The Department of Management offers the following undergraduate programs. Specific requirements for these programs are listed within this Department of Management section in the following order:

**Undergraduate Majors (B.A.)**
- Business Analytics (p. 1)
- Human Resource Management (p. 2)
- Management (p. 2)
- Management Information Systems (p. 3)
- Supply Chain Management (p. 4)

**Minors**
- General Business Concepts (p. 5)
- Organizational Leadership (p. 5)

**Note:** Students majoring in Management, Management Information Systems (MIS) and Supply Chain Management must satisfy the College of Business admission requirements before they can officially declare their major. A copy of the Admission, Retention, and Graduation Policy may be obtained from UNI Business Advising in the College of Business or at https://business.uni.edu/students/advising/university-college-business-policies.

Prior to completion of the admission requirements, students may sign an intent to major in one of these areas and be classified as a prospective (pre)major. Pre-Management or Pre-MIS majors may enroll in lower division (below 3000-level) business courses only. Enrollment in upper division (3000/4000-level) business courses requires satisfactory completion of the College of Business admission requirements and any course prerequisites.

Management, MIS and Supply Chain Management majors may declare a double major and/or major and minor within the College of Business, subject to regulations imposed by those College of Business departments affected. Management, MIS and Supply Chain Management majors minoring within the College of Business must select minors designated for business majors. Management majors may not minor in Organizational Leadership. No more than one emphasis area may be declared in Management.

To graduate with a major in Management, Management Information Systems or Supply Chain Management from the College of Business, a student must earn at least 50% (i.e. 60 cr. hrs.) of the business credit hours required for the major at UNI. A student must earn a 2.20 cumulative grade point average at UNI; and earn an overall 2.20 grade point average in ACCT xxxx, MKTG xxxx, MGMT xxxx, FIN xxxx, and ECON xxxx courses taken at UNI. Students given permission to graduate out-of-residence must earn a 2.20 or better in all courses approved and accepted for out-of-residence credit.

The Management Department may impose additional admission requirements for students wishing to declare a minor or a second College of Business major. Eligibility to declare a minor or a second
### Department of Management

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>MGMT 2036</td>
<td>Business Analytics Fundamentals</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 3120</td>
<td>Database Management and Theory</td>
<td>3</td>
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<tr>
<td>MGMT 3121</td>
<td>Advanced Business Analytics</td>
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<tr>
<td>Electives (Choose One of the Following)</td>
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</tr>
<tr>
<td><strong>Economics</strong></td>
<td>ECON 3373/5373 Introduction to Econometrics</td>
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<tr>
<td><strong>Management</strong></td>
<td>MGMT 3122 Business Intelligence</td>
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<tr>
<td><strong>Marketing</strong></td>
<td>MKTG 3116/5116 Marketing Analytics</td>
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</table>

**Total Hours:** 60

* The rest of the business core must be completed before MGMT 4175 (150:175) is taken.

### Human Resource Management Major

The Human Resource Management major requires a minimum of 120 total hours to graduate. This total includes UNIFI/General Education requirements and the following specified major requirements, plus electives to complete the minimum of 120 hours.

**Required Business Core:**

**Business Administration, Interdepartmental:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUSINESS 1000</td>
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<tr>
<td>BUSINESS 2000</td>
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**Accounting:**

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<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>ACCT 2120</td>
<td>Principles of Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 2130</td>
<td>Principles of Managerial Accounting</td>
<td>3</td>
</tr>
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</table>

**Marketing:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>MKTG 2110</td>
<td>Principles of Marketing</td>
<td>3</td>
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**Management:**

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<tr>
<td>MGMT 2080</td>
<td>Introduction to Information Systems</td>
<td>3</td>
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<tr>
<td>MGMT 3100</td>
<td>Legal and Social Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 3154</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 3965/5965</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 4175</td>
<td>Strategic Management *</td>
<td>3</td>
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**Finance:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>FIN 3130/5130</td>
<td>Corporate Finance</td>
<td>3</td>
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**Economics:**

<table>
<thead>
<tr>
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<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>ECON 1011</td>
<td>Statistics for Business Analytics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 2090</td>
<td>Decision Analytics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 1041</td>
<td>Principles of Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 1051</td>
<td>Principles of Microeconomics</td>
<td>3</td>
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**Mathematics:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>STAT 1772</td>
<td>Introduction to Statistical Methods</td>
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**Required Courses:**

**Management:**

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<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
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<tbody>
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<td>MGMT 3155</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 3905/5905</td>
<td>Employment and Labor Law</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 3966/5966</td>
<td>Staffing and Employee Development</td>
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</tr>
<tr>
<td>MGMT 3968/5968</td>
<td>Compensation and Performance Management Systems</td>
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<tr>
<td>MGMT 3984/5984</td>
<td>Dynamics of Negotiations</td>
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Electives (select one of the following): 3

<table>
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<tr>
<th>Course</th>
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<th>Hours</th>
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<tbody>
<tr>
<td>MGMT 3163</td>
<td>Creative Problem Solving</td>
<td></td>
</tr>
<tr>
<td>MGMT 3189/5189</td>
<td>International Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 3974/5974</td>
<td>Business, Ethics, and Society</td>
<td></td>
</tr>
</tbody>
</table>

**Total Hours:** 60

* The rest of the business core must be completed before MGMT 4175 is taken.

