MANAGEMENT

The Department of Management provides opportunities for students to prepare for three different majors: Human Resources Management, Supply Chain/Operations Management and Information Systems 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 Human Resource Management 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 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 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 information systems, work with executives to define, plan and achieve the technical goals of the company. IS professionals understand databases, networks, data analytics and systems analysis. Students graduate from this program with the combination of technical and business expertise that organizations need for success.

A graduate with a degree in a 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.


Management (6500)

6500:254 Global Experience (1-3 Credits)
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.

6500:301 Management: Principles & Concepts (3 Credits)
Prerequisites: 48 completed credit hours. An interdisciplinary approach to the study of the basic principles of general management theory and practice.

6500:302 Organizational Behavior & Leadership Skills (3 Credits)
Prerequisite: 6500:301. Investigation of applications of behavioral and social sciences as they relate to individual, group behavior in organizations.

6500:304 Business Statistics (3 Credits)
Prerequisites: [3450:145 with a grade of C- or better or higher math] and 6200:250. Introduces statistical methods to support quantitative decision analysis for solving business problems. Includes probability, sampling, estimation, hypothesis testing, analysis of variance. Utilizes case studies.

6500:305 Business Analytics (3 Credits)
Prerequisites: 6500:304. Studies core statistical techniques; data retrieval, analysis and mining; and decision modeling to effectively persuade in the project-oriented world of data-driven decisions.

6500:310 Business Information Systems (3 Credits)
Prerequisites: 48 completed credit hours and 6200:250 or equivalent. Provides a technical and organizational foundation for understanding the use and importance of information systems and information technology in today's business environment.

6500:315 Applications Development for Business Processes (3 Credits)

6500:324 Database Management for Information Systems (3 Credits)
Prerequisites: 6200:250 and 48 completed hours. An introduction to database design and management, including data modeling, relational theory, Structured Query Language, and database applications, development, using database management systems.

6500:325 Systems, Analysis, & Design (3 Credits)
Prerequisites: 6500:315. 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.
6500:330 Principles of Supply Chain and Operations Management (3 Credits)
Prerequisites: Completion of 32 credit hours. An overview of the terminology, fundamental concepts and scope of responsibility encountered in the fields of supply chain and operations management.

6500:333 Supply Chain and Operations Analysis (3 Credits)
Prerequisites: [6500:222 or 6500:304] and 6500:330. Application of quantitative models in the analysis and design of systems in the supply chain and in manufacturing and service operations environments.

6500:334 Service Operations Management (3 Credits)
Prerequisite: 6500:330. An overview of the fundamental terminology, principles, concepts and problem solving methods encountered in the contemporary field of service operations management.

6500:341 Human Resource Management (3 Credits)
Prerequisite: one course in psychology or sociology and co-requisite 6500:301. Principles, policies, and practices in administering functions of recruiting, selecting, training, compensating, and appraising human resources of organizations.

6500:342 Employee and Labor Relations (3 Credits)
Prerequisite: 64 completed credit hours. Co-requisite: 6500:341 if not previously completed. 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.

6500:350 Fundamentals of Enterprise Resource Planning (3 Credits)
Prerequisites: 6500:250 Computer Applications for Business 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.

6500:390 Supply Chain Modeling and Decision Making (3 Credits)
Prerequisites: 6200:250, [6500:304 or 6500:221], and 6500:330. Spreadsheet based, example-driven approach to develop models and methodologies for supply chain analysis and decision making.

6500:410 Selected Topics in Entrepreneurship (1-3 Credits)
Prerequisites: Must be admitted to a major in a four-year degree granting college, upper-college or graduate standing, and [6500:301 or 6500:600] or equivalent. Facilitates comparative international study of entrepreneurship, introduction of entrepreneurship to large organizations, or application of student's entrepreneurial skills. Six hour limit.

6500:420 Data Networks and Security (3 Credits)
Prerequisites: Must be admitted to a major in a four-year degree granting college, 6500:310, and upper level standing. Principles of the design and management of data networks for business communications.

6500:421 Operations Research (3 Credits)
Prerequisites: Must be admitted to a major in a four-year degree granting college and 6500:330. Examines the use of operations research techniques in managerial decision-making processes; constrained linear optimization, non-linear optimization, network analysis, queuing theory, simulation.

6500:425 Decision Support with Data Warehousing & Data Mining (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, [6500:324 and 6500:305] or [6500:221 and 6500:222]. Examines managerial and technical aspects of business decision-making based on the use of data warehouses, on-line analytical processing (OLAP) and data mining.

6500:426 E-Business Application Development (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, 6200:250, and upper level standing. Students will gain an understanding of issues and skills related to web application design and development.

6500:427 Systems Integration (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college and 6500:315. The course provides an understanding of issues and underlying application integration. Topics include coverage of middleware technologies, B2B standards and XML.

