYZE SALES TRENDS

Software skills: Database querying and reporting
Business skills: Sales trend analysis

You can find out how information systems improve management decision making in this exercise. Rather than guessing or relying on estimates and experience, managers today rely on information stored in databases. In this project, you will start out with raw transactional sales data and use Microsoft Access database software to develop queries and reports that help managers make better decisions about product pricing, sales promotions, and inventory replenishment. A part of the database is shown in the following figure.

On the Laudon Web site for Chapter 1, you can find a Store and Regional Sales Database developed in Microsoft Access. The database contains raw data on weekly store sales of computer equipment in various sales regions. You will use Access to manage the data and turn them into useful business information.

The database includes fields for store identification number, sales region number, item number, item description, unit price, units sold, and the weekly sales period when the sales were made.

Develop some reports and queries to make this information more useful for running the business. Sales and production managers want answers to the following questions:

- Which products should be restocked?
- Which stores and sales regions would benefit from a promotional campaign and additional marketing?
- When (what time of year) should products be offered at full price, and when should discounts be used?

You can easily modify the database table to find and report your answers. Print your reports and results of queries.

ID	Store No	Sales Region	Item No	Item Description	Unit Price	Units Sold	Week Ending
1	1	South	2005	17" Monitor	\$229.00	28	10/27/2007
2	1	South	2005	17" Monitor	\$229.00	30	11/24/2007
3	1	South	2005	17" Monitor	\$229.00	9	12/29/2007
4	1	South	3006	101 Keyboard	\$19.95	30	10/27/2007
5	1	South	3006	101 Keyboard	\$19.95	35	11/24/2007
6	1	South	3006	101 Keyboard	\$19.95	39	12/29/2007
7	1	South	6050	PC Mouse	\$8.95	28	10/27/2007
8	1	South	6050	PC Mouse	\$8.95	3	11/24/2007
9	1	South	6050	PC Mouse	\$8.95	38	12/29/2007
10	1	South	8500	Desktop CPU	\$849.95	25	10/27/2007

Each Dirt Bikes USA running case project requires students to use application software, Web tools, or analytical skills to solve a problem encountered by a simulated real-world company.

3.5 Hands-On MIS

The projects in this section give you hands-on experience analyzing a company's competitive strategy, using a database to improve decision making about business strategy, and using Web tools to configure and price an automobile.

IMPROVING DECISION MAKING: ANALYZING COMPETITIVE STRATEGY:

Software skills: Web browser software and presentation software
Business skills: Value chain and competitive forces analysis, business strategy formulation

This project provides an opportunity for you to develop the competitive strategy for a real-world business. You will use the Web to identify Dirt Bikes's competitors and the competitive forces in its industry. You'll use value chain analysis to determine what kinds of information systems will provide the company with a competitive advantage.

Dirt Bikes's management wants to be sure it is pursuing the right competitive strategy. You have been asked to perform a competitive analysis of the company using the Web to find the information you need. Prepare a report that analyzes Dirt Bikes using the value chain and competitive forces models. Your report should include the following:

- Which activities at Dirt Bikes create the most value?
- How does Dirt Bikes provide value to its customers?
- What other companies are Dirt Bikes's major competitors? How do their products compare in price to those of Dirt Bikes? What are some of the product features they emphasize?
- What are the competitive forces that can affect the industry?
- What competitive strategy should Dirt Bikes pursue?
- What information systems best support that strategy?
- (Optional) Use electronic presentation software to summarize your findings for management.



INTERACTIVE SESSION: TECHNOLOGY**The Databases Behind MySpace**

MySpace.com, the popular social networking site, has experienced one of the greatest growth spurts in the history of the Internet. The site launched in November 2003 and by May 2007, it had 175 million member accounts. The challenge for MySpace has been to avoid technological letdowns that degrade Web site performance and frustrate its rapidly expanding network of users.

The technical requirements of a site like MySpace are vastly different from other heavily trafficked Web sites. Generally, a small number of people change the content on a news site a few times a day. The site may retrieve thousands of read-only requests from its underlying database without having to update the database. On MySpace, tens of millions of users are constantly updating their content, resulting in an elevated percentage of database interactions that require updates to the underlying database. Each time a user views a profile on MySpace, the resulting page is stitched together from database lookups that organize information from multiple tables stored in multiple databases residing on multiple servers.

In its initial phases, MySpace operated with two Web servers communicating with one database server and a Microsoft SQL Server database. Such a setup is ideal for small to medium-size sites because of its simplicity. At MySpace, the setup showed signs of stress as more users came aboard. At first, MySpace reduced the load by adding Web servers to handle the increased user requests. But when the number of accounts stretched to 500,000 in 2004, one database server was not sufficient. Deploying additional database servers is more complicated than adding Web servers because the data must be divided among multiple databases without any loss in accessibility or performance. MySpace deployed three SQL Server databases. One served as a master database, which received all new data and copied them to the other two databases. These databases focused on retrieving data for user page requests.

