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Management

Management is the art of decision-making, supervision and strategic planning for effective use of physical and human resources to achieve high performance. The curriculum provides a broad exposure to the key functions of management. It helps develop technical, technological and human resource management skills needed in modern enterprises. The management curriculum develops valuable methods, tools, techniques and skills while emphasizing creative thinking and problem solving. Students can satisfy the general requirements of a management major and direct their programs of study toward several career tracks. These specializations include: General Management, Entrepreneurship, Supply Chain Management, Human Resource Management, and Management of Health Care Enterprises.

General Management. Managers make and implement decisions through and with people working together toward common goals. The curriculum focuses on the organizational and environmental factors that influence individuals and groups, particularly in work settings. This includes developing leadership, organizational and behavioral skills that support high performance organizations.

Entrepreneurship. Entrepreneurship is the initiation and management of a new venture or revitalizing an existing firm. This specialization explores the special problems associated with starting a new venture and operating an independent, and often small, business venture.

Supply Chain Management. In today’s global competitive environment, organizations must efficiently manage the flow of materials, goods, services, and information throughout the value chain, from suppliers to customers. Customers require high quality products and services at competitive prices, when they want them, where they want them. Supply Chain Management ensures the smooth flow of materials and efficient transformation of various inputs into goods and services while maintaining high quality.

Human Resource Management. The Human Resource Management Specialization trains students in managerial strategies and programs for making the most effective use of the skills and abilities of organizational personnel. It considers processes such as employee selection, training, career development, diversity, motivation, team-work, and performance appraisal, as well as the impact of cultural, environmental, social, and legal influences on managerial practice.

Management of Health Care Enterprises. This specialization focuses on the application of sound principles of management and leadership to the effective operation of health care facilities and health service organizations. It focuses on general principles of individual, group, and organizational effectiveness and the application of those principles to the unique societal, structural, legal, and political challenges faced by the health care field.

Students in the five specializations in management prepare for career opportunities in both profit and non-profit, service and manufacturing organizations. The flexibility provided by our five specializations creates a wide variety of employment opportunities. Additionally, students may seek careers as consultants with any of the various consulting firms.

A specialization in General Management provides students with an excellent background for entry-level positions as management trainees, supervisors, personnel specialists, or human resource coordinators.

A specialization in Entrepreneurship provides training in the basics of small business management, marketing, financial planning, and budgeting. These skills are necessary for starting and running small businesses, franchise operations and family concerns.

A specialization in Supply Chain Management prepares students for entry-level positions as operations supervisors, operations schedulers, logistics planners, or buyers.

A specialization in Human Resource Management prepares students for positions such as human resources manager, recruiter, or director of human resources.

A specialization in Management of Health Care Enterprises can prepare students for many different possible positions in health-care organizations or in companies that do business with health-care organizations. These could include office manager, assistant administrator, or project coordinator.

Students majoring in other areas such as accounting, business analytics, finance, or marketing can obtain a double major in management that will facilitate upward mobility in their careers.

A major in Management* (as described below) requires students to earn a minimum grade of C (a grade of C- is not sufficient) in each of the courses taken to satisfy the requirements for the Management major, and students must earn a minimum 2.0 grade point average for those major courses. Additionally, for prerequisite purposes for all MGMT-numbered courses having a MGMT-numbered course as a prerequisite: a student must have a grade of C or better in each MGMT-numbered prerequisite course including ACCT/ECON/FIN/MGMT 208.

Specializations (choose one from options below)

General Management - Entrepreneurship - Supply Chain Management - Human Resource Management - Management of Health Care Enterprises

Bachelor of Science (B.S.) in Management Degree Requirements

Degree Requirements	Credit Hours
University Core Curriculum Requirements	39
Professional Business Core	44
Requirements for Major in Management* (Minimum grade of C required for all classes in major area).	21
Management Core MGMT 341, MGMT 380, MGMT 483	9
Specialization (Choose one)	12
General Management: Select four: MGMT 352, MGMT 360, MGMT 385, MGMT 420, MGMT 421, MGMT 431, MGMT 446, MGMT 447, MGMT 452, MGMT 474, MGMT 485, MGMT 495	
Entrepreneurship: FIN 350, MGMT 350, MGMT 471; select one: MGMT 385, MGMT 420, MGMT 422, MGMT 431, MGMT 446, MGMT 447, MGMT 495	
Supply Chain Management: MGMT 352, MGMT 452; select two: MGMT 385, MGMT 420, MGMT 421, MGMT 446, MGMT 447, MGMT 450, MGMT 495, IMAE 465, IMAE 470A, IMAE 470B	
Human Resource Management: MGMT 385; select three: MGMT 352, MGMT 431, MGMT 446, MGMT 447, MGMT 474, MGMT 485, MGMT 495, PSYC 307, PSYC 420	

