

Department of Management, Information Systems and Quantitative Methods

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The [Department of Management, Information Systems and Quantitative Methods](#) supports the mission of the Collat School of Business through the department's majors and course offerings. The department offers an educational foundation that prepares students for professional careers and enables them to pursue graduate studies.

The department is responsible for courses, concentrations, majors and minors in management, information systems, entrepreneurship and quantitative methods. Below is an overview of each major. Detailed degree requirements are located on the Majors Tab above.

Management Major

The management major is designed to provide students with the ability to be effective decision makers in an organizational setting. The objective of the major is to enable students to acquire the knowledge and skills necessary for gaining entry into a management career and for sustaining successful performance throughout that career. Internships and elective courses in entrepreneurship are also available. Management majors have the option of choosing a concentration in **Business Administration** or **Operations Management**. A student not choosing a concentration will have a **Management** degree with no concentration.

Human Resource Management Major

The human resource management major is designed to provide students with the skills necessary to enter a career in human resource management. The knowledge and skills acquired in this program enable students to enter a broad range of human resource management jobs, preparing them for their careers as well as professional certification.

Entrepreneurship Major

The entrepreneurship major instills students with a powerful and transformational grasp of how new ventures, businesses, and other organizations grow, adapt, and thrive in entrepreneurial ways. Entrepreneurship students learn how to turn problems and inefficiencies into opportunities in markets, communities, and in larger organizational settings. Entrepreneurship program alumni launch their professional careers with existing successful entrepreneurial ventures, with entrepreneurial teams or innovative departments in established companies, or they launch their own entrepreneurial venture while in the program.

Information Systems Major

The information systems major is designed to provide students with the foundational knowledge and managerial skills to pursue a career in information systems, systems analysis and design, IT project management, cyber security, data analytics, and/or the implementation

of a complex information system. Information Systems majors have the option of choosing a concentration in **Cyber Security Management** or **Data Analytics**. A student not choosing a concentration will have an **Information Systems** degree with no concentration.

Management Major

Management majors have the option of choosing a concentration in either **Business Administration** or **Operations Management**. A student not choosing a concentration will have a **Management** degree with no concentration.

Major in Management

The management major is designed for students who seek to develop a broad exposure to the management discipline rather than pursue any emphasis. This major includes courses in human resources, organizational behavior, leadership and employment law.

Requirements	Hours
Grade and GPA Requirement	
Students must earn at least a grade of C in all stated prerequisite courses for the human resource management major. An overall 2.0 GPA in all courses used in the major is also required. At least 15 hours of the major courses must be taken at UAB. The universities course forgiveness policy may be applied to this major.	
Required Courses	
Core Curriculum	41
Lower Level Business	
AC 200 Principles of Accounting I	3
AC 201 Principles of Accounting II	3
LS 246 Legal Environment of Business	3
QM 214 Quantitative Analysis I	3
QM 215 Quantitative Analysis II	3
BUS 101 Introduction to Business	3
or BUS 102 Business Foundations	
BUS 110 Essentials of Financial Literacy	3
Upper Level Business Requirements	
BUS 305 Professional Development for Today's Workplace	1
BUS 350 Business Communications	3
FN 310 Fundamentals of Financial Management	3
MG 302 Management Processes and Behavior	3
MG 403 Operations Management	3
or DB 320 Distribution Management	
IS 303 Information Systems	3
MK 303 Basic Marketing	3
BUS 450 Strategic Management Capstone Experience ²	3
or BUS 495 Business Honors Seminar, I	
International Business ³	3
Experiential Learning ⁴	
Management Major Courses	
MG 401 Organizational Behavior	3
MG 409 Human Resource Management	3
MG 417 Project Management	3
MG 425 Managing Through Leadership	3
Management Electives ⁵	
Choose 4 (12 hours) MG 300/400 courses or other upper level courses with approval of major advisor	12
General Electives	

Choose 9 hours of General Electives.	9
Total Hours	120

Please note the hours to degree may vary due to prerequisite requirements. For undergraduate programs, at minimum of 120 hours of undergraduate credit is required for degree. General electives may be taken to meet the hour requirement if necessary.

- ² BUS 495 is the capstone experience for Business Honors students.
- ³ International Business Courses include: EC 407, FN 412, MG 415, MK 416, AC 440, IB 320, IB 439 and IB 495.
- ⁴ All business majors are required to participate in experiential education. Experiential education can carry 0 - 3 credit hours. This requirement may be met by satisfactory completion of AC 364, AC 464, AC 474, BUS 496, DB 495, EC 460, ENT 445, ENT 426, FN 460, FN 358, FN 359, IB 495, IS 464, MG 445, MK 425, or MK 445 . Other courses may be approved by your Program. You may access details about options for satisfying this degree requirement here: <https://www.uab.edu/business/home/undergraduate/experiential-learning-requirement>. Please see your academic advisor for specific requirements for your major.
- ⁵ Students may NOT apply MG 415 to this requirement and the IB requirement. COURSE USED ONLY ONCE.

