

BUSINESS ADMINISTRATION (BUSADMIN)

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BUSADMIN 1010 Principles of Hospitality Organizational Management 3 Credits

This course serves as an introduction to the hospitality industry and the management of a hospitality organization's operations. Specifically, the course will explore the management science surrounding leadership, management, and organizational behavior as well as the nuances introduced in a service context.

Components: Class

BUSADMIN 1210 Introduction to ERP 1 Credit

Introduction to ERP Systems covers the key processes supported by modern ERP systems. This course is designed to introduce the concept of integrated business processes. The main integration points between processes and their cross-functional nature will be explored to provide the ability to apply an integrated perspective to business processes. It will examine the core concepts applicable to all ERP environments, and explain how those concepts can be utilized to implement business processes within the SAP system.

Components: Class

BUSADMIN 1220 Principles of Food Service Operations 3 Credits

This course is an overview of the areas within food service operations. The course will investigate facilities design, operations, and dining room service using applicable management concepts and theories.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 1010

BUSADMIN 1300 Global Business 3 Credits

This course will survey current issues and trends in global business. Specific emphasis will be placed on the impact of these trends on managers in the multinational organizational setting. Topics include a study of the economic, financial and legal environments of international business. In addition, trade issues and corporate strategies will be discussed.

Components: Class

GE: Global Studies (former Int Ed), International Education

BUSADMIN 1350 Lodging Systems 3 Credits

This course is a survey of the primary departments, functions, and decision frameworks found within a lodging facility.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 1010

BUSADMIN 1810 Microsoft Excel for Business 1 Credit

Course Description: This course is designed to teach students basic to advanced functionality of Microsoft Excel. An emphasis is placed on working with larger data sets. Topics covered include but are not limited to: * simple to advanced formatting* simple to advanced formulas using relative and absolute cell referencing and Excel functions* business charts and pivot tables* sort and filter techniques used with tabular data* importing and exporting datasets

Components: Class

BUSADMIN 2010 Business Communication 3 Credits

Communication strategies and techniques used in business; practice in writing effective memos, letters and reports; oral communication skills developed in influencing group decisions and making presentations; employment correspondence and interviewing.

Components: Class

Prereqs/Coreqs: P. ENGLISH 1230 and (SPEECH 1010 or SPEECH 1060)

BUSADMIN 2100 Supply Chain Management 3 Credits

This course focuses on the principles and concepts of Supply Chain Management, as well as a review of the role of Supply Chain Management functions within an organization. Analytical and evaluative skills are developed through critical examination of theories, models, tools and techniques employed. Topics covered include Strategic Sourcing, Forecasting and Collaborative Planning, Inventory Management, Customer Relationship Management, and Service Response Logistics.

Components: Class

BUSADMIN 2110 Management Information Systems 3 Credits

Focused on information systems within organizations, this course addresses how information technology (IT) supports business operations and management. Topics include strategic uses of IT, databases, data warehouses, decision support, artificial intelligence, e-commerce, systems development, IT infrastructure, security, emerging trends, and the inherent social, ethical and legal considerations. A key component of this course is the utilization of a popular spreadsheet program used extensively in business to learn and demonstrate spreadsheet design and data analysis for decision making.

Components: Class

BUSADMIN 2330 Leadership and Management 3 Credits

An introduction to the role of management through discussion of the planning, organizing, leading, and controlling functions. Behavioral, quantitative, and qualitative aspects of managerial decision making are explored.

Components: Class

BUSADMIN 2340 Business Analytics 3 Credits

Students will learn quantitative decision making skills for managers. Particular focus will be given to understanding statistics and management science concepts, and developing the skills required to analyze data, conduct statistical hypothesis testing, and use management science techniques in business settings.

Components: Class

Prereqs/Coreqs: P. MATH 15 or MATH 1530 or math placement level 15 or higher; and MATH 1830; and BUSADMIN 1810 or COMPUTER 1830 or BUSADMIN 2110

BUSADMIN 2610 Hospitality Employee Supervision 3 Credits

This course introduces students to the primary legal and regulatory issues that arise in a hospitality environment.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 1010

BUSADMIN 2630 Introduction to Marketing 3 Credits

The study of marketing encompasses the activities involved in anticipating, managing, and satisfying demand via the exchange process. Activities include environmental analysis, marketing research, consumer analysis, product planning, distribution planning, promotion planning, price planning, and marketing management. The dynamic nature of marketing, the complex environment surrounding today's marketers, and various marketing functions, performers, and strategies are examined.

