

# MANAGEMENT

The Department of Management provides opportunities for students to prepare for six different majors: **Information Systems, Leadership and Human Resources, Sport Analytics, Sport Business, Supply Chain/Operations Management and Business Management**. Each major provides a solid foundation of general management skills needed by organizations today. Businesses, as well as non-profit institutions, face complex environments with multiple challenges and opportunities. The Department of Management faculty members interact regularly with business leaders to ensure that our students are prepared with the cutting-edge knowledge and skills required to obtain the best jobs.

The Information Systems Management major prepares students to be business professionals that direct the technology-related activities of organizations. Graduates understand how to design and access artificial intelligence (AI) and computer systems in order to ensure good business decisions. Information Systems (IS) professionals work with executives to define, plan and achieve the technical goals of the company. IS professionals understand AI, databases, networks, data analytics and system analysis. Students graduate from this program with the combination of technical and business expertise that organizations need for success.

The Leadership & Human Resources major prepares students for jobs as Human Resource Management (HRM) professionals, as well as general managers. It is generally the people with talent that make one organization more successful than another. HRM professionals are the keys to the acquisition and use of talent in organizations to support strategy. HRM professionals oversee the recruitment, hiring, training and compensation of employees. They also design systems for performance management, guide labor relations, ensure legal compliance and monitor employee safety.

The Sport Analytics major will provide students with a unique foundation in math, statistics, computer programming, and business to compete for and attain analytics-focused jobs across the sport industry. Students will develop quantitative, critical thinking, and decision-making skills, along with mastery of core sport and business administration principles. Additionally, students will have the opportunity to customize their program of study and to gain hands-on industry experience through internships and a capstone consulting project in preparation for a career as a sport analyst.

The Sport Business major provides a strong foundation in the core areas of business along with experience in applying business concepts in sport-specific settings. Students also will benefit from the program's existing relationships with sports teams and organizations in the region.

The Supply Chain/Operations Management major is central for the success of almost every business. Supply Chain/Operations deals with getting the right product, to the right place, at the right time, in the right condition, at the right price. It is a growing interdisciplinary field that involves building relationships with organizations around the world. Professionals in this area must understand procurement and sourcing, inventory control, logistics and transportation, import and export management, manufacturing and service operations, and negotiation and customer satisfaction skills. This major prepares students to be professionals in the broad supply chain field.

The Business Management major is designed to provide learners with a degree that is inclusive of prior learning, offers great flexibility in terms

of course/program content, and allows them to complete their business degree in a highly flexible online environment. A graduate with a degree in the business management discipline will have many employment opportunities with firms in staff, supervisory and other professional positions. In addition, the graduate has the fundamental preparations to undertake advanced studies leading to a graduate degree.

- Business Management, BBA (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/business-management-bs/>)
- Data Analytics and Management, Certificate (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/data-analytics-management-certificate/>)
- Esports Business, Certificate (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/esports-business-certificate/>)
- Human Resource Management, Minor (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/human-resource-management-minor/>)
- Information Systems Management, Minor (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/information-systems-management-minor/>)
- Information Systems, BBA (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/information-systems-bs/>)
- Leadership and Human Resources, BBA (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/human-resources-management-bs/>)
- Managing People, Certificate (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/managing-people-certificate/>)
- Sport Analytics, BS (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/sport-analytics/>)
- Sport Business, BBA (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/sport-business/>)
- Sport Business, Certificate (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/sport-business-certificate/>)
- Supply Chain Management, Certificate (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/supply-chain-management-certificate/>)
- Supply Chain Management, Minor (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/supply-chain-management-minor/>)
- Supply Chain/Operations Management, BBA (<https://bulletin.uakron.edu/undergraduate/colleges-programs/business-administration/management/supply-chain-operations-management-bs/>)

## Management (MGMT)

### MGMT 201 Management: Principles & Concepts (3 Units)

Prerequisites: 30 completed credit hours. An interdisciplinary approach to the study of the basic principles of general management theory and practice. (Formerly 6500:301)

**MGMT 202 Introduction to Sport Business (3 Units)**

This course will introduce students to sport business through the lens of the multi-faceted sport industry. Students will gain exposure to and discuss careers in sport business as well as develop foundational professional skills in the areas of organization, communication, and problem solving.