Major in Management with Business Administration Concentration

The business administration concentration is designed for students who seek more flexibility within the management major by allowing them to select courses from other disciplines to round out the major. Besides providing greater flexibility, the student can select advanced studies in other areas of business such as finance, information systems, economics and marketing.

Requirements	Hours
Core Curriculum	41
Lower Level Business Requirements	
AC 200 Principles of Accounting I	3
AC 201 Principles of Accounting II	3
BUS 101 Introduction to Business	3
or BUS 102 Business Foundations	
BUS 110 Essentials of Financial Literacy	3
LS 246 Legal Environment of Business	3
QM 214 Quantitative Analysis I	3
QM 215 Quantitative Analysis II	3
Upper Level Business Requirements	
BUS 305 Professional Development for Today's Workplace	1
BUS 350 Business Communications	3
FN 310 Fundamentals of Financial Management	3
IS 303 Information Systems	3
MG 302 Management Processes and Behavior	3
MG 403 Operations Management	3
MK 303 Basic Marketing	3
BUS 450 Strategic Management Capstone Experience ²	3
or BUS 495 Business Honors Seminar, I	
International Business ³	3
Experiential Learning ⁴	
Management Major Courses	
MG 401 Organizational Behavior	3

MG 409 Human Resource Management	3
MG 417 Project Management	3

Business Administration Concentration Courses

Upper level FN	3
Upper level EC	3
Upper level MK	3
Upper level advisor approved Business Electives	6
General Electives	9
Total Hours	120

- ² Business Honors students take BUS 495.
- ³ International Business courses include: EC 407, FN 412, MG 415, MK 416, AC 440, IB 320, IB 439, and AC 440.
- ⁴ All business majors are required to participate in experiential education. This requirement may carry 0-3 credit hours. This requirement may be met by satisfactory completion of one of the following courses or other course/project approved by your Program: AC 464, AC 474, BUS 496, DB 495, EC 460, ENT 426, ENT 445, FN 460, IB 495, IS 464, MG 445, MK 425, MK 445. A description of options to satisfy this degree requirement may be accessed here: <https://www.uab.edu/business/home/undergraduate/experiential-learning-requirement>. Please see your advisor for specific requirements for your major.

Major in Management with Operations Management Concentration

The operations management concentration is designed for students who seek to pursue a career in operations management. The curriculum provide students with the background to be able to execute operations in organizations as well as to manage projects within and across entities within the organization.

Requirements	Hours
Grade and GPA Requirement	
Students must earn a grade of C or better in all stated prerequisites for all major courses, have an overall 2.0 GPA and have an overall 2.0 GPA in all major courses.	
Core Curriculum	41
Lower Level Business Requirements	
AC 200 Principles of Accounting I	3
AC 201 Principles of Accounting II	3
BUS 101 Introduction to Business	3
or BUS 102 Business Foundations	
BUS 110 Essentials of Financial Literacy	3
LS 246 Legal Environment of Business	3
QM 214 Quantitative Analysis I	3
QM 215 Quantitative Analysis II	3
Upper Level Business Requirements	
BUS 305 Professional Development for Today's Workplace	1
BUS 350 Business Communications	3
FN 310 Fundamentals of Financial Management	3
IS 303 Information Systems	3
MG 302 Management Processes and Behavior	3
MG 403 Operations Management	3
MK 303 Basic Marketing	3
BUS 450 Strategic Management Capstone Experience ²	3
or BUS 495 Business Honors Seminar, I	
International Business ³	3

Experiential Learning ⁴		
Management Major Courses		
MG 401	Organizational Behavior	3
MG 409	Human Resource Management	3
MG 417	Project Management	3
MG 425	Managing Through Leadership	3
Production & Operations Management Concentration		6
MG 416	Supply Chain Management	
DB 320	Distribution Management	
MG Elective courses numbered 300:499		6
General Electives		9
Total Hours		120

- ² Business Honors students take BUS 495.
- ³ International Business courses include: EC 407, FN 412, MG 415, MK 416, AC 440, IB 320, IB 439, IB 495, and AC 440.
- ⁴ All business majors are required to participate in experiential education. This requirement may carry 0-3 credit hours. This requirement may be met by satisfactory completion of one of the following courses or other course/project approved by your Program: AC 464, AC 474, BUS 496, DB 495 EC 460, ENT 426 ENT 445, FN 460, IB 495, IS 464, MG 445, MK 425, MK 445 A description of options to satisfy this degree requirement may be accessed here: <http://www.uab.edu/business/home/degrees-certificates/undergraduate/experiential-learning-requirement>. Please see your advisor for specific requirements for your major.

Major in Human Resource Management

The human resource management major is designed to provide students with the skills necessary to enter a career in human resource management. The knowledge and skills acquired in this program enable students to enter a broad range of human resource management jobs, preparing them for their careers as well as professional certification.

