

MANAGEMENT

- Business Analytics, Certificate (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/business-analytics-certificate/>)
- Information Systems Management, Accelerated MSM (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/accelerated-msm-ism-program/>)
- Management, Business Analytics - Information Systems Concentration, MSM (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/information-systems-management-msm/>)
- Management, Business Analytics - Supply Chain Concentration, MSM (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/supply-chain-management-msm/>)
- Predictive Analytics and Machine Learning, Certificate (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/predictive-analytics-and-machine-learning-certificate/>)
- Strategic Leadership, Certificate (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/strategic-leadership-certificate/>)
- Supply Chain for Managers, Certificate (<https://bulletin.uakron.edu/graduate/colleges-programs/business-administration/management/supply-chain-for-managers-certificate/>)

Health Care Management (HCM)

HCM 585 Special Topics in Health Services Administration (1-3 Units)

Prerequisite: permission of instructor. Special topics in health services administration (e.g., management) focusing on historical and/or contemporary managerial organizational and/or policy/strategy issues as related to health-care organizations and health-care systems. Separate topics may be repeated for a maximum of six credits. For those registered for graduate credit, a major research paper is required. (Formerly 6500:585)

HCM 681 Foundations of Health Care Leadership (3 Units)

Introductory course for health professionals covering principles and concepts of management applied to health services organizations. (Formerly 6500:681)

HCM 683 Health Services Systems Management (3 Units)

Prerequisite: Graduate Standing. Study of health services organizations, comparative delivery systems, the roles of third-party payors and government policy in health care. Seminar format: major research paper required. (Formerly 6500:683)

HCM 686 Health Services Research Project (3 Units)

Prerequisite: HCM 683 or permission of instructor. In-depth field study in health services administration with applications of research and analysis skills. Course requires review of literature and a major research paper. (Formerly 6500:686)

HCM 688 Independent Study: Health Services Administration (1-3 Units)

(May not be repeated for more than three credits) Prerequisites: HCM 681 or HRM 600 or equivalent or permission of instructor. Independent study and research of a special topic of interest in health services administration (e.g., management), chosen by the student in consultation with and under the supervision of the instructor. (Formerly 6500:688)

Human Resource Management (HRM)

HRM 600 Management & Organizational Behavior (3 Units)

Course examines management principles, concepts, functions and process, as well as human behavior in organizations. (Formerly 6500:600)

HRM 650 Human Resource Systems for Managers (3 Units)

Prerequisite: HRM 652. A broad survey of the fundamental principles, research findings and practices related to the acquisition, development, maintenance and effective utilization of a business firm's human resources. (Formerly 6500:650)

HRM 651 Organizational Transformation (3 Units)

A comprehensive study of innovations in organizations designed to increase human satisfaction and productivity through changes in human management. (Formerly 6500:651)

HRM 652 Managing People in Organizations (3 Units)

Introduction to the employee issues that managers face in organizations. The aspects of organizational behavior that influence performance, and issues related to managing human resources will be examined. (Formerly 6500:652)

HRM 653 Organizational Theory (3 Units)

Prerequisite: HRM 600. Examines the structure, design and overall effectiveness of a business organization from a macro-perspective. (Formerly 6500:653)

HRM 654 Management of Organizational Conflict (3 Units)

Prerequisite: HRM 600 or equivalent. Course emphasizes ensuring that the organization benefits from inevitable conflicts that occur, and provides skills in diagnosis, negotiation, and building trust and cooperative working relationships in organizations. (Formerly 6500:654)

HRM 655 Compensation and Performance Management (3 Units)

Prerequisite: HRM 600 or equivalent. The development and analysis of systems of payments and rewards in business organizations with special attention placed on performance evaluation methods and productivity enhancement. (Formerly 6500:655)

HRM 657 Leadership Role in Organizations (3 Units)

Prerequisite: HRM 652. Analysis and development of leadership theory and thought. Identification of leaders in both formal and informal organizations. Training and development methods of leaders evaluated. Individual and small group field study assignments. (Formerly 6500:657)

HRM 658 Managing a Global Workforce (3 Units)

Prerequisites: HRM 652. The formulation, design, and implementation of human resource practices designed to generate competitive cost advantages for business firms operating in domestic and/or international markets. (Formerly 6500:658)

HRM 660 Staffing and Employment Regulation (3 Units)

Prerequisite: HRM 600 or equivalent. Design and implementation of staffing practices and systems for businesses with an emphasis on the implications of federal regulations on the staffing function. (Formerly 6500:660)

HRM 661 Comparative Systems of Employee & Labor (3 Units)

Prerequisite: HRM 600. A survey course examining how industrial relations systems and employment practices across national boundaries impact upon the employment relationship of business firms with global operations. (Formerly 6500:661)

HRM 688 Leadership Skills (3 Units)

Prerequisite: Admission to a graduate program in the College of Business. Leadership Skills is a course focused on personal leadership development including influencing others, acting with ethics and integrity, and negotiating with others.

