

# DEPARTMENT OF MANAGEMENT AND INFORMATION SYSTEMS

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## College of Business Administration

Department of Management and Information Systems  
A432 Business Administration Building  
Kent Campus  
330-672-1140  
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www.kent.edu/business/mis

## Undergraduate Programs

- Business Management - B.B.A.
- Computer Information Systems - B.B.A.
- General Business - B.B.A.
- Human Resource Management - B.B.A.

## Minors

### Undergraduate

- Business
- Computer Information Systems
- Healthcare Systems Management for Business Majors
- Healthcare Systems Management for Non-Business Majors
- Human Resource Management
- International Business for Business Majors
- International Business for Non-Business Majors
- Leadership
- Management for Business Majors
- Management for Non-Business Majors
- Military and Leadership Studies

### Graduate

- Doctoral Applied Statistics
- Doctoral Information Systems
- Doctoral International Business
- Doctoral Management Systems

## Graduate Certificate

- Business Analytics

## Graduate Programs

- Business Administration - M.B.A.
- Business Administration - Executive M.B.A. - M.B.A.
- Business Analytics - M.S.

## Department of Management Information Systems Faculty

- Akpan, Ikpe A. (2012), Associate Professor, Ph.D., Lancaster University, 2006

- Arikan, Asli M. (2014), Assistant Professor, Ph.D., The Ohio State University, 2004
- Arikan, Ilgaz (2014), Assistant Professor
- Berardi, Victor L. (1993), Associate Professor, Ph.D., Kent State University, 1998
- Blundell, Gregory E. (2001), Professor, Ph.D., Kent State University, 2015
- Brandyberry, Alan A. (2000), Associate Professor, D.B.A., Southern Illinois University, Carbondale, 1995
- Datta, Pratim (2007), Associate Professor, Ph.D., Louisiana State University, 2003
- Derubertis, Diane E. (2008), Lecturer, M.Ed., Kent State University, 1983
- Dragan, Natalia (2003), Assistant Professor, Ph.D., Kent State University, 2010
- Duchon, Michael S. (2000), Assistant Professor, Ed.D., Nova Southeastern University, 2012
- Gomez, Claudia (2013), Associate Professor, Ph.D., New Mexico State University, 2012
- Hodeghatta, Umesh (2019), Associate Professor
- Hogue, Mary B. (2001), Professor, Ph.D., University of Akron, 2000
- Knapp, Deborah K. (1992), Associate Professor, Ph.D., Kent State University, 1994
- Kwak, Dong-Heon (2014), Assistant Professor, Ph.D., University of Wisconsin, Milwaukee, 2014
- Landingham, Velvet L. (2004), Associate Professor, Ph.D., Case Western Reserve University, 2004
- Levashina, Julia (2008), Associate Professor, Ph.D., Purdue University, 2005
- Patuwo, Eddy B. (1988), Professor, Ph.D., Virginia Polytechnic Institute and State University, 1989
- Polites, Greta L. (2012), Associate Professor
- Porr, Dean A. (2004), Associate Professor, Ph.D., Regent University, 2004
- Razavi, Rouzbeh (2017), Assistant Professor, Ph.D., University of Essex, 2008
- Riczo, Steve (2014), Lecturer, M.H.A., Xavier University, 1982
- Shanker, Murali S. (1990), Professor
- Steinberg, Geoffrey (1991), Associate Professor, Ph.D., Temple University, 1991
- Vaneet, Vaneet (2019), Assistant Professor, Ph.D., University of Jammu, 2018
- Whitmore, Mark D. (2011), Assistant Professor, Ph.D., The Ohio State University, 1985
- Wu, Chaojiang (2019), Assistant Professor, Ph.D., University of Cincinnati, 2013

## Computer Information Systems (CIS)

### CIS 24053 INTRODUCTION TO COMPUTER APPLICATIONS 3 Credit Hours

(Equivalent to IT 11000) Develop competency in the operation of contemporary software and hardware applications. To develop an appreciation for the contribution of computers, software and the Internet to society.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** TAG Business

### CIS 24065 WEB PROGRAMMING 3 Credit Hours

Principles of visual design as applied to Web site interface development. The course exposes students to the basics of programming and relational database and how to develop a Web-based database driven interactive information system.

**Prerequisite:** CIS 24053.

**Schedule Type:** Lecture

**Contact Hours:** 2 lecture, 2 lab

**Grade Mode:** Standard Letter

### CIS 24093 VARIABLE TITLE WORKSHOP IN MANAGEMENT AND INFORMATION SYSTEMS 1-6 Credit Hours

(Repeatable for credit) Special workshop in management and information systems. Credits depend on scope of project.

**Prerequisite:** Special approval.

**Schedule Type:** Workshop

**Contact Hours:** 1-6 other

**Grade Mode:** Satisfactory/Unsatisfactory

### CIS 24165 CLOUD SYSTEMS COMPUTING 3 Credit Hours

This course explores the history, current state, and projected future of cloud approach to providing computing resources. Almost all new startups today use "the cloud" because it allows fast time to market, flexibility, and the ability to "test" new ideas and product offerings very quickly. Kent State even uses this approach for things like student email and Blackboard. Most existing companies realize the "cloud" is in their future; the goal of the course is to expose students to the knowledge they need to be able to help their future employers with cloud migration.

**Prerequisite:** Minimum C+ grade in CIS 24053.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### CIS 24167 CLOUD INFRASTRUCTURE AND APPLICATIONS 3 Credit Hours

Information systems is critical to the efficient operation of any organization today, such as in hiring employees, performing background checks, ordering/creating products, transacting businesses, and providing follow-up services, among others. These can be large "integrated systems" or ERPs or loose collection of "Apps." This class explores the various alternatives available today and the likely future of new products in the future. Different viewpoints and debates will be explored in the class with opportunities for students to discuss and present their thoughts.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### CIS 34032 DATA AND FILE TECHNOLOGY 3 Credit Hours

An introduction to file architecture and data base management systems. The application of these technologies is detailed.

**Prerequisite:** CIS 34068.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### CIS 34034 BUSINESS MODELING AND AGILE DESIGN 3 Credit Hours

Introduction to methods, tools, and techniques used to analyze and develop information systems, with emphasis on application of methods and concepts to real-world problems. The course is the cornerstone upon which all subsequent IS activities are based. Skills developed in the course would have immediate applicability for IS students and help non-IS students gain knowledge they need to appreciate the role of IS in their organization, so they can better understand how to manage and support IS-related projects.

**Prerequisite:** Minimum 2.500 overall GPA.

**Pre/corequisite:** CIS 24167.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### CIS 34036 ENTERPRISE SYSTEMS AND BUSINESS PROCESSES 3 Credit Hours

Overview of the basics of business processes and Enterprise Resource Planning systems solutions in the cloud. The course prepares students for business process and other cloud related courses, with hands-on experience with a professional ERP system such as SAP. Topics covered include data navigation, client server systems, virtualization, database, security, accounting and procurement processes, and ERP simulation games.

**Prerequisite:** CIS 34034; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### CIS 34045 SMALL SYSTEMS TECHNOLOGY 3 Credit Hours

An examination of the role of small computer systems within an organization's information systems environment.

**Prerequisite:** CIS 34068.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### CIS 34068 SYSTEMS ANALYSIS AND DESIGN 3 Credit Hours

This is an introductory course in Systems Analysis and Design. Students will be presented with the concepts, techniques, and methodologies that are required for the successful development of information systems. Application of methods and concepts to real-world problems will be emphasized.