Requirements	Hours	
Grade and GPA requirement		
Students must earn at least a grade of C in all stated prerequisite courses for the human resource management major. An overall 2.0 GPA in all courses used in the major is also required. At least 15 hours of the major courses must be taken at UAB. The university's course forgiveness policy may be applied to this major.		
Required courses:		
Core Curriculum	41	
Lower Level Business Requirements		
AC 200	Principles of Accounting I	3
AC 201	Principles of Accounting II	3
BUS 101	Introduction to Business	3
or BUS 102	Business Foundations	
BUS 110	Essentials of Financial Literacy	3
LS 246	Legal Environment of Business	3
QM 214	Quantitative Analysis I	3
QM 215	Quantitative Analysis II	3
Upper Level Business Requirements		
BUS 305	Professional Development for Today's Workplace	1
BUS 350	Business Communications	3
FN 310	Fundamentals of Financial Management	3
IS 303	Information Systems	3
MG 302	Management Processes and Behavior	3

MG 403	Operations Management	3
MK 303	Basic Marketing	3
BUS 450	Strategic Management Capstone Experience ²	3
or BUS 495	Business Honors Seminar, I	
International Business ³		3
Experiential Learning ⁴		
Human Resource Management Major Courses		
MG 401	Organizational Behavior	3
MG 409	Human Resource Management	3
MG 411	Compensation Administration	3
MG 412	Organizational Staffing	3
MG 413	Employment Law	3
MG 414	Talent Development	3
Select 2 MG elective courses with Advisor approval		6
General Electives		9
Total Hours		120

- ² Business Honors students take BUS 495.
- ³ International Business courses include: EC 407, FN 412, MG 415, MK 416, IB 320, IB 439, IB 495, AC 440.
- ⁴ All business majors are required to participate in experiential education. This requirement may carry 0-3 credit hours. This requirement may be met by satisfactory completion of one of the following courses or other course/project approved by your Program: AC 464, AC 474, BUS 496, DB 495, EC 460, ENT 426, ENT 445, FN 460, IB 495, IS 464, MG 445, MK 425, MK 445. A description of options to satisfy this degree requirement may be accessed here: <https://www.uab.edu/business/home/undergraduate/experiential-learning-requirement>. Please see your advisor for specific requirements for your major.

Major in Information Systems

The information systems major is designed to provide students with the foundational knowledge and managerial skills to pursue a career in information systems, systems analysis and design, IT project management, cyber security, data analytics, and/or the implementation of a complex information system.

Students must have a minimum grade of C in all information systems courses, numbered 200 and above, that are applied to the major. The grade of C is a prerequisite for all information systems courses numbered 300 or above. In addition, students must have a grade of C or better and an overall C average in all major courses. At least 15 hours of the major must be taken at UAB. The university's course forgiveness policy may be applied to this major.

Requirements	Hours	
Information Systems Requirements		
Core Curriculum	41	
Lower Level Business Requirements		
AC 200	Principles of Accounting I	3
AC 201	Principles of Accounting II	3
BUS 101	Introduction to Business	3
or BUS 102	Business Foundations	
BUS 110	Essentials of Financial Literacy	3
LS 246	Legal Environment of Business	3
QM 214	Quantitative Analysis I	3
QM 215	Quantitative Analysis II	3
Upper Level Business Requirements		

BUS 305	Professional Development for Today's Workplace	1
BUS 350	Business Communications	3
FN 310	Fundamentals of Financial Management	3
IS 303	Information Systems	3
MG 302	Management Processes and Behavior	3
MG 403	Operations Management	3
MK 303	Basic Marketing	3
BUS 450	Strategic Management Capstone Experience ²	3
	or BUS 495 Business Honors Seminar, I	
International Business ³		3
Experiential Learning ⁴		
Information Systems Major Courses		
IS 204	Introduction to Business Programming	3
IS 301	Introduction to Database Management Systems	3
IS 302	Business Data Communications	3
IS 321	Systems Analysis	3
MG 417	Project Management	3
Information Systems Electives		
General Electives		
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Total Hours		120

- ² Business Honors students take BUS 495.
- ³ International Business courses include: EC 407, FN 412, MG 415, MK 416, IB 320, IB 439, IB 495, or AC 440
- ⁴ All business majors are required to participate in experiential education. This requirement may carry 0-3 credit hours. This requirement may be met by satisfactory completion of one of the following courses or other course/project approved by your Program: AC 464, AC 474, BUS 496, DB 495, EC 460, ENT 426, ENT 445, FN 460, IB 495, IS 464, MG 445, MK 425, MK 445. A description of options to satisfy this degree requirement may be accessed here: <https://www.uab.edu/business/home/undergraduate/experiential-learning-requirement>. Please see your advisor for specific requirements for your major.