### Management Major

The Management major requires a minimum of 120 total hours to graduate. This total includes UNIFI/General Education requirements and the following specified major requirements, plus electives to complete the minimum of 120 hours.

**Required business core:**

**Business Administration, Interdepartmental:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUSINESS 1000</td>
<td>Introductory Seminar for Business Professionals</td>
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**Accounting:**

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<tbody>
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<td>ACCT 2120</td>
<td>Principles of Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 2130</td>
<td>Principles of Managerial Accounting</td>
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**Marketing:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>MKTG 2110</td>
<td>Principles of Marketing</td>
<td>3</td>
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**Management:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>MGMT 2080</td>
<td>Introduction to Information Systems</td>
<td>3</td>
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<tr>
<td>MGMT 3100</td>
<td>Legal and Social Environment of Business</td>
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</tr>
<tr>
<td>MGMT 3154</td>
<td>Operations Management</td>
<td>3</td>
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<td>MGMT 3965/5965</td>
<td>Organizational Behavior</td>
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<td>MGMT 4175</td>
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**Finance:**

<table>
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<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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<tbody>
<tr>
<td>FIN 3130/5130</td>
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**Economics:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
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<tbody>
<tr>
<td>ECON 1011</td>
<td>Statistics for Business Analytics</td>
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<tr>
<td>ECON 2090</td>
<td>Decision Analytics</td>
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<td>ECON 1041</td>
<td>Principles of Macroeconomics</td>
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<tr>
<td>ECON 1051</td>
<td>Principles of Microeconomics</td>
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</tbody>
</table>
ECON 1041 Principles of Macroeconomics 3
ECON 1051 Principles of Microeconomics 3

Mathematics:
STAT 1772 Introduction to Statistical Methods 3

Emphasis requirements (choose one area of emphasis) 18

Total Hours 60

* The rest of the business core must be completed before MGMT 4175 is taken.

Emphases

Business Administration

Required
MGMT 3163 Creative Problem Solving 3
MGMT 3189/5189 International Management 3

Choose three electives: 9

Management:
MGMT 3101 Business Law
MGMT 2113 Business Communication
MGMT 3145 Information Systems Applications
MGMT 3155 Human Resource Management
MGMT 3185 Project Management
MGMT 3166 Six Sigma and Lean Consulting Methodology
MGMT 3905/5905 Employment and Labor Law
MGMT 3966/5966 Staffing and Employee Development
MGMT 3974/5974 Business, Ethics, and Society
MGMT 3984/5984 Dynamics of Negotiations

Marketing and Entrepreneurship:
ENTR 3583/5583 Entrepreneurship

Choose one other elective: 3

Upper-level (3000/4000-level or ECON 2132 or MGMT 2113) course from Accounting, Economics, Finance, Marketing & Entrepreneurship (exceptions listed below) OR another 3-hour Management elective from above.

Exceptions (the following are NOT approved elective options):

ACCT 3055 VITA: Individual Income Tax Preparation
ACCT 3090 Internship -- Accounting
ACCT 3092/5092 Special Problems -- Accounting
ACCT 3094 Individual Readings
ACCT 3179 Cooperative Education in Accounting
ACCT 4080 FAR Review
ACCT 4084 Auditing Review
ECON 3179 Cooperative Education in Economics

ECON 4380/5380 Directed Research in Economics
FIN 3080 Special Problems
FIN 3179 Cooperative Education in Finance
MKTG 3179 Cooperative Education in Marketing
MKTG 4198 Independent Study
MKTG 4595 Internship-Marketing

Organizational Leadership

Required:
Management:
MGMT 3155 Human Resource Management 3
MGMT 3183 Leadership Skills 3
MGMT 3974/5974 Business, Ethics, and Society 3
MGMT 3984/5984 Dynamics of Negotiations 3

Plus 6 hours to be selected from the following 6 courses:
MGMT 3163 Creative Problem Solving
MGMT 3185 Project Management
MGMT 3189/5189 International Management
Marketing and Entrepreneurship
ENTR 3583/5583 Entrepreneurship

Footnote: Management majors are allowed to double major with either Supply Chain Management, Business Analytics, or Management Information Systems with five additional classes (i.e., only one class is allowed to double count for both majors). A student majoring in Management major cannot double major in Human Resource Management.