As MySpace approached 2 million accounts, the database servers approached their input/output capacity, which refers to the speed at which they could read and write data. This caused the site to lag behind in content updates. MySpace switched to a vertical partitioning model in which separate databases supported distinct functions of the Web site, such as the log-in screen, user profiles, and blogs.

However, the distinct functions also had occasion to share data, and this became problematic

when the site reached 3 million accounts. Furthermore, some functions of the site grew too large to be served by only one database server. After considering a scale-up strategy of investing in more powerful and expensive servers, MySpace instead scaled out by adding many cheaper servers to share the database workload.

The more economical solution of a distributed architecture required a new design in which all of the servers combined to work as one logical computer. Under this design, the workload still needed to be spread out, which was accomplished by dividing the user accounts into groups of 1 million, and putting all the data related to those accounts in a separate instance of SQL Server.

Despite these gains in efficiency, the workload was not distributed evenly, which would sometimes cause an overload in the storage area for a particular database. MySpace tried to correct this issue manually, but the work was demanding and not an effective use of resources. So, MySpace switched to a virtualized storage architecture, which ended the practice of attaching disks dedicated to specific applications in favor of a single pool of storage space available to all applications. Under this arrangement, databases could write data to any available disk, thus eliminating the possibility of an application's dedicated disk becoming overloaded.

In 2005, MySpace also fortified its infrastructure by installing a layer of servers between the database servers and the Web servers to store and serve copies of frequently accessed data objects so that the site's Web servers wouldn't have to query the database servers with lookups as frequently.

Despite all these measures, MySpace still overloads more frequently than other major Web sites. Users have expressed frustration at not being able to log in or view certain pages. Log-in errors occur at a rate of 20 to 40 percent some days. Site activity continues to challenge the limitations of the technology. So far, the site's continued growth suggests that users are willing to put up with periodic "Unexpected Error" screens. MySpace developers continue to redesign the Web site's database, software, and storage systems to keep pace with its exploding growth, but their job is never done.

Sources: David F. Carr, "Inside MySpace.com," *Baseline Magazine*, January 16, 2007; Mark Brinelli, "Oracle Database 10g Powers Growing MySpace.com Competitor," *SearchOracle.com*, January 31, 2007; and Saul Hansell, "For MySpace, Making Friends Was Easy. Big Prophet Is Tougher," *The New York Times*, April 23, 2006.

Each chapter contains two Interactive Sessions on People, Organizations, or Technology using real-world companies to illustrate chapter concepts and issues.

CASE STUDY QUESTIONS

1. Describe how MySpace uses databases and database servers.
2. Why is database technology so important for a business such as MySpace?
3. How effectively does MySpace organize and store the data on its site?
4. What data management problems have arisen? How has MySpace solved, or attempted to solve, these problems?

MIS IN ACTION

Explore MySpace.com, examining the features and tools that are not restricted to registered members. Then answer the following questions:

1. Based on what you can view without registering, what are the entities in MySpace's database?
2. Which of these entities have some relationship to individual members?
3. Select one of these entities and describe the attributes for that entity.

MIS in Action projects encourage students to learn more about the companies and issues discussed in the case studies.

Assessment and AACSB Assessment Guidelines

The Association to Advance Collegiate Schools of Business (AACSB) is a not-for-profit corporation of educational institutions, corporations and other organizations that seeks to improve business education primarily by accrediting university business programs. As a part of its accreditation activities, the AACSB has developed an Assurance of Learning Program designed to ensure that schools do in fact teach students what they promise. Schools are required to state a clear mission, develop a coherent business program, identify student learning objectives, and then prove that students do in fact achieve the objectives.

We have attempted in this book to support AACSB efforts to encourage assessment-based education. The front end papers of this edition identify student learning objectives and anticipated outcomes for our Hands-on MIS projects. On the Laudon Web site is a more inclusive and detailed assessment matrix that identifies the learning objectives of each chapter and points to all the available assessment tools for ensuring students in fact do achieve the learning objectives. Because each school is different and may have different missions and learning objectives, no single document can satisfy all situations. The authors will provide custom advice on how to use this text in colleges with different missions and assessment needs. Please e-mail the authors or contact your local Prentice Hall representative for contact information.

For more information on the AACSB Assurance of Learning Program, and how this text supports assessment-based learning, please visit the Web site for this book.

