

Department of Management

(College of Business)

business.uni.edu/management

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 UNIBusiness Advising in the College of Business or at <https://business.uni.edu/students/advising/uni-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

College of Business major is based on competitive GPA and space availability. Students may obtain a copy of these requirements from UNIBusiness Advising (CBB 5) in the College of Business.

Bachelor of Arts Degree Programs Business Analytics

The Business Analytics 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
MGMT 3154	Operations Management	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 4175	Strategic Management *	3
Finance		
FIN 3130/5130	Corporate Finance	3
Economics		
ECON 1011	Statistics for Business Analytics	3
ECON 2090	Decision Analytics	3
ECON 1041	Principles of Macroeconomics	3
ECON 1051	Principles of Microeconomics	3
Mathematics		
STAT 1772	Introduction to Statistical Methods	3
Required		
Economics		
ECON 3371	Economic and Business Forecasting	3
Management		
MGMT 2032	Business Application Development I	3

Department of Management

MGMT 2036	Business Analytics Fundamentals	3
MGMT 3120	Database Management and Theory	3
MGMT 3121	Advanced Business Analytics	3
Electives (Choose One of the Following)		3
Economics		
ECON 3373/5373	Introduction to Econometrics	
Management		
MGMT 3122	Business Intelligence	
Marketing		
MKTG 3116/5116	Marketing Analytics	
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:		
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
MGMT 3154	Operations Management	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 4175	Strategic Management *	3
Finance:		
FIN 3130/5130	Corporate Finance	3
Economics:		
ECON 1011	Statistics for Business Analytics	3
ECON 2090	Decision Analytics	3
ECON 1041	Principles of Macroeconomics	3
ECON 1051	Principles of Microeconomics	3
Mathematics:		

STAT 1772	Introduction to Statistical Methods	3
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Required Courses:

Management:		
MGMT 3155	Human Resource Management	3
MGMT 3905/5905	Employment and Labor Law	3
MGMT 3966/5966	Staffing and Employee Development	3
MGMT 3968/5968	Compensation and Performance Management Systems	3
MGMT 3984/5984	Dynamics of Negotiations	3
Electives (select one of the following):		3
MGMT 3163	Creative Problem Solving	
MGMT 3189/5189	International Management	
MGMT 3974/5974	Business, Ethics, and Society	
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:		
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
MGMT 3154	Operations Management	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 4175	Strategic Management *	3
Finance:		
FIN 3130/5130	Corporate Finance	3
Economics:		
ECON 1011	Statistics for Business Analytics	3
ECON 2090	Decision Analytics	3

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	
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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 courses: 6

MGMT 3163	Creative Problem Solving	
MGMT 3185	Project Management	
MGMT 3189/5189	International Management	

Marketing and Entrepreneurship

ENTR 3583/5583	Entrepreneurship	
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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
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Management:

MGMT 2080	Introduction to Information Systems	3
MGMT 3100	Legal and Social Environment of Business	3

Department of Management

MGMT 3154	Operations Management *	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 4175	Strategic Management **	3
Finance:		
FIN 3130/5130	Corporate Finance	3
Economics:		
ECON 1011	Statistics for Business Analytics	3
ECON 2090	Decision Analytics	3
ECON 1041	Principles of Macroeconomics	3
ECON 1051	Principles of Microeconomics	3
Mathematics:		
STAT 1772	Introduction to Statistical Methods	3
Required courses		
Management:		
MGMT 2032	Business Application Development I	3
MGMT 2034	Business Application Development II	3
MGMT 3112	Systems Analysis and Design	3
MGMT 3120	Database Management and Theory	3
MGMT 3125	Information Systems Development Projects	3
MGMT 3140	Information Systems Management	3
Select a Technical Elective (Choose one)		3
Accounting		
ACCT 3140	Accounting Information Systems	
Management		
MGMT 3127	Decision Support, Analytics and Business Intelligence	
MGMT 3128	Business Application Development III	
Computer Science		
CS 3610/5610	Artificial Intelligence *	
Total Hours		63

* CS 3610/5610 has a prerequisite of CS 1520; CS 1800; and junior standing.