**Prerequisite:** Minimum C grade in CIS 24053 or IT 11000; and minimum C grade in the following courses CIS 24065, ENG 21011, COMM 15000 and MATH 11010; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 34070 PROGRAMMING THEORY AND APPLICATIONS 3 Credit Hours**

Programming in a strongly-typed language environment with an emphasis on problem-solving.

**Prerequisite:** Minimum C grade in CIS 24053 and CIS 24065; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 34080 COMPUTER PROGRAMMING FOR BUSINESS I 3 Credit Hours**

Introduces a programming language currently used in business and industry for data processing, decision making and other information systems applications.

**Prerequisite:** CIS 34070.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 34167 CREATING INTUITIVE SYSTEMS 3 Credit Hours**

The process of creating products that are intuitive, simple, useful and easy-to-use is difficult and always evolving. However, organizations such as Apple Incorporated and Google that can adopt this approach to product or service development are often on top of their industry. This course will explore this process, its value and how to make it work to help a business prosper and thrive in today's highly competitive market and short product lifecycles.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 34170 TECHNOLOGY BOOTCAMP 3 Credit Hours**

The course covers important current topics and innovations in information system technologies. Students are taught to develop skills that help them to identify and investigate emerging important technologies and learn how to research and master them. Topics covered each semester will be different from those covered in past semesters, with examples of what were covered in the past.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44007 PROJECT MANAGEMENT AND TEAM DYNAMICS 3 Credit Hours**

Overview and hands-on experience of the principles, tools, and techniques of project management with emphasis on practical aspects of initiating, planning, executing, costing and closing out information systems related projects. The course begins with the Myers-Briggs personality inventory which will help in later class team exercises and uses the PMBOK. Students will work in teams to perform exercises that will help them learn team dynamics and leadership.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall 2.500 GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44033 ADVANCED COMPUTER PROGRAMMING FOR BUSINESS 3 Credit Hours**

Covers Java programming language, including applications and applets, with emphasis on object-oriented programming. The course also emphasizes problem solving, developing systems, structured programming and programming style conventions.

**Prerequisite:** Minimum C grade in the following courses CIS 24053 and CIS 24065 and CIS 34070; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44040 PROGRAMMING FOR THE CLOUD 3 Credit Hours**

Cloud development programming course that is based on the client-server architecture. The course begins with a review of HTML and CSS used to build the user interface. Document Object Model (DOM) is investigated as the basis for all web interfaces. Interface stylistic formatting is achieved by use of CSS, and JavaScript for interface in the web browser, while server-based language such as PHP and Python are used to process user actions. The course also introduces jQuery for interface animation.

**Prerequisite:** CIS 24165; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44042 NETWORK THEORY AND APPLICATIONS 3 Credit Hours**

Presentation of current and emerging network technologies and services in business applications and performance issues. Topics include transmission media, modulation and signaling schemes, switching and multiplexing techniques, local and wide area network protocols and standards, and internetworking devices.

**Prerequisite:** Minimum C grade in CIS 24053 and CIS 24065; and minimum overall 2.500 GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44043 DATA MANAGEMENT AND BUSINESS INTELLIGENCE I 3 Credit Hours**

The processing, storage, retrieval, manipulation, and management of often massive and complex business data is an essential part of most information systems. This course will expose students to key database concepts such data integrity, conceptual and logical data modeling, and structured query language (SQL). Some of the SQL skills include data definition language (DDL), data manipulation language (DML), transaction control concepts, joins, grouping, and subqueries. The course will also introduce database management concepts related to managing users and physical storage space. Current and future database trends and issues will also be discussed including security, introduction to emerging topics in big data, data acquisition, analytics and visualization.

**Prerequisite:** CIS 44040; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44044 SYSTEMS ANALYSIS II 3 Credit Hours**

Physical system implementation: mapping logical data models and process models to physical data bases and system design; system coding, testing, installation, conversion, training and automated tools.

**Prerequisite:** CIS 34068.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44045 INFORMATION SYSTEMS MANAGEMENT 3 Credit Hours**

Management of information systems resources in organizations of all types and sizes; IT best practices; the effective and efficient use of IS in support of the organization's mission and to achieve competitive advantage in today's global economy; the impact of IT on enterprises, users, customers, society, and the environment.

**Prerequisite:** Minimum C grade in the following courses CIS 24053 and CIS 24065; minimum 2.500 overall GPA; and senior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44048 CLOUD SYSTEMS INTEGRATION (ELR) (WIC) 3 Credit Hours**

As a writing intensive course the primary objective is that students or team of students write and rewrite their reports to consistently produce high quality, clear, and to the point written and verbal communication with feedback from their instructor. Students participate as a member of a project development team that builds cloud-based information system using a cloud platform for a real client. To be completed successfully, the projects often require knowledge, content, and skills from all prior IS courses.

**Prerequisite:** Minimum 2.500 overall GPA.

**Pre/corequisite:** CIS 44043.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement, Writing Intensive Course

**CIS 44049 NETWORK MANAGEMENT AND CYBERSECURITY 3 Credit Hours**

The course explores technologies and business issues related to computer networking and security, with emphasis on the protocols in modern business networking such as Ethernet and TCP-IP. Topics also include cybersecurity threats and defenses, privacy, cloud and parallel computing, and map-reduce.

**Prerequisite:** Minimum C grade in the following courses CIS 24053 and CIS 24065; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44093 VARIABLE TITLE WORKSHOP IN MANAGEMENT AND INFORMATION SYSTEMS 1-6 Credit Hours**

Repeatable for credit) Variable title workshop courses offered under management and information sciences.

**Prerequisite:** Minimum 2.500 overall GPA.

**Schedule Type:** Workshop

**Contact Hours:** 1-6 other

**Grade Mode:** Satisfactory/Unsatisfactory

**CIS 44095 SPECIAL TOPICS IN COMPUTER INFORMATION SYSTEMS 3 Credit Hours**

(Repeatable for credit) Offered on a semester basis with different CIS topics and different faculty involved each time the course is offered.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44140 APPLICATION DESIGN AND DEVELOPMENT 3 Credit Hours**

The focus of this course is about making apps for mobile and other devices. Techniques that permit apps to be developed and then used as native on Android and iOS platforms are covered, with emphasis on interface design, client programming, server programming, database use for storage and retrieval, and security. The Model-View-Controller (MVC) architecture is used as the basis for app development, including interface, programming and data management.

**Prerequisite:** CIS 44040; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44243 DATA MANAGEMENT AND BUSINESS INTELLIGENCE II 3 Credit Hours**

The course explores advanced topics in the acquisition, management and use of data. The knowledge and skills presented in Data Management and Business Intelligence I, big data, data acquisition, analytics and visualization are extended with an emphasis on machine learning, artificial intelligence, and NoSQL. There is also an introduction to blockchain concept using software platforms.

**Prerequisite:** CIS 44043; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**CIS 44292 BUSINESS EXPERIENCE AND INTERNSHIP (ELR) 3 Credit Hours**

(Repeatable for credit) Learning by experience and practice in an IT related company. The course exposes students to the various areas and activities related to the information systems profession in a cooperating organization.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall GPA.

**Schedule Type:** Practical Experience

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

**CIS 44293 WORKSHOP IN PROFESSIONAL IS CERTIFICATION 3 Credit Hours**

Supervised workshop designed to help students pass at least one VMware, Microsoft or other vendors' professional certification credentials. The student chooses the exam to take, with the course providing a supported self-study opportunity to prepare for the exam.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall GPA.