Degree Requirements	Credit Hours
Management of Health Care Enterprises: (1)MGMT 385; select ONE from HCM 364, HCM 366, HCM 384, HCM 390, HCM 410; (2) select TWO from MGMT 420, MGMT 421, MGMT 446, MGMT 447, MGMT 474, MGMT 485, MGMT 495, HCM 320, HCM 364, HCM 366, HCM 384, HCM 388, HCM 390, HCM 395, HCM 410. No HCM courses taken in (1) above can be counted again in (2).	
Electives ¹	16
Total	120

¹ 120 semester hours are required for graduation. Any additional hours of college level credit can be used to equal minimum 120 semester hours required for degree.

Management Minor

For College of Business and Analytics majors, with the exception of Economics, Econometrics and Quantitative Economics, and Hospitality, Tourism, and Event Management, a minor in Management consists of a minimum of 12 semester hours in Management at the 300-level or above. MGMT 304, MGMT 318, MGMT 345, and MGMT 481 are not eligible courses. For non-College of Business and Analytics majors as well as for Economics and Hospitality, Tourism, and Event Management, a minor in Management consists of a minimum of 15 semester hours, including MGMT 304, MGMT 318, MGMT 345 and six credit hours in Management at the 300-level or above. An advisor within the College of Business and Analytics must be consulted before selecting Management as a minor. At least nine semester hours for the minor must be taken at Southern Illinois University Carbondale. All prerequisites for the Management minor classes must be satisfied.

A minor from the College of Business and Analytics requires students to earn a minimum grade of C (a grade of C- is not sufficient) in each of the courses taken to satisfy the requirements for their minor, and students must earn a minimum 2.0 grade point average for those minor courses.

The Capstone Option for Transfer Students

The Capstone Option is available to students who have earned an Associate in Applied Science (A.A.S.) degree or have the equivalent certification and who have a cumulative 2.0/4.0 GPA on all accredited coursework prior to the completion of the A.A.S. or certification, as calculated by the transfer institution's grading policies. The Capstone Option reduces the University Core Curriculum requirements from 39 to 30 hours, therefore reducing the time to degree completion. See the Capstone Option section for more information. Students who apply for the Capstone Option will work with the College of Business and Analytics Advisement Office for approval of the Capstone Option and will complete a personal contract for a degree completion plan.

Differential Tuition

The College of Business and Analytics assesses differential tuition for College of Business and Analytics majors. The College of Business and Analytics has a "minor program fee" for majors outside of the College of Business and Analytics that want to declare a minor through the College of Business and Analytics. The minor program fee is equal to 15% of 15 credit hours of applicable tuition for declared College of Business and Analytics minors.

Management Courses

MGMT202 - Business Communications Creating and managing written and oral administrative communications including the analysis, planning and practice of composing different types of internal and external communications in various administrative and business contexts. Prerequisite: ENGL 101 or ENGL 102. Credit Hours: 3

MGMT208 - Business Data Analysis (Same as ACCT 208 and ECON 208 and FIN 208) [IAI Course: BUS 901] Uses of data in policy formulation are discussed. Emphasis is placed on the conversion of raw information into statistics, which are useful to the decision-maker. Problems stress solution to questions typically raised in businesses. Prerequisite: MATH 139. Credit Hours: 3

MGMT304 - Introduction to Management Basic concepts of the administrative process are considered with emphasis on executive action to develop policy, direction, and control based on traditional and behavioral science approaches to decision making. Restrictions: College of Business and Analytics majors or minors, sophomore standing, or program approval required. Credit Hours: 3

MGMT318 - Operations and Supply Chain Management The study of the development of competitive strategy for the operations and supply chain function, frameworks and tools used to implement operations and supply chain strategy, and how the operations and supply chain function contributes to an organization's competitive capabilities in the global marketplace. Prerequisite: MATH 139 or MATH 140, ACCT/FIN/MGMT 208. Restrictions: College of Business and Analytics majors or minors, sophomore standing, or program approval required. Credit Hours: 3

MGMT341 - Organizational Behavior The study of behavioral issues in management, including analyses of individual, group, and intergroup relations under a broad range of organizational settings. Includes discussion of theory, cases, and managerial applications. Prerequisites: MATH 139; ACCT/FIN/MGMT 208 and MGMT 304 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT345 - Computer Information Systems Integrates topics of management and organization, information systems, and information technology. Emphasizes organizational planning, analysis, design, and implementation of information systems to aid in knowledge work. Application of information technology to solve business problems. Hands-on problem solving in Excel and Access. Restrictions: College of Business and Analytics majors or minors, sophomore standing. Credit Hours: 3