Management Information Systems Major

The Management Information Systems major requires a minimum of 120 total hours to graduate. This total includes UNIFI/General Education requirements and the following specified major requirements, plus electives to complete the minimum of 120 hours.

Required business core

Business Administration, Interdepartmental:
BUSINESS 1000 Introductory Seminar for Business Professionals 0
BUSINESS 2000 Business Professionals in Training 0

Accounting:
ACCT 2120 Principles of Financial Accounting 3
ACCT 2130 Principles of Managerial Accounting 3

Marketing:
MKTG 2110 Principles of Marketing * 3

Management:
MGMT 2080 Introduction to Information Systems 3

MGMT 3100 Legal and Social Environment of Business 3
### Supply Chain Management Major

The Supply Chain Management major requires a minimum of 120 total hours to graduate. This total includes UNIFI/General Education requirements and the following specified major requirements, plus electives to complete the minimum of 120 hours.

**Required Business Core:**
- **Business Administration, Interdepartmental:**
  - BUSINESS 1000: Introductory Seminar for Business Professionals
  - BUSINESS 2000: Business Professionals in Training

**Accounting:**
- ACCT 2120: Principles of Financial Accounting
- ACCT 2130: Principles of Managerial Accounting

**Marketing:**
- MKTG 2110: Principles of Marketing

**Management:**
- MGMT 2080: Introduction to Information Systems
- MGMT 3100: Legal and Social Environment of Business
- MGMT 3154: Operations Management
- MGMT 3965/5965: Organizational Behavior
- MGMT 4175: Strategic Management

**Finance:**
- FIN 3130/5130: Corporate Finance

**Economics:**
- ECON 1011: Statistics for Business Analytics
- ECON 2090: Decision Analytics
- ECON 1041: Principles of Macroeconomics
- ECON 1051: Principles of Microeconomics

**Mathematics:**
- STAT 1772: Introduction to Statistical Methods

**Required Courses:**
- MGMT 3161: Supply Chain and Purchasing
- MGMT 3167: Global Supply Chain Management
- MGMT 3168: Supply Chain Modeling and Analytics
- MKTG 3163: Distribution and Logistics

**Electives:** Select two of the following:
- MGMT 3166: Six Sigma and Lean Consulting Methodology
- MGMT 3185: Project Management
- MGMT 3189/5189: International Management
- MGMT 3974/5974: Business, Ethics, and Society
- MGMT 3984/5984: Dynamics of Negotiations

**Total Hours**
- 60

*These courses have additional prerequisites as follows: MKTG 2110 has prerequisite of ECON 1031 or ECON 1041.

**The rest of the business core must be completed before MGMT 4175 is taken.

**Note:** Supply Chain Management majors are allowed to double major with Business Analytics, Management Information Systems, or Management: Organizational Leadership, Management: Business Administration, or Management: Human Resource Management with

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* CS 3610/5610 has a prerequisite of CS 1520; CS 1800; and junior standing.
five additional classes (i.e., only one class is allowed to double count for both majors).

Supply Chain Management Majors are allowed to earn an Organizational Leadership minor with four additional classes (i.e., no classes are allowed to double count for the Supply Chain Management major and the Organizational Leadership minor).

Minors

General Business Concepts Minor

<table>
<thead>
<tr>
<th>Required</th>
<th>Accounting:</th>
<th>ACCT 2120 Principles of Financial Accounting</th>
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<tbody>
<tr>
<td></td>
<td>Marketing:</td>
<td>MKTG 2110 Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Management:</td>
<td>MGMT 2080 Introduction to Information Systems</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>MGMT 3100 Legal and Social Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td></td>
<td>MGMT 3965/5965 Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Economics:</td>
<td>ECON 1031 Introduction to Business Economics</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>or equivalent</td>
<td>ECON 1011 Statistics for Business Analytics</td>
<td>3</td>
</tr>
<tr>
<td>Mathematics:</td>
<td>STAT 1772</td>
<td>Introduction to Statistical Methods</td>
<td>3</td>
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<td>Total Hours</td>
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Organizational Leadership Minor

This minor is intended for College of Business students who would like to supplement the specialized education of their major with an intensive program that develops the thinking, communication, and interpersonal skills they need to be successful as managers and leaders during their careers. Program enrollment is limited to students with a College of Business major other than Management.

<table>
<thead>
<tr>
<th>Required</th>
<th>Management:</th>
<th>MGMT 3155 Human Resource Management</th>
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<tbody>
<tr>
<td></td>
<td>MGMT 3183</td>
<td>Leadership Skills</td>
<td>3</td>
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<td></td>
<td>MGMT 3974/5974</td>
<td>Business, Ethics, and Society</td>
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<td>MGMT 3984/5984</td>
<td>Dynamics of Negotiations</td>
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<td>Total Hours</td>
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Note: A student majoring in the Human Resource Management major can not double major in Management. A student majoring in Human Resource Management can minor in Organizational Leadership.