Major in Information Systems with Concentration in Cybersecurity Management

Requirements	Hours	
Core Curriculum		
Lower Level Business Requirements		
AC 200	Principles of Accounting I	3
AC 201	Principles of Accounting II	3
BUS 101	Introduction to Business	3
	or BUS 102 Business Foundations	
BUS 110	Essentials of Financial Literacy	3
LS 246	Legal Environment of Business	3
QM 214	Quantitative Analysis I	3
QM 215	Quantitative Analysis II	3
Upper Level Business Requirements		
BUS 305	Professional Development for Today's Workplace	1
BUS 350	Business Communications	3
FN 310	Fundamentals of Financial Management	3
IS 303	Information Systems	3
MG 302	Management Processes and Behavior	3
MG 403	Operations Management	3
MG 415	International Business Dynamics	3
MK 303	Basic Marketing	3

BUS 450	Strategic Management Capstone Experience ²	3
	or BUS 495 Business Honors Seminar, I	
Experiential Learning ³		
Information Systems Major Courses		
IS 204	Introduction to Business Programming	3
IS 301	Introduction to Database Management Systems	3
IS 321	Systems Analysis	3
MG 417	Project Management	3
Cybersecurity Management Concentration		
IS 302	Business Data Communications	3
IS 413	Introduction to Information Security	3
IS 414	Information Security Planning and Management	3
Information Systems Elective		3
General Electives		9
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Total Hours		120

- ² Business Honors students take BUS 495.
- ³ All business majors are required to participate in experiential education. This requirement may carry 0-3 credit hours. This requirement may be met by satisfactory completion of one of the following courses or other course/project approved by your Program: AC 464, AC 474, BUS 496, DB 495, EC 460, ENT 426, ENT 445, FN 460, IB 495, IS 464, MG 445, MK 425, MK 445. A description of options to satisfy this degree requirement may be accessed here: <https://www.uab.edu/business/home/undergraduate/experiential-learning-requirement>. Please see your advisor for specific requirements for your major.

Major in Information Systems with Concentration in Data Analytics

Requirements	Hours	
Core Curriculum		
Lower Level Business Requirements		
AC 200	Principles of Accounting I	3
AC 201	Principles of Accounting II	3
BUS 101	Introduction to Business	3
	or BUS 102 Business Foundations	
BUS 110	Essentials of Financial Literacy	3
LS 246	Legal Environment of Business	3
QM 214	Quantitative Analysis I	3
QM 215	Quantitative Analysis II	3
Upper Level Business Requirements		
BUS 305	Professional Development for Today's Workplace	1
BUS 350	Business Communications	3
FN 310	Fundamentals of Financial Management	3
IS 303	Information Systems	3
MG 302	Management Processes and Behavior	3
MG 403	Operations Management	3
MG 415	International Business Dynamics	3
MK 303	Basic Marketing	3
BUS 450	Strategic Management Capstone Experience ²	3
	or BUS 495 Business Honors Seminar, I	
Experiential Learning ³		
Information Systems Major Courses		
IS 204	Introduction to Business Programming	3
IS 302	Business Data Communications	3
IS 321	Systems Analysis	3

MG 417	Project Management	3
Data Analytics Concentration		
IS 301	Introduction to Database Management Systems	3
IS 417	Introduction to Business Intelligence	3
IS 418	Applied Data Science for Information Systems	3
Information Systems Elective		3
General Electives		9
Total Hours		120

² Business Honors students take BUS 495.

³ All business majors are required to participate in experiential education. This requirement may carry 0-3 credit hours. This requirement may be met by satisfactory completion of one of the following courses or other course/project approved by your Program: AC 464, AC 474, BUS 496, DB 495, EC 460, ENT 426, ENT 445, FN 460, IB 405, IS 464, MG 415, MK 425, MK 445, A description of options to satisfy this degree requirement may be accessed here: <https://www.uab.edu/business/home/undergraduate/experiential-learning-requirement>. Please see your advisor for specific requirements for your major.

⁴ IS 301 will also fulfill Data Analytics Concentration.

Major in Entrepreneurship

The entrepreneurship major instills students with a powerful and transformational grasp of how new ventures, businesses, and other organizations grow, adapt, and thrive in entrepreneurial ways. Entrepreneurship students learn how to turn problems and inefficiencies into opportunities in markets, communities, and in larger organizational settings. Entrepreneurship program alumni launch their professional careers with existing successful entrepreneurial ventures, with entrepreneurial teams or innovative departments in established companies, or they launch their own entrepreneurial venture while in the program.

Students must earn at least a grade of C in all stated prerequisite courses for the human resource management major. An overall 2.0 GPA in all courses used in the major is also required. At least 15 hours of the major courses must be taken at UAB. The universities course forgiveness policy may be applied to this major.