Components: Class

BUSADMIN 2950 Special Issues in Business 1-3 Credits

Includes discussion of current issues and trends that have an impact on the business sector. Specific topics will vary.

Components: Class

BUSADMIN 2990 Business & Entrepreneurship Experiential Learning 1-3 Credits

This course is an introduction to business and entrepreneurship and its many facets. The course begins with an overview of key concepts and then quickly transitions into experiential activity where the student will apply what they have learned to a real business or entrepreneurial endeavor.

Components: Field Studies, Laboratory, Class

BUSADMIN 3030 Introduction to Human Resource Management 3 Credits

An introduction to topics such as human resource planning, equal employment opportunity, selection, training and development, performance appraisal, compensation, safety and health, and employee and labor relations. The impact of laws and of societal and business trends on human resource functions is presented. Each manager's role in dealing with human resources is emphasized.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2330 or AGBUS 1500 and completion of 15 credits

BUSADMIN 3100 Total Rewards 3 Credits

This course provides students with an understanding of the total rewards package including government and legal issues related to compensation. Students will learn to formulate and execute a compensation strategy, define internal alignment, conduct a job analysis, evaluate jobs for job-based and person-based structures, and define competitiveness while demonstrating the ability to design pay levels, mix, and pay structures. The course will also examine different types of pay-for-performance plans, evaluate the process of performance appraisals, design an employee benefits plan that fits into an organization's overall compensation package, and assess the compensation systems designed for special groups.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030 and (BUSADMIN 1810 or BUSADMIN 2110)

BUSADMIN 3110 Strategic Promotions Management 3 Credits

This course examines various approaches to managing a firm's promotional strategy. The concept is to manage a diverse array of promotional tools (advertising, public relations, Internet, direct mail, personal selling, sales promotions, coupons, direct response, celebrity spokespeople, premiums and other promotional tools) so that a cohesive, targeted, and integrated communication program is the result. This approach allows the firm to more effectively and efficiently use the tools of promotion to achieve marketing and sales objectives.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3130 Business Law 3 Credits

This course is a study of the legal and ethical environment of business. This course covers the U.S. Constitution's impact on business and the legislative process, contracts, property, debtor-creditor relationships, business organizational structures, wills, estates, trusts, principal-agent relationships, employment relationships, and the Foreign Corrupt Practices Act of 1977 (as amended).

Components: Class

Prereqs/Coreqs: P. Completion of 45 credit hours

BUSADMIN 3140 Advanced Business Law 3 Credits

A continuation of the study of foundational legal and ethical principles relating to business and commerce. Topics include a review of the American legal system, sales contracts, negotiable instruments, secured transactions, business entities, bankruptcy, property law, and wills and estates. Intended for students who plan to go into public accounting or who will be providing accounting or consulting services to various types of companies, by stressing critical thinking and problem-solving, and includes legal topics commonly found on the uniform CPA examination.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3130

BUSADMIN 3230 Small Business Management 3 Credits

This course acquaints the student with many aspects of owning and operating a small business. Topics covered include the characteristics of small business managers, planning and organizing for a new or an ongoing business, staffing a business, producing and marketing a product or service, profit planning and control, security, and the specifics of developing a business plan.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3240 Digital Marketing 3 Credits

This course provides a comprehensive understanding of how a business can effectively market its products, services and ideas using digital technologies. Students will explore various topics such as e-commerce in the marketing mix, content marketing, search engine optimization, website design, online selling, social networking/selling, analytics, measuring results of the digital strategies and email marketing. This course will focus on modern digital marketing theories and their practical applications in today's dynamic business landscape.

Components: Discussion, Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3340 Management, Gender & Race 3 Credits

This course reviews the changing nature of management and explains why gender and race/ethnicity have become important concerns of business. It examines the status of women and people of color in managerial or administrative positions and discusses socialization processes, stereotypes, equal employment opportunity laws, diversity management, illegal harassment, and power in organizations. Networking, mentoring, work/life balance, and career planning also are addressed.

Components: Class

Cross Offering: ETHNSTDY 3340, WOMGENDR 3340

GE: Ethnic Studies, Gender Studies

Prereqs/Coreqs: P. 45 credits

BUSADMIN 3400 Personal Financial Planning 3 Credits

A study of the major financial decisions encountered by individuals. The course explores a variety of consumer problems found in a modern, complex economy. Subjects covered include the financial planning process, money management, consumer borrowing, insurance planning, budgeting, investments, and retirement and estate planning.

