

Department of Management

Course Student Learning Outcomes

BAN 601 - Technology Fundamentals for Analytics

Upon successful completion of the course, a student will be able to:

- Analyze basic programming structures of business applications.
- Apply appropriate methodology for sequential file processing.
- Develop the knowledge and skills for business programming.

BAN 602 - Quantitative Fundamentals for Analytics

Upon successful completion of the course, a student will be able to:

- Choose appropriate quantitative methods for data analysis.
- Apply linear algebra to multi-dimensional data analysis.
- Develop computer programs to implement the quantitative and mathematical methods in data analysis.

BAN 610 - Database Management and Applications

Upon successful completion of the course, a student will be able to:

- Analyze database concepts, different database models, and database management systems.
- Develop SQL statements to create, manipulate, and query databases.
- Design and develop a typical enterprise database.
- Utilize commercially available database management systems.
- Identify database management issues including data integrity, security, and recovery.

BAN 612 - Data Analytics

Upon successful completion of the course, a student will be able to:

- Utilize software and write computer scripts to scrape, parse, and read web data as well as access data using web Application Program Interfaces (APIs).
- Construct computer programs to clean, prepare, and visualize data.
- Apply computational and quantitative methods to analyze data.

BAN 620 - Data Mining

Upon successful completion of the course, a student will be able to:

- Apply data mining tools to analyze business data and implement the models using advanced software packages.
- Interpret results, simulate scenarios and develop recommendations that support decision making.
- Analyze datasets from various industries and functional areas.

BAN 622 - Data Warehousing and Business Intelligence

Upon successful completion of the course, a student will be able to:

- Apply multi-dimensional modeling techniques to design and construct a data warehouse.
- Utilize software tools to operate and manage a data warehouse.
- Create reports and dashboards with business intelligence software.

BAN 630 - Optimization Methods for Analytics

Upon successful completion of the course, a student will be able to:

- Apply key concepts and methodologies of optimization.
- Develop extensive skills in formulating and analyzing optimization models for solving business problems.
- Apply various tools/software to solve optimization models.
- Interpret results and develop recommendations that support business decision making.

BAN 632 - Big Data Technology and Applications

Upon successful completion of the course, a student will be able to:

- Analyze technical components of big data technologies such as distributed computing.
- Apply advanced applications and technologies for effective data processing and analysis.

- Develop the knowledge and skills for manipulating, storing, and analyzing big data in a project setting.

BAN 660 - Advanced Topics in Big Data

Upon successful completion of the course, a student will be able to:

- Identify most recent developments in Big Data analytics.
- Apply advanced Big Data technologies to solve business problems.
- Develop the knowledge and skills to use advanced Big Data tools.

BAN 670 - Advanced Topics in Analytics

Upon successful completion of the course, a student will be able to:

- Identify most recent developments in one or more subfields of business analytics.
- Apply advanced analytics techniques to solve business problems.
- Utilize advanced analytics software to implement advanced analytics techniques and methods.

BAN 671 - Data Analytics with R

Upon successful completion of the course, a student will be able to:

- Prepare and analyze data from external sources with R.
- Utilize various in-built R packages to visualize data.
- Apply business analytics techniques using R.

BAN 672 - Data Analytics with SAS

Upon successful completion of the course, a student will be able to:

- Prepare and analyze data from external sources with SAS.
- Utilize various in-built SAS modules to visualize data.
- Apply business analytics techniques using SAS.

BAN 673 - Time Series Analytics

Upon successful completion of the course, a student will be able to:

- Evaluate data patterns to select appropriate time series methods.
- Recognize and utilize fundamental concepts and applications of time series analytics including moving averages, smoothing models, regression-based and ARIMA forecasting.
- Identify efficient ways of applying time series analytics for business forecasting.

BAN 674 - Machine Learning for Business Analytics

Upon successful completion of the course, a student will be able to:

- Determine the appropriate machine learning algorithms and techniques in different business situations.
- Implement machine learning algorithms and techniques with technological tools such as Python.
- Apply machine learning algorithms, techniques and tools to solve business problems.

BAN 675 - Text Mining and Social Media Analytics

Upon successful completion of the course, a student will be able to:

- Represent unstructured text documents in a way that supports text mining algorithms.
- Apply multiple algorithms to classify text documents into different categories.
- Extract thematic structures and subjective information from text documents and generate visual representation using mathematical and programming tools.
- Utilize text mining techniques and social network characteristic measures to perform social influence analysis and social media analysis.