Information Systems Management (ISM)**ISM 520 Data Networks & Security (3 Units)**

Prerequisite: MGMT 601. Principles of the design and management of data networks for business communications. (Formerly 6500:520)

ISM 602 Programming for Data Analytics (3 Units)

Introduction to data preprocessing and programming concepts including controls, functions, and data structures, and applications to modeling, hypothesis testing, data visualization, and simulation and bootstrapping. (Formerly 6500:602)

ISM 605 Object Oriented Programming (3 Units)

Advanced introduction to computer programming in the context of developing business applications. It consists of two core components: object-oriented programming principles and business applications prototyping. (Formerly 6500:605)

ISM 620 E-Business Foundations (3 Units)

Provides an understanding of the foundation of Electronic Business focusing on business and application issues. (Formerly 6500:620)

ISM 622 E-Business Technologies (3 Units)

Prerequisite: ISM 620 or ISM 602. This course provides a foundation in internet related technologies for successfully managing an e-business. Students will be required to design and implement a functional e-business prototype. (Formerly 6500:622)

ISM 640 Data and IS Governance (3 Units)

Corequisite: MGMT 601. Focuses on management of IT and analytics functions, including alignment with business strategy, data architecture, systems and data governance, and cloud analytics processing. (Formerly 6500:640)

ISM 641 Business Database Systems (3 Units)

Introduction to issues underlying the analysis, design, implementation, and management of business databases. (Formerly 6500:641)

ISM 643 Analysis & Design of Business Systems (3 Units)

A hands-on treatment of the methods used to develop different types of business information systems. (Formerly 6500:643)

ISM 644 Business Intelligence (3 Units)

Corequisite: MGMT 601. Concerns transformation of business data into actionable information through ETL, data warehousing, data modeling and architecture. Particular emphasis on data visualization with end user tools. (Formerly 6500:644)

ISM 645 Software Development and Quality Assurance (3 Units)

Prerequisite: MGMT 601. Introduction to business software development and quality assurance. Student teams will work on projects with an emphasis on implementation of business systems. (Formerly 6500:645)

ISM 646 Enterprise Systems Implementation (3 Units)

Prerequisite: ISM 602. The configuration and implementation of Enterprise Systems to support the cross functional integration of business processes. (Formerly 6500:646)

ISM 648 Management of Telecommunication (3 Units)

Prerequisite: ISM 602 or ACCT 603. An introduction to the use and management of telecommunications resources to support the activities of the organization. (Formerly 6500:648)

ISM 652 Information Systems for Management (2 Units)

An introduction to current practice in the management of information in the organization from an executive management perspective. (Formerly 6750:652)

ISM 663 Advanced Data Analytics Topics (3 Units)

Prerequisites: MGMT 601 and ISM 602. Covers advanced topics on data analytics such as Bayesian networks and decision tree learning. Requires a programming language for big data projects. (Formerly 6500:663)

Management (MGMT)**MGMT 601 Business Analytics and Information Strategy (3 Units)**

Covers information systems foundations, strategic use of core analytical techniques including statistics and data mining to enable firms to better compete. (Formerly 6500:601)

MGMT 650 Managing People in Organizations (2 Units)

This course covers the management of people, including motivation and rewards, relationships, teams, power and politics, decision making, and organization design. (Formerly 6750:650)

MGMT 651 Data Driven Decision Making for Managers (2 Units)

Topics include descriptive statistics, estimation, hypothesis testing, simple and multiple regression. Skills provided include familiarity with statistical software, using statistical analysis to support business decisions, and case analyses. (Formerly 6750:651)

MGMT 659 International Human Resource Management (3 Units)

Prerequisite: HRM 600. A survey course focused on the identification, analysis, and resolutions of human resource problems in business firms with global operations. (Formerly 6500:659)

MGMT 672 Management Project (3 Units)

Prerequisite: Instructor permission. Students develop skills in real-world problem solving by interacting with organizations on issues important to them. Special emphasis will be transforming actual organizational data into recommendations. (Formerly 6500:672)

MGMT 675 Leadership, Diversity and Responsibility for Executives (2 Units)

Prerequisite: MGMT 650. Explores the issues of leadership and influencing employees with particular emphasis on dealing with increased diversity in the workplace and making ethical decisions in organizations. (Formerly 6750:675)

MGMT 678 Project Management (3 Units)

Prerequisite: Graduate Standing. Provides working knowledge of tools and methods available to project managers including computerized analysis of network models to aid in the planning and control functions. (Formerly 6500:678)

MGMT 689 Leading and Influencing (1 Unit)