**MGMT 254 Global Experience (1-3 Units)**

Prerequisite: 28 credit hours completed. Provides an opportunity for students to learn from faculty expertise in the context of a foreign country. International management practices are examined and aspects of local culture are studied. (Formerly 6500:254)

**MGMT 302 Organizational Behavior & Leadership Skills (3 Units)**

Prerequisite: MGMT 201. Investigation of applications of behavioral and social sciences as they relate to individual, group behavior in organizations. (Formerly 6500:302)

**MGMT 304 Business Statistics (3 Units)**

Prerequisites: [(MATH 145 with a grade of C- or better or higher math) and ACCT 250] or admission to the College of Engineering with 48 credit hours completed. Introduces statistical methods to support quantitative decision analysis for solving business problems. Includes probability, sampling, estimation, hypothesis testing, analysis of variance. Utilizes case studies. (Formerly 6500:304)

**MGMT 305 Business Analytics (3 Units)**

Prerequisite: STAT 262. Studies core statistical techniques; data retrieval, analysis and mining; and decision modeling to effectively persuade in the project-oriented world of data-driven decisions. (Formerly 6500:305)

**MGMT 307 Strategic Leadership in Sport Business (3 Units)**

Prerequisite: MGMT 201. This course has been designed for students to explore the intersection between individual, dyadic, group, and organizational leadership in the context of sport business. Topics including emotional intelligence, organizational culture, strategy, and diversity leadership will be explored from both theoretical and practical points of view in the pursuit of developing an understanding of effective leadership styles and practices. Case studies and other applied examples will supplement classroom learning to provide insight into strategic leadership as the principal driver of organizational performance in the sport industry.

**MGMT 370 Financial Issues in Sport (3 Units)**

Prerequisite: FIN 301. This course will address ownership structures, venue financing, franchise valuation, risk, taxes, sport investment, labor and media contracts and budgeting. Students will also explore the body of knowledge associated with pursuing a career in sport business. (Formerly 6500:370)

**MGMT 380 Global Esports Business Management (3 Units)**

This class will prepare students with the knowledge base necessary to understand up-to-date information about the global esports ecosystem and discuss career opportunities available for students. Also this course will seek to explore, acquire, and discuss knowledge within the theoretical and applied management strategies in esports ecosystem. Students will also be required to complete various tasks, both in and out of the classroom, that are relevant esports. (Formerly 6500:380)

**MGMT 400 Esports Event Management (3 Units)**

This course is designed to provide the students with solid fundamental information on what students need to do to be a successful event manager in the esports industry. Students will discuss various ways that organizations plan, develop, and manage various esports events. Students will have opportunities to volunteer for University of Akron esports program throughout the semester. (Formerly 6500:400)

**MGMT 404 Current Topics in Sport Business (3 Units)**

Prerequisite: Junior or greater standing. This course will focus on the evolution of sport in the 21st century. Topics may include the professionalization of college athletics, technological advances in sport, athlete branding, the use of advanced metrics in performance projections, customer/ fan engagement, the role of social media in sport consumption, diversity, and sport and society. (Formerly 6500:404)

**MGMT 422 Applied Sales in Sport (3 Units)**

Prerequisites: BUSN 230 and MKTG 205. This course will provide students with a variety of learning experiences related to the theory and examination of sales in sport. Specifically, this course empowers students to gain real-world experience in the business-to-consumer sales process while working on a real-world project with a sport organization partner. (Formerly 6500:422)