Components: Class

Prereqs/Coreqs: P. Junior standing

BUSADMIN 3430 Risk Management and Insurance 3 Credits

This course covers the theory of risk and introduces the basic concepts of risk management. Special emphasis is placed on risk transfer to insurance companies. The course also introduces basic insurance concepts for both the individual and corporate consumers because risk management decisions presuppose a thorough understanding of the nature and functions of insurance.

Components: Class

Prereqs/Coreqs: P. Junior standing

BUSADMIN 3450 Compliance and HR Risk Management 3 Credits

Complying with laws, regulations, and policies, and educating stakeholders to identify, mitigate, and respond to organizational risk is an important functional area of Human Resource Management. In this course, students will learn about applicable laws, regulations, and legal processes related to talent acquisition, talent development, employee/employer rights-responsibilities, union environments, compensation and benefits, and workplace health, safety, security, and privacy. Students will learn about awareness of record management, storage, retention regulations, and reporting requirements. Additionally, students will assess different risk assessment and mitigation techniques to promote a safe, secure, and compliant workplace along with the understanding of organizational restructuring initiatives and their risks to business continuity (like mergers, acquisitions, divestitures, integration, offshoring, downsizing, and furloughs).

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030

BUSADMIN 3500 Talent Development 3 Credits

This course focuses on the foundations of talent development. Students will discuss the strategic talent development process and the fundamentals of training design while addressing the different aspects of the Instructional System Design (ISD) model. Students will demonstrate the ability to conduct a needs assessment, design and develop a training program, and implement and evaluate a training program. Students will also learn about the important issues of employee development and career management while discussing talent development's role in social responsibility and the future of talent development.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030

BUSADMIN 3530 Organizational Behavior 3 Credits

Organizations, in and of themselves, do not behave; the people within them do. This course will give students a comprehensive view of organizational theory and behavior by studying individual and group behaviors and how these interrelate with the organization's structure, systems and goals.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2330 or AGBUS 1500

BUSADMIN 3540 Quality Management 3 Credits

Provides an understanding of the tools, language, and techniques used in the field of Quality Management. The history of the quality movement, major tenets of the field, theorists and their philosophies, and the use of basic tools of Quality Management will be covered in this course. The course focus will be project-based in a team environment.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2330 or AGBUS 1500

BUSADMIN 3550 Team Dynamics 3 Credits

In today's complex organizational environments working within a team, whether in a leadership role or as an active participant, requires a different set of skills than 'going it alone.' Creativity, conflict resolution and facilitating innovation are some of the major themes. Other topics explore building a climate of accountability, reducing social loafing, and establishing conditions that create high performance. The course is highly interactive with case-based exercises as well as a focus on project-based learning intended to build students' skills as effective, contributing team members.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3530

BUSADMIN 3580 Principles of Project Management and Sustainable Development 3 Credits

This is an upper division course that brings together business-minded students with STEM-minded students who are interested in project management, particularly understanding how sustainable development can be integrated with business models for selecting projects from a portfolio, and sustainable aspects related to project management. Includes the ten knowledge areas within the discipline of project management. Students also work in teams to analyze case studies for decision-making related to energy conservation and non-energy conservation projects.

Components: Class

Cross Offering: ENERGY 3580

Prereqs/Coreqs: P. ("C-" or better in ENERGY 2340) or (JR Standing in Business Administration major or Accounting major)

BUSADMIN 3620 Corporate Finance 3 Credits

An introduction to the finance function and financial management of the firm, including techniques of financial analysis, working capital management, capital budgeting, the acquisition and management of corporate capital, and dividend policy. Analysis of how the financial manager influences the decision-making process within the firm.

