

DEPARTMENT OF MANAGEMENT

404 Business and Public Management Center
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Department of Management (<http://www.wcupa.edu/management/>)

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Programs of Study

The Department of Management offers three degrees: a B.S. in Business Management, a B.S. in International Business, and a B.S. in Supply Chain Management, along with associated concentrations. The Management Department seeks to provide students with the skills required to manage business and public organizations effectively and ethically. The Management and International Business programs at West Chester University encompass a diverse curriculum and various hands-on opportunities for students to learn these valuable concepts and skills. Additionally, each program is designed to provide students with the solid foundation for advanced degrees in business administration, management, or international business as well as professional careers in any area of industry or entrepreneurship.

All freshmen and those transfer students who have not completed the required courses will be admitted to the pre-business program.

Philadelphia Campus

The B.S. in Business Management is also offered at the Philadelphia Campus.

Curriculums for programs offered at the alternative PASSHE Center City (<http://wcupa.edu/philly/>) satellite campus in Philadelphia are equivalent to those found on WCU's main campus. With state-of-the-art classrooms, the Center City location serves the needs of degree completers and/or adult learners who are balancing work and family obligations.

DCCC Marple Campus

The B.S. in Business Management is also offered at the DCCC Marple Campus.

Curriculums for programs offered at the alternative DCCC Marple (<http://wcupa.edu/dccc/>) satellite campus in Media are equivalent to those found on WCU's main campus. The DCCC Marple location provides convenience and flexibility to serve the needs of degree completers and/or adult learners who are balancing work and family obligations.

Programs

Majors

- B.S. in Business Management (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/business-management-bs/>)
 - Accelerated B.S. in Business Management to Master of Public Administration (<https://catalog.wcupa.edu/undergraduate/>)

[business-public-management/management/business-management-bs/](https://catalog.wcupa.edu/undergraduate/business-public-management/management/business-management-bs/))

- Accelerated B.S. in Business Management to M.S. in Geography (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/business-management-bs/>)
- B.S. in Business Management - Business Processes and Data Analytics Concentration (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/business-management-bs-business-processes-data-analytics-concentration/>)
- B.S. in Business Management - Human Resources Concentration (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/business-management-bs-human-resources-concentration/>)
- B.S. in International Business (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/international-business-bs/>)
 - Accelerated B.S. in International Business to M.S. in Geography (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/international-business-bs/>)
- B.S. in Supply Chain Management (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/supply-chain-management-bs/>)
 - Accelerated B.S. in Supply Chain Management to M.S. in Geography (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/supply-chain-management-bs/>)
- B.S. in Supply Chain Management - Healthcare SCM Concentration (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/supply-chain-management-bs-healthcare-concentration/>)

Minors

- Business Law (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/business-law-minor/>)
- Entrepreneurship (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/entrepreneurship-minor/>)
- Human Resource Management (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/human-resource-management-minor/>)
- International Business (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/international-business-minor/>)
- Supply Chain Management (<https://catalog.wcupa.edu/undergraduate/business-public-management/management/supply-chain-management-minor/>)

Graduate Opportunities

See the graduate catalog for more information on the Management (<https://catalog.wcupa.edu/graduate/business-public-management/management/>) and Business Administration (<https://catalog.wcupa.edu/graduate/business-public-management/business-administration/>) programs.

Policies

- See undergraduate admissions information. (<https://catalog.wcupa.edu/general-information/admissions-enrollment/undergraduate-admissions/>)
- See academic policies. (<https://catalog.wcupa.edu/undergraduate/academic-policies-procedures/>)

All undergraduate students are held to the academic policies and procedures outlined in the undergraduate catalog. Students are encouraged to review departmental handbooks for program tips, suggested course sequences, and explanations of procedures. When

applicable, additional policies for specific department programs may be listed below.

Prerequisites for Entry into the Business Majors: Accounting, Economics, Finance, Management, and Marketing

To apply for their business major, students must:

1. Complete ECO 111, ECO 112, ECO 251, MGT 200, MKT 250, and ACC 201 with a C or better in each course
2. Pass and complete both MAT 113 and MAT 143 with a C or better required in at least one of them. If a student is placed directly into MAT 143 and receives a C or higher or has completed MAT 161 or MAT 162 with a C or better, then the student does not have to take MAT 113 (replaced as a free elective).
3. Have a minimum overall GPA of 2.50
4. Have at least 45 credit hours

These requirements must be met to be eligible to register for 300 and 400 level business courses. The same rules apply to all transfer students—both internal (those from within the University) and external (those from a non-WCU institution).