Customization and Flexibility: New Learning Track Modules:

Our **Learning Tracks** feature gives instructors the flexibility to provide in-depth coverage of the topics they choose. A Learning Tracks section at the end of each chapter directs students to short essays or additional chapters on the Laudon Companion Web site. This supplementary content takes students deeper into MIS topics, concepts and debates; reviews basic technology concepts in hardware, software, database design, telecommunications, and other areas; and provide additional hands-on software instruction. The Eighth Edition includes new Learning Tracks on The Booming Job Market in IT Security, Hot New Careers in E-Commerce, Computer Forensics, Sarbanes-Oxley, Service Level Agreements, Building a Web Page, Excel Pivot Tables, and additional coverage of Computer Hardware and Software technology.

Author-Certified Test Bank and Supplements

- **Author-Certified Test Bank.** The authors have worked closely with skilled test item writers to ensure that higher level cognitive skills are tested. Test bank multiple choice questions include questions on content, but also include many questions that require analysis, synthesis, and evaluation skills.
- **Interactive PowerPoint Lecture Slides.** In addition to illuminating key concepts, class slides include four to five Interactive Sessions where students are encouraged to discuss in class the cases in the chapter or related issues in MIS, management, and business.

Globalization

This edition has even more global emphasis than previous editions. New material on globalization (Chapter 1), global workgroup collaboration (Chapter 2), software localization (Chapter 4), global security threats (Chapter 7), global supply chains (Chapter 8), global marketplaces (Chapter 9), managing global systems projects (Chapter 11), and offshore outsourcing (Chapter 11), accompanied by numerous examples of multinational and non-U.S. companies, show how to use IS in a global business environment.

Expanded Treatment of Project Management

A new chapter on *Building Information Systems and Managing Projects* (Chapter 11) teaches students how to implement MIS projects to obtain genuine business value.

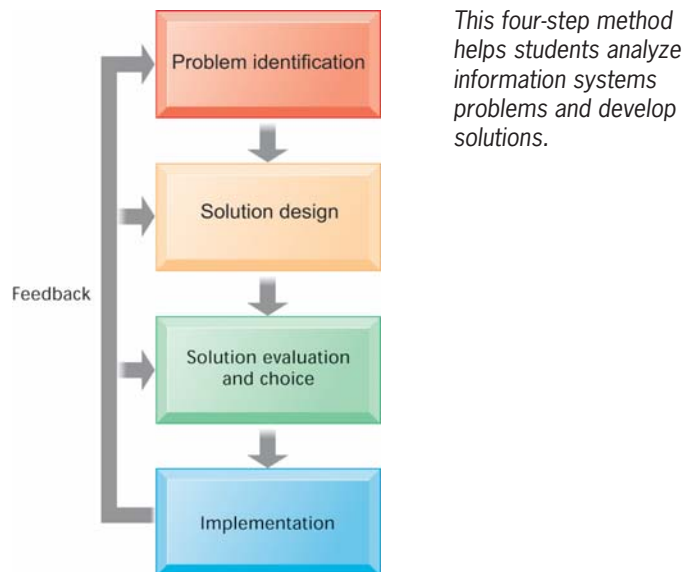
New Leading-Edge Topics

The Laudons are always in the forefront in identifying what's new in MIS. This edition includes new coverage of the following leading-edge topics:

- Globalization
- Virtualization
- Multicore processing
- Cloud computing
- Ajax
- Web 2.0
- Business uses of wikis and blogs
- Social networking
- Social shopping
- Social bookmarking
- Service level agreements
- Offshore outsourcing

A Problem-Solving Perspective

Chapter 1 introduces a four-step problem-solving method that students can use throughout the course and for analyzing case studies. Students will learn how to identify a business problem, design alternative solutions, choose the correct solution, and implement the solution. We use the problem-solving perspective throughout the text to show how real-world companies identified and ultimately solved key business challenges using information systems and technologies.



Career Resources

Career resources are integrated throughout the learning system. Each chapter shows why students need to know about the chapter and how this knowledge will help them in their future career. The Companion Web site offers extensive Career Resources, including job-hunting guides and instructions on how to build a Digital Portfolio demonstrating the business knowledge, application software proficiency, and Internet skills acquired from using the text. The portfolio can be included in a resume or job application or used as a learning assessment tool for instructors.

COMPANION WEB SITE

The Laudon/Laudon text is supported by an excellent Web site at <http://www.prenhall.com/laudon> that reinforces and enhances text material with Learning Tracks supplements, the Dirt Bikes U.S.A. running case, video cases, data files for the Hands-on MIS projects, Career Resources and Digital Portfolio guide, an Interactive Study Guide, International Resources, additional case studies, and a special PowerPoint slide show on IT Careers custom-prepared by Ken Laudon. The Web site also features a secure password-protected faculty area from which instructors can obtain AACSB assessment tools and download the Instructor's Manual and suggested answers to the Hands-on MIS and other projects. The site has an improved online syllabus tool to help professors add their own personal syllabi to the site in minutes.