Components: Class

Prereqs/Coreqs: P. ACCTING 2010 and completion of university math requirement

BUSADMIN 3630 Advertising 3 Credits

This course examines the function of advertising as a communications and promotional tool. Although each organization is different, the course will provide numerous best practices that universally apply to generate interest in a product, cause, or company. Emphasis will be placed on strategic and persuasive messaging across multiple media.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3640 Financial Markets and Institutions 3 Credits

A macro-finance course that deals with the financial system of the United States. Major emphasis is placed on financial markets, financial institutions, financial assets, and their interaction within the financial system framework. The course also has a focus on the management and regulation of both markets and institutions. Web assignments are an integral part of this course.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 3650 International Finance 3 Credits

This course is a comprehensive study of the role of international finance in business. Topics will include the foreign exchange market, determination of interest rates, international banking, international capital markets, international investments and international corporate finance.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 3660 Organizational Development and Change 3 Credits

This course examines the major components of organization development and design: the evolution of organization development, the nature of change, and how to effectively manage and implement change in organizations. We will discuss the OD process in-depth to familiarize students with the process of contracting, data gathering, diagnosis, giving feedback, conducting interventions, and evaluating results. We will look at different options for structuring organizations, consider the advantages and disadvantages of each, and discuss how to implement an organizational design change.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3530

BUSADMIN 3700 Marketing Research 3 Credits

Marketing is an evolving field that constantly looks for improvement. Research in its various forms is the tool to inform that evolution. This course will provide both theoretical foundations and direct experience in conducting informative marketing research. Topics include formal and impromptu marketing research projects that marketing professionals might encounter in a professional setting, the research process and designs, evaluation of data, and presentation of findings.

Components: Class

Prereqs/Coreqs: P. (BUSADMIN 2630 or AGBUS 2430) and (MATH 1830 or BUSADMIN 2340)

BUSADMIN 3710 Bank Management 3 Credits

The purpose of the course is to analyze the issues involved in managing commercial banks and related financial institutions. The theory and practice of bank management will be studied with particular emphasis on the topics of asset management, and capital adequacy. Additionally, new dimensions in banking structure will be introduced.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 3720 International Marketing 3 Credits

A conceptual focus on the breadth of the international marketing management area including problems, strategies and techniques, plus a survey background in such environmental factors as legal, cultural, economic, financial, and regional characteristics. The purpose is to prepare students and practicing business managers for successful operations in the world marketing environment of developing, industrial, and/or technological nations.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3740 Consumer Behavior 3 Credits

Consumer behavior reaches for a better understanding of the consumer buying process. It begins with an examination of basic, standard steps that consumers take while making a purchasing decision and moves into consumer motives based on various consumer cohorts. The marketing student – after having studied consumer behavior – will have a stronger appreciation for the basis of consumer needs and will be better prepared to serve them.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3750 International Short Study 1-3 Credits

The International Term Short Study course abroad is designed to help students develop an understanding of the world's economies, the globalization of technology, capital, industries, systems, goods, services, and inputs that have enhanced much of the international issues in business practices and cultures. An overview of the International business environment, including business strategies, history, and cultures will be covered. Credit numbers possible are 1-3. Students who wish to use this course to fulfill International Education requirements, must request for 3 credit hours.

Components: Class

GE: Global Studies (former Int Ed), International Education

Prereqs/Coreqs: P. Enrolled in a graduate program and in good standing

BUSADMIN 3810 Sports Marketing & Sales 3 Credits

Sports Marketing Sales is a specialized marketing course that is designed to prepare students to develop skills necessary to address marketing and sales issues specific to the sports industry. This course will analyze the field of sports in terms of the practices, applications, and strategies of mainstream marketing and sales. The subject includes Sponsorship, Endorsements, Licensing, Segmentation of the Sports Market, Promotional Strategy for the Marketing of Sports Products, Selling Sponsorships, Selling Tickets and Emerging Issues in Sports Marketing.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3820 Leadership and Relationships in Sales 3 Credits

Relationships provide the foundation for successful business and personal interactions. The course prepares students for success in building relationships that lead to customer acquisition and retention. Students learn how to build value, develop win-win scenarios, develop their leadership style, negotiating skills and managing the selling process. Course examples and strategies will canvas a wide range of industries that include business, agriculture, engineering, and sports marketing. The emphasis is on applying course content to the student's specific career direction.