BAN 693 - Business Analytics Capstone Project

Upon successful completion of the course, a student will be able to:

- Apply their business analytics knowledge and skills.
- Develop and implement practical, hands-on solutions to business problems.
- Explain ideas and project results with clarity, concision, and precision.
- Apply effective team skills to work in a group environment.

BUS 110 - Fundamentals of Information Systems and Applications

Upon successful completion of the course, a student will be able to:

- Identify system components and utilize computer hardware and software.
- Apply spreadsheet software and be able to create technical and complex spreadsheets for data analyses using Microsoft Excel.
- Develop effective and professional business presentations.
- Analyze business-oriented data, information and database.

BUS 310 - Organizational Behavior

Upon successful completion of the course, a student will be able to:

- Define theories and concepts of organizational behavior (OB) such as motivation, leadership, group dynamics, ethics, perception, creativity, conflict resolution, communications and culture.
- Analyze OB problems in light of these theories and concepts to recommend solutions.
- Apply organizational behavior tools to better understand their own behavior in work teams and demonstrate OB skills in team management.
- Research and evaluate OB practices in current organizations to identify best practices and propose strategies to build great workplaces.

BUS 320 - Business and Professional Ethics

Upon successful completion of the course, a student will be able to:

- Understand and apply the fundamentals of ethical philosophy and theory.
- Demonstrate critical and analytical thinking skills necessary to successfully identify and manage ethical decisions and dilemmas in management, both individually and as members of a team.
- Produce written documents that express articulate, logical, and persuasive positions relating to complex ethical issues.
- Develop and deliver effective oral presentations on business ethics topics using appropriate tools and technology.

BUS 340 - Information Technology Management

Upon successful completion of the course, a student will be able to:

- Analyze business data using Excel.
- Apply Excel skills to develop solutions to business problems.
- Utilize information systems to improve business processes and to enhance competitiveness.

BUS 360 - Operations Management

Upon successful completion of the course, a student will be able to:

- Apply concepts and applications of Operations Management to manage and improve quality, productivity, and cost efficiency in organizations.
- Demonstrate essential skills of modeling, managing and optimizing operations decisions.
- Develop and utilize a variety of quantitative and qualitative methods and tools in managing and improving operations decisions.

BUS 370 - Business, Government and Society

Upon successful completion of the course, a student will be able to:

- Identify the social, political, regulatory, ethical, and technological aspects of the external and internal environments in which a business operates.
- Compare and analyze the various and sometimes competing considerations related to diverse stakeholder interests and inherent in cross-cultural environments.
- Develop approaches for businesses to address issues involving government and society.
- Demonstrate critical thinking skills by applying social responsibility concepts and ethical principles to address social issues.

BUS 385 - International Business

Upon successful completion of the course, a student will be able to:

- Examine political, economic, geographic, and cultural forces that shape a global competitive context.
- Analyze global industries, identify capabilities, and develop plans for competing.
- Assess how companies innovate and compete in global markets and develop and implement a global strategy.

BUS 499 - Seminar in Strategic Business Management

Upon successful completion of the course, a student will be able to:

- Assess firms' external environment including competitors, industries, institutions, and markets.
- Analyze firms' internal resources and capabilities.
- Assess strategic options for a firm.
- Develop plans for executing business strategy.

BUS 601 - Leadership and Communication in Organizations

Upon successful completion of the course, a student will be able to:

- Understand and apply the fundamentals of effective leadership and influence, including relevant theories of leadership for individuals and teams in modern multinational organizations.
- Critically analyze the role of ethics in the leadership influence process.
- Apply cross-cultural and diversity awareness and skills appropriate in team building and leadership communication.
- Apply effective interpersonal communication skills in listening and adaptation, teamwork, and leadership.
- Apply effective written communication skills in documents such as memos, letters, proposals, emails, and reports.
- Demonstrate confidence in leadership communication and deliver an effective, inspiring, and motivating presentation.

BUS 602 - Business Analytics for Managers

Upon successful completion of the course, a student will be able to:

- Understand tools and techniques used in business analytics.
- Apply business analytics to formulate decision models and implement the models in spreadsheet software.
- Interpret results and develop recommendations that support managerial decision making.
- Analyze problems from various industries and functional areas using business analytics.