**Schedule Type:** Workshop

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter

**CIS 44295 SPECIAL TOPICS IN INFORMATION SYSTEMS 3 Credit Hours**

(Repeatable for credit) Special topics course on newest advances in information systems technology and how they support business activities. New and emerging topics in information systems are presented in an experimental way, with the content of the course changing from one offering to the other.

**Prerequisite:** Minimum C+ grade in CIS 24053; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

## Human Resource Management (HRM)

### HRM 34092 PRACTICUM CAREER DEVELOPMENT (ELR) 3 Credit Hours

In-depth training and development course designed to prepare students for resume presentation, job search, interviewing, participation in the internship and career launching.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture, Practical Experience

**Contact Hours:** 1 lecture, 2 other

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

### HRM 34180 HUMAN RESOURCE MANAGEMENT 3 Credit Hours

Focuses on the importance of the management of human resources for any organization, its employees, customers, shareholders, and the community where it is located. The topic helps students understand the important issues that derive from managing people at work and the changing environment organizations face. Students will learn the integral role human resources management plays to the success or failure of an organization. Both practical and theoretical perspectives are presented.

**Prerequisite:** MGMT 24163 or BMRT 11009; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### HRM 34187 INTERNATIONAL EXPERIENCE IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

Guided introduction to applied Human Resource Management in another culture by examining opportunities and challenges. Via select company tours, tour of historical sites and meetings with management from local companies as well as U.S. companies doing business in foreign countries, students will be exposed to the current HR functions and practices in a foreign country, such as selecting and managing a workforce, compliance with the employment laws, employee training and development, expatriation repatriation, performance management, and compensation issues.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and minimum 2.500 overall GPA; and sophomore standing; and special approval.

**Schedule Type:** Field Experience

**Contact Hours:** 9 other

**Grade Mode:** Standard Letter

### HRM 44091 SEMINAR IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Repeatable for credit) (Slashed with MIS 54091) In-depth readings, discussion projects and presentations in a specialized area of human resource management.

**Prerequisite:** HRM 34180 or BMRT 31006; and minimum 2.500 overall GPA.

**Schedule Type:** Seminar

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### HRM 44183 DEVELOPING AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS 3 Credit Hours

(Slashed with MIS 54183) Course focus is quality training design, based upon theory and empirical research. Implications for practice and current challenges in employee training and development are also highlighted.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### HRM 44185 STAFFING HUMAN RESOURCES 3 Credit Hours

(Slashed with MIS 54185) Staffing, development of systems to select, place, promote, and retain employees to enhance organizational effectiveness and maintain legal compliance are core HRM activities in organizations. This course will provide students with an understanding of the technical components of selection, including how to determine which applicant characteristics should be examined, what procedures should be used to gather information, and how that information should be combined to identify qualified job applicants. In addition, this course focuses on promotion and retention of employees.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and a minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### HRM 44195 ADVANCED TOPICS IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Repeatable for a total of 6 credit hours) Advanced topics course that are offered on a yearly basis. Topics can span the full range of HR functions. This course can also have a practicum format.

**Prerequisite:** HRM 34180 or BMRT 31006; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### HRM 44445 GLOBAL HUMAN RESOURCE MANAGEMENT (WIC) 3 Credit Hours

(Slashed with MIS 54445) The course examines the impact of internationalization and cross-cultural challenges on organizations, the factors involved in selecting and managing an international workforce, the evaluation of employee relations and employment law, and address issues such as employee training and development, expatriation-repatriation, performance management, and compensation issues, all from the perspective of managing an international organization.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and minimum 2.500 overall GPA; and student must be enrolled in the human resource management major or minor; and senior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Writing Intensive Course

**HRM 44492 BUSINESS EXPERIENCE AND INTERNSHIP IN HUMAN RESOURCE MANAGEMENT (ELR) 3 Credit Hours**

(Repeatable for credit) Learning by experience by performing activities related to the Human Resource Management profession in a cooperating organization.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and a minimum 2.500 overall GPA; and must be enrolled in the human resource management major or minor.

**Schedule Type:** Practical Experience

**Contact Hours:** 1 lecture, 14 other

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

**HRM 44495 SPECIAL TOPICS IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours**

(Repeatable for credit) Offered on a semester basis with different human resource management topics and different faculty involved each time the course is offered.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**HRM 44499 HUMAN RESOURCE BUSINESS CONSULTING AND PROJECTS (ELR) 3 Credit Hours**

This course bridges between Human Resource Management coursework and the world of HRM practice. The course will provide a variety of learning experiences to help students gain knowledge and practical experience to prepare them to embark on careers in the HRM profession. Upon completion of this course, students should have much to discuss in a job interview and a useful entry on their resumes.

**Prerequisite:** HRM 34180 or BMRT 31006 minimum C grade; and minimum 2.500 overall GPA; and student must be enrolled in the human resource management minor or major.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

**HRM 44660 PERFORMANCE MANAGEMENT AND COMPENSATION SYSTEMS 3 Credit Hours**

The course provides overview of the performance management process, examines various approaches to performance management, and discusses sources of performance management information. Also considers the nature of the compensation systems and pay system mechanics, as well as methods for recognizing employee contributions through compensation.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**HRM 44763 HUMAN RESOURCE ANALYTICS AND ERP SYSTEMS 3 Credit Hours**

The course examines the use of HR data, metrics, analytics, and ERP systems to guide human resource management decision making and support the strategic goals of the organization. The course will introduce students to the characteristics of high quality data, introduce common analysis techniques, data interpretation and visualization, and report assessment. Through lecture, readings, and problem solving exercises using enterprise resource planning systems (SAP and Oracle), students will gain the knowledge and skills necessary to assess various human resource management initiatives and formulate solutions to common human-resource-related problems. Upon completion of the course, students will understand how HR analytics and ERP systems help an organization achieve its strategic goals.

**Prerequisite:** HRM 34180 or BMRT 31006 with a minimum C grade; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Management (MGMT)****MGMT 24056 BUSINESS ANALYTICS I 3 Credit Hours**

(Equivalent to BMRT 21004) Introduction to concepts in statistical methods and their applications to real world problems. Examines both the theoretical and practical side of the different methods.

**Prerequisite:** MATH 11010 or MATH 11012 or MATH 12002.

**Schedule Type:** Laboratory, Lecture, Combined Lecture and Lab

**Contact Hours:** 2 lecture, 2 lab

**Grade Mode:** Standard Letter

**MGMT 24163 PRINCIPLES OF MANAGEMENT 3 Credit Hours**

(Equivalent to BMRT 11009) Introductory course in management and organizational design. The leading contributions in the area are reviewed and practical implications are developed. The course covers the principles that most management professors have come to expect in an introductory course: planning, organizing, leading, and controlling. In addition, the students need to be aware of critical issues managers must be aware of to succeed: diversity, globalization, ethics, technology, sustainability among them. The course serves as an introduction to many upper level business courses.

**Prerequisite:** Sophomore standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34054 USING INFORMATION SYSTEMS FOR SOLVING BUSINESS PROBLEMS 3 Credit Hours**

Course examines key concepts about information systems that are relevant for business managers. Students will complete hands-on assignments. Course is not open to students in the Computer Information Systems major.

**Prerequisite:** CIS 24053 or IT 11000; and minimum 2.000 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34055 COMPUTER DECISION MODELING 3 Credit Hours**

Introduces students to the scientific decision-making tools of operations research and management science, and also to the use of spreadsheet modeling for problem formulation and solution without the need for mathematics. The concepts of modeling and better decision making are stressed along with illustrations from the various functional areas of business. Course not open to computer information systems majors.