Components: Class

Prereqs/Coreqs: P. SPEECH 1010 or SPEECH 1060

BUSADMIN 3830 Sales Management 3 Credits

A study of the role of sales management in the total marketing structure examines the role of sales manager and how this role serves the sales department and the company. Recruiting, selection, training, motivation leadership, compensation plans, and sales forecasting are studied with focus on the administration of these functions. Evaluation and performance appraisal of the sales force are also included. The course considers the many aspects of international selling and training salespersons for global territories.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430

BUSADMIN 3840 Advanced Selling 3 Credits

Advanced Selling is the second selling-focused class of the professional selling emphasis. This class builds on the concepts that were presented in BUSADMIN 3820 and AGBUS 3410. Advanced Selling continues to develop the concept of selling as a critical part of running a successful business. In this class we will be working on what it takes to be a successful professional salesperson. This class is designed to prepare the student for an entry-level sales position.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3820 or AGBUS 3410

BUSADMIN 3860 Accounting & Financial Analytics and Modeling 3 Credits

The course focuses on valuation and understanding the value implications of investment and financing decisions that firms make. The course builds on the time value of money concepts and risk and return concepts from BUSADMIN 3620 Corporate Finance, but in more depth and rigor. There is an emphasis on the tools, analytical strategies, and techniques used to make financial decisions, including the use of spreadsheet financial modeling to aid in valuation and decision-making. Topics include working capital management, strategic and tactical financing decisions, and financial statement analysis.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 3930 Investments 3 Credits

A contemporary study of investments with a focus on past and present investment decision making, sources of information, stock investing, modern portfolio theory, and mutual fund creation and selection.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 3940 International Human Resource Management 3 Credits

This course explores challenges and intricacies of effectively obtaining, managing, and developing human resources to achieve strategic organizational objectives in international, global, and cross-cultural contexts. Major changes in this area of management in response to economic and political pressure and policies and practices in various countries also are covered. Issues for study include strategies for global talent acquisition and training, cross-cultural adjustment, expatriation and repatriation, performance management and career development for multinational employees, cross and multi-cultural compensation plans, and employee relations across countries and cultures.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030

BUSADMIN 4020 Treasury Management 3 Credits

Explores short-term financial management. Reviews institutional and legal aspects as a context for making decisions involving current assets and current liabilities. This working capital management, i.e., the management of cash, inventories, accounts receivable, and short-term credit arrangements by business firms, provides the basis of long-term survival of businesses.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 4030 Financial Decision Making 3 Credits

An analysis of actual problems encountered by financial managers from major firms. This course utilizes the case study methodology and requires heavy usage of computer application skills, particularly spreadsheet skills. The goal is to identify the problem, analyze it, and finally make a well-justified recommendation to the firm.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3860

BUSADMIN 4040 Sports Finance 3 Credits

This course is the application of principles and practices of financial management, as it applies to organizations in the sport industry. This course seeks to develop the financial skills necessary to gain an understanding of an array of financial concepts that impact sport managers. Students will examine financial strategies related to sport entities and organizations and will be introduced to current economic and financial issues that impact the sport industry. Topics include the demand for sports talent, capital allocation, impact of sporting organizations on local economies, valuation of sports franchises, and other sports-specific financing issues.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620

BUSADMIN 4120 Operations Management 3 Credits

This course focuses on quantitative decision tools which assist the manager in the planning, organizing, and controlling of operations in industrial and service organizations. Topics covered include forecasting, queuing theory, transportation models, facility layout, scheduling, inventory control, capacity planning and materials planning.

Components: Class

Prereqs/Coreqs: P. MATH 1830 or BUSADMIN 2340 or MATH 4030

BUSADMIN 4140 International Management 3 Credits

This course focuses on the management of an enterprise engaged in international business. Topics include: why international business occurs, the nature and influence of the host country environment on firms conducting international business, how international strategic alternatives for these firms are identified and evaluated, the influence of culture on managers and managerial practices, and the ethical concerns and social responsibility associated with managing international business activities.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 1300 and BUSADMIN 2330

BUSADMIN 4150 e-Marketing Applications 3 Credits

This course examines internal and external technologies in the context of strategic marketing. Emphasis is placed on managerial decision making through the use of broad technical solutions, thus enabling better data models, improved customer relationship management, and enterprise resource planning.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3240

BUSADMIN 4160 Purchasing Management 3 Credits

This course focuses on the managerial, administrative, strategic and tactical aspects of the purchasing function. Emphasis will be placed on the pertinent issues in purchasing management for both goods and services business sectors. The course will explore the managerial perspective of the core tasks and challenges required to effectively manage the purchasing function within the context of an integrated supply chain.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2100 or consent of instructor

BUSADMIN 4170 Predictive Analytics 3 Credits

A study of the history of prediction, quantitative efforts used to predict human behavior, its affect on society and culture and its use in all sectors of the economy. The areas of Big Data, Machine Learning, Artificial Intelligence and Cognitive Computing will be discussed.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2100 and (BUSADMIN 1810 or COMPUTER 1830)

BUSADMIN 4180 Transportation Management 3 Credits

The course highlights the principles and concepts of Transportation Management and provides an overview of the critical role transportation plays within an organization. Students learn the fundamentals of moving products along a global supply chain and the challenges faced by transportation providers. The different modes of transportation; air, sea, rail, truck and pipeline will be examined in terms of their efficiency and cost to the organization. The complexity of the importing/exporting process and the role US Customs and the US Census Bureau play in the movement of goods across borders will be discussed.