BUS 603 - Managing Complex Issues in Global Context

Upon successful completion of the course, a student will be able to:

- Apply the basics of design thinking to come up with creative approaches to complex issues using innovative business concepts and models.
- Analyze dynamic patterns of interaction among institutional factors in major global regions of the world as they affect the ability of businesses to deal with complex issues.
- Analyze complex issues in a global institutional context using a stakeholder model approach.
- Apply contemporary business management knowledge to corporate social responsibility and sustainability.

BUS 608 - Operations and Supply Chain Management

Upon successful completion of the course, a student will be able to:

- Understand key concepts and issues of operations and supply chain in both services and manufacturing organizations.
- Understand the strategic role of operations management in creating and enhancing a firm's competitive advantage in a dynamic global environment.
- Develop extensive skills in applying quantitative and qualitative methods and tools of analyzing and solving a variety of problems in operations and supply chain management.
- Analyze operations processes from various perspectives such as efficiency, quality, responsiveness, and sustainability.
- Explain the interdependence of the operations functions with the other key functional areas of a firm.

BUS 609 - Negotiation and Conflict Resolution

Upon successful completion of the course, a student will be able to:

- Understand and map the nature of conflict in interpersonal and intergroup scenarios.
- Understand how to use power effectively and ethically in bargaining, and understand when power is abused in negotiations and conflict resolution.
- Negotiate effectively and ethically for business purposes.
- Determine their relative power and determine negotiation strategies in a range of conflict situations.
- Develop a toolkit of negotiation strategies.
- Execute distributive negotiations and collaborative negotiations.
- Determine the scope for third party involvement in conflict resolution and develop mediation protocol.
- Understand the limitations of individual strategies in negotiations and develop a framework for specific Negotiation/CR training programs for the workplace.
- Manage intra-group conflicts.
- Apply cross-cultural skills in problem solving and communication to negotiate deals and resolve conflicts.

BUS 693 - Strategic Management Capstone (Project)

Upon successful completion of the course, a student will be able to:

- Develop a strategic business plan for a new or existing organization.
- Assess starting or current business model and vision.
- Evaluate performance including financials, market share, innovation, and strategic direction.
- Analyze internal resources and capabilities.
- Analyze external environment including competitors, industries and markets.
- Develop direction of growth and frameworks to build strategy.
- Develop implementation steps for strategic plans for functional areas such as (but not limited to): marketing, sales, R&D, human resources, accounting, production, IT, customer services, and finance.
- Evaluate the challenges organizations face when formulating and implementing strategic business plans, such as limited resources, potential competition, and resistance to change, etc., and develop the leadership in managing the strategic planning process.
- Demonstrate the ability to develop the vision and direction of an organization that drive competitive advantage.

ITM 330 - Business Applications Programming

Upon successful completion of the course, a student will be able to:

- Outline basic programming concepts.
- Identify the need for various data types and use them in programming.
- Apply proper program design methodologies.
- Develop problem-solving and logic skills to solve business applications.

ITM 331 - Database Management Systems

Upon successful completion of the course, a student will be able to:

- Apply ER-modeling skills to develop database models;
- Utilize database management systems and SQL to insert, retrieve, update, and manipulate data;
- Apply database administration skills to manage and improve database performance.

ITM 332 - Business Data Communications

Upon successful completion of the course, a student will be able to:

- Describe the components of telecommunication systems.
- Compare and contrast various network implementations.
- Summarize the history and current status of the field of telecommunications.
- Design, configure, price and implement local area networks.

ITM 336 - Information Systems Development and Management

Upon successful completion of the course, a student will be able to:

- Describe software development tasks and different approaches to software development;
- Utilize design methodologies and modeling techniques to develop an information system;
- Develop project plans, and understand how to organize, direct, and control a project for software development or implementation.

ITM 338 - E-Business Technology and Management

Upon successful completion of the course, a student will be able to:

- Analyze the potential for doing business on the web and identify a proper e-commerce model.
- Compare and contrast web strategies, business models, channel of distribution, opportunity to provide services, and cost-cutting strategies.
- Identify the important issues in design and development, such as website effectiveness, usability, the brand strategy, and personalizing the user experience.
- Realize the trends in mobile commerce (m-commerce) and the supportive technologies.