Management Major Graduation Policies

To graduate with an earned degree from the Department of Management's major programs, students must have a 2.50 overall GPA.

GPA Requirement for the Minor in Business Law

To be admitted to the Business Law Minor students must have an overall 2.5 GPA. Students must maintain an overall 2.5 GPA and earn a grade of C or better in each required and elective course for the minor.

Accelerated Programs Policy

Refer to the Accelerated Programs page (<https://catalog.wcupa.edu/undergraduate/accelerated-programs/>) for more information.

Faculty

Professors

Gerard A. Callanan (gcallanan@wcupa.edu) (2001)
B.A., Temple University; M.B.A., La Salle University; Ph.D., Drexel University

Susan Fiorentino (sfiorentino@wcupa.edu) (2013)
B.A., West Chester University; M.A., J.D., Villanova University

Brian Halsey (bhalsey@wcupa.edu) (2010)
Coordinator, MBA Program
B.A., Shippensburg University; J.D., Widener University School of Law; LL.M., Villanova University School of Law

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B.S., Hebei University of Economics and Business; M.S., University of Reading (UK); Ph.D., Temple University

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Minor Coordinator, Management
B.A., Connecticut College; M.H.A., M.B.A., University of Pittsburgh; Ph.D., Temple University

Sandra M. Tomkowicz (stomkowicz@wcupa.edu) (1993)
Director, Pre-Law Program
Minor Coordinator, Management
B.S., La Salle University; J.D., University of Pennsylvania

Ma Ga (mark) Yang (myang@wcupa.edu) (2013)
Minor Coordinator, Management
B.A., Hankuk University of Foreign Studies; M.B.A., Ph.D., The University of Toledo

Xiaowei Zhu (xzhu@wcupa.edu) (2006)
Chairperson, Management
B.S., Beijing Union University; M.A., University of Iowa; Ph.D., University of Wisconsin-Milwaukee

Monica Zimmerman (mzimmerman@wcupa.edu) (2008)
Minor Coordinator, Management
B.S., Messiah College; M.B.A., Pennsylvania State University; Ph.D., Temple University

Associate Professors

Jennifer R. Bozeman (jbozeman@wcupa.edu) (2016)
Graduate Coordinator, Management
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B.S., Ph.D., Drexel University; M.B.A., University of California, Los Angeles

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B.S., Excelsior College; M.B.A., University of North Florida; Ph.D., Monash University

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Co-Director, Business Analytics Program
B.A., Peking University; M.S., Cornell University; Ph.D., University of Southern California

Leah Z.b. Ndanga (lndanga@wcupa.edu) (2018)
Assistant Chairperson, Management
B.S., University of Fort Hare; M.S., University of Pretoria; M.S., Purdue University; Ph.D., University of Massachusetts Amherst

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B.A., College of the Holy Cross; M.A., Pennsylvania State University

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B.A., Ho Chi Minh City University of Technology; M.B.A., Murray State University

Paul F. Rotenberry (protenberry@wcupa.edu) (2005)
B.A., Widener University; M.A., Ph.D., University of Akron; SHRM-SCP, The Society for Human Resource Management

Qi Zou (qzou@wcupa.edu) (2019)
B.A., Beijing Information Science & Technology University; M.B.A., University of Wisconsin-Parkside; Ph.D., University of Toledo

Assistant Professors

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B.S., Cornell University; M.B.A., Loyola University Maryland; Ph.D., Drexel University

Courses

BLA

BLA 199. Business Administration Transfer Credits. 1-10 Credits.

Transfer Credits
Repeatable for credit.

BLA 201. Legal Environment of Business. 3 Credits.

Examines the framework of the American legal system and its impact on the environment in which business operates. Sources of law, including constitutional, statutory, administrative, and common law principles, that define the relationships between government and business; buyers and sellers of goods and services; and employers and employees are discussed. Distance education offering may be available.

BLA 302. Business and Commercial Law. 3 Credits.

A study of the most widely examined commercial law subjects. It is meant to be a partial preparation for the uniform Certified Public Accountant (CPA) examination. The course also provides business students with knowledge of advanced business law topics, including the following: the Uniform Commercial Code; debtor-creditor relationships; business organizational structures; and, other relevant federal laws and regulations.