**Prerequisite:** CIS 24053 or IT 11000; and MGMT 24056 or MATH 10041 or BMRT 21004; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34059 SERVICE OPERATIONS MANAGEMENT 3 Credit Hours**

Provide students with the concepts and tools necessary to effectively manage service operations and to prepare students for management opportunities in service firms that represent the fastest-growing sector of the economy. The service management will be presented from an integrated viewpoint with a focus on customer satisfaction. The course materials are organized around four modules (1) understanding services (2) designing the service enterprise, (3) managing service operations and (4) toward world class-service.

**Prerequisite:** MGMT 34060; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34060 OPERATIONS MANAGEMENT 3 Credit Hours**

A survey course in operations management that covers the managerial concepts and the quantitative tools used in the design, planning operation and control of operations systems.

**Prerequisite:** CIS 24053 or IT 11000; and MGMT 24056 or MATH 10041 or BMRT 21004.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34064 MANUFACTURING RESOURCE PLANNING 3 Credit Hours**

Introduce students to the basic tools operations managers use to inform their decisions on a daily basis. The course involves hands-on coverage of manufacturing resource planning tools, including forecasting and master production schedules, bill of materials structuring, order entry and purchasing, capacity requirements planning, routing, costing, customer service, shipping, invoicing and using an enterprise resource planning (ERP) software.

**Prerequisite:** MGMT 34060; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34065 QUALITY ASSURANCE 3 Credit Hours**

Introduction to importance of quality assurance and tools used to accomplish better quality in goods and services. Topics TQM, Six Sigma, quality philosophies, sampling plans and statistical process control, ISO, quality competition and awards.

**Prerequisite:** MGMT 34060; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34156 BUSINESS ANALYTICS II 3 Credit Hours**

This course provides an introduction and application of business analytics to real-world problems. Specifically, students are exposed to methods and models that allows business users to make better decisions based on data. We discuss methods for collecting, cleaning, and visualizing data, linear, non-linear, and optimization models to help decision makers choose the best decision, and some advanced forms of modeling. The goal of this course is for students to be exposed to essential topics in business analytics, and to apply these techniques to real-world problems.

**Prerequisite:** BMRT 21004 or MATH 10041 or MGMT 24056.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34157 INTRODUCTION TO HEALTHCARE SYSTEMS MANAGEMENT 3 Credit Hours**

Provides an overview of the management, economic and policy issues facing the healthcare, pharmaceutical, biotechnology and medical device industries. The course perspective is global, with emphasis on the U.S. as the largest and most profitable market.

**Prerequisite:** None.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34158 MANAGERIAL AND TECHNOLOGICAL ASPECTS OF HEALTHCARE SYSTEMS MANAGEMENT 3 Credit Hours**

Introduce the main components of health care information technology, with emphasis on the components that distinguish the health care delivery system from other business enterprises. Prepares students as clinical managers and consultants who must rely upon or manage information technology to accomplish their objectives.

**Prerequisite:** MGMT 34157.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34159 MANAGING HEALTHCARE SYSTEMS OPERATIONS 3 Credit Hours**

Operational process management, cost-control and productivity is critical to cost-effective healthcare. Covers topics in improving operations such as patient flow, quality (concepts and mechanics) and process improvement. Students become familiar with methods and resources for implementing change in a health care setting, such as a hospital or outpatient clinic. Provides skills to assess current hospital operations and to identify the appropriate tools to address various functional areas, useful for managers, consultants, clinical providers and others. Process improvement methods such as lean thinking, six sigma, statistical tools, flowcharting, queuing models and other tools are covered. Health care settings beyond the hospital, such as outpatient clinics, are included.

**Prerequisite:** MGMT 34157.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34164 ORGANIZATIONAL MENTORING 3 Credit Hours**

Course promotes leadership development through the study of leadership principles, styles, and role models. Students will learn through class lecture and discussion as well as hand-on leadership experience in Exploring Business Interactive Business Seminars (i.e., business labs). Students will work with course instructor to develop a personal leadership plan.

**Prerequisite:** BUS 10123; and minimum 2.500 overall GPA; and special approval.

**Schedule Type:** Laboratory, Lecture, Combined Lecture and Lab

**Contact Hours:** 2 lecture, 2 lab

**Grade Mode:** Standard Letter

**MGMT 34165 DYNAMICS OF LEADERSHIP 3 Credit Hours**

This course discusses management and leadership concepts and does so by blending theory and practice. The course uses case studies, practical application approaches, personal assessment and provides opportunities for students to develop individual and group leadership skills. In addition, many organizational behavior concepts are blended throughout the course.

**Prerequisite:** MGMT 24163 or BMRT 11009.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34175 LEARNING TO LEAD 3 Credit Hours**

This is a hands-on learning and leadership course. Classroom time occurs over 4 days at a residential camp before the semester begins. Students learn about leadership from professors, experts in the field, and each other through interactive discussions and activities. During the semester students continue their leadership development working with a personal mentor, and practice their skills through community service projects.

**Prerequisite:** Special approval.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34185 INDIVIDUAL AND GROUP BEHAVIOR IN ORGANIZATIONS 3 Credit Hours**

Determinants of individual and group behavior within work organizations. Topics covered include, motivation, job design, learning, decision making, leadership and group behavior as they relate to performance and other outcomes in work organizations.

**Prerequisite:** MGMT 24163 or BMRT 11009.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 34280 ORGANIZATIONAL CHANGE MANAGEMENT 3 Credit Hours**

This course focuses on understanding the processes and challenges involved in responsible organizational change management. The course will provide students a blend of both research and best practice professional applications.

**Prerequisite:** MGMT 24163 or BMRT 11009; and MGMT 34165; and minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 44009 THE BUSINESS CASE FOR SUSTAINABILITY 3 Credit Hours**

The course lays the foundation for sustainable development and the balance issues between economic, social and environmental interests. It frames the business enterprise within the natural and social environments, and surveys a variety of intersection points and the challenges they pose. Systems thinking and long term perspective are used to understand the potential consequences of organizational choices regarding goals and strategies, given consideration of how the natural environment increasingly drives the business environment.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 44061 OPERATIONS MANAGEMENT AND CONTROL 3 Credit Hours**

Introduces the student to the key functions of an operations planning and control system. Operations planning and control systems provide information for the efficient flow of materials, the effective utilization of people and equipment and the proper coordination of internal activities with suppliers and customers.

**Prerequisite:** Minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 44062 SUPPLY CHAIN MANAGEMENT 3 Credit Hours**

Students learn the basic analytical tools needed to coordinate business operations across the value chain. Course involves hands-on coverage of supply chain management with emphasis on supplier partnering and development, customer relations management, strategic sourcing and pricing, e-business, measuring supply chain performance, mass customization, planning supply and demand coordination in the supply chain.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 44065 STRATEGIES IN PRODUCTION AND OPERATIONS MANAGEMENT (WIC) 3 Credit Hours**

Senior project in industrial management. Applies concepts from all prior coursework to the solution of real and simulated operating problems.

**Prerequisite:** Minimum 2.500 overall GPA.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Writing Intensive Course

**MGMT 44096 INDIVIDUAL INVESTIGATION IN MANAGEMENT 3 Credit Hours**

(Repeatable for credit) Presents opportunity to undertake research. Approval of topic and agreement to work with student must be secured from faculty member and the chairperson of the department prior to registration.