ITM 398 - Internship

Upon successful completion of the course, a student will be able to:

- Varies.

ITM 440 - Business Intelligence Systems

Upon successful completion of the course, a student will be able to:

- Design and develop a data warehouse to serve as a business intelligence platform;
- Apply data mining techniques to support business intelligence;
- Utilize information systems to generate business intelligence for strategic decision making.

ITM 442 - Healthcare Information Systems

Upon successful completion of the course, a student will be able to:

- Identify implementation challenges and success with health information technology implementations.
- Exposure to emerging new technologies in healthcare information systems such as robotics, tele-medicine, and social media.
- Compare and contrast tools and approaches to help providers communicate effectively with diverse patient populations and patients with disabilities.

ITM 446 - Information Security

Upon successful completion of the course, a student will be able to:

- Demonstrate their understanding of various aspects of computer system security;
- Apply information security skills and knowledge to business practice;
- Utilize basic principles and techniques when designing a secure system.

ITM 448 - Information Systems Analytics

Upon successful completion of the course, a student will be able to:

- Develop essential conceptual structure of a decision/planning problem;
- Apply spreadsheet modeling skills to business problems;
- Utilize model outputs for managerial insights and action.

ITM 449 - Advanced Topics in Information Technology

Upon successful completion of the course, a student will be able to:

- Critically gain an in-depth understanding of advanced topic(s) in information technology.
- Develop group working skill and experience in terms of team communication, cooperation and collaboration.
- Identify potential business applications of the emerging information technology studied.

ITM 490 - Independent Study

Upon successful completion of the course, a student will be able to:

- Varies.

ITM 497 - Issues in Information Technology Management

Upon successful completion of the course, a student will be able to:

- Varies depending on topic covered.

ITM 498 - Internship

Upon successful completion of the course, a student will be able to:

- Varies.

ITM 690 - Independent Study

Upon successful completion of the course, a student will be able to:

- Varies.

ITM 697 - Issues in Information Technology Management

Upon successful completion of the course, a student will be able to:

- Varies depending on topic covered.

ITM 698 - Internship

Upon successful completion of the course, a student will be able to:

- Varies.

MGMT 311 - Managing Diversity in the 21st Century Workplace

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of the business case for diversity.
- Apply critical thinking skills to complex individual, societal and organizational dynamics related to 21st century workplace diversity and inclusion.
- Develop skills that reflect respect for human difference and support inclusion.
- Learn concrete strategies for reaping the benefits of diversity in organizations, while avoiding potential drawbacks.
- Utilize skills and best practices gained to assist in creating an inclusive workplace environment.
- Have the readiness and ability to take a leadership role in managing diversity and globalization in their career and workplace.

MGMT 312 - Human Resources Management

Upon successful completion of the course, a student will be able to:

- Identify workplace problems caused or made worse by faulty human resource management practices.
- Apply the tools of human resources management to solve business problems.
- Design effective human resource management policies and systems to attain and sustain competitive advantage.
- Analyze and evaluate qualitative and quantitative research in human resources management.

MGMT 314 - Leadership and Management

Upon successful completion of the course, a student will be able to:

- Describe the purpose and functions of management in organizations.
- Apply theories of behavioral science to the practice of management and leadership.

- Explain the fundamental principles of organizing and recognize various types of organizational structures.
- Apply theories of organization, leadership, and power to informal structures such as social networks.
- Explain and apply the process of research in management science.

MGMT 316 - Training and Development

Upon successful completion of the course, a student will be able to:

- Conduct a training needs assessment which links training objectives to business goals;
- Develop training objectives that identify specific training outcomes;
- Design a training environment that maximizes learning, retention, and transfer of training;
- Select and utilize best training methods and media to accomplish training objectives;
- Present a training program using effective verbal and nonverbal presentation techniques;
- Create a training budget;
- Design an evaluation strategy that incorporates reaction, learning, behavior, and results level of analyses.

MGMT 318 - Employee Relations and Employment Law

Upon successful completion of the course, a student will be able to:

- Define various types of employment relationships.
- Analyze components of employment and labor law, including employee rights and employer responsibilities.
- Explain methods of alternative dispute resolution and grievance procedures.
- Identify emerging issues in employee relations and employment law.
- Develop and communicate informed opinions on complex issues in employment law and employee relations.