BLA 302 Prerequisite: Successful completion of BLA 201 with minimum grade of D-. Distance education offering may be available.

BLA 306. Employment Law. 3 Credits.

This course introduces students to the body of statutory and common law that affects employees and employers in the workplace, with a special emphasis on laws that prohibit discrimination, such as Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act and the Age Discrimination in Employment Act. Other laws examined in this course include laws affecting employee health, safety and welfare as well as statutes designed to protect employees' rights to engage in whistleblower and union activity. Employment Law is designed to help students examine the interaction of legal considerations in the management process. This class is delivered in an online format, and includes video lectures, readings and discussion boards.

BLA 306 Prerequisite: Successful completion of BLA 201 with minimum grade of D-. Distance education offering may be available.

BLA 307. Intellectual Property and the Online Environment. 3 Credits.

Coverage of the basics of patent, copyright, trademark, trade secrets, salient current issues in intellectual property law, and the challenges to copyright law posed by new technologies.

BLA 307 Prerequisite: Successful completion of BLA 201 with minimum grade of D-. Distance education offering may be available.

BLA 308. Entrepreneurial Law. 3 Credits.

In-depth coverage of the legal considerations affecting an entrepreneurial enterprise throughout the life cycle of an organization, including pre-startup phases, launch considerations, growth challenges, and exit options.

BLA 308 Prerequisite: Successful completion of ACC 201 and BLA 201, with minimum grades of D-. Distance education offering may be available.

BLA 309. Labor Law. 3 Credits.

This course examines and analyzes labor-management relationships, particularly with respect to federal laws and regulations, administration of labor contracts, mediation, and arbitration processes. It incorporates all legal aspects of collective bargaining as well as related practices, and strategies of negotiation, unfair labor practices, and the management of organization-union relations. This class is delivered in an online format, and includes video lectures, readings and discussion boards.

BLA 309 Prerequisite: Successful completion of BLA 201 with minimum grade of D-. Distance education offering may be available.

BLA 310. Constitutional Law & Business. 3 Credits.

This course is designed to provide students with a more sophisticated understanding of the relationship between government and business. We will examine the sources of constitutional authority for government regulation of business and the constitutional rights afforded business. Students will be encouraged to develop critical thinking and analytical reasoning skills to enhance their decision-making ability. This class is delivered in an online format, and includes video lectures, readings and discussion boards.

BLA 310 Prerequisite: Successful completion of BLA 201 with minimum grade of D-. Distance education offering may be available.

INB**INB 199. International Business Transfer Credits. 1-10 Credits.**

Transfer Credits
Repeatable for credit.

INB 300. Introduction to International Business. 3 Credits.

Analysis of international business transactions in large and small businesses, multinational and domestic. Functional emphasis on multinational environment, managerial processes, and business strategies.

INB 300 Prerequisite: Successful completion of MGT 200 with minimum grade of D- and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

INB 403. International Accounting. 3 Credits.

Deal with accounting problems which are peculiar to international or multinational businesses. The financial reporting requirements for foreign income and investments of the FASB and SEC will be analyzed as they affect depreciation, foreign exchange, and statements of income and expenses.

INB 469. International Management Seminar. 3 Credits.

Study of issues confronting executives as they plan, organize, staff, and control a multinational organization. Lectures, case analyses, and outside projects with local firms engaged in, or entering, international business will be utilized.

INB 469 Prerequisite: Successful completion of INB 300 and MGT 200, with minimum grades of D-, and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

MGT**MGT 199. Management Transfer Credits. 1-10 Credits.**

Transfer Credits
Repeatable for credit.

MGT 200. Principles of Management. 3 Credits.

Introduction to the principles and functions of management. Examines the management process, organizational theory, planning, decision making, motivation, and leadership in supervisory contexts.

Distance education offering may be available.

MGT 313. Business and Society. 3 Credits.

An analysis of the social, political, legal, environmental, and ethical problems faced by business firms.

MGT 313 Prerequisite: For Business Management, International Business, and Supply Chain Management majors, successful completion of MGT 200, with a minimum grade of D-; and a minimum 2.50 cumulative GPA.

Gen Ed Attribute: Ethics Requirement, Sustainability Pathway, Writing Emphasis (select both)
Distance education offering may be available.

MGT 321. Organization Theory and Behavior. 3 Credits.