Major in Entrepreneurship

Requirements	Hours
Core Curriculum Requirements	41
Lower-level Business Core	
BUS 101 Introduction to Business	3
or BUS 102 Business Foundations	
BUS 110 Essentials of Financial Literacy	3
AC 200 Principles of Accounting I	3
AC 201 Principles of Accounting II	3
LS 246 Legal Environment of Business	3
QM 214 Quantitative Analysis I	3
QM 215 Quantitative Analysis II	3
Upper-level Business Core	
BUS 305 Professional Development for Today's Workplace	1
BUS 350 Business Communications	3
FN 310 Fundamentals of Financial Management	3
MG 302 Management Processes and Behavior	3
IS 303 Information Systems	3
MK 303 Basic Marketing	3

International Business ¹	3
MG 403 Operations Management	3
or DB 320 Distribution Management	
BUS 450 Strategic Management Capstone Experience	3
Entrepreneurship Major Requirements	
ENT 270 The Entrepreneurial Mindset	3
ENT 320 Entrepreneurial Accounting and Finance	3
ENT 421 Entrepreneurial Marketing and Sales	3
ENT 422 Entrepreneurial Strategy and Operations	3
ENT 350 Social and Community Enterprise	3
ENT 425 Entrepreneurial Engagement Seminar	3
Major Electives	
ENT 424 Entrepreneurial New Product and Service Development	3
ENT 426 Practicum in Commercialization	3
ENT 445 Entrepreneurial Internship	3
ENT 450 I-Corps Lean Startup	3
ENT 499 Directed Study in Entrepreneurship	3
IB 495 Business Study Abroad	3
HC 314 Honors Seminar in Business	3
MK 330 Professional Selling	3
General Electives	9
Total Hours	120

¹ Select from EC 407, FN 412, MG 415, MK 416, AC 440, IB 320, IB 439, or IB 495.

Proposed Program of Study for a Major in Management with a Business Administration Concentration

Freshman		Hours	Second Term	Hours
First Term				
EH 101	3	EH 102	3	
MA 105	3	CMST 101	3	
BUS 101	3	BUS 110	3	
Core Curriculum Area II: Humanities, Fine Arts ¹	3	Core Curriculum Area III: Natural Science (with laboratory)	4	
Core Curriculum Area IV: Social and Behavioral Science	3	Core Curriculum Area IV: History ²	3	
		15		16
Sophomore		Hours	Second Term	Hours
First Term				
QM 214	3	LS 246	3	
AC 200	3	QM 215	3	
EC 210	3	AC 201	3	
Core Curriculum Area II: Literature	3	EC 211	3	
Core Curriculum Area III: Natural Science (with laboratory)	4	Core Curriculum Area II	3	
		16		15
Junior		Hours	Second Term	Hours
First Term				
BUS 350	3	MG 409	3	
MK 303	3	MG 417	3	
MG 302 ⁴	3	International Business Elective ³	3	

EC 304 or 320	3	FN 310	3
BUS 305	1		
MG 403	3		
		16	12

Senior			
First Term	Hours	Second Term	Hours
MG 401		3 BUS 450	3
IS 303		3 Finance Elective ⁶	3
MG 445		3 Business Course Elective	3
Marketing Elective ⁵		3 General Electives	6
Business Course Elective	3		
		15	15

Total credit hours: 120

¹ Select one from the following courses: ARH 101, MU 120 or THR 100.

² Select one course from the following: HY 101, HY 102, HY 104, HY 105, HY 120, or HY 121.

³ Choose from AC 440, EC 407, MG 415, MK 416, FN 412, IB 320, IB 439 or IB 495.

⁴ Junior standing required (60 semester hours credit)

⁵ Select one from: Any 300/400 MK course.

⁶ Select one from: Any 300/400 FN course.

Proposed Program of Study for a Major in Management

Freshman			
First Term	Hours	Second Term	Hours
EH 101		3 EH 102	3
MA 105		3 CMST 101	3
BUS 101		3 BUS 110	3
Core Curriculum Area IV: Social & Behavioral Science		3 Core Curriculum Area IV: History ²	3
Core Curriculum Area II: Humanities, Fine Art ¹		3 Core Curriculum Area III: Natural Science (with laboratory)	4
		15	16

Sophomore			
First Term	Hours	Second Term	Hours
QM 214		3 LS 246	3
AC 200		3 QM 215	3
EC 210		3 AC 201	3
Core Curriculum Area II: Literature		3 EC 211	3
Core Curriculum Area III: Natural Science (with laboratory)		4 Core Curriculum Area II	3
		16	15

Junior			
First Term	Hours	Second Term	Hours
BUS 305		1 MG 413 ⁴	3
BUS 350		3 MG 409	3
MK 303		3 MG 403	3
MG 302 ⁴		3 FN 310	3
IS 303	3		
MG 425	3		
		16	12

Senior			
First Term	Hours	Second Term	Hours
MG 401		3 BUS 450	3
MG 416		3 MG 417	3
MG 445		3 International Business Elective ³	3
Management Electives		6 General Electives	6
		15	15

Total credit hours: 120

¹ Select one from: ARH 101, MU 120 or THR 100.

² Select one from: HY 101, HY 102, HY 104, HY 105, HY 120 or HY 121.

³ Select one from: MG 415, MK 416, FN 412, EC 407, AC 440, IB 320, IB 439 or IB 495.

⁴ Junior Standing (60 semester hours of credit).