**Prerequisite:** Special approval.

**Schedule Type:** Individual Investigation

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter



**MGMT 44152 PROJECT MANAGEMENT 3 Credit Hours**

This course covers the fundamental concepts, procedures and processes related to managing projects from initiation through planning, execution and closing. It also introduces the principles, tools and methods used in project management, and the use of project management software (ProjectLibre) in managing projects. The topics covered in the course can be helpful in preparing for Project Management Professional (PMP) certification.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 44163 GLOBAL BUSINESS MANAGEMENT (WIC) 3 Credit Hours**

Provides an overview of contemporary issues and theoretical frameworks in the field of international strategic management using traditional lecture and practical application cases.

**Prerequisite:** Minimum C grade in ENG 21011, COMM 15000 and MATH 11010; minimum 2.50 overall GPA; and senior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**Attributes:** Writing Intensive Course

**MGMT 44187 INTERNATIONAL MANAGEMENT EXPERIENCE 3 Credit Hours**

This course focuses on strategy and policy development and execution for gaining and sustaining global competitive advantage. Strategic management of entrepreneurial and well-established firms, and operational and financial structures of international firms and markets are discussed.

**Prerequisite:** MGMT 24163 with a minimum C grade; and minimum 2.500 overall GPA; and sophomore standing; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 9 other

**Grade Mode:** Standard Letter

**MGMT 44191 SENIOR RESEARCH SEMINAR IN MANAGEMENT 3 Credit Hours**

(Repeatable for credit) Combination of individual or group research and class discussion for superior students. Investigations in administration and organization conducted in accordance with scholarly interests of participants.

**Prerequisite:** Special approval.

**Schedule Type:** Seminar

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter

**MGMT 44192 INTERNSHIP IN MANAGEMENT (ELR) 3 Credit Hours**

(Repeatable for credit) A supervised field experience requiring a minimum of 145 hours of work at a cooperating organization. Requires regular contact with instructor and preparation of an internship report connecting academic coursework to on the job experiences.

**Prerequisite:** MGMT 24163 with minimum C grade; and minimum 2.500 overall GPA; and special approval.

**Schedule Type:** Practical Experience

**Contact Hours:** 15 other

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

**MGMT 44285 INTEGRATED BUSINESS POLICY AND STRATEGY 3 Credit Hours**

Integration of the functional areas of business in the formulation and implementation of policy. Projects and case analyses of business situations provide students with the opportunity to apply analytical and creative problem solving skills.

**Prerequisite:** ACCT 23020 and ACCT 23021 and ECON 22060 and ECON 22061 and MKTG 25010 and CIS 24053 and MGMT 24056 and MGMT 24163 and MGMT 34060 and FIN 26074 and FIN 36053; and minimum 2.500 overall GPA; and major within the college of business administration; and senior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MGMT 44299 MANAGEMENT CAPSTONE (ELR) (WIC) 3 Credit Hours**

Course integrates various management concepts in informing a manager's strategic decision making process. Students use case analyses and class lectures to demonstrate their leadership abilities in different business scenarios.

**Prerequisite:** ACCT 23020 and ACCT 23021 and CIS 24053 and ECON 22060 and ECON 22061 and FIN 26074 and FIN 36053 and MGMT 24056 and MGMT 24163 and MGMT 34060 and MKTG 25010; and minimum 2.500 overall GPA; and declared in General Business major; and senior standing.

**Schedule Type:** Project or Capstone

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement, Writing Intensive Course

**MGMT 44392 BUSINESS CONSULTING AND PRACTICUM (ELR) 3 Credit Hours**

Provides decision-making tools for solving real-world problems by building synergies in prior knowledge to create a synthesis of real life solutions delivery mechanisms underpinning them to pressing problems of the local and international community. The practicum component includes consulting experience with both for profit and not-for-profit business clients.

**Prerequisite:** MGMT 24163; and minimum 2.500 overall GPA; and senior standing.

**Schedule Type:** Practical Experience

**Contact Hours:** 15 other

**Grade Mode:** Standard Letter

**Attributes:** Experiential Learning Requirement

**MGMT 44395 SPECIAL TOPICS IN MANAGEMENT 3 Credit Hours**

(Repeatable for credit) Offered on a semester basis with different management topics and different faculty involved each time the course is offered.

**Prerequisite:** Minimum 2.500 overall GPA; and junior standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

## Management and Information Systems (MIS)

### MIS 54091 SEMINAR IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Cross-listed with HRM 44091) In-depth readings, discussion projects and presentations in a specialized area of human resource management.

**Prerequisite:** Business administration major; and graduate standing.

**Schedule Type:** Seminar

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 54183 DEVELOPMENT AND TRAINING HUMAN RESOURCES IN ORGANIZATIONS 3 Credit Hours

(Cross-listed with HRM 44183) Course focus is quality training design, based upon theory and empirical research. Implications for practice and current challenges in employee training and development are also highlighted.

**Prerequisite:** Business administration major within the master of business administration degree; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 54185 STAFFING HUMAN RESOURCES 3 Credit Hours

(Cross-listed with HRM 44185) Staffing, development of systems to select, place, promote, and retain employees to enhance organizational effectiveness and maintain legal compliance are core HRM activities in organizations. This course will provide students with an understanding of the technical components of selection, including how to determine which applicant characteristics should be examined, what procedures should be used to gather information, and how that information should be combined to identify qualified job applicants. In addition, this course focuses on promotion and retention of employees.

**Prerequisite:** Business administration major within the master of business administration degree.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 54445 GLOBAL HUMAN RESOURCE MANAGEMENT 3 Credit Hours

(Cross-listed with HRM 44445) The course examines the impact of internationalization and cross-cultural challenges on organizations, the factors involved in selecting and managing an international workforce, the evaluation of employee relations and employment law, and address issues such as employee training and development, expatriation repatriation, performance management, and compensation issues, all from the perspective of managing an international organization.

**Prerequisite:** Business administration major within the master of business administration degree; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 64005 ANALYTICS FOR DECISION MAKING 2 Credit Hours

This course uses computer capabilities to analyze and understand a variety of statistical and business analytics techniques and how to apply these techniques to solving business problems.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 2 lecture

**Grade Mode:** Standard Letter

### MIS 64011 SYSTEMS SIMULATION 3 Credit Hours

Techniques and applications of computer simulation of existing or proposed real-world systems. Use of simulation language, simulations studies, analysis and interpretation of results.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 64013 NONPARAMETRIC AND ROBUST STATISTICS 3 Credit Hours

(Slashed with MIS 74013) A presentation of statistically sound techniques for those who need to be able to use nonparametric or robust methods to deal with non-normal distributions or outliers (common problems) in their data.

**Prerequisite:** MIS 64005 or 74005; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 64017 MULTIVARIATE STATISTICS 3 Credit Hours

This course is devoted to a study of multivariate statistical methods. Topics include multivariate analysis of variance, canonical correlation, principal component analysis, discriminant analysis cluster analysis and factor analysis.

**Prerequisite:** MIS 64023 or 74023; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 64018 QUANTITATIVE MANAGEMENT MODELING 3 Credit Hours

A variety of optimization and heuristic modeling techniques are explored. Decision-making environments, model selection, and interpretation are emphasized. Various linear and nonlinear mathematical programming techniques are the primary topic but are supplemented with other optimization and heuristic techniques.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 64019 RESEARCH SEMINAR IN SUPPLY CHAIN MANAGEMENT 3 Credit Hours

Research seminar designed primarily for students who seek an in-depth understanding of the current research literature in supply chain management and who are interested in doing research in supply chain management. Students study the academic literature with emphasis on the development and use of analytical tools and models to solve supply chain management problems. Specifically, the course will address quantitative modeling to support operational, tactical and strategic decision-making in supply chain management.