Components: Discussion, Class

Prereqs/Coreqs: P. BUSADMIN 2100

BUSADMIN 4190 Negotiation Strategies 3 Credits

The course describes basic strategies and tactics used by a negotiator in the organization. Students will explore the critical role that power, influence, leverage and persuasion play on the negotiation process as well as the importance of establishing trust and building a lasting relationship with a negotiator. In addition, the importance of and strategies for preparation before a negotiation will be examined. Finally, problem solving techniques for creating value and methods for conducting difficult negotiations will be discussed.

Components: Discussion, Class

Prereqs/Coreqs: P. BUSADMIN 2100

BUSADMIN 4200 Talent Acquisition 3 Credits

This course is designed to help students develop an in-depth and practical understanding of the processes and practices of all aspects related to the talent acquisition process, including strategic staffing, planning, sourcing, recruiting, screening, selection, hiring, and onboarding new talent. Students will review acquisition models, appreciate the importance of talent acquisition strategies, and understand the social and legal foundations for the employment relationship. Students will also learn to plan and implement an effective talent acquisition system and evaluate whether the staffing system is functioning effectively.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030

BUSADMIN 4220 Data Driven Decisions & IOT 3 Credits

Data is changing every aspect of how business decisions are made. This course will cover concepts, methods, and tools to solve complex problems of the business. This course focuses on applications rather than theory, preparing students to gain practical experience in the emerging field of data driven decision and the Internet of Things (IoT), transforming big data into new and useful information. The course examines various decision models and techniques widely applied in industry and data analytics techniques including data visualization for managing the different stages in a supply chain.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2100 and (MATH 1830 or BUSADMIN 2340 or MATH 4030)

BUSADMIN 4330 Employee and Labor Relations 3 Credits

This course offers students an understanding of interactions between the organization and its employees regarding the terms and conditions of employment from two different functional areas, i.e., employee relations and labor relations. Students will learn labor relations concepts like approaches to union-organization relations, recognizing the rights and responsibilities of union management, the bargaining process along with its outcomes, causes and methods of preventing and addressing strikes, boycotts, and work stoppages, and the administration of labor agreements. The other employee relations concepts covered in this course are developing and implementing workplace policies, handbooks, and codes of conduct, ensuring positive employee organization relationships, understanding the methods organizations use to monitor and address morale, performance, and retention, and, balancing the operational needs of the organization with the well being of the individual employee.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030

BUSADMIN 4500 Predictive HR Analytics and Capstone 3 Credits

HRM is rapidly evolving into a vibrant data-rich field. Therefore, it is important to leverage the principles of people, data, and analytics to make informed decisions in business. This course provides students with an understanding of HR analytics, discusses the nature of HR data, and demonstrates how to convert HR data into a workable form. Students will learn about statistical techniques and discuss the aim of various statistical models. The course will also consider the different ways HR related data can be analyzed or modeled using real-world case studies. Students will also complete a capstone project demonstrating the ability to conduct an audit and gather, analyze, and present data.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2340, BUSADMIN 3100, BUSADMIN 4200, BUSADMIN 3500

BUSADMIN 4630 Marketing Management 3 Credits

The determination of market policy; marketing administration and application of principles pertaining to management of marketing resources.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 2630 or AGBUS 2430 and junior standing

BUSADMIN 4640 Marketing Practicum/Experiential Learning 1-3 Credits

This course emphasizes hands-on experiential learning in the marketing profession. Students will select their specific educational activities related to marketing and/or sales. The educational activities can be projects, contests, consulting or other relevant experiences. The purpose is for students to apply their classroom knowledge in a hands-on learning environment. Students will have clear goals and deliverables subject to instructor approval.