Instructional Support Materials

Instructor's Resource CD-ROM

Most of the support materials described in the following sections are conveniently available for adopters on the Instructor's Resource CD-ROM. The CD includes the Instructor's Manual, Lecture Notes, Test Item File, PowerPoint slides, and the helpful lecture tool "Image Library."

Image Library (on Web and Instructor's Resource CD-ROM)

The Image Library is an impressive resource to help instructors create vibrant lecture presentations. Almost every figure and photo in the text is provided and organized by chapter for convenience. These images and lecture notes can be imported easily into Microsoft PowerPoint to create new presentations or to add to existing ones.

Instructor's Manual (on Web and Instructor's Resource CD-ROM)

The Instructor's Manual features not only answers to review, discussion, case study, and group project questions but also an in-depth lecture outline, teaching objectives, key terms, teaching suggestions, and Internet resources. This supplement can be downloaded from the secure faculty section of the Laudon Web site and is also available on the Instructor's Resource CD-ROM.

Test Item File (on Web and Instructor's Resource CD-ROM)

The Test Item File is a comprehensive collection of true-false, multiple-choice, fill-in-the-blank, and essay questions. The questions are rated by difficulty level and the answers are referenced by section. An electronic version of the Test Item File is available in TestGen and TestGen conversions are available for BlackBoard or WebCT course management systems. All TestGen files are available for download at the Instructor Resource Center.

PowerPoint Slides (on Web and Instructor's Resource CD-ROM)

Electronic color slides created by Azimuth Interactive Corporation, Inc., are available in Microsoft PowerPoint. The slides illuminate and build on key concepts in the text. Faculty can download the PowerPoint slides from the Web site, and they are also provided on the Instructor's Resource CD-ROM.

Microsoft Office Tutorial Software

For instructors seeking application software training to use with this text, Prentice Hall is pleased to offer student training in Microsoft Office 2007. This item is not available as a stand-alone item but can be packaged with the Laudon/Laudon text at an additional charge. Contact your local Prentice Hall representative for more details.

Acknowledgments

The production of any book involves valued contributions from a number of persons. We would like to thank all of our editors for encouragement, insight, and strong support for many years. We thank Bob Horan for guiding the development of this edition and Kelly Loftus for her role in managing the project.

We praise Carol Samet for overseeing production for this project and thank Diane Austin for her fine photo research. Our special thanks go to our supplement authors for their work. We are indebted to Kenneth Rosenblatt for his assistance in the writing and production of the text and to Megan Miller for her help during production. We thank Diana R. Craig for her assistance with database topics.

Special thanks to colleagues at the Stern School of Business at New York University; to Professor Edward Stohr of Stevens Institute of Technology; to Professors Al Croker and Michael Palley of Baruch College and New York University; to Professor Lawrence Andrew of Western Illinois University; to Professors Walter Brenner and Lutz Kolbe of the University of St. Gallen; to Professor Donald Marchand of the International Institute for Management Development; and to Professor Daniel Botha of Stellenbosch University who provided additional suggestions for improvement. Thank you to Professor Ken Kraemer, University of California at Irvine, and Professor John King, University of Michigan, for more than a decade's long discussion of information systems and organizations. And a special remembrance and dedication to Professor Rob Kling, University of Indiana, for being my friend and colleague over so many years.

We also want to especially thank all our reviewers whose suggestions helped improve our texts. Reviewers for this edition include the following:

Joseph Blankenship, Youngstown State University
Nora Braun, Augsburg College
Rochelle Cadogan, Viterbo University
Wade Chumney, Belmont University
Angela Clark, University of South Alabama
Preston Clark, Cornell University
C. Lee Clarke, Augsburg College
Emilio Collar Jr., Western Connecticut State University
Jack Cook, Rochester Institute of Technology
Terry Freed, Penn State Harrisburg
Robert Fulkerth, Golden Gate University
Albert Hayashi, Loyola Marymount University
Patrick Jeffers, Iowa State University
Keith Jenkins, Judson College
Boyd Jones, The Catholic University of America
Larry Larson, University of Redlands
Farrokh Mamaghani, St. John Fisher College
Bernard Merkle, California Lutheran University
Fiona Fui-Hoon Nah, University of Nebraska-Lincoln
Laszlo Pook, Metropolitan State College of Denver
Michael Powers, Franklin University
David Rosi, Lower Columbia College
Werner Schenk, St. John Fisher College
Corinne Smolizza, St. Francis College
Timothy Stanton, Mount St. Mary's University
Claire Theriault-Perkins, University of Maine at Augusta
Bradley Watson, Franklin University
Marie Wright, Western Connecticut State University
James Yao, Montclair State University
Michael Yates, Robert Morris College

K.C.L.
J.P.L.