**Business Analytics, B.A.**

**BA in BUSINESS ANALYTICS**

**Objective 1: Learners will demonstrate disciplinary content knowledge.**

- **Outcome 1.1.** Learners will demonstrate broad knowledge of the business disciplines.
- **Outcome 1.2.** Learners will plan and design interactive programs using pseudocode or flow charts using input, process, and output methodology.
- **Outcome 1.3.** Learners will define and use variables and different data types (such as string, float, and integers) for program data storage.
- **Outcome 1.4.** Learners will describe and implement decision structures and repetitive structures.
- **Outcome 1.5.** Learners will create database objects and write simple and complex SQL queries for a relational database.
- **Outcome 1.6.** Learners will use techniques for descriptive, predictive, and prescriptive analytics.

**Objective 2: Learners will display analytical skills to aid in business decision-making.**

- **Outcome 2.1.** Learners will display a broad set of quantitative skills.
- **Outcome 2.2.** Learners will display appropriate use of relevant technology/software.
- **Outcome 2.3.** Learners will describe and use different types of mathematical, logical, and relational operators for mathematical computations.

**Objective 3: Learners will display strong communication skills.**

- **Outcome 3.1.** Learners will demonstrate strong written communication skills required for a business major.
- **Outcome 3.2.** Learners will be able to use tools for creating visualizations based on different methodologies; interpret and communicate the essential aspects of data analysis.

**Objective 4: Learners will be able to apply critical thinking skills.**

- **Outcome 4.1.** Learners can resolve syntax, run-time, and logic errors.

**Objective 5: Learners will be able to identify and ready to exhibit strong work values in contemporary organizations.**

- **Outcome 5.1.** Learners will identify ethical components in business situations.
- **Outcome 5.2.** Learners will display strong work values associated with professionalism, collaborative work, and DEI.

**Human Resource Management, B.A.**

**BA in HUMAN RESOURCES MANAGEMENT**
Objective 1: Learners will demonstrate disciplinary content knowledge.

Outcome 1.1. Learners will demonstrate broad knowledge of the business disciplines.

Outcome 1.2. Learners will apply planning and organizational activities that promote organizational effectiveness.

Outcome 1.3. Learners will apply foundational knowledge for the development of leadership, teamwork, and communication skills.

Objective 2: Learners will display analytical skills to aid in business decision-making.

Outcome 2.1. Learners will display a broad set of quantitative skills.

Outcome 2.2. Learners will display appropriate use of relevant technology/software.

Outcome 2.3. Learners will display basic people analytics skills to help reach appropriate conclusions.

Objective 3: Learners will display strong communication skills.

Outcome 3.1. Learners will accurately summarize material, both orally and in writing.

Outcome 3.2. Learners will justify or explain a position or claim.

Outcome 3.3. Learners will display appropriate negotiation skills.

Objective 4: Learners will be able to apply critical thinking skills.

Outcome 4.1. Learners will apply critical thinking skills to solve complex people problems at work.

Objective 5: Learners will be able to identify and ready to exhibit strong work values in contemporary organizations.

Outcome 5.1. Learners will identify ethical components in business situations.

Outcome 5.2. Learners will display strong work values associated with professionalism, collaborative work, and DEI.

Management: Organizational Leadership, B.A.

BA in MANAGEMENT: ORGANIZATIONAL LEADERSHIP

Objective 1: Learners will demonstrate disciplinary content knowledge.

Outcome 1.1. Learners will demonstrate broad knowledge of the business disciplines.

Outcome 1.2. Learners will apply planning and organizational activities that promote organizational effectiveness.

Outcome 1.3. Learners will apply foundational knowledge for the development of leadership, teamwork, and communication skills.

Objective 2: Learners will display analytical skills to aid in business decision-making.

Outcome 2.1. Learners will display a broad set of quantitative skills.

Outcome 2.2. Learners will display appropriate use of relevant technology/software.

Outcome 2.3. Learners will use inductive/deductive reasoning to interpret quantitative data to reach appropriate conclusions accurately.

Objective 3: Learners will display strong communication skills.

Outcome 3.1. Learners will clearly, politely request information or assistance (i.e., prepare an email to request a testing accommodation).

Outcome 3.2. Learners will justify or explain a position or claim (i.e., orally defend a decision about a short case/situation).
Objective 4: Learners will be able to apply critical thinking skills.

Outcome 4.1. Learners will apply critical thinking skills to solve complex people problems at work.

Objective 5: Learners will be able to identify and ready to exhibit strong work values in contemporary organizations.

Outcome 5.1. Learners will identify ethical components in business situations.

Outcome 5.2. Learners will display strong work values associated with professionalism, collaborative work, and DEI.