Study of the theoretical foundations of organization and management. The system of roles and functional relationships. Practical application of the theory through case analysis.

MGT 321 Prerequisite: For Business Management, International Business, and Supply Chain Management majors, successful completion of MGT 200, with minimum grade of D-; and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

MGT 341. Production and Operations Management. 3 Credits.

Operations management is one of the three primary functions of any organization, along with marketing and finance. It is responsible for the production of goods and services. All operations decisions are made within the context of all other business functions and the organization's external environment. This course is designed to introduce the students to the basic concepts, principles, and techniques of production and operations management; to provide a multifunctional perspective on operations decision-making; and to explore the strategic role of the operations function in the survival and success of organizations. Although this course is primarily quantitative in nature, qualitative aspects across various business functions will also be discussed.

MGT 341 Prerequisite: Successful completion of ECO 251, MAT 121, or MAT 125; and MGT 200, all with minimum grades of D-; and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

MGT 399. Management Transfer Elective Upper Level. 1-10 Credits.

Transfer Elective Upper Level
Repeatable for credit.

MGT 411. Communicating Business Insights and Ethics in Big Data. 3 Credits.

This course tackles two critical issues in the business analytics field. The first one deals with how to present information derived from data analysis effectively to distinct stakeholders in either a written or oral way. This skill, i.e., clearly translating analytical results to valuable business insights with visual aids, is highly sought after in the business world now. Specifically, students will learn how to generate visual displays through a chosen computer software, how to engage audiences with storytelling techniques, and how to apply basic design principles to generate reports for specific audiences. The second issue concerns an increasingly rising interest in how business can leverage insights from business analytics in an ethical way. We will discuss ethical issues rising from business operations of data collection, data management, and data presentation. This section will equip students with a stronger ethical mindset in this increasingly data-driven business world.

Distance education offering may be available.

MGT 431. Human Resource Management. 3 Credits.

Study of the effective management of an organization's human resources. Topics include recruitment, selection, compensation, performance appraisal, labor relations, and enforcement of equal employment opportunity laws.

MGT 431 Prerequisite: For Business Management, International Business, and Supply Chain Management majors, successful completion of MGT 200 with minimum grade of D-; and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

MGT 432. Staffing & Development. 3 Credits.

This course examines all aspects of talent acquisition and management in organizations, including workforce planning, staffing, training, career development and performance management. The importance of building an ethical culture that enhances employee engagement and organizational effectiveness is emphasized.

MGT 432 Prerequisite: Successful completion of MGT 321 or MGT 431, with minimum grades of D-, or department consent for non-business majors.

Distance education offering may be available.

MGT 433. Compensation Management. 3 Credits.

This course examines the development and implementation of compensation systems in organizations. Topics covered include compensation philosophies; economic and social factors affecting compensations plans; pay surveys; pay equity; and specific types of financial and non-financial compensation and benefits.

MGT 433 Prerequisite: Successful completion of MGT 321 or MGT 431, with minimum grades of D-, or department consent for non-business majors.

Distance education offering may be available.

MGT 434. Human Resource Consulting. 3 Credits.

This course offers applied experience through client-based or historic human resources management consulting projects. These projects will require an in-depth investigation of human resource issues in various industries, as well as an oral presentation and written professional report. Students will be assigned to teams to work on various human resources projects and present recommendations to interested parties, such as faculty, other students, and executives.

MGT 434 Prerequisite: Successful completion of MGT 321 or MGT 431, with minimum grades of D-, or department consent; and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

MGT 435. Negotiation. 3 Credits.

Negotiation is an important life-long skill in a variety of business relationships. Every day managers negotiate with coworkers, suppliers, distributors, customers, the government, etc. Determining the salaries and compensation, who will do what assignment, the terms of a contract -- all of these are negotiations. Negotiation is the art and science of securing agreements and resolving disputes between two or more interdependent parties. As a manager, you not only need analytical skills to discover optimal solutions to problems (the science), but also good negotiation skills to get these solutions accepted and implemented (the art). The purpose of this course is to help students develop expertise in managing negotiations that occur in a variety of business settings, specifically focusing on the area of human resources. The learning method is experiential (i.e., a learn-by-doing approach). Students will prepare for and engage in a variety of negotiations exercises (individually, and as a team).

MGT 435 Prerequisite: Successful completion of MGT 321 or MGT 431, with minimum grades of D-, or department consent; and a minimum 2.50 cumulative GPA.