The main topics of the course are authentic leadership and influence within collaborative structures. The emphasis of the course is on self-awareness and development of leadership and collaborative competencies. (Formerly 6700:689)

MGMT 690 Selected Topics in Management (3 Units)

(May be repeated for a total of six credits) Prerequisite: HRM 652. Selected topics in historical, contemporary and/or operational and functional areas of management. (Formerly 6500:690)

MGMT 691 Professional Integrity (1 Unit)

This course is designed to examine the issues of integrity, ethics, and business social responsibility facing business professionals in today's world of business globalization. (Formerly 6700:691)

MGMT 693 Negotiations in the Workplace (1 Unit)

This course introduces students to the skills necessary to successfully navigate career and life negotiations. Contexts covered include job interviews, job offers and promotions. This course is taught from a practical perspective, with hands-on experience and interactions. (Formerly 6700:693)

MGMT 694 Global Strategic Management (3 Units)

Prerequisites: ACCT 623, FIN 646, SCM 655, MKTG 665. This course integrates the core concepts of business and emphasizes strategic management with a global perspective. Provides insights into the nature of strategy and approaches that may be used by organizations to achieve competitive advantage (Formerly 6750:695)

MGMT 695 Organizational Strategy (3 Units)

Prerequisites: FIN 602, SCM 670, MKTG 620, INTB 605 or permission. A case-oriented course which focuses on integration of theoretical and practical knowledge acquired in core business courses. Students analyze, evaluate, and formulate organization objectives and strategies within domestic and international environmental contexts. (Formerly 6500:695)

MGMT 697 Independent Study: Management (1-3 Units)

(May be repeated for a total of six credits) Focus on special topics of study and research in management on an independent basis. (Formerly 6500:697)

Supply Chain and Operations Management (SCM)

SCM 533 Supply Chain Logistics Planning (3 Units)

Prerequisite: SCM 675. Emphasizes the importance of planning in the development of the domestic and global supply chain logistics system that includes transportation, inventory, warehousing and procurement. (Formerly 6500:533)

SCM 655 Management of Operations (3 Units)

Prerequisites: MGMT 650, MGMT 651, and ISM 652. An investigation of the issues directly related to the management of operations at the strategic, tactical and operational levels of the organization. (Formerly 6750:655)

SCM 656 Management of Global Supply Chain & Operations (3 Units)

Prerequisite: HRM 600 or equivalent or permission of instructor. Study and explore the elements and issues related to globalization of supply chain, production and service operations. (Formerly 6500:656)

SCM 662 Supply Chain Analysis (3 Units)

Prerequisite: SCM 675. Application of quantitative models in the analysis and design of systems in the supply chain and in manufacturing and service operations environments. (Formerly 6500:662)

SCM 665 Management of Technology (3 Units)

Survey of the principles and management practices of technology driven organizations are discussed with concepts, models and case studies for managers of technology intensive operations. (Formerly 6500:665)

SCM 669 Polymer Management Decisions (3 Units)

Introduces major polymer concepts, production processes, and uses of polymeric materials in an easy-to-comprehend interdisciplinary instructional way. Industrial case studies will help integrate enterprise-wide innovation and technology management related decisions. (Formerly 6500:669)

SCM 670 Management of Supply Chains and Operations (3 Units)

An overview of the issues directly related to the management of supply chains and operations at the strategic, tactical, and operational levels of the organization. (Formerly 6500:670)

SCM 673 Quality & Productivity Techniques (3 Units)

Prerequisite: MGMT 601. Introduction to techniques for improving productivity and quality, including statistical process control (SPC), material requirements planning (MRP), just-in-time (JIT) inventory control and management of the program. (Formerly 6500:673)

SCM 675 Global Supply Chain Management (3 Units)

Prerequisite: Graduate Standing. Focuses on the integration of activities and information/material flows across multiple organizations that comprise the supply chain, and the relationships among those organizations. (Formerly 6500:675)

SCM 677 Supply Chain Sourcing (3 Units)

Prerequisite: SCM 670. Introduces the student to fundamental sourcing concepts as well as the scope of responsibility and critical roles of the sourcing function within the principal organization in a supply chain network. (Formerly 6500:677)

SCM 680 Supply Chain Logistics Management (3 Units)

Prerequisite: SCM 670. Emphasizes the importance of planning and operation of supply chain logistics systems that includes transportation, inventory and warehousing, with particular emphasis on international logistics, regulations and documentation. (Formerly 6500:680)

SCM 682 Management of Service Operations (3 Units)

Application of operations and systems analysis to services organizations. (Formerly 6500:682)

SCM 685 BioInnovation and Design (3 Units)

Bring together students with different academic backgrounds to work in teams and identify and develop new medical technologies and solutions to health care problems. (Formerly 6500:685)