**MGMT 457 International Management (3 Units)**

Prerequisites: Junior or greater standing and MGMT 201 or equivalent. Management practices and techniques of international business organizations. Focus on structure and processes of resource allocation, design and technology, and the impact of culture. (Formerly 6500:457)

**MGMT 459 Selected Topics: International Management (1-3 Units)**

Prerequisites: Junior or greater standing, MGMT 201 or equivalent, and MGMT 457. Selected topics in international management focus on historical or contemporary managerial, production and organizational issues. Includes international simulation game. Six hour limit. (Formerly 6500:459)

**MGMT 460 Special Topics in Management (3 Units)**

Exploration of advanced topics of interest both to the student and professor. Many special applications, case studies, outside speakers, projects in conjunction with local industries. (Formerly 6500:460)

**MGMT 470 Sport Business Consulting Project (3 Units)**

Students develop skills in navigating and managing team dynamics while addressing complex issues specific to a unique sport organization. (Formerly 6500:470)

**MGMT 471 Internship in Sport Business/Analytics (3 Units)**

Prerequisite: Must be admitted to a 4-year degree granting major and permission of department chair. Internship experience with sport organization focused in the area(s) of sport business/analytics. Student learning objectives and goals are established by the sponsoring organization and approved by the department chair. The student learning experience is assessed through scheduled updates, a final paper, and presentation, which are supervised and evaluated by the department chair.

**MGMT 477 Management Simulation (1 Unit)**

Prerequisite: MGMT 201. Simulation of management practices through computerized game or experiential exercise. (Formerly 6500:477)

**MGMT 490 Strategic Management (3 Units)**

Prerequisites: Admission to a major in the College of Business, 97 credits in which 15 crd hrs, or half of major credits must be completed, BUSN 230, ACCT 201, ACCT 202, ACCT 250, [BLAW 220 or BLAW 321 or ACCT 424], FIN 301, MGMT 201, MGMT 304, [MGMT 305 or ECON 325], SCM 230, MKTG 205, and INTB 205. Capstone course. Integrates the core business disciplines (accounting, economics, finance, management, marketing) through the use of case analysis. Objective and strategy formulation from an administrative viewpoint and international dimension. Emphasis on oral and written communications. (Formerly 6500:490)

**Gen Ed:** Capstone

**MGMT 491 Workshop in Management (1-3 Units)**

(May be repeated with permission of instructor or department) Group studies of special topics in management. May not be used to meet undergraduate major requirements in management. May be used for elective credits only. (Formerly 6500:491)

**Information Systems Management (ISM)****ISM 201 Introduction to E-Business (3 Units)**

Prerequisite: 24 credits. Provides a broad overview of e-business strategies, products and technologies. Discusses transformation of marketing, production and other business functions; and related legal, political, ethical and cultural issues. (Formerly 6100:201)

**ISM 310 Business Information Systems (3 Units)**

Prerequisites: Completion of 48 credit hours and [ACCT 250 or admission to the Computer Science major]. Provides a technical and organizational foundation for understanding the use and importance of information systems and information technology in today's business environment. (Formerly 6500:310)

**ISM 315 Applications Development for Business Processes (3 Units)**

Prerequisites: ACCT 250 and 48 completed hours. Analysis and automation of business operations and processes. Development of applications based on a simulated enterprise-wide database. (Formerly 6500:315)

**ISM 324 Database Management for Information Systems (3 Units)**

Prerequisites: [ACCT 250 and 48 completed hours] or [admission to the College of Engineering and Polymer Science with 48 credit hours completed]. An introduction to database design and management, including data modeling, relational theory, Structured Query Language, and database applications, development, using database management systems. (Formerly 6500:324)

**ISM 325 Systems, Analysis, & Design (3 Units)**

Prerequisites: ISM 315. An introduction to the techniques of business modeling, systems design, and implementation, including the application of software engineering tools in support of modeling and code generation. (Formerly 6500:325)