Distance education offering may be available.

MGT 451. Systems Management. 3 Credits.

Application of systems theory and principles to the operation of contemporary organizations with emphasis on nonquantitative methods of analysis.

MGT 451 Prerequisite: Successful completion of MGT 321, with a minimum grade of D-; and a minimum 2.50 cumulative GPA.

MGT 471. Introduction to Entrepreneurship. 3 Credits.

This course is designed to introduce students to the entrepreneurship process and the mindset of the entrepreneur. The course content addresses opportunities and challenges in the entrepreneurship process with a special emphasis on idea generation and opportunity recognition. It is a foundation course which provides an introduction to topics that students will apply in advanced entrepreneurship courses.

MGT 471 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

MGT 472. Entrepreneurship: Feasibility and Launch. 3 Credits.

The focus of this course is testing the feasibility and writing a business plan for a new business launch. Students will learn about industry analysis, market research, funding, financial statement projections, management team and personnel, and marketing strategy. Students will test the feasibility of business ideas, select a feasible idea, develop a business plan and present it.

MGT 472 Prerequisite: Successful completion of MGT 471, with a minimum grade of D-.

Distance education offering may be available.

MGT 473. Entrepreneurship: Startup and Growth. 3 Credits.

This course is designed to address managing new and emerging growth companies. It addresses implementing the business plan across five functions of startups: accounting, finance, marketing, human resources, and operations. It also addresses management challenges commonly encountered at different stages in the life-cycle of new and emerging growth companies including start-up, growth, change of direction, and exit.

MGT 473 Prerequisite: Successful completion of MGT 471, with a minimum grade of D-.

Distance education offering may be available.

MGT 474. Social Entrepreneurship. 3 Credits.

This course introduces students to the concepts, principles, and frameworks of social entrepreneurship. Students examine the practice of identifying, starting, and growing successful mission-driven for-profit and nonprofit ventures, ventures that seek to advance social change through innovative solutions.

MGT 474 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

MGT 475. Entrepreneurship Internship. 2-6 Credits.

This internship provides students with real-world experience working with a startup or small business to enrich their understanding of entrepreneurship. Students learn about the challenges and opportunities faced by startups and small businesses and gain hands-on entrepreneurship experience.

Distance education offering may be available.

Repeatable for credit.

MGT 483. Management Internship. 2-6 Credits.

The management internship is designed to enhance students' education by providing a substantive work experience in business.

MGT 483 Prerequisite: A minimum 2.50 cumulative GPA.

Repeatable for credit.

MGT 486. Management Internship. 6 Credits.

The management internship is designed to enhance the student's educational experience by providing a substantive work experience in the business world.

MGT 486 Prerequisite: A minimum 2.50 cumulative GPA.

Repeatable for credit.

MGT 487. Special Topics in Management. 3 Credits.

This course deals with current concepts in management not covered by existing courses. The course content is determined at the beginning of each semester.

MGT 487 Prerequisite: Successful completion of MGT 200, with a minimum grade of D-, and a minimum 2.50 cumulative GPA.

Repeatable for credit.

MGT 488. Independent Studies in Management. 1-3 Credits.

Special research projects, reports, and readings in management.

MGT 488 Prerequisite: A minimum 2.50 cumulative GPA.

Repeatable for credit.

MGT 498. Seminar in Management. 3 Credits.

This course engages students in reading, writing, discussion, and research on current topics in management.

MGT 498 Prerequisite: Successful completion of 90 credits and a minimum 2.50 cumulative GPA.

Gen Ed Attribute: Writing Emphasis (select both)

Distance education offering may be available.

MGT 499. Business Policy and Strategy. 3 Credits.

This School of Business capstone course requires all business majors to integrate and apply multidisciplinary knowledge and skills in actively formulating improved business strategies and plans. Case method predominates, presentations, and written reports are required.

MGT 499 Prerequisite: Successful completion of BLA 201, FIN 325, MGT 200, and MKT 250, with minimum grades of D-; and a minimum 2.50 cumulative GPA.

Gen Ed Attribute: Speaking Emphasis, Writing Emphasis (select both)

Distance education offering may be available.

MIS**MIS 199. Management Info Systems Transfer Credit Electives. 1-15 Credits.**

Transfer Credit

Repeatable for credit.

MIS 300. Introduction to Management Information Systems. 3 Credits.