Components: Practicum

Prereqs/Coreqs: P. BUSADMIN 2630

BUSADMIN 4650 HR Certification Preparation 3 Credits

This course prepares students to seek HR certification offered by the Human Resource Certification Institute (HRCI) and/or the Society of Human Resource Management (SHRM). These certifications include Associate Professional in Human Resources or SHRM Certified Professional. The course prepares students with the Human Resource Body of Knowledge (HRBoK) by HRCI and with the Body of Applied Skills and Knowledge (BASK) by SHRM.

Components: Class

BUSADMIN 4840 Strategic Management 3 Credits

A comprehensive review and evaluation of strategic decision-making, critical thinking, reflection, and integration of the functional organizational areas of business processes through the analysis of case studies and related readings; development of external information scanning and synthesis using resources such as Internet and scholarly business publications.

Components: Class

Prereqs/Coreqs: P. senior standing and ACCTING 2020 and BUSADMIN 1300 and BUSADMIN 2100 and BUSADMIN 2630 and BUSADMIN 3030 and BUSADMIN 3620 and ECONOMIC 2130 and ECONOMIC 2230

BUSADMIN 4920 Advanced Investments 3 Credits

This course is a continuation of BUSADMIN 3930. The course will focus on the application of financial theory to the issues and problems of investment management. Topics will include portfolio optimization and asset allocation, derivative pricing, hedging, the theory of asset pricing models and their implications for investments, as well as evaluating investment management performance. The main objective of this course is to provide students with a framework for making financial decisions related to Investments. These decisions are relevant for institutional investors (pension, mutual, and hedge funds), individual investors, corporate treasurers, and anyone who seeks to use or understand domestic or international investing

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3930

BUSADMIN 4940 Special Problems 1-4 Credits

Supervised readings in specialized areas.

Components: Independent Study

Prereqs/Coreqs: P. junior standing; appropriate forms must be filled out by students with approval of the instructor and the department chairperson

BUSADMIN 4950 Special Topics 1-4 Credits

Specific contemporary or other business-related issues will be explored in depth. Topics vary.

Components: Class

BUSADMIN 4990 Internship or Applied Professional Capstone 1-8 Credits

Extends the learning process by giving students a chance to apply their knowledge and skills on the job in an actual organization. A 3-credit internship or applied professional capstone experience is required for the Business Administration major. May be repeated for up to eight credits; 4 credits maximum at the same job or experience.

Components: Field Studies

Prereqs/Coreqs: P. major or minor in business and junior standing

BUSADMIN 5010 Business Communication 3 Credits

Communication strategies and techniques used in business; practice in writing effective memos, letters and reports; oral communication skills developed in influencing group decisions and making presentations; employment correspondence and interviewing. P. ENGLISH 1230 and SPEECH 1010

Components: Class

BUSADMIN 5030 Human Resource Management 3 Credits

An introduction to topics such as human resource planning, equal employment opportunity, selection, training and development, performance appraisal, compensation, safety and health, and employee and labor relations. The impact of laws and of societal and business trends on human resource functions is also presented. Each manager's role in dealing with human resources is emphasized.

Components: Class

BUSADMIN 5100 Total Rewards 3 Credits

An exploration of the discipline of compensation management. The processes of job analysis and job evaluation are discussed as methods to determine internal pay equity. Market wage surveys are presented as a means to ensure external equity. Wage scale development and various employee benefit options are discussed. Other topics include wage and benefit-related laws, performance appraisal, and motivation theories.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030/5030 or consent of instructor

BUSADMIN 5130 Legal Environment of Business 3 Credits

This is a study of the legal and ethical environment of business and its effects on business decisions. The course includes the substantive areas of contract law, tort, criminal law, government regulation, employment law, consumer protection, antitrust, environmental law, and securities law. We will also examine the ethical implications of legal disputes in business.

Components: Class

BUSADMIN 5340 Management, Gender and Race 3 Credits

(Offered under BUSADMIN 5340 and WOMGENDR 5340) This course reviews the changing nature of management and explains why gender and race/ethnicity have become important considerations in business. It examines the status of women and people of color in managerial or administrative positions and discusses socialization processes, stereotypes, equal employment opportunity laws, illegal harassment, and power in organizations. Networking, mentoring, work/life balance, and career planning also are addressed.

Components: Class

Cross Offering: WOMGENDR 5340

BUSADMIN 5500 Talent Development 3 Credits

Employee Training and Development is an upper-division course that examines the principles and practices of these two critical processes in a variety of organizational settings. The course presents a comprehensive overview of training and development topics. Throughout the course students acquire and then demonstrate a knowledge base in each of these areas. At the end of the course, students are prepared to conduct efficient and effective training and development programs within the Human Resources department of an organization.