Management Information Systems, B.A.

BA in MANAGEMENT INFORMATION SYSTEMS

Objective 1: Learners will demonstrate disciplinary content knowledge.

Outcome 1.1. Learners will demonstrate broad knowledge of the business disciplines.

Outcome 1.2. Learners will plan and design interactive programs using pseudocode or flow charts using input, process, and output methodology.

Outcome 1.3. Learners will define and use variables and different data types (such as string, float, and integers) for program data storage.

Outcome 1.4. Learners will describe and implement decision structures and repetitive structures.

Outcome 1.5. Learners will create database objects and write simple and complex SQL queries for a relational database.

Outcome 1.6. Learners will describe and implement tools and methods used in the development of information systems.

Objective 2: Learners will display analytical skills to aid in business decision-making.

Outcome 2.1. Learners will display a broad set of quantitative skills.

Outcome 2.2. Learners will display appropriate use of relevant technology/software.

Objective 3: Learners will display strong communication skills.

Outcome 3.1. Learners will use tools for creating visualizations based on different methodologies; interpret and communicate the essential aspects of data analysis.

Objective 4: Learners will be able to apply critical thinking skills.

Outcome 4.1. Learners can resolve syntax, run-time, and logic errors.

Objective 5: Learners will be able to identify and ready to exhibit strong work values in contemporary organizations.

Outcome 5.1. Learners will identify ethical components in business situations.

Outcome 5.2. Learners will display strong work values associated with professionalism, collaborative work, and DEI.

Supply Chain Management, B.A.

BA in SUPPLY CHAIN MANAGEMENT

Objective 1: Learners will demonstrate disciplinary content knowledge.

Outcome 1.1. Learners will demonstrate broad knowledge of the business disciplines.

Outcome 1.2. Learners will deploy SCM tools to support organizations.

Outcome 1.3. Learners will explain, perform, and manage the process of product and service development.

Objective 2: Learners will display analytical skills to aid in business decision-making.

Outcome 2.1. Learners will display a broad set of quantitative skills.

Outcome 2.2. Learners will display appropriate use of relevant technology/software.

Objective 3: Learners will display strong communication skills.

Outcome 3.1. Learners will demonstrate the professional writing skills needed for the management of internal and external stakeholders.

Outcome 3.2. Learners will use professional language for communicating with supply chain clients.

Objective 4: Learners will be able to apply critical thinking skills.

Outcome 4.1. Learners will apply critical thinking skills to solve complex supply chain, operations, and project management problem.

Objective 5: Learners will be able to identify and ready to exhibit strong work values in contemporary organizations.

Outcome 5.1. Learners will identify ethical components in business situations.

Outcome 5.2. Learners will display strong work values associated with professionalism, collaborative work, and DEI.

Business Analytics, B.A.

This is a sample plan of study with a suggested sequencing of classes for the major. University electives may be applied to earn additional academic majors, minors, or certificates. Students should regularly meet with their academic advisor to plan their specific semester schedule to include UNIFI/General Education program and/or university elective hours required.

<table>
<thead>
<tr>
<th>Course</th>
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<th>Hour</th>
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<tr>
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<tr>
<td>Fall</td>
<td></td>
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<tr>
<td>BUSINESS 1000</td>
<td>Introductory Seminar for Business Professionals</td>
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<tr>
<td>ECON 1041</td>
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7
### Department of Management

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<td>Introduction to Statistical Methods</td>
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<tr>
<td>ENGLISH 1005</td>
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<tr>
<td>ECON 1051</td>
<td>Principles of Microeconomics</td>
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<td>ECON 1011</td>
<td>Statistics for Business Analytics</td>
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<tr>
<td>ACCT 2120</td>
<td>Principles of Financial Accounting</td>
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<td>BUSINESS 2000</td>
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<td>ECON 2090</td>
<td>Decision Analytics</td>
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<td>MKTG 2110</td>
<td>Principles of Marketing</td>
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<td>Advanced Business Analytics</td>
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<td>MGMT 3120</td>
<td>Database Management and Theory</td>
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<td>MGMT 4175</td>
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### Courses

#### MGMT 2032. Business Application Development I — 3 hrs.
Introduction to developing business applications using a modern business programming language. Emphasis on the fundamentals of the application development process, programming logic and logical structures, programming language syntax, program testing, and documentation. Prerequisite(s): MGMT 2080. (Fall and Spring)

#### MGMT 2034. Business Application Development II — 3 hrs.
In-depth exploration of developing business applications using a modern business programming language. Various features of the language are introduced to solve an array of business problems through programming projects. Prerequisite(s): MGMT 2032; MGMT 2080. (Fall and Spring)