A comprehensive introduction to the role of information systems in an organizational environment. This course focuses on transforming manual and automated data into useful information for managerial decision making.

MIS 300 Prerequisite: Successful completion of MGT 200 with a minimum grade of D-, and a minimum cumulative GPA of 2.50.

Distance education offering may be available.

MIS 301. Introduction to Business's Software. 3 Credits.

Building on the fundamentals of management information systems covered in MIS 300, this course explores core concepts of online business processes and intelligence, including underlying principles and practical techniques enabled by information systems. Topics covered include: strategic roles of MIS, online business intelligence, online business process management, E-business, security, and many others. This course also explores how new information technology supports online business process management. New topics including the importance of big data analytics, as well as other technological advances such as 3-D printing, cloud computing, machine learning, artificial intelligence, the Internet of Things, and blockchain are also covered.

MIS 301 Prerequisite: Successful completion of MIS 300 with a minimum grade of D-.

Distance education offering may be available.

Repeatable for credit.

MIS 302. Data Analytics. 3 Credits.

This century may have been called "The Century of Data" because the amount of data created and collected is rapidly growing. Thus, businesses nowadays have strong needs to gather, store, and analyze these data to excel and achieve competitive advantage in their markets.

Building on the fundamentals of management information systems covered in MIS 300, this course explores core concepts of data analytics and its emerging roles in organizations. Topics covered include data acquisition, data processing, data visualizations, reporting and dashboards, forecasting, and machines learning. In addition, students will experience practical applications of analytics via exercises and case studies using user-friendly technologies that are underlying collection, storage, and processing of data.

MIS 302 Prerequisite: Successful completion of MIS 300, MGT 341, or SCM 351 with minimum grades of D-.

Distance education offering may be available.

MIS 303. Simulation. 3 Credits.

The majority of Fortune 500 companies have been adopting an enterprise resource system (ERP) for many years. Therefore, it is important for students to understand these systems and have hands-on experience working with them. This online course is designed to assist students in learning the core concepts of ERP and information systems to support operation and management of business transactions. Students will be working on ERPs to run business processes to compete with other companies in the market. Students will gain hands-on experience of the roles of SAP S/4HANA systems in efficiently managing business processes.

MIS 303 Prerequisite: Successful completion of MIS 300, MGT 341, or SCM 351 with minimum grades of D-.

Distance education offering may be available.

MIS 304. Business Systems & Processes. 3 Credits.

Businesses are adopting enterprise systems to digitalize their activities and transactions.

Therefore, it becomes important for students to develop a more process-oriented perspective that replicates how the modern business environment works. This course is designed to equip for students' fundamental knowledge of a business and processes' structure with a focus on ERP (Enterprise Resource Planning) software. Topics covered include business processes, enterprise systems, process integration, and business and process configuration. Students will be working with SAP ERP to solve real-world SAP topics and cases using an integrated process perspective of the firm. Students will gain hands-on experience with the roles of SAP S/4HANA systems in efficiently managing business processes.

MIS 304 Prerequisite: Successful completion of MIS 302 or MIS 303, with minimum grades of D-.

Distance education offering may be available.

MIS 453. Decision Support Systems. 3 Credits.

This course is an advanced presentation of the role of management information systems in the special support needs of managers for aiding decision making.

MIS 453 Prerequisite: Successful completion of MIS 300, with a minimum grade of D-.

SCM**SCM 199. Supply Chain Management Transfer Credits. 1-10 Credits.**

Transfer Credits

Repeatable for credit.

SCM 351. Supply Chain Management. 3 Credits.

Building on the fundamentals of operations management covered in MGT 341, this course explores the core concepts of supply chain management, including underlying principles and practical techniques related to supply chain processes. Topics covered include: supply chain strategy, network and system design, operations management, sourcing, logistics, forecasting and demand planning, inventory management, and many others. Particular emphases are placed on global and sustainability aspects of supply chain management. This course also explores how SCM is intertwined with other organizational functions. New topics, including the importance of big data analytics in SCM, as well as other technological advances such as 3-D printing, cloud computing, machine learning, driverless vehicles, the Internet of Things, and RFID are also covered.

SCM 351 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

SCM 361. Principles of Project Management. 3 Credits.