6500:428 Systems Development Project (3 Credits)
Prerequisites: 6500:324 and 6500:325. Corequisite: 6500:427. Implementing business objects and use cases in projects. Object persistence, object collaboration, and controller and UI designs are discussed.

6500:433 Supply Chain Logistics Planning (3 Credits)
Prerequisites: Upper level standing, admission to a major in a 4-year degree granting college, and 6500:330. Emphasizes the importance of planning in the development of the domestic and global supply chain logistics system that includes transportation, inventory, warehousing and procurement.

6500:434 Production Planning & Control (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, upper level standing, and 6500:333. Coverage of materials management, production planning, scheduling and control. Integrates material from previous courses, provides overall framework including use of computer and quantitative methods.

6500:435 Quality Management & Control (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, upper level standing, and 6500:330. Emphasis on statistical techniques essential to controlling product quality for both measurement and attribute data. Includes control chart methods and acceptance sampling plans.

6500:441 Training and Development (3 Credits)
Prerequisites: Admission to a major in a 4-year degree granting college and 6500:341. Comprehensive study of employee training and development methods and practices including performance analysis, design, development, implementation and evaluation.

6500:442 Compensation Management and Reward Systems (3 Credits)
Prerequisites: Admission to a major in a 4-year degree granting college, junior standing and 6500:341. This course focuses on the development, implementation, and assessment of a business firm's compensation and reward system.

6500:443 Human Resources Selection & Staffing (3 Credits)
Prerequisites: Upper level standing, admission to a major in a four-year degree granting college, and 6500:341. 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.

6500:457 International Management (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, upper level standing and 6500:301 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.
6500:458 Special Topics in Managerial Arbitration, Mediation & Conciliation (1-3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, upper level or graduate standing and [6500:301 or 6500:600 or equivalent]. Study of the various methods and mechanisms by which management can understand and deal with internal and external conflict. Six hour limit.

6500:459 Selected Topics: International Management (1-3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, upper level standing. 6500:301 or equivalent, and 6500:457. Selected topics in international management focus on historical or contemporary managerial, production and organizational issues. Includes international simulation game. Six hour limit.

6500:460 Special Topics in Management (3 Credits)
Prerequisite: Must be admitted to a major in a 4-year degree granting college. 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.

6500:471 Management Consulting Project (3 Credits)
Prerequisites: Admitted to the Human Resources Management major, 6500:302, 6500:310, 6500:342, 6500:442, and 6500:443. Students develop skills in field-based management problem solving, project management, and requirements analysis under conditions of uncertainty in a collaborative interdisciplinary team environment.

6500:475 Supply Chain Operations Strategy (3 Credits)

6500:476 Supply Chain Sourcing (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college and 6500:330. 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.

6500:477 Management Simulation (1 Credit)
Prerequisite: 6500:301. Simulation of management practices through computerized game or experiential exercise.

6500:478 Human Resource Simulation (1 Credit)
Prerequisite: 6500:341. Simulation of human resource practices through computerized or experiential exercises.

6500:479 Operations Simulation (1 Credit)
Prerequisites: Must be admitted to a major in a 4-year degree granting college and 6500:333. Simulation of operations management practices through computerized or experiential exercises.

6500:480 Introduction to Health-Care Management (3 Credits)
Prerequisites: Must be admitted to a 4-year degree granting college and hold at minimum a junior standing or higher (Students who are required to take 6500:301 or have completed 6500:301 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.

6500:482 Health Services Operations Management (3 Credits)
Prerequisites: Must be admitted to a major in a 4-year degree granting college, [upper level standing and 6500:301 or 6500:480 or equivalents], or [graduate standing and 6500:580 or equivalent]. (Students who have completed 6500:330 are ineligible to take this course for credit). Application of production and operations management concepts and techniques in health services organizations.

6500:485 Special Topics: Health Services Administration (1-3 Credits)
Prerequisite: Must be admitted to a major in a 4-year degree granting college. 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.

6500:486 Internship in Supply Chain/Ops (3 Credits)
Prerequisite: Permission of department chair or designated faculty member. On the job experiences with public or private sector organizations.

6500:487 Internship in Human Resources (3 Credits)
Prerequisite: Permission of department chair or designated faculty member. On the job experiences with public or private sector organizations.

6500:488 Internship in Information Systems (3 Credits)
Prerequisite: Permission of department chair or designated faculty member. On the job experience with public or private sector organizations.

6500:490 Strategic Management (3 Credits)
Prerequisites: Admission to a major in the CBA, 97 credits in which 15 crd hrs, or half of major credits must be completed, 6200:201, 6200:202, 6200:250, [6400:220 or 6400:321], 6400:301, 6500:301, 6500:304, 6500:305, 6500:330, 6600:205, and 6800:305. 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.

6500:491 Workshop in Management (1-3 Credits)
Prerequisite: Must be admitted to a major in a 4-year degree granting college. (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.