**Prerequisite:** Graduate standing.

**Schedule Type:** Seminar

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

### MIS 64020 ADVANCED STATISTICAL MODELS 3 Credit Hours

This is a special focus course for which the topics will vary. It will generally include sampling techniques, experimental designs, similar statistical methods, internal and external validity and reliability issues.

**Prerequisite:** MIS 64023 or 74023; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64023 LINEAR STATISTICAL MODELS AND APPLICATIONS 3 Credit Hours**

Models and applications of simple and multiple regression, correlation and analysis of variance.

**Prerequisite:** MIS 64005 or 74005; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64026 GLOBAL SUPPLY CHAIN MANAGEMENT AND SUSTAINABLE STRATEGIES 3 Credit Hours**

Introduces the knowledge base needed to coordinate business operations across global supply chains. Addresses how to integrate traditional business operations so as to align them in support of inter-firm collaboration required to compete globally. Investigates specific topics relevant to supply chain management and offers a managerial orientation towards supporting global supply chain operations. Immerses students into responsible supply chain practices around the globe with strong emphasis and orientation towards sustainable (green) supply chains.

**Prerequisite:** MIS 64041; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64028 GLOBAL SUPPLY CHAIN BUSINESS MODELS 3 Credit Hours**

Focus on modeling techniques for supporting decision making in supply chain management. Introduces students to the problems facing a global supply chain manager and the implementation of spreadsheet-based models for solving problems that arise in the operation of a supply chain. Emphasis is placed on model formulation and interpretation in support of decisions to coordinate and improve supply chain operations.

**Prerequisite:** MIS 64026 or 64036; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64029 SUPPLY CHAIN AND VENDOR MANAGEMENT STRATEGIES 3 Credit Hours**

Building global 'relationships' are central pillars to effective supply chain management. There are strategic relationships, tactical relationships, transactional relationships, internal relationships, and of course, relationships with the government. As supply chains become global, managers have to consider cultural, regulatory, and communication differences to create and operate within the global village. Students learn how to deal with a rapidly changing landscape and understand how to deal with distributed resources, vendors, and people across cultures and convictions.

**Prerequisite:** MIS 64026; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64036 BUSINESS ANALYTICS 3 Credit Hours**

Overview of business analytics and its appropriate applications in various industries and functional areas. Critical thinking, problem definition, problem solving, effective communication, and leadership are emphasized. Methods such as data visualization and descriptive, predictive, and prescriptive analytics are covered from a broad perspective. This course is applied, hands-on, and case-based. Cases emphasize the communication of quantitative solutions to laypeople and required leadership during decision-making and implementation stages.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64037 ADVANCED DATA MINING AND PREDICTIVE ANALYTICS 3 Credit Hours**

Course extends the coverage of data mining and predictive analytics. Topics focus on the applied use of these techniques in realistic settings. Covers statistical and machine learning techniques.

**Prerequisite:** MIS 64036 or MIS 64060; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64038 ANALYTICS IN PRACTICE 3 Credit Hours**

Course focuses on supporting techniques and managerial and professional skills necessary to being an effective business analyst. Other topics include project management, requirements analysis, change management, team dynamics, leadership, ethics and effective communication between all stakeholders.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64041 OPERATIONS, SERVICE AND SUPPLY CHAIN MANAGEMENT 2 Credit Hours**

Develops a framework for analysis of operating problems. Uses computer, quantitative and behavioral models to develop operating plans consistent with organizations' competitive (or service) strategy.

**Prerequisite:** MIS 64005; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 2 lecture

**Grade Mode:** Standard Letter

**MIS 64042 GLOBALIZATION AND TECHNOLOGY STRATEGY 2 Credit Hours**

This course is designed to provide both, general managers and Information Technology (IT) managers, an overview of the issues that are related to the management of an organization's IT assets. For general managers, the course offers frameworks for evaluating and guiding IT activities in their organizations. For the IT managers, the course offers frameworks for organizing and understanding the management challenges related to deployment of IT in their organizations. The focus is on decisions made by organizations as they attempt to deal with the challenges posed by IT in various functional areas of an organization.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 2 lecture

**Grade Mode:** Standard Letter

**MIS 64047 MANUFACTURING TECHNOLOGY AND STRATEGY 3 Credit Hours**

This course provides the student with an introduction to modern techniques in manufacturing and the necessary strategic concepts to implement them. A similar discussion of service industries is also included.

**Prerequisite:** Graduate standing; and special approval of instructor.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64050 ESSENTIALS OF BUSINESS MGMT 3 Credit Hours**

This is an introductory management course that discusses functional areas of business and their strategic positioning in delivering business solutions.

**Prerequisite:** Non-college of business administration majors; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64060 FUNDAMENTALS OF MACHINE LEARNING 3 Credit Hours**

In this course, you learn some fundamentals of machine learning. Specifically, we concentrate on classification modelling, segmentation and clustering and recommendation systems.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64061 ADVANCED MACHINE LEARNING 3 Credit Hours**

Introduction to deep learning and time series data analysis. Students consider applications of deep learning to computer vision, text analysis and sequences, and time series data.

**Prerequisite:** MIS 64060; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64080 EMERGING HARDWARE AND SOFTWARE TECHNOLOGIES 3 Credit Hours**

Investigation of selected emerging hardware and software technologies such as parallel processing systems, computer languages and operation systems, artificial intelligence, neural networks and chaos theory.

**Prerequisite:** Graduate standing; and special approval of instructor.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64081 DATA COMMUNICATIONS AND NETWORKING IN BUSINESS 3 Credit Hours**

An introduction to telecommunications and computer networks. Topics include telecommunications technologies and services communication standards and protocols local area networks and network management.

**Prerequisite:** Graduate standing; and special approval of instructor.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64082 DATABASE MANAGEMENT AND DATABASE ANALYTICS 3 Credit Hours**

The design, implementation and management of database management systems within organizations are studied from an applied perspective. Additional emphases include data warehousing, structured query language for analytics, and introductions to NoSQL databases and big data analytics.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64083 INFORMATION SECURITY: A MANAGERIAL PERSPECTIVE 3 Credit Hours**

Introduction to the information security areas that managers must understand in order to deal with today's security threat-laden environment. The emphasis is on the important principals and concepts that managers utilize to develop effective security risk management programs.

**Prerequisite:** Admission to MBA program or admission to MS IAKM program; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64092 INTERNSHIP IN BUSINESS ANALYTICS 3 Credit Hours**

(Repeatable for credit) A supervised field experience at a cooperating organization. Requires regular contact with instructor and preparation of an internship report connecting academic coursework to on-the-job experiences.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture, Practical Experience

**Contact Hours:** 1 lecture, 17 other

**Grade Mode:** Standard Letter

**MIS 64099 CAPSTONE PROJECT IN BUSINESS ANALYTICS 3 Credit Hours**

(Repeatable for credit) In this culminating project, students draw on the breadth and depth of the curriculum to address an industry supplied problem individually or in small teams. Projects will explore prescriptive analytics as is appropriate to their design project. In-progress (IP) mark permissible.