Provide the fundamental concepts and methods needed to understand the role of business analytics in organizations. Learn how to apply business analytics methods as well as how to use different techniques to visualize various types of data to aid in decision making. Develop an understanding of the fundamentals of communication and alignment around concepts that are required for effective data presentation. Allow for project-based opportunities to identify, understand, analyze, prepare, and present effective visualizations. Prerequisite(s): MGMT 2032. (Spring)

#### MGMT 2080. Introduction to Information Systems — 3 hrs.
Introduction to management information systems. Includes introduction to hardware and data communication technology, software and data management, and business applications of the technology. (Fall and Spring)

Application of business communication principles. Students will study and practice writing common business documents, presenting information, and working with others. Includes the study of non-verbal and interpersonal skills in the workplace as well as the use of email, social media, video-conferencing and other technology to effectively communicate to their audience. (Variable)

#### MGMT 3100. Legal and Social Environment of Business — 3 hrs.
Introduction to law. Contracts, torts, business ethics, government regulation of business; includes administrative, antitrust, discrimination, international, and product liability law. Prerequisite(s): junior standing. (Fall and Spring)

Study of the common law of contracts and Article II of the Uniform Commercial Code. Prerequisite(s): junior standing. (Variable)

The Systems Development Life Cycle: understanding SDLC phases and applying the tools of systems analysis through a course project. Includes project management, requirements definition, process and data modeling, user interface design, testing, conversion, and implementation. Prerequisite(s): MGMT 2032; junior standing. (Spring)

#### MGMT 3120. Database Management and Theory — 3 hrs.
Study of database theory and design and strategic management of data and databases, relational models and normalization, Structured Query Language, and the use of a relational database. Prerequisite(s): MGMT 2032; MGMT 2034 or MGMT 2036; MGMT 2080; junior standing. Prerequisite(s) or corequisite(s): MGMT 3112 or MGMT 3121. (Fall)
MGMT 3121. Advanced Business Analytics — 3 hrs.
Study of concepts, tools, and techniques for identifying business insights and the likelihood of future outcomes from data, including but not limited to classification, rule induction, pattern recognition, clustering methods and predictive analytics. Includes an introduction to prescriptive analytics utilizing optimization and simulation techniques. A hands-on approach using an appropriate programming language and associated software. Prerequisite(s): MGMT 2032; MGMT 2036. (Fall)

MGMT 3122. Business Intelligence — 3 hrs.
Business intelligence (BI) is a term describing a broad category of applications, technologies, architectures and processes for gathering, storing, accessing and analyzing data to provide business users with timely information to enable better insights into evidence-based decision making. BI is based on techniques for data decision capture, cleansing, validation, warehousing and analytics to help decision makers improve decision outcomes. This course builds the foundations for evidence-based managerial decision making and provides understanding of the concepts of managing data resources and the development of business intelligence capabilities using data visualization, data mining, analytical processing and other advanced BI topics. Prerequisite(s): MGMT 3120. (Spring)

MGMT 3125. Information Systems Development Projects — 3 hrs.
Apply a software development methodology to develop a working information system application for a client. Emphasis on iteratively determining requirements, developing, and testing. Includes client relationship, team work, project management, and user training. Prerequisite(s): MGMT 2032; MGMT 2034; MGMT 2080; MGMT 3112; MGMT 3120; junior standing. (Spring)

MGMT 3126. Business Analytics Projects — 3 hrs.
Using an agile, action learning approach, this course provides a hands-on analytics team project experience. Students apply business analytics concepts and skills to a real-world problem and prepare a consulting report and presentation. While gaining first-hand experience with business analytics, students are also adding value to a client organization by completing an applied project. Emphasis on iteratively determining requirements, data gathering, analysis, and reporting. Includes client relationship, team work, project management, and presentation skills. Prerequisite(s): MGMT 2032; MGMT 2036; MGMT 2080; MGMT 3120; MGMT 3121; junior standing. Prerequisite(s) or corequisite(s): MGMT 3122. (Spring)

MGMT 3127. Decision Support, Analytics and Business Intelligence — 3 hrs.
Study of decision support applications. Topics include decision making, modeling, and support; DSS development tools with particular emphasis on spreadsheet applications; and organizational and social implications of decision support systems. Prerequisite(s): MGMT 2032; MGMT 2034; MGMT 2080; MGMT 3112; junior standing. (Variable)

Study of advanced development tools and concepts, including markup languages, scripting languages, and/or Object Oriented Programming. Completion of projects. Prerequisite(s): MGMT 2032; MGMT 2034; MGMT 2080; junior standing. (Variable)

Professional approaches to managing an organization's Information Systems. Development of effective IS policies and procedures; examination of existing and emerging technological and business strategies and issues. Emphasis on evaluation and communication skills. Prerequisite(s): MGMT 2032; MGMT 2034; MGMT 2080; MGMT 3112; junior standing. Prerequisite(s) or corequisite(s): MGMT 3120. (Fall)