Components: Class

BUSADMIN 5530 Organizational Behavior 3 Credits

Organization, in and of themselves, do not behave, the people within them do. This course will give students a comprehensive view of organizational theory and behavior by studying individual and group behaviors and how these interrelate with the organization's structure, systems, and goals.

Components: Class

BUSADMIN 5540 Quality Management 3 Credits

Provides an understanding of the tools, language, and techniques used in the field of Quality Management (QM). The history of the quality movement, major tenets of the field, theorists and their philosophies, and the use of basic tools of Quality Management will be covered in this course. The course focus will be project-based in a team environment.

Components: Class

BUSADMIN 5620 Corporate Finance 3 Credits

An introduction to the finance function and financial management of the firm, including techniques of financial analysis, working capital management, capital budgeting, the acquisition and management of corporate capital, and dividend policy. Analysis of how the financial manager influences the decision-making process within the firm.

Components: Class

Prereqs/Coreqs: P. One year undergraduate accounting or graduate equivalent or consent of instructor or department chair

BUSADMIN 5650 International Finance 3 Credits

This course is a comprehensive study of the role of international finance in business. Topics will include the foreign exchange market, determination of interest rates, international banking, international capital markets, international investments and international corporate finance.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3620 (BUSADMIN 5620) or equivalent, or permission of the department chair

BUSADMIN 5720 International Marketing 3 Credits

A conceptual focus on the breadth of the international marketing management area (i.e., problems, strategies and techniques), plus a survey background in such environmental factors as legal, cultural, economic, financial, and regional characteristics. The purpose is to prepare students and practicing business managers for successful operations in the world marketing environment of developing, industrial, and/or technological nations. P. A marketing course or consent of instructor.

Components: Class

BUSADMIN 5740 Consumer Behavior 3 Credits

Consumer behavior reaches for a better understanding of the consumer buying process. It begins with an examination of basic, standard steps that consumers take while making a purchasing decision and moves into consumer motives based on various consumer cohorts. The marketing student after having studied consumer behavior will have a stronger appreciation for the basis of consumer needs and will be better prepared to serve them. P. Introductory marketing course or consent of instructor or department chair.

Components: Class

BUSADMIN 6100 Supply Chain Management 3 Credits

This course focuses on the principles and concepts of Supply Chain Management, as well as a review of the role of Supply Chain Management functions within an organization. Analytical and evaluative skills are developed through critical examination of theories, models, tools and techniques employed. Topics covered include Strategic Sourcing, Forecasting and Collaborative Planning, Inventory Management, Customer Relationship Management, and Service Response Logistics.

Components: Class

BUSADMIN 6160 Purchasing Management 3 Credits

This course focuses on the managerial, administrative, strategic and tactical aspects of the purchasing function. Emphasis will be placed on the pertinent issues in purchasing management for both goods and services business sectors. The course will explore the managerial perspective of the core tasks and challenges required to effectively manage the purchasing function within the context of an integrated supply chain. P. BUSADMIN 4100 or consent of instructor.

Components: Class

BUSADMIN 6200 Talent Acquisition 3 Credits

This course provides students with an understanding of these two critical processes in a variety of organizational settings. Throughout the course, students acquire and then demonstrate a knowledge base in each of these areas by completing various projects. At the end of the course, students are prepared to conduct efficient and effective recruiting and selection programs within the human resources department of organizations.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030/5030 or consent of instructor

BUSADMIN 6330 Employee and Labor Relations 3 Credits

Gives an overview of the process of labor relations, in which management deals with employees who are represented by a union. The history of major labor unions and primary labor laws and court cases are covered, along with the general structure and operational aspects of today's labor organizations. Union certification, collective bargaining, and dispute resolution are discussed in detail. Students also participate in a mock labor contract negotiation project and analyze sample grievances.

Components: Class

Prereqs/Coreqs: P. BUSADMIN 3030/5030 or consent of instructor

BUSADMIN 6630 Marketing Management 3 Credits

The determination of market policy; marketing administration and application of principles pertaining to management of marketing resources. P. Two marketing courses or consent of the instructor or department chair.

Components: Class

BUSADMIN 6940 Special Problems 1-4 Credits

Supervised readings in specialized areas. P. Approval of the department chairperson. Appropriate forms must be filled out by students with approval of the instructor and the department chairperson.

Components: Independent Study