MGMT350 - Small Business Management Identification of small business, its importance and relationship to the United States economy, and the opportunities and requirements unique to operation and management. Personal characteristics, interpersonal relationships, organizational systems, and decision-making processes are examined for their contribution to the success or failure of the firm. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT352 - Management Science This course is an introduction to mathematical model building. The focus of this course is on modeling business problems and the solution techniques commonly used to solve such models. Topical coverage includes decision theory, mathematical programming, network models, scheduling models, queuing models, and simulation. Prerequisite: MATH 139, MATH 140; ACCT/FIN/MGMT 208, MGMT 318, MGMT 345 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Crosslisted with BSAN 352. Credit Hours: 3

MGMT360 - Database Management (Same as ACCT 360) This course provides an introduction to database design and database management in business. It covers analysis, design, and implementation of organizational databases including data modeling, database management systems, data-based information systems design, security, and data quality assurance. Prerequisite: MGMT 345 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, sophomore standing; or program approval required. Credit Hours: 3

MGMT380 - Managing Information Systems Management issues related to information and information technology that confront today's diverse organizations. Topics include integration and use of information systems within organizations and organizational partners, business planning for information systems, legal and ethical considerations with information systems, social and technological trends. Prerequisite: MGMT 345 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT385 - Human Resource Management (Same as PSYC 322) An introduction to the development, application, and evaluation of policies, procedures, and programs for the recruitment, selection, development and utilization of human resources in an organization. Prerequisites: MATH 139; ACCT/FIN/ MGMT 208 and MGMT 304 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT420 - Introduction to Project Management Application of project management principles for improving business. Coverage includes, but is not limited to: introduction to the principles of project management, Project Management Institute (PMI) guidelines, US and international project management scenarios, and working together as a project management team. Students will work with Project Management Body of Knowledge (PMBOK) guidelines. Students will accrue enough education hours to sit for the PMI CAPM certification. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Crosslisted with BSAN 420. Credit Hours: 3

MGMT421 - Information Systems Analysis and Design Strategies and techniques for structured analysis and design in the development of information systems. System development using structured tools/techniques for describing process flows, data flows, and data structures. Alternative methods of system development are also discussed. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Crosslisted with BSAN 421. Credit Hours: 3

MGMT422 - Business Systems Development An introduction to web-based, e-business development. Hands-on exercises in Java-Script, Active Server Pages.Net and related tools for web design, client scripting, server scripting, and web database transactions. Not for graduate credit. Prerequisite: MGMT 360 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT431 - Organizational Design and Structures The study of modern theories of complex organizations. Particular emphasis is placed on open-systems perspectives of administrative theory and the adaptation of the organization to a changing environment. Not for graduate credit. Prerequisite: MGMT 341 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT446 - Leadership and Managerial Behavior This course will concentrate on leader and manager behavior at middle and upper organizational levels. Emphasis will be placed on leader and manager effectiveness and the factors that impact effectiveness. Not for graduate credit. Prerequisite: MGMT 341 with a grade of C or better. Restricted to College of Business and Analytics major or minor, junior standing. Credit Hours: 3

MGMT447 - Training and Development This course is designed to supplement the basic Human Resource Management generalist course (MGMT 385) by applying an HR Training and Development (T&D) specialist focus to increase overall business and employee success. This course will cover an overview of Human Resource Development (HRD) theory and concepts, management of the organization's training program, determining organizational training needs to endure effective employees, and developing training programs to meet those needs. The ADDIE process - Analyze, Design, Develop, Implement, and Evaluate - may be included as part of the process. The course will also include an overview of training methods. Students will develop and present training sessions focused on HR-related policies. Prerequisite: MGMT 385 or PSYC 322 with a C or better, or concurrent enrollment. Credit Hours: 3

MGMT450 - Operations Strategy The course provides a framework to 1) formulate an operations strategy and 2) analyze, value, and optimize the key decisions involved in operations strategy. We will examine operational strategies from various perspectives (net present value, risk exposure of the firm). The key decisions studied are evaluating competitive operational competencies and bench marking; capacity expansion, timing, flexibility, and location; sourcing and supply management; risk management,

operational hedging, innovation and learning. Prerequisite: MGMT 318 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT452 - Supply Chain Transportation and Logistics This course examines the areas of transportation and logistics as they relate to supply chain management. Not for graduate credit. Prerequisite: MGMT 318 with a grade of C or better. Restricted to College of Business and Analytics major or minor, junior standing. Credit Hours: 3