This course aims to provide students the principles and concepts of project management and essential skills in project management. This course also helps students to prepare PMI (Project Management Institute) certifications exams, like CAPM Project Management certification. Topics include the core knowledge areas of project management: integration, scope, time, cost, quality, human resources, communication, risk & procurement. Several basic tools/methods will be studied, such as Work Breakdown Structure, Gantt Chart, PERT/CPM method, and Crashing. This course will explore the challenges facing today's project managers and will provide a broad understanding of the project management environment focused on multiple aspects of the project. Skill development is accomplished through lectures, discussion, and project.

SCM 361 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

SCM 371. Logistics Management. 3 Credits.

This course presents fundamental concepts, theories, and techniques in the field of logistics management, which serves a role of planning, implementing, and controlling the forward and reverse flow of goods, services, and related information between the origin point to the consumption point. The topics of this course include demand management, location, warehousing management, packaging and materials handling, distribution, transportation, logistics IT, and SAP applications in logistics management.

SCM 371 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

SCM 381. Quality Management. 3 Credits.

This course examines basic quality concepts and explores the three sub-processes of quality management: quality planning, quality assurance, and quality control. This course also explains key quality tools relevant to the framework and presents them in a logical order of application. Finally, this course offers practical exercises in a management environment so that students will learn how to apply the quality theories/concepts to real world situations.

SCM 381 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

SCM 387. Supply Chain Management in China. 3 Credits.

The course objectives are to learn the latest approaches to Supply Chain Management in China. A combination of coursework and company site visit in China will enable students to gain a firsthand understanding of Chinese business practices and culture.

SCM 388. Plant Tours in Business Process Management. 3 Credits.

This course presents fundamental concepts and state of the practice of business process management (BPM) for improving companies' performance and gaining competitive advantages. Specific topics include: process design, planning, control, and improvement, process flow measures and analysis, process flow variability management, and lean operations. This class is a plant-tour-based class, and the instructor will take students to visit the local factories to view how companies use BPM practices to achieve optimal performance.

SCM 388 Prerequisite: Successful completion of 60 credits.

Gen Ed Attribute: Writing Emphasis (select both)

Distance education offering may be available.

SCM 391. Purchasing & Supply Management. 3 Credits.

This course presents fundamental concepts, theories, and techniques for purchasing and supply management. Topics include supply strategy, supply organization, supply process and technology, make-or-buy decision, need identification and specification, competitive bidding and contract options for pricing, supplier selection, evaluation, and relationship management.

SCM 391 Prerequisite: Successful completion of 60 credits.

Distance education offering may be available.

SCM 483. Supply Chain Management Internship. 2-6 Credits.

The supply chain management internship is designed to enhance the student's educational experience by providing a substantive work experience in the supply chain management field. Required hours of internship work will depend on the number of credits being earned.

SCM 483 Prerequisite: Successful completion of MGT 200; and MGT 341 or SCM 351, with minimum grades of D-.

SCM 487. Healthcare Supply Chain Management. 3 Credits.

This course provides students the knowledge and the processes in the healthcare supply chain management with the GMP (Good Manufacturing Practices) guideline and regulations. Topics covered include: supply chain strategy, network and system design, operations management, sourcing, logistics, forecasting and demand planning, inventory management, and many others, in pharmaceutical, bio-tech, medical device, hospital, and clinical operations.

SOC 487 Prerequisite: Successful completion of MGT 341 or SCM 351, with minimum grades of D-.

Distance education offering may be available.

SCM 488. Small Business Operations. 3 Credits.

Companies with fewer than 250 employees provide nearly one half of the jobs in the private sectors. Operating a business with limited resources in a smaller market brings specific challenges and opportunities. Successful hands-on owners and managers must grasp the activities of their entire business, including marketing, finance, operations, supply chain and human resources. This course covers each of those areas from a small business perspective, comparing and contrasting the operating activities and keys to success in specific industries.

SOC 488 Prerequisite: Successful completion of MGT 341 or SCM 351, with minimum grades of D-.

Distance education offering may be available.

SCM 499. Supply Chain Management Consulting. 3 Credits.

This course offers applied experience through client-based supply chain management projects that require an in-depth investigation of supply chain problems in various industries, as well as oral presentations and written professional reports. Students will be assigned to teams, each consisting of about 4 students. The teams will work with selected clients in the assigned supply chain management consulting project and present the solutions to the clients.

SCM 499 Prerequisite: Successful completion of MGT 341 or SCM 351, with minimum grades of D-.

Gen Ed Attribute: Writing Emphasis (select both)

Distance education offering may be available.