**Prerequisite:** MIS 64036 or MIS 64060; and graduate standing.

**Schedule Type:** Project or Capstone

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter

**MIS 64108 APPLIED TOPICS IN HUMAN RESOURCE MANAGEMENT 3 Credit Hours**

Course provides students an opportunity to learn about human resource management through an application of the material to real-world problems. Topics covered may include but not be limited to job analysis, selection methods, employee training, and performance evaluation.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64158 LEADERSHIP AND MANAGERIAL ASSESSMENT 2 Credit Hours**

Students develop an understanding of the leadership process. Through critical thinking, class discussions and class activities, they build skills in leading others, leading themselves, and teamwork.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 2 lecture

**Grade Mode:** Standard Letter

**MIS 64160 LEADERSHIP AND ORGANIZATIONAL CHANGE 3 Credit Hours**

Course provides students in-depth knowledge of leading organization change. Covers analysis of existing conditions, drivers of change and readiness for change along with methods of change and change implementation.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64185 BUSINESS STRATEGY 3 Credit Hours**

Integrative approach to the study of policy formulation and implementation. Formalized planning systems reviewed; case analysis of actual business situations helps student further develop analytical and communication skills.

**Prerequisite:** Completion of 18 credit hours of college of business administration coursework; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64263 EMPLOYEE SELECTION AND APPRAISAL 3 Credit Hours**

This course will focus primarily on issues associated with the person/job matching process in modern organizations related to the selection and appraisal of employees.

**Prerequisite:** MIS 64271; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64270 ORGANIZATIONAL ANALYSIS AND DESIGN 3 Credit Hours**

Course provides students an in-depth examination of all of the factors influencing human behavior at work.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 64271 HUMAN RESOURCE MANAGEMENT 2 Credit Hours**

This course explores the management of a firm's human resources from practical and theoretical perspectives of managing people at work. How high performance work practices (HPWPs) help businesses to motivate their employees for strategic competitive advantage is emphasized.

**Prerequisite:** Graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 2 lecture

**Grade Mode:** Standard Letter

**MIS 64275 STRATEGIC GLOBAL MANAGEMENT 3 Credit Hours**

Strategic global management explores micro-level concepts and strategic managerial alternatives within the context of current global business operations in the political, economic and cultural environment facing today's manager.

**Prerequisite:** Completion of 24 credit hours of graduate courses from the college of business administration; and graduate standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 68051 BUSINESS PROFESSIONAL DEVELOPMENT I 1 Credit Hour**

Development of professional business skills for the full-time MBA student to use in both the graduate program and career development.

**Prerequisite:** Admission to MBA program; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 1 lecture

**Grade Mode:** Satisfactory/Unsatisfactory

**MIS 68052 BUSINESS PROFESSIONAL DEVELOPMENT II 1 Credit Hour**

Continuation of development of professional business skills for the full-time MBA student primarily focused on building and strengthening the skills needed by a manager for the workplace.

**Prerequisite:** Graduate standing; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 1 lecture

**Grade Mode:** Satisfactory/Unsatisfactory

**MIS 74005 STATISTICS FOR MANAGEMENT I 3 Credit Hours**

This course uses computer capabilities to use and understand a variety of statistical techniques and applies these techniques to business problems.

**Prerequisite:** Admission to MBA program; and doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74013 NONPARAMETRIC AND ROBUST STATISTICS 3 Credit Hours**

(Slashed with MIS 64013) A presentation of statistically sound techniques for those who need to be able to use nonparametric or robust methods to deal with non-normal distributions or outliers (common problems) in their data.

**Prerequisite:** MIS 64005 or 74005; and doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74017 MULTIVARIATE STATISTICS 3 Credit Hours**

This course is devoted to a study of multivariate statistical methods. Topics include multivariate analysis of variance, canonical correlation, principal component analysis, discriminant analysis, cluster analysis and factor analysis.

**Prerequisite:** MIS 64023 or 74023; and doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74018 QUANTITATIVE MANAGEMENT MODELING 3 Credit Hours**

A variety of optimization and heuristic modeling techniques are explored. Decision-making environments, model selection, and interpretation are emphasized. Various linear and nonlinear mathematical programming techniques are the primary topic but are supplemented with other optimization and heuristic techniques.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74019 RESEARCH SEMINAR IN SUPPLY CHAIN MANAGEMENT 3 Credit Hours**

Research seminar designed primarily for students who seek an in-depth understanding of the current research literature in supply chain management and who are interested in doing research in supply chain management. Students study the academic literature with emphasis on the development and use of analytical tools and models to solve supply chain management problems. Specifically, the course will address quantitative modeling to support operational, tactical and strategic decision-making in supply chain management.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Seminar

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74020 ADVANCED STATISTICAL MODELS 3 Credit Hours**

This is a special focus course for which the topics will vary. It will generally include sampling techniques, experimental designs, similar statistical methods, internal and external validity, and reliability issues.

**Prerequisite:** MIS 64023 or 74023; and doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74023 LINEAR STATISTICAL MODELS AND APPLICATIONS 3 Credit Hours**

Models and applications of simple and multiple regression, correlation and analysis of variance.

**Prerequisite:** MIS 64005 or 74005; and doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74041 OPERATIONS MANAGEMENT 3 Credit Hours**

Develops a framework for analysis of operating problems. Uses computer quantitative and behavioral models to develop operating plans consistent with organizations' competitive (or service) strategy.

**Prerequisite:** MIS 64005 or 74005; and doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74042 GLOBALIZATION AND TECHNOLOGY STRATEGY 3 Credit Hours**

Focus is on the strategic issues around how a firm should manage its technology in a global market. Strategic issues include understanding the technological and competitive landscape, innovations, competitive advantages in the high-tech marketplace, outsourcing and information ethics. The core emphasis is on integrated decision-making in the age of globalization.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74047 MANUFACTURING TECHNOLOGY AND STRATEGY 3 Credit Hours**

This course provides the student with an introduction to modern techniques in manufacturing and the necessary strategic concepts to implement them. A similar discussion of service industries is also included.

**Prerequisite:** Doctoral standing; and special approval of instructor.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74080 EMERGING HARDWARE AND SOFTWARE TECHNOLOGIES 3 Credit Hours**

Investigation of selected emerging hardware and software technologies such as parallel processing systems, computer languages and operation systems, artificial intelligence, neural networks and chaos theory.

**Prerequisite:** Doctoral standing; and special approval of instructor.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74081 DATA COMMUNICATIONS AND NETWORKING IN BUSINESS 3 Credit Hours**

An introduction to telecommunications and computer networks. Topics include telecommunications technologies and services, communication standards and protocols, local area networks and network management.

**Prerequisite:** Doctoral standing; and special approval of instructor.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74082 DATABASE MANAGEMENT AND DATABASE ANALYTICS 3 Credit Hours**

The design, implementation and management of database management systems within organizations are studied from an applied perspective. Additional emphases include data warehousing, structured query language for analytics, and introductions to NoSQL databases and big data analytics.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74160 LEADERSHIP AND ORGANIZATIONAL CHANGE 3 Credit Hours**

(Slashed with MIS 641 60) Develop understanding of the theories and techniques needed for the successful management of significant organizational change with emphasis on discussion, exercises and case studies.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74185 BUSINESS STRATEGY 3 Credit Hours**

Integrative approach to the study of policy formulation and implementation. Formalized planning systems reviewed case analysis of actual business situations helps student further develop analytical and communication skills.