MGMT 320 - Negotiation and Conflict Management

Upon successful completion of the course, a student will be able to:

- Describe concepts and theories of negotiation and conflict management.
- Analyze conflict scenarios to select appropriate strategies for resolution.
- Design negotiation strategies and demonstrate skills in execution.
- Modify strategies to account for cultural differences.

MGMT 350 - Decision Science

Upon successful completion of the course, a student will be able to:

- Demonstrate the knowledge of principles and techniques of quantitative methods in problem solving and scientific inquiry.
- Apply the quantitative methods using software to solve problems, interpret results and write recommendations.
- Demonstrate understanding of the frameworks and steps involved in problem solving and scientific inquiry, and the role of quantitative models in them.
- Identify the role of quantitative techniques in data-driven decision-making technologies.

MGMT 362 - Service Management

Upon successful completion of the course, a student will be able to:

- Demonstrate familiarity and a working knowledge of the principles and practice of operations management in the service industry.
- Define terminology and outline applications and tools that are essential for managing operations in the service industry.
- Utilize quantitative and qualitative methods and software applications in managing service operations.

MGMT 364 - Global Supply Chain Management

Upon successful completion of the course, a student will be able to:

- Develop a systematic framework for analyzing the behavior of large and complex supply chain networks.

- Compare and contrast the motivations of suppliers, producers, and distributors in ensuring supply of raw materials and availability of finished goods.
- Utilize information technology and various quantitative and qualitative approaches that reduce production, inventory and transportation costs, and improve service levels and profitability.

MGMT 365 - Enterprise Resource Planning and Control

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of concepts and applications of enterprise resource planning (ERP) and management.
- Develop working skills in planning and managing enterprise resources including aggregate planning, master demand scheduling, materials requirements planning, capacity management, and short-term scheduling.
- Apply modern software to plan and manage resources in organizations.

MGMT 366 - Logistics Management

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of logistics principles and applications.
- Apply quantitative methods and tools to make logistics decisions.
- Analyze logistics performance with key performance indicators.
- Evaluate logistics operations and make recommendations for improvement.

MGMT 368 - Quality and Process Improvement

Upon successful completion of the course, a student will be able to:

- Apply concepts and applications of quality management to manage and improve quality, productivity, and reliability in organizations.
- Demonstrate essential skills of modeling, managing and optimizing quality related decisions.

- Develop and utilize a variety of quantitative and qualitative methods and tools in managing and improving quality and reliability-based decisions.

MGMT 369 - Supply Management and E-Commerce

Upon successful completion of the course, a student will be able to:

- Evaluate the potential contribution of suppliers and effective purchasing and supply management to corporate or organizational strategy and objectives.
- Identify and analyze major decisions and problems facing managers in supply management and to apply the appropriate concepts, tools and techniques in their resolution.
- Recognize strengths and weaknesses of existing suppliers, purchasing and supply management organizations, policies and practices.

MGMT 398 - Internship

Upon successful completion of the course, a student will be able to:

- Varies.

MGMT 400 - Seminar on Special Topics in Human Resource Management and Organizational Behavior

Upon successful completion of the course, a student will be able to:

- Demonstrate an understanding of the HRM/OB topics being discussed in the course.
- Conduct quality research on the HRM/OB topic at hand to develop and design HRM/OB practices and/or systems in multicultural organizations, and present it to an informed audience. (Instructors must develop at least three subject matter specific SLOs for the

selected topic of the course - e.g. managing diversity, international leadership, leading change)

MGMT 402 - Managing the Global Workplace

Upon successful completion of the course, a student will be able to:

- Demonstrate an understanding of the HR issues facing global HR managers today in HR planning, recruitment, selection, compensation, performance management, training and expatriate assignments.
- Demonstrate an understanding of the cultural basis of employee behavior in the global workplace.
- Apply an understanding of cross-cultural management concepts to create effective international teams and negotiate effectively across cultures.
- Apply an understanding of cross-cultural management concepts in designing HR systems for different global regions.
- Conduct quality research on HR systems to design appropriate HR systems for different countries and cultures and present it to an informed audience.

MGMT 404 - Staffing and Talent Management

Upon successful completion of the course, a student will be able to:

- Analyze strategic staffing and talent acquisition practices.
- Evaluate performance management and talent review systems that accurately assess employee performance.
- Evaluate training methods to foster learning in a multi-cultural multi-generational workforce.
- Analyze methods for succession planning and best practices for talent retention.