MGMT471 - Seminar in Entrepreneurship Investigation of selected special or advanced topics in seminar format. Topics may include but are not limited to entrepreneurship, small business analysis, or topics related to the ownership and management of a business. Activities will include library and field research, data analysis, report writing, and active participation in seminar presentations and discussions. Designed particularly for the student who has completed FIN 350 and MGMT 350 and has discussed personal small business or entrepreneurial objectives with the instructor prior to registration. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT474 - Management's Responsibility in Society Analysis of the cultural, social, political, economic, and immediate environment of the organization. Particular emphasis is given to the manner in which the manager adapts to and is influenced by the environment and its conflicting demands. Not for graduate credit. Restrictions: College of Business and Analytics majors or minors, senior standing; or program approval required. Credit Hours: 3

MGMT481 - Administrative Policy Development of organizational strategies and policies within environmental and resource limitations. Emphasis upon the application and integration of basic principles from all areas of business by case problem analysis, simulation exercises, and group participation. Not for graduate credit. Prerequisites: MGMT 304, MGMT 318, FIN 330, and MKTG 304. Restrictions: College of Business and Analytics majors or minors, senior standing. Credit Hours: 3

MGMT483 - Advanced Production-Operations Management An in-depth study of production and inventory management with a focus on preparation for the American Production and Inventory Control Society (APICS) certification examinations. Topics covered include planning for material and capacity requirements, scheduling, Theory of Constraints, Just-in-Time and Total Quality Management. Not for graduate credit. Prerequisite: MGMT 318 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT485 - Organizational Change and Development Analysis of problems in human resource management with emphasis on current trends and techniques. Case problems, special reports, and experiential approaches are used as a basis for examining ways of using an organization's human resources to best advantage. Not for graduate credit. Prerequisite: MGMT 341 with a grade of C or better. Restrictions: College of Business and Analytics majors or minors, junior standing; or program approval required. Credit Hours: 3

MGMT491 - Independent Study Utilizes special faculty resources to enable individually, the exploration of an advanced area of study through research by means of data analysis and/or literature search. Not for graduate credit. Restrictions: College of Business and Analytics majors, junior standing, and program approval required. Credit Hours: 1-6

MGMT495 - Internship in Management Supervised work experience that relates to the student's academic program and career objectives. Course may be repeated in a subsequent semester, but only three semester hours may be applied toward the Management major. Additional credit hours may only satisfy the 300-400 level College of Business and Analytics prefix elective or general elective requirements. Mandatory Pass/Fail only. Not for graduate credit. Restrictions: Management majors, junior standing or higher. Special approval needed from the program. Credit Hours: 3

MGMT497 - Special Topics in Management An exploration of selected current topics in management with an emphasis on covering a particular area in depth. Timely topics are announced in advance, and both faculty and students may suggest topics. Students may repeat enrollment in the course as the topic

varies. Restriction: College of Business and Analytics majors or minors, junior standing; special approval needed from the program. Credit Hours: 3

Management Faculty

Carter, Min, Associate Professor, Management, Ph.D., Auburn University, 2009; 2015. Organizational behavior.

Dai, Ye, Associate Professor, Management, Ph.D., University of Texas at Austin, 2012; 2012. Strategic management, strategic entrepreneurship.

DeYong, Gregory D., Associate Professor, Management, Ph.D., Indiana University 2010; 2013. Operations management.

Hoffeditz, Gregory A., Clinical Associate Professor, Management, Ph.D., University of Illinois at Urbana-Champaign, 2006; 2009.

Karau, Steven J., Professor and Gregory A. Lee Professor of Management, Management, Ph.D., Purdue University, 1993; 1998. Organizational behavior, social psychology of organizations, leadership, motivation, teams, ethics.

Mykytyn, Peter P. Jr., Professor, Management, Ph.D., Arizona State University, 1985; 2001. Managing information systems, legal aspects of information systems.

Nelson, Kay M., Professor, Management, Ph.D., University of Texas, 1995; 2005. Management information systems, entrepreneurship.

Emeriti Faculty

Bateman, David N., Professor, Emeritus, Ph.D., Southern Illinois University, 1970.

Larson, Lars L., Associate Professor, Emeritus, Ph.D., University of Illinois, 1971.

Litecky, Charles R., Professor, Emeritus, Ph.D., University of Minnesota, 1974.

McKinley, William, Professor, Emeritus, Ph.D., Columbia University, 1983.

Melcher, Arlyn J., Professor, Emeritus, Ph.D., University of Chicago, 1964.

Nelson, Reed E., Professor, Emeritus, Ph.D., Cornell University, 1983.

Pearson, John M., Professor, Emeritus, D.B.A., Mississippi State University, 1991.

Stubbart, Charles I., Associate Professor, Emeritus, Ph.D., University of Pittsburgh, 1983.

Tadisina, Suresh, Professor, Emeritus, Ph.D., University of Cincinnati, 1987.

Vicars, William M., Associate Professor, Emeritus, Ph.D., Southern Illinois University, 1969.

White, Gregory P., Professor, Emeritus, Ph.D., University of Cincinnati, 1976.

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