**Prerequisite:** Doctoral approval; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74263 EMPLOYEE SELECTION AND APPRAISAL 3 Credit Hours**

This course will focus primarily on issues associated with the person/job matching process in modern organizations related to the selection and appraisal of employees.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74270 ORGANIZATIONAL ANALYSIS 3 Credit Hours**

Theoretical basis and research findings are discussed, permitting the student to analyze and understand complex work organizations. Data provided prepares the student to analyze, design and solve organizational problems within the work environment.

**Prerequisite:** Doctoral standing; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 74275 STRATEGIC GLOBAL MANAGEMENT 3 Credit Hours**

Strategic global management explores micro-level concepts and strategic managerial alternatives within the context of current global business operations in the political, economic and cultural environment facing today's manager.

**Prerequisite:** Doctoral standing; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84007 PHILOSOPHY OF SCIENCE AND BUSINESS MODELS 3 Credit Hours**

Introductory seminar for understanding the forms and the process of business research. Its major objective is to help seminar participants understand the various philosophies that drive business research in an academic community, and introductory methods of social science research. Additionally, the seminar seeks to develop participant motivation to become a contributor to the organizational sciences communities by examining: 1. The research process, methodologies and strategies. 2. Research Paradigms, Modes and Contexts of Inquiry. 3. The nature of organizational sciences research. 4. The major streams of business research. 5. Understanding ontological choice of constructs and defining epistemic relationships between constructs. 6. Building hypotheses and socio-technical models. 7. Research design, data requirements and collection techniques, ethics and philosophies.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84011 SYSTEMS SIMULATION 3 Credit Hours**

Techniques and applications of computer simulation of existing or proposed real-world systems. Use of simulation language, simulation studies, analysis of interpretation and of results.

**Prerequisite:** Doctoral standing; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84012 SCHEDULING AND PLANNING 3 Credit Hours**

Course is a doctoral seminar on scheduling and planning models that are used in operations and production management. The goal is to expose students to a portfolio of scheduling and planning models to stimulate research ideas in scheduling and planning models that will lead to the development of a research program for your doctoral research.

**Prerequisite:** Doctoral standing in the college of business administration.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84015 STOCHASTIC MODELS 3 Credit Hours**

Mathematical modeling of systems involving one or more random variables, and stochastic processes: basic probability theory; Poisson process, Markov chain and Markov process with applications to production, inventory, reliability and queueing systems.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84023 LINEAR STATISTICAL MODELS 3 Credit Hours**

Linear statistical models for regression and analysis of variance.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84045 SOCIAL ISSUES IN INFORMATION SYSTEMS 3 Credit Hours**

Social issues in information systems arise at the interface between information systems and individuals, groups and society. The course will begin with a broad exposure to current social issues, moving to an examination of specific issues in detail with issues chosen by student interest and instructor consent.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84047 VALUE AND SUPPLY CHAIN MANAGEMENT 3 Credit Hours**

This course is a doctoral seminar for students who seek an in-depth understanding of the current research literature in supply chain management. The seminar is designed into three modules. The first module covers the conceptual foundation for understanding value and supply chains from an interdisciplinary perspective. The second module focuses on the basis of supply chain modeling using optimization and simulation. The third module serves to integrate the previous modules with the objective of the student producing a research paper for journal submission.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84080 INNOVATION, ADOPTION, DIFFUSION 3 Credit Hours**

Provides students with theoretical foundations of adoption and diffusion of technological innovations in organizations and society. Topics include: determinants of organizational innovation by acquisition; individual- and organizational-level technology adoption; diffusion of technologies through social systems; and the infusion and assimilation of technologies in organizations.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84081 INFORMATION SYSTEMS STRATEGY AND INNOVATION 3 Credit Hours**

This course explores the basis of strategy, deployment and competition in high- technology industries. It introduces conceptual frameworks based on cutting-edge research in economics and strategy. The frameworks may seem abstract at first, but we will focus on mastering them will gain an in-depth understanding of how high-technology industries work and how to develop strategies for managing firms in such industries. Students will learn how to develop and apply such frameworks in their research.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84082 DATABASE MANAGEMENT SYSTEMS 3 Credit Hours**

In-depth investigation of intelligent database management systems in support of business decision- making. An understanding of relational databases is assumed. Object-orientation and other advanced database concepts will be explored.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84108 ACQUIRING HUMAN RESOURCES 3 Credit Hours**

Course provides foundation for understanding issues related to the acquisition of human resources in an organization. Students will learn issues related to employment law, job analysis, job design, planning, recruitment, selection.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84112 RESEARCH METHODOLOGY 3 Credit Hours**

The objectives of this course are: to formulate a research problem and develop testable research hypotheses; develop research skills by learning the different research methods and techniques; explain information contained in research statistical outputs such as SAS and SPSS enable students to conduct meaningful and high quality research in their specific field of interest.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84261 STRATEGIC DECISION-MAKING AND HUMAN RESOURCE MANAGEMENT 3 Credit Hours**

Provides a first graduate-level introduction to the fundamental concepts of HRM/OB and strategic decision-making.

**Prerequisite:** Doctoral standing; and special approval.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84262 THEORY OF THE FIRM 3 Credit Hours**

Course focuses on developing a deep understanding of modern strategic theory in relation to other allied fields. Students will review fundamental concepts of strategic thinking and theory development and then move to contemporary theoretical issues including transaction-cost economics, the resource-based view, the emerging theories of real options and of dynamic capabilities, strategic optimization and constraint theory, and dealing with uncertainty through scenario-driven planning.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84263 OPTIMIZING HUMAN RESOURCES 3 Credit Hours**

Students learn areas of human resources management that include training and development, performance management, compensation and retention or turnover.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84266 STATISTICS FOR MANAGEMENT 3 Credit Hours**

Survey of the leading writers and research studies in the area of management systems. The course addresses methodologies, major theoretical developments and practical applications.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter



**MIS 84275 THEORETICAL AND EMPIRICAL GLOBAL STRATEGY 3****Credit Hours**

Focuses on review and integration of the several streams of literature dealing with strategy for, and management of, the product-diversified and/or internationally-diversified firm. Also, in order to complement the emphasis of other doctoral offerings on strategy formulation topics, this seminar places a special emphasis on strategy process, organizational structure, and administrative mechanisms. In particular, it explores the foundations as well as current research on corporate governance, broadly define. This includes (I) the set of mechanisms available to align the interest of top managers to those of shareowners, as well as (II) the mechanisms available to motivate and control middle managers so that their decisions and behaviors are aligned with intended corporate and/or international strategy and goals.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84277 ORGANIZATIONAL BEHAVIOR AND THEORY 3 Credit****Hours**

An examination of theory and research on individual and group behavior in organizations. Special attention is given to theories of motivation, job satisfaction, goal setting, task design, feedback systems, group dynamics, power and teams.

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84285 TECHNOLOGY AND INNOVATION STRATEGY 3 Credit****Hours**

Covers topics pertaining to innovation management at micro-level (entrepreneurship, corporate entrepreneurship), meso-level (networks), and macro-level (cross-country and within-country comparisons).

**Prerequisite:** Doctoral standing.

**Schedule Type:** Lecture

**Contact Hours:** 3 lecture

**Grade Mode:** Standard Letter

**MIS 84291 SEMINAR IN MANAGEMENT SYSTEMS 3 Credit Hours**

(Repeatable for credit) Intensive investigation of selected topics in organization and strategic management. Student will be expected to undertake research on a topic determined in joint consultation with the instructor.

**Prerequisite:** Doctoral standing; and special approval of instructor.

**Schedule Type:** Seminar

**Contact Hours:** 3 other

**Grade Mode:** Standard Letter