MGMT 3145. Information Systems Applications — 3 hrs.
Understanding current uses of information systems and technology to support organizational goals; the impact of information systems on the organization. Emphasis on design and development of personal productivity tool applications. May not be taken for credit by MIS majors. Prerequisite(s): MGMT 2080 or equivalent; junior standing. (Variable)

MGMT 3153. Organizational Management — 3 hrs.
Study of contemporary organizational concepts and issues and their practical implications for managerial behavior. Prerequisite(s): junior standing. (Fall and Spring)

Principles of management of productive processes in both manufacturing and service industries. Topics include organizational structure, product selection, process design, capacity and location management, quality management, forecasting, inventory management, and job design. Prerequisite(s): ACCT 2120; MGMT 2080; STAT 1772 or equivalent; ECON 2090; ECON 1011; junior standing. (Fall, Spring, Summer)

Provides an overview of the processes and practices involved in recruiting and managing critical human resources. Educates a manager about essential HRM competencies needed for today's organizations. Prerequisite(s): junior standing. Prerequisite(s) or corequisite(s): MGMT 3965/5965. (Spring)

MGMT 3161. Supply Chain and Purchasing — 3 hrs.
Examination of the integrative management process of purchasing, producing, supplying, and distributing goods and services. Prerequisite(s): ACCT 2120; ACCT 2130; MGMT 2080; MGMT 3154; MGMT 3965/5965; STAT 1772 or equivalent; ECON 2090; ECON 1041; ECON 1051; ECON 1011; junior standing. (Fall)

MGMT 3163. Creative Problem Solving — 3 hrs.
Effective thinking about organizational problems. Topics include critical thinking; problem identification, definition, and analysis; alternative generation and evaluation; negotiation; and design. Prerequisite(s): MGMT 3965/5965; junior standing. (Fall and Spring)

MGMT 3166. Six Sigma and Lean Consulting Methodology — 3 hrs.
Students will gain an understanding of the Six Sigma methodology and the ability to apply it within an industrial organization, specifically students will obtain: The ability to determine what is important so that they can define the improvement opportunity, to measure process performance in order to understand how the organization is performing, to quantitatively analyze improvement opportunities in order to understand root causes, to generate improvement alternatives / solutions in order to determine what needs to be implemented, and to control / monitor the solution implementation through lean consulting, in order to guarantee that the performance improvements are realized. Prerequisite(s): ECON 1011; STAT 1772 or equivalent; ECON 2090; junior standing. (Variable)

MGMT 3167. Global Supply Chain Management — 3 hrs.
This course aims to develop an understanding of key devices of supply chain performance and their interrelationship with firm strategy. Special emphasis is given to understanding regional, national, and subnational attributes necessary to develop solutions for a variety of global supply chain problems. Prerequisite(s): MGMT 3154;
ACCT 2120; ACCT 2130; MGMT 2080; STAT 1772 or equivalent; ECON 2090; ECON 1011; junior standing. (Spring)

MGMT 3168. Supply Chain Modeling and Analytics — 3 hrs.  
This course introduces students to decision support models that are most frequently used in supply chain applications. The specific topics will include: 1) The role of decision support tools in dealing with a spectrum of supply chain problems; 2) Effective communication of suggested solutions; and 3) Specific models and techniques planning, material requirement planning, inventory management, transportation, supply network design, quality management, and sourcing decisions. Use of basic and advanced spreadsheet modeling tools. Prerequisite(s): ACCT 2120; ACCT 2130; MKTG 2110; MGMT 2080; MGMT 3154; STAT 1772 or equivalent; ECON 1011; ECON 2090; ECON 1041; ECON 1051; junior standing. (Fall)

MGMT 3169. Management of Service Operations — 3 hrs.  
Managing services, especially the operation's activity in service firms. Includes determining the service package, forecasting service demand, managing demand, capacity analysis and management, scheduling, cost control, service quality, and human resource management. Standardization, franchising, and service automation addressed. Prerequisite(s): ECON 1011 and ECON 2090; admittance to College of Business; junior standing. (Variable)

MGMT 3170. Special Problems — 1-3 hrs.  
Credit determined at registration. Student will choose one of the following areas: 1. (Fall, Spring, Summer)

MGMT 3179. Cooperative Education — 1-3 hrs.  
Compensated work experience in conjunction with an academic project conducted under faculty guidance. For majors only. May be repeated for maximum of 6 hours. Offered on credit/no credit basis only. Prerequisite(s): 2.70 cumulative UNI GPA; junior standing; consent of department head. (Fall, Spring, Summer)

MGMT 3183. Leadership Skills — 3 hrs.  
Foundations of leadership. Skill development through case analyses, role plays, and experiential learning. Assessment/development of leadership competencies. Team building, negotiation, and conflict resolution. Prerequisite(s): MGMT 3965/5965; junior standing. (Spring)