**ISM 420 Data Networks and Security (3 Units)**

Prerequisites: Junior or greater standing and ISM 310. Principles of the design and management of data networks for business communications. (Formerly 6500:420)

**ISM 425 Decision Support with Data Warehousing & Data Mining (3 Units)**

Prerequisites: ISM 324 and MGMT 305. Examines managerial and technical aspects of business decision-making based on the use of data warehouses, on-line analytical processing (OLAP) and data mining. (Formerly 6500:425)

**ISM 426 E-Business Application Development (3 Units)**

Prerequisites: Junior or greater standing and ACCT 250. Students will gain an understanding of issues and skills related to web application design and development. (Formerly 6500:426)

**ISM 427 Systems Integration (3 Units)**

Prerequisite: ISM 315. The course provides an understanding of issues and underlying application integration. Topics include coverage of middleware technologies, B2B standards and XML. (Formerly 6500:427)

**ISM 428 Systems Development Project (3 Units)**

Prerequisites: ISM 324 and ISM 325. Pre/Corequisite: ISM 427. Implementing business objects and use cases in projects. Object persistence, object collaboration, and controller and UI designs are discussed. (Formerly 6500:428)

**ISM 488 Internship in Information Systems (3 Units)**

Prerequisite: Permission of department chair or designated faculty member. On the job experience with public or private sector organizations. (Formerly 6500:488)

**Supply Chain and Operations Management (SCM)****SCM 230 Principles of Supply Chain and Operations Management (3 Units)**

Prerequisite: Completion of 30 credit hours. An overview of the terminology, fundamental concepts and scope of responsibility encountered in the fields of supply chain and operations management. (Formerly 6500:330)

**SCM 333 Supply Chain and Operations Analysis (3 Units)**

Prerequisites: MGMT 304 and SCM 230. Application of quantitative models in the analysis and design of systems in the supply chain and in manufacturing and service operations environments. (Formerly 6500:333)

**SCM 334 Service Operations Management (3 Units)**

Prerequisite: SCM 230. An overview of the fundamental terminology, principles, concepts and problem solving methods encountered in the contemporary field of service operations management. (Formerly 6500:334)

**SCM 390 Supply Chain Modeling and Decision Making (3 Units)**

Prerequisites: [ACCT 250 or admission to the College of Engineering with 48 credit hours completed], MGMT 304, and SCM 230. Spreadsheet based, example-driven approach to develop models and methodologies for supply chain analysis and decision making. (Formerly 6500:390)

**SCM 421 Operations Research (3 Units)**

Prerequisite: SCM 230. Examines the use of operations research techniques in managerial decision-making processes; constrained linear optimization, non-linear optimization, network analysis, queuing theory, simulation. (Formerly 6500:421)

**SCM 433 Supply Chain Logistics Planning (3 Units)**

Prerequisite: SCM 230. 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 6500:433)

**SCM 434 Production Planning & Control (3 Units)**

Prerequisites: Junior or greater standing and SCM 333. Coverage of materials management, production planning, scheduling and control. Integrates material from previous courses, provides overall framework including use of computer and quantitative methods. (Formerly 6500:434)

**SCM 435 Quality Management & Control (3 Units)**

Prerequisites: Junior or greater standing and SCM 230. Emphasis on statistical techniques essential to controlling product quality for both measurement and attribute data. Includes control chart methods and acceptance sampling plans. (Formerly 6500:435)

**SCM 475 Supply Chain Operations Strategy (3 Units)**

Prerequisites: MGMT 302, ISM 310, SCM 333, and SCM 390. Pre/Corequisites: SCM 433 and SCM 476. Capstone course integrating supply chain concepts to solve real world supply chain problems primarily using a case study approach. (Formerly 6500:475)

**SCM 476 Supply Chain Sourcing (3 Units)**

Prerequisite: SCM 230. 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 6500:476)