Proposed Program of Study for a Major in Human Resource Management

Freshman			
First Term	Hours	Second Term	Hours
EH 101		3 EH 102	3
MA 105		3 CMST 101	3
BUS 101		3 BUS 110	3
Core Curriculum Area II: Humanities, Fine Art ¹		3 Core Curriculum Area IV: History ²	3
Core Curriculum Area IV: Social and Behavioral Science		3 Core Curriculum Area III: Natural Science (with laboratory)	4
		15	16

Sophomore			
First Term	Hours	Second Term	Hours
QM 214		3 LS 246	3
AC 200		3 QM 215	3
EC 210		3 AC 201	3
Core Curriculum Area III: Natural Science (with laboratory)		4 EC 211	3
		Core Curriculum Area II	3
		13	15

Junior			
First Term	Hours	Second Term	Hours
BUS 305		1 MG 409	3
BUS 350		3 MG 413 ⁴	3
MK 303		3 International Business Elective ³	3
MG 302 ⁴		3 MG 414	3
FN 310		3 Core Curriculum Area II: Literature	3
IS 303	3		
		16	15

Senior			
First Term	Hours	Second Term	Hours
MG 401		3 BUS 450	3
MG 411		3 MG 412	3
Management Electives (300/400 level)		6 MG 403	3

General Elective	3 General Electives	6
	15	15

Total credit hours: 120

- ¹ Select one from: ARH 101, MU 120 or THR 100.
- ² Select one from: HY 101, HY 102, HY 104, HY 105, HY 120 or HY 121.
- ³ Select one from: MG 415, MK 416, FN 412, EC 407, AC 440, IB 320, IB 439 or IB 495.
- ⁴ Junior Standing (60 semester hours of credit)

Proposed Program of Study for a Major in Information Systems

Freshman			
First Term	Hours	Second Term	Hours
EH 101		3 EH 102	3
MA 105		3 CMST 101	3
BUS 101		3 BUS 110	3
Core Curriculum Area II: Humanities, Fine Art ¹		3 Core Curriculum Area III: Natural Science (with laboratory)	4
Core Curriculum Area IV: Social and Behavioral Science		3 Core Curriculum Area IV: History ²	3
	15		16

Sophomore			
First Term	Hours	Second Term	Hours
QM 214		3 LS 246	3
AC 200		3 QM 215	3
EC 210		3 AC 201	3
Core Curriculum Area II: Literature		3 EC 211	3
Core Curriculum Area III: Natural Science (with laboratory)		4 IS 204	3
	16		15

Junior			
First Term	Hours	Second Term	Hours
BUS 305		1 FN 310	3
BUS 350		3 IS 301	3
IS 303		3 MG 403	3
IS 321		3 IS 302	3
MK 303		3 Core Curriculum Area II	3
MG 302		3	
	16		15

Senior			
First Term	Hours	Second Term	Hours
MG 417		3 BUS 450	3
IS 302		3 Information Systems Elective	3
Experiential Education Requirement		International Business Elective ³	3
Information Systems Elective		3 General Elective	3
General Electives	6		
	15		12

Total credit hours: 120

Proposed Program of Study for a Major in Information Systems with a Concentration in Data Analytics

Freshman			
First Term	Hours	Second Term	Hours
EH 101		3 EH 102	3
MA 105		3 CMST 101	3
BUS 101		3 BUS 110	3
Core Curriculum Area II: Humanities, Fine Art ¹		3 Core Curriculum Area III: Natural Science (with laboratory)	4
Core Curriculum Area IV: Social and Behavioral Science		3 Core Curriculum Area IV: History ²	3
	15		16

Sophomore			
First Term	Hours	Second Term	Hours
QM 214		3 LS 246	3
AC 200		3 QM 215	3
EC 210		3 AC 201	3
Core Curriculum Area II: Literature		3 EC 211	3
Core Curriculum Area III: Natural Science (with laboratory)		4 IS 204	3
	16		15

Junior			
First Term	Hours	Second Term	Hours
BUS 305		1 IS 301	3
BUS 350		3 IS 302	3
IS 303		3 FN 310	3
IS 321		3 MG 403	3
MK 303		3 Core Curriculum Area II: Humanities, Fine Art ¹	3
MG 302		3	
	16		15

Senior			
First Term	Hours	Second Term	Hours
MG 417		3 BUS 450	3
IS 417		3 IS 418	3
Information Systems Elective		3 International Business Elective ³	3
General Electives	6	General Elective	3
	15		12

Total credit hours: 120

Proposed Program of Study for a Major in Information Systems with a Concentration in Cybersecurity Management

Freshman			
First Term	Hours	Second Term	Hours
EH 101		3 EH 102	3
MA 105		3 CMST 101	3
BUS 101		3 BUS 110	3
Core Curriculum Area II: Humanities, Fine Art ¹		3 Core Curriculum Area III: Natural Science (with laboratory)	4