MGMT 406 - Compensation and Reward Systems

Upon successful completion of the course, a student will be able to:

- Identify workplace problems caused or made worse by faulty compensation systems.
- Apply the tools of compensation theory to solve business problems.
- Design effective compensation systems to attain and sustain competitive advantage.
- Analyze and evaluate qualitative and quantitative research in compensation.

MGMT 408 - HR Analytics

Upon successful completion of the course, a student will be able to:

- Identify effective data collection methods to analyze effectiveness of HR practices.
- Apply statistical data analysis techniques to analyze strategic human resource (HR) management practices.
- Use data and metrics for HR problem-solving and decision-making.
- Demonstrate understanding of HR data analysis techniques, along with mistakes to avoid when interpreting HR data.

MGMT 450 - Project Management

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of the processes, methodologies, tools and techniques used in the management of projects.
- Develop the working skills in project initiation, planning, execution, and monitoring and control.
- Apply the concepts, tools and technique in analyzing, planning and managing projects.

MGMT 455 - Supply Chain Data Analytics

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of the important role of data-driven decision-making methods in solving a variety of problems in operations and supply chain management.
- Explain and interpret real world examples of how analytics have been used to transform a business or industry.
- Develop essential skills of analyzing and solving quantitative models with computer programs used in business (especially Microsoft Excel).

MGMT 460 - Healthcare Operations Management

Upon successful completion of the course, a student will be able to:

- Construct measures to analyze healthcare processes.
- Utilize quantitative and qualitative methods and tools to analyze and solve healthcare operations problems.
- Design methods to increase healthcare operational efficiency using process improvement tools.

MGMT 465 - Emerging Technologies in Operations

Upon successful completion of the course, a student will be able to:

- Identify major emerging technologies that change the way we operate business.
- Analyze the impact of emerging technologies on business operations.
- Explain how to employ emerging technologies in business operations.

MGMT 490 - Independent Study

Upon successful completion of the course, a student will be able to:

- Varies.

MGMT 497 - Issues in Management

Upon successful completion of the course, a student will be able to:

- Demonstrate an understanding of the HRM/OB topics being discussed in the course.
- Conduct quality research on the HRM/OB topic at hand to develop and design HRM/OB practices and/or systems in multicultural organizations, and present it to an informed

audience (Instructors must develop at least three subject matter specific SLOs for the selected topic of the course - e.g. managing diversity, international leadership, leading change)

MGMT 498 - Internship

Upon successful completion of the course, a student will be able to:

- Varies.

MGMT 610 - Strategic Human Resources Management

Upon successful completion of the course, a student will be able to:

- Apply key course concepts to solve actual HRM problems in firms.
- Conduct basic statistical analysis on HRM data.
- Interpret basic statistical analysis of HRM data.
- Design strategic HRM systems to attract and retain top talent.
- Choose HRM policies that are mutually reinforcing as part of a high-performance system.

MGMT 612 - Strategic Compensation and Reward Systems

Upon successful completion of the course, a student will be able to:

- Design a compensation and benefits system to motivate workers.
- Design a compensation and benefits system to attract the desired worker types.
- Design a compensation and benefits system to retain top talent.
- Apply theory to avoid unintended negative consequences of changes to a compensation and benefits system.
- Analyze how benefits systems affect the attraction and retention of desired worker types.
- Analyze how the optimal compensation policy differs across workers, firms, sectors, and institutional and market environments.

MGMT 614 - Talent Management

Upon successful completion of the course, a student will be able to:

- Explain the context for effective employee behavior and success (e.g. culture, competencies).
- Analyze Talent Acquisition strategies such as HR planning, recruitment, selection, and onboarding.
- Evaluate options for Performance Management systems that promote meaningful conversations between managers and employees, fostering outstanding performance.
- Evaluate Training and Development methods that appeal to a multi-cultural and multi-generational workforce, and facilitate growth.
- Analyze and evaluate the Talent Review and Succession Planning process.

MGMT 616 - People Analytics

Upon successful completion of the course, a student will be able to:

- Examine tools and techniques used to effectively recruit and retain the best people in organization.
- Apply strategic human resource (HR) management concepts to the systematic collection, analysis, and interpretation of data designed to improve decisions about talent and the organization as a whole.
- Analyze critically, the use of data and metrics for HR problem-solving and decision-making.