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	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
MGMT 3154	Operations Management	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 4175	Strategic Management **	3
Finance:		
FIN 3130/5130	Corporate Finance	3
Economics:		
ECON 1011	Statistics for Business Analytics	3
ECON 2090	Decision Analytics	3
ECON 1041	Principles of Macroeconomics	3
ECON 1051	Principles of Microeconomics	3
Mathematics:		
STAT 1772	Introduction to Statistical Methods	3
Required Courses:		
MGMT 3161	Supply Chain and Purchasing	3
MGMT 3167	Global Supply Chain Management	3
MGMT 3168	Supply Chain Modeling and Analytics	3
MKTG 3163	Distribution and Logistics	3
Electives: Select two of the following:		6
Management:		
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

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

Required

Accounting:		
ACCT 2120	Principles of Financial 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
MGMT 3965/5965	Organizational Behavior	3
Economics:		
ECON 1031	Introduction to Business Economics	3
or equivalent		
ECON 1011	Statistics for Business Analytics	3
Mathematics:		
STAT 1772	Introduction to Statistical Methods	3
Total Hours		24

NOT available to majors in: Accounting, Business Analytics, Business Teaching, Economics-Business Economics emphasis, Finance, Management, Management Information Systems, Marketing, Supply Chain Management, and Real Estate.

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.

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
Total Hours		12

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

Department of Management

Objective 1: Learners will demonstrate disciplinary content knowledge.

Outcome 1.1. Learners will demonstrate broad knowledge of Human Resources Management.

Outcome 1.2. Learners will apply staffing, employee development, compensation, and performance management activities that promote organizational effectiveness.

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: Business Administration, B.A.

BA in MANAGEMENT: BUSINESS ADMINISTRATION

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: 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.

Course	Title	Hour
Freshman		
Fall		
BUSINESS 1000	Introductory Seminar for Business Professionals	0
ECON 1041	Principles of Macroeconomics	3

Department of Management

STAT 1772	Introduction to Statistical Methods	3
UNIFI/General Education or University Electives		9
Hours		15
Spring		
ENGLISH 1005	College Writing and Research	3
ECON 1051	Principles of Microeconomics	3
ECON 1011	Statistics for Business Analytics	3
UNIFI/General Education or University Electives		6
Hours		15
Sophomore		
Fall		
MGMT 2080	Introduction to Information Systems	3
ACCT 2120	Principles of Financial Accounting	3
BUSINESS 2000	Business Professionals in Training	0
UNIFI/General Education or University Electives		9
Hours		15
Spring		
ACCT 2130	Principles of Managerial Accounting	3
ECON 2090	Decision Analytics	3
MKTG 2110	Principles of Marketing	3
UNIFI/General Education or University Electives		6
Hours		15
Junior		
Fall		
MGMT 2032	Business Application Development I	3
MGMT 3965/5965	Organizational Behavior	3
MGMT 3100	Legal and Social Environment of Business	3
UNIFI/General Education or University Electives		6
Hours		15
Spring		
FIN 3130/5130	Corporate Finance	3
MGMT 2036	Business Analytics Fundamentals	3
MGMT 3154	Operations Management	3
UNIFI/General Education or University Electives		6
Hours		15
Senior		
Fall		
MGMT 3121	Advanced Business Analytics	3
MGMT 3120	Database Management and Theory	3
UNIFI/General Education or University Electives		9
Hours		15
Spring		
ECON 3371	Economic and Business Forecasting	3
MGMT 4175	Strategic Management	3
Business Analytics Elective		3
UNIFI/General Education or University Electives		6
Hours		15
Total Hours		120

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)

MGMT 2036. Business Analytics Fundamentals — 3 hrs.

Provide the fundamental concepts and methods needed to understand the role of business analytics in organizations. Learn how to apply basic 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)

MGMT 2113. Business Communication — 3 hrs.

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)

MGMT 3101. Business Law — 3 hrs.

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

MGMT 3112. Systems Analysis and Design — 3 hrs.

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)

MGMT 3128. Business Application Development III — 3 hrs.

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)

MGMT 3140. Information Systems Management — 3 hrs.

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)

MGMT 3154. Operations Management — 3 hrs.

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)

MGMT 3155. Human Resource Management — 3 hrs.

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;

Department of Management

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)

MGMT 3905/5905. Employment and Labor Law — 3 hrs.

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)

MGMT 3968/5968. Compensation and Performance Management Systems — 3 hrs.

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)

MGMT 3974/5974. Business, Ethics, and Society — 3 hrs.

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)

MGMT 6249. Management Information Systems Concepts — 3 hrs.

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)

MGMT 6250. Business Strategy — 3 hrs.

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)

MGMT 6262. Cross-Functional Operations — 3 hrs.

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)