Core Curriculum Area IV: Social and Behavioral Science	3	Core Curriculum Area IV: History ²	3
15		16	
Sophomore			
First Term	Hours	Second Term	Hours
QM 214	3	LS 246	3
AC 200	3	QM 215	3
EC 210	3	AC 201	3
Core Curriculum Area II: Literature	3	EC 211	3
Core Curriculum Area III: Natural Science (with laboratory)	4	IS 204	3
16		15	
Junior			
First Term	Hours	Second Term	Hours
BUS 305	1	FN 310	3
BUS 350	3	IS 301	3
IS 303	3	MG 403	3
IS 321	3	IS 302	3
MK 303	3	Core Curriculum Area II: Humanities, Fine Art	3
MG 302	3		
16		15	
Senior			
First Term	Hours	Second Term	Hours
MG 417	3	BUS 450	3
IS 413	3	IS 414	3
Information Systems Elective	3	International Business Elective ³	3
Experiential Education Requirement		General Elective	3
General Electives	6		
15		12	

Total credit hours: 120

- ¹ Select one from: ARH 101, MU 120 or THR 100.
- ² Select one from : HY 101, HY 102, HY 104, HY 105, HY 120 or HY 121.
- ³ Select one from MG 415, MK 416, EC 407, FN 412, IB 320, IB 439, IB 495 or AC 440.

Proposed Program of Study for a Major in Management with a Concentration in Operations Management

Freshman			
First Term	Hours	Second Term	Hours
EH 101	3	EH 102	3
MA 105	3	CMST 101	3
BUS 110	3	Core Curriculum Area II: Fine Art ¹	3
BUS 101	3	Core Curriculum Area IV: History ²	3
Core Curriculum Area IV: Social and Behavioral Science	3	Core Curriculum Area III: Natural Science (with laboratory)	4
15		16	

Sophomore			
First Term	Hours	Second Term	Hours
QM 214	3	LS 246	3
AC 200	3	QM 215	3
EC 210	3	AC 201	3
Core Curriculum Area III: Natural Science (with laboratory)	4	EC 211	3
Core Curriculum Area II: Literature	3	Core Curriculum Area II	3
16		15	

Junior			
First Term	Hours	Second Term	Hours
BUS 305	1	MG 403	3
BUS 350	3	MG 401	3
MK 303	3	MG 409	3
MG 302	3	IS 303	3
FN 310	3	International Business requirement ⁴	3
13		15	

Senior			
First Term	Hours	Second Term	Hours
MG 417	3	BUS 450	3
MG 425	3	Major Electives ³	6
MG 445	3	General Electives	6
Major Electives ³	6		
15		15	

Total credit hours: 120

- ¹ Select one from: ARH 101, MU 120 or THR 100
- ² Select one from: HY 101, HY 102, HY 120 or HY 121
- ³ Select four from MG 416, MG 413, MG 418, MG 445, and any 300/400 advisor approved course.
- ⁴ Choose from MG 415, MK 416, EC 407, FN 412, AC 440, IB 320 IB 439 or IB 495

Proposed Program of Study for a Major in Entrepreneurship

Freshman			
First Term	Hours	Second Term	Hours
EH 101	3	BUS 110	3
BUS 101	3	EH 102	3
MA 105	3	CMST 101	3
Core Curriculum Area II: Humanities, Fine Art ¹	3	Core Curriculum Area II: Humanities	3
Core Curriculum Area IV: Social and Behavioral Science, History ²	3	Core Curriculum Area IV: Natural Science (with Lab)	4
15		16	

Sophomore			
First Term	Hours	Second Term	Hours
ENT 270	3	ENT Elective	3
AC 200	3	AC 201	3
EC 210	3	EC 211	3
QM 214	3	QM 215	3

Core Curriculum Area IV: Natural Science (with Lab)	4 Core Curriculum Area IV: Social and Behavioral Science	3
<hr/>		
	16	15
Junior		
First Term	Hours	Second Term
		Hours
ENT 350	3	ENT 422
		3
ENT 421	3	BUS 350
		3
LS 246	3	MG 302
		3
FN 310	3	ENT 320
		3
MK 303	3	BUS 305
		1
		Core Curriculum Area II: Humanities and Fine Art, Literature
		3
<hr/>		
	15	16
Senior		
First Term	Hours	Second Term
		Hours
ENT Elective	3	ENT 425
		3
MG 403	3	BUS 450
		3
IS 303	3	International Business ³
		3
General Elective	3	General Elective
		3
General Elective	3	
<hr/>		
	15	12
Total credit hours: 120		

- ¹ Select one from: ARH 101, MU 120, or THR 100.
- ² Select one from: HY 101, HY 102, HY 104, HY 105, HY 120 or HY 121.
- ³ Select one from: MG 415, MK 416, FN 412, EC 407, AC 440, IB 320, IB 439 or IB 495.

IS-Information Systems Courses

IS 204. Introduction to Business Programming. 3 Hours.

An introductory course addressing the concepts, structures, and use of an event-driven programming language to implement business solutions. Emphasis is placed on developing general problem-solving strategies and implementing solutions through algorithm development.

Prerequisites: MA 105 [Min Grade: C]

IS 301. Introduction to Database Management Systems. 3 Hours.