- Demonstrate understanding of HR data analysis techniques, along with mistakes to avoid when interpreting data, or when assessing reports and interpretations offered by others.

MGMT 618 - Human Resources and the Law

Upon successful completion of the course, a student will be able to:

- Identify and interpret key laws and regulations relevant to the employment relationship.
- Develop awareness of emerging legal issues in HRM field.
- Apply legal rules to HRM decision-making using ethical principles and risk mitigation techniques.
- Develop and defend informed opinions on legal issues relevant to HRM in written and oral communication.

MGMT 620 - Leading Teams and Managing Creativity

Upon successful completion of the course, a student will be able to:

- Identify and apply theories of team behavior and management of teams.
- Use analytic and interpersonal skills to effectively lead diverse groups and teams.
- Develop leadership skills that foster creativity and innovation in individuals and teams.
- Analyze the influence of organizational practices and environmental conditions on creativity in organizations.

MGMT 622 - Managing the Global Workplace

Upon successful completion of the course, a student will be able to:

- Demonstrate an understanding of the HR issues facing global HR managers today in HR planning, recruitment, selection, compensation, performance management, training, and expatriate assignments.
- Demonstrate an understanding of the cultural basis of employee behavior in the global workplace.

- Apply an understanding of cross-cultural management concepts to create effective international teams and negotiate effectively across cultures.
- Apply an understanding of cross-cultural management concepts in designing HR systems for different global regions.
- Conduct quality research on HR systems to design appropriate HR systems for different countries and cultures and present it to an informed audience.

MGMT 624 - Special Topics in Human Resource Management and Organizational Behavior

Upon successful completion of the course, a student will be able to:

- Demonstrate an understanding of the HRM/OB topics being discussed in the course.
- Conduct quality research on the HRM/OB topic at hand to develop and design HRM/OB practices and/or systems in multicultural organizations, and present it to an informed audience.
- Instructors must develop at least three subject matter specific SLOs for the selected topic of the course.
- Suggested topics: Managing diversity, Global Leadership (India, China, Brazil), Leading Change and Transformation, Organizational Development, Organizational Design, High Performance Management.

MGMT 650 - Global and Sustainable Supply Chains

Upon successful completion of the course, a student will be able to:

- Develop and manage key drivers of supply chain performance and their inter-relationships with strategy and other functions of the company.
- Utilize supply chain performance drivers to improve supply chain performance.
- Analyze supply chain performance drivers with analytical tools.
- Apply the concepts and tools to analyze real business problems.

MGMT 652 - Service Operations Management

Upon successful completion of the course, a student will be able to:

- Explain the role played by service industry in an economy.
- Demonstrate knowledge of the nature of service operations and current approaches used in the industry.
- Build critical skills in managing service operations in an organization, specifically in appraising and improving a service process, evaluating service capacity, and managing service encounters and waiting times.
- Develop extensive skills in applying quantitative and qualitative methods and tools to analyze service operations.

MGMT 654 - Enterprise Planning and Control

Upon successful completion of the course, a student will be able to:

- Apply concepts and applications of planning resources utilizing Enterprise Resource Planning (ERP) systems.
- Analyze enterprise resources to optimally fulfill demands from various perspectives such as efficiency, quality, responsiveness, and sustainability.
- Develop extensive skills of using quantitative methods and tools of planning and scheduling enterprise resources.
- Utilize ERP software in supply chain planning and scheduling of enterprise resources.

MGMT 656 - Quality and Lean Management

Upon successful completion of the course, a student will be able to:

- Develop an appreciation of quality management theory, principles, and practices.
- Apply quality and lean principles, strategy, and applications in managing operations and supply chain.
- Develop extensive skills in utilizing quantitative and qualitative methods and tools of quality and lean management to solve business and management problems.

- Identify and apply quality control models to improve quality and increase operational efficiency.

MGMT 658 - Project Management

Upon successful completion of the course, a student will be able to:

- Develop extensive skills in tools and techniques used in planning, scheduling, and controlling projects.
- Apply the concepts, tools and technique in analyzing, planning, and managing projects.
- Analyze the role of socio-cultural factors in effective management of projects.
- Evaluate the alignment of project plan with company's strategy and competitive global environment.