MGMT 3185. Project Management — 3 hrs.  
Development of leadership skills through management of organizational projects from selection to implementation. Includes management of project cost, quality, schedule, scope, risk, and communications. (Fall and Spring)

MGMT 3189/5189. International Management — 3 hrs.  
Problems of organizing, financing, and operating multinational enterprises, and impact of multinational business upon a world economy. Prerequisite(s): MKTG 2110; ECON 1031 or ECON 1041; junior standing. (Fall and Spring)

Legal and practical examination of employee selection, dismissal, discrimination, health and safety, labor relations and associated human resource management issues. Prerequisite(s): MGMT 3100 or MGMT 3101 or equivalent; junior standing. (Fall)

MGMT 3965/5965. Organizational Behavior — 3 hrs.  
A systematic study of micro-level theoretical concepts and their strategic and practical implications for understanding, analyzing, and predicting individual and group behavior. Prerequisite(s): junior standing. (Fall, Spring, Summer)

MGMT 3966/5966. Staffing and Employee Development — 3 hrs.  
Assessing staffing needs as part of strategic planning; maintaining appropriate staffing levels; designing and implementing training and development programs. Prerequisite(s): MGMT 3155; MGMT 3965/5965; junior standing. (Fall)

Examination of the total compensation and performance management systems at multiple levels. Key topics include wage determination, salary structures, total rewards, benefits, performance assessment, performance management, and performance improvement. Prerequisite(s): MGMT 3155; MGMT 3965/5965; junior standing. (Spring)

MGMT 3969/5969. Management Internship — 1-3 hrs.  
Uncompensated work experience in conjunction with an academic project conducted under faculty guidance. May be repeated for maximum of 6 hours. Offered on credit/no credit basis only. Prerequisite(s): 2.70 cumulative UNI GPA; junior standing; consent of department head. (Fall, Spring, Summer)

Application of ethical principles and analytic methods to managerial decision-making and contemporary issues in business. Examination of the roles business does and should play in society. Specific topics will vary, in accordance with current events. Prerequisite(s): MGMT 3100; junior standing. (Fall and Variable Springs)

MGMT 3984/5984. Dynamics of Negotiations — 3 hrs.  
Study of one-on-one and group deal-making processes of negotiation and conflict management skills as practiced in different settings faced by future leaders and managers. Prerequisite(s): MGMT 3965/5965; junior standing. (Fall and Spring)

MGMT 4175. Strategic Management — 3 hrs.  
Study of strategy formulation and implementation processes. Focus on the application of integrative approaches to management through case analysis. For senior business majors. Prerequisite(s): completion of all other courses in the "business core"; ACCT 2120; ACCT 2130; MKTG 2110; MGMT 2080; MGMT 3100; MGMT 3154; MGMT 3965/5965; FIN 3130/5130; STAT 1772 or equivalent; ECON 2090; ECON 1041; ECON 1051; ECON 1011; senior standing. (Fall, Spring, Summer)

Provides students with knowledge of the role of information systems within an organization; systems, information and decision theory; information systems applications including decision support; and systems evaluation and selection. Prerequisite(s): consent of MBA Director. (Variable)

Analysis of business environment, and the strategic response. Prerequisite(s): consent of MBA Director. (Variable)

MGMT 6260. Strategic Management of Human Resources — 3 hrs.  
Principles of organizational behavior applied to managerial practices; strategic management of human resources to accomplish work and maximize organizational effectiveness. Prerequisite(s): consent of MBA Director. (Variable)
Analysis and design of business operational decisions in complex production and service environments. Prerequisite(s): consent of MBA Director. (Variable)

MGMT 6272. Research and Analysis for Management Decisions — 3 hrs.
Study of the tools and techniques for business research and data analysis. Emphasis on applying the tools and techniques to determine, define, and solve complex business problems and improve managerial decision making. Prerequisite(s): consent of MBA Director. (Variable)

MGMT 6276. Business Capstone Experience — 1 hr.
Analyze, solve, and present a solution to a complex, interdisciplinary business problem. Prerequisite(s): consent of MBA Director. (Variable)

MGMT 6278. Consulting Capstone Experience — 1 hr.
Acting as a member of a consulting team, analyze an organization’s business situation and recommend a course of action. Prerequisite(s): GPA of 3.2 or higher or consent of MBA Director. Prerequisite(s) or corequisite(s): Consent of MBA Director. (Variable)

MGMT 6285. Individual Readings — 1-3 hrs.
Directed readings and reports. May be repeated for maximum of 4 hours. Prerequisite(s): consent of MBA Director. (Fall, Spring, Summer)

MGMT 6299. Research — 1-6 hrs.
Prerequisite(s): consent of MBA Director. (Fall, Spring, Summer)