**SCM 479 Operations Simulation (1 Unit)**

Prerequisite: SCM 333. Simulation of operations management practices through computerized or experiential exercises. (Formerly 6500:479)

**SCM 486 Internship in Supply Chain/Ops (3 Units)**

Prerequisite: Permission of department chair or designated faculty member. On the job experiences with public or private sector organizations. (Formerly 6500:486)

## Human Resource Management (HRM)

**HRM 241 Human Resource Management (3 Units)**

Prerequisite: 24 completed credit hours. Principles, policies, and practices in administering functions of recruiting, selecting, training, compensating, and appraising human resources of organizations. (Formerly 6500:341)

**HRM 342 Employee and Labor Relations (3 Units)**

Prerequisite: 64 completed credit hours. Pre/Corequisite: HRM 341. Analysis of management, union and employee objectives, attitudes and strategy, as they affect conduct of business and economy. Stress placed on group assigned readings and reports. (Formerly 6500:342)

**HRM 350 Fundamentals of Enterprise Resource Planning (3 Units)**

Prerequisites: ACCT 250 and 48 completed credit hours. The enterprise wide process of decreasing operating costs, rationalizing the supply chain, improving management control, and decreasing cycle time by implementing ERP based solutions (Formerly 6500:350)

**HRM 441 Training and Development (3 Units)**

Prerequisite: HRM 241. Comprehensive study of employee training and development methods and practices including performance analysis, design, development, implementation and evaluation (Formerly 6500:441)

**HRM 442 Compensation Management and Reward Systems (3 Units)**

Prerequisites: Junior or greater standing and HRM 241. This course focuses on the development, implementation, and assessment of compensation and reward system of a business firm. (Formerly 6500:442)

**HRM 443 Human Resources Selection & Staffing (3 Units)**

Prerequisites: Junior or greater standing and HRM 241. Advanced study of selection and staffing within business organizations. Emphasis on current research and practice. Activities include projects, case studies, interaction with human resource professionals. (Formerly 6500:443)

**HRM 458 Special Topics in Managerial Arbitration, Mediation & Conciliation (1-3 Units)**

Prerequisites: Junior or greater standing and [MGMT 321 or HRM 600 or equivalent]. Study of the various methods and mechanisms by which management can understand and deal with internal and external conflict. Six hour limit. (Formerly 6500:458)

**HRM 471 Management Consulting Project (3 Units)**

Prerequisites: Admitted to the Human Resources Management major, MGMT 302, ISM 310, and HRM 342. Pre/Corequisites: HRM 442 and HRM 443. Students develop skills in field-based management problem solving, project management, and requirements analysis under conditions of uncertainty in a collaborative interdisciplinary team environment. (Formerly 6500:471)

**HRM 478 Human Resource Simulation (1 Unit)**

Prerequisite: HRM 241. Simulation of human resource practices through computerized or experiential exercises. (Formerly 6500:478)

**HRM 487 Internship in Human Resources (3 Units)**

Prerequisite: Permission of department chair or designated faculty member. On the job experiences with public or private sector organizations. (Formerly 6500:487)

## Health Care Management (HCM)

**HCM 480 Introduction to Health-Care Management (3 Units)**

Prerequisite: Junior or higher standing. (Students who are required to take MGMT 201 or have completed MGMT 201 or equivalent are ineligible to take this course for credit). Introductory course for health professionals covering principles and concepts of management applied to health services organizations. For those registered for graduate credit, a major paper is required. (Formerly 6500:480)

**HCM 482 Health Services Operations Management (3 Units)**

Prerequisites: Junior or greater standing and [MGMT 201 or HCM 480 or equivalents], or [graduate standing and HCM 681 or equivalent]. (Students who have completed SCM 230 are ineligible to take this course for credit). Application of production and operations management concepts and techniques in health services organizations. (Formerly 6500:482)

**HCM 485 Special Topics: Health Services Administration (1-3 Units)**

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 6500:485)