MGMT 660 - Healthcare Operations Management

Upon successful completion of the course, a student will be able to:

- Illustrate key concepts, strategy, and applications of operations management in the healthcare industry.
- Develop extensive skills in applying quantitative and qualitative methods and tools to analyze and solve healthcare operations problems.
- Propose methods to increase healthcare operational efficiency using process improvement tools.

MGMT 662 - Operations Analytics

Upon successful completion of the course, a student will be able to:

- Demonstrate the understanding of the importance of data-driven decision-making methods in solving a variety of problems in operations area.
- Evaluate real-world cases of how operations analytics have been used to transform a business or industry.

- Develop extensive skills in applying various tools/software in modeling demand uncertainties, predicting outcomes of competing policy and choosing the best course of action in face of risk.

MGMT 670 - Strategic Industry and Competitive Analysis

Upon successful completion of the course, a student will be able to:

- Analyze the structural features of an industry and develop strategies that position the firm most favorably in relation to competition and industry structure.
- Develop skills for the formulation and analysis of firm strategy to address business challenges and opportunities, including innovation, global competition, and sustainability.
- Establish an understanding and working knowledge of industry structure, competitive strategy, firm boundaries, resource allocation, and firm value creation and capture.

MGMT 675 - Innovation Strategy

Upon successful completion of the course, a student will be able to:

- Develop an understanding of how innovations develop, gain adoption in the marketplace, and lead to new and revitalized industries.
- Identify opportunities for competitive advantage through innovation, such as the appropriation of value from intellectual property and the commercialization of technology. Investigate how to nurture innovative capacity in the firm and how to build a creative organization.

MGMT 676 - Global Strategy

Upon successful completion of the course, a student will be able to:

- Analyze global industries, identify firm capabilities and develop plans for competing in global markets.
- Examine political, economic, social, and cultural forces that affect firm strategies in a global context.

- Analyze why firms globalize and assess how they develop and implement global strategies to compete in global markets.
- Evaluate firm strategies when facing competition from multinational companies.
- Evaluate strategic fit in global markets and regional strategies for global leadership.

MGMT 677 - International Field Immersion

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of communication among people who ascribe to different values, beliefs and attitudes as framed by the norms of local culture.
- Analyze the region/country's political/economic/cultural/social characteristics.
- Analyze how local businesses develop and implement strategies to compete in global markets.
- Recognize local industries with potential for high growth.
- Evaluate strategies of local companies facing competition from multinational companies.
- Develop strategies for companies considering entering the market.

MGMT 678 - Design Thinking for Leaders

Upon successful completion of the course, a student will be able to:

- Discuss and debate creative business model ideas.
- Apply design thinking to come up with creative approaches to complex issues using innovative strategic business concepts and models.
- Analyze business model design alternatives.
- Demonstrate capability to succinctly present design ideas and solutions.

MGMT 680 - Sustainability Strategy

Upon successful completion of the course, a student will be able to:

- Demonstrate understanding of the current and potential future state of global sustainability.
- Use business strategy, research, product and process design, supply chains, production, and commercialization concepts and tools to address the challenges and opportunities presented by sustainability.

- Analyze companies and their industries and develop strategies to promote environmental, social, and economic sustainability.
- Assess innovation and entrepreneurship opportunities inspired by sustainability.

MGMT 685 - Non-Market Strategy

Upon successful completion of the course, a student will be able to:

- Compare the institutional arrangements that affect the global business environment.
- Develop an integrative understanding of political competition among firms, non-profits, governments and supra-national-institutions.
- Demonstrate skills to perform political and social risk assessment for investments, and mitigating those risks.
- Recognize the challenges & complexity in developing innovations and new ventures.
- Develop an ethical corporate political strategy.

MGMT 688 - Business Opportunity Consulting Project

Upon successful completion of the course, a student will be able to:

- Analyze strategic issues facing a client.
- Manage a consulting relationship with a client.
- Make a professional presentation to a client.
- Apply strategic design thinking to come up with creative and analytic solutions.

MGMT 690 - Independent Study

Upon successful completion of the course, a student will be able to:

- Varies.

MGMT 697 - Issues in Management

Upon successful completion of the course, a student will be able to:

- Varies.

MGMT 698 - Internship

Upon successful completion of the course, a student will be able to:

- Varies.