An introductory course on database management systems. Emphasis is placed on providing students with the fundamental knowledge necessary to model business data needs, design logical data models, and design, implement, and use of a physical database in application development.

Prerequisites: IS 321 [Min Grade: C]

IS 302. Business Data Communications. 3 Hours.

A study of data communications technologies used for business. The technologies include local and wide area networks, as well as telephony. Network management and security are also emphasized.

IS 303. Information Systems. 3 Hours.

A survey course covering the theory and application of management information systems in business environments. Includes planning, development and implementation of business strategies that leverage information systems for competitive advantage.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

IS 321. Systems Analysis. 3 Hours.

Focuses on the planning, decision making tasks and requisite skills necessary for the analysis of information systems.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

IS 413. Introduction to Information Security. 3 Hours.

This course serves as an introduction to the field of information security where students will develop a basic understanding of the information security principles. Students will be able to understand the business value of information security and its legal/ ethical considerations. Students will also gain an appreciation for security planning and risk management and how risk may be mitigated through technical, physical, and administrative controls.

IS 414. Information Security Planning and Management. 3 Hours.

Primary objectives of the course are for the student to develop an understanding of key information security concepts, develop an understanding of how people, technology, and organizational policies should be developed and managed to safeguard an organization's information resources, learn how to manage under uncertainty and risk, develop policies and procedures to make information systems secure, and learn how to audit and recover from security breaches.

Prerequisites: IS 413 [Min Grade: C]

IS 417. Introduction to Business Intelligence. 3 Hours.

This course covers topics of knowledge management and business intelligence from an organizational IT perspective. The content of the course includes discussion of and readings on the nature of knowledge; knowledge discovery, generation, capture, transfer, sharing, and application; and includes discussion of the core IT capabilities necessary to deliver Business Intelligence in organizations. The development and use of data warehouses and data marts to support business analytics is discussed.

IS 418. Applied Data Science for Information Systems. 3 Hours.

A course in Business Analytics focusing on the extraction and preparation of data for analysis, applying analysis methods, and reporting analysis results. Students will also examine issues related to data stewardship and provenance.

IS 464. IS Internship. 1-3 Hour.

Work experience enabling students to better integrate academic knowledge with practical applications by exposure to information systems and the business environment. 2.0 GPA in IS courses and permission of instructor required. Must be an Information Systems major. Sponsoring business may require additional courses.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

IS 491. Current Topics in Information Systems. 3 Hours.

A study of selected current developments in information systems emphasizing development and managerial implications. Permission of instructor required.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

IS 499. Directed Readings. 1-3 Hour.

Readings and independent study in selected areas.

MG-Management Courses

MG 302. Management Processes and Behavior. 3 Hours.

This Introductory course covers the four functions of management: planning, organizing, leading, and controlling. Strategic planning, teamwork, diversity, communication, and globalization are emphasized also.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

MG 304. Managerial Spreadsheet Analytics. 3 Hours.

This course provides an introduction to concepts and methods of business analytics with a focus on the application of spreadsheet modeling and analysis to managerial decision making.

Prerequisites: QM 214 [Min Grade: C]

MG 305. Nonprofit Organization Mgmt/SL. 3 Hours.

The purpose of this course is to expose students to the historical origins of NPOs/NGOs, their favored tax status, and demands of transparency and accountability of achieving their stated missions. This course also exposes students to the challenges of managing a voluntary workforce, identifying revenue streams to fund activities, and developing strategies to ensure value creation in the nonprofit setting. This course is experiential. Students will explore the various aspects of the nonprofit sector academically and will also get first hand experience with a chosen NPO/NGO.

MG 306. Managing Innovation. 3 Hours.

This course addresses selected challenges and opportunities related to managing innovation. The purpose of this course is to provide an overview of the role of creativity and innovation in organizations, examine the managerial strategies and tactics for fostering innovation, and to help students enhance their own ability to innovate.

MG 309. Hogwarts School of Leadership. 3 Hours.

The Harry Potter book/movie series is full of insights about life matters. They also teach us about how to be better business managers in addressing adversity, success, leadership, and ethics. In this class, we will examine various leadership theories and popular management/ leadership books and understand them in terms of the characters and situations presented in the Harry Potter book/movie series. In order to be successful in the course, students should have read most, and preferably all, of the Harry Potter books prior to the beginning of the semester. Being very familiar with all of the movies is also acceptable.

MG 401. Organizational Behavior. 3 Hours.

Organizational behavior is the study of individuals and their behavior in the workplace. The course looks at behaviors across individual, group, and organizational levels. Broad topics include organizational behavior and leadership, understanding individuals in organizations, motivating employees, building relationships, and creating change.

Prerequisites: (MG 302 [Min Grade: C] and GPAT and GPAO 2.00) or (MG 302 [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 403. Operations Management. 3 Hours.

This course covers the strategic, tactical, and integrative roles of Operations in the management of service and manufacturing organizations in a globally competitive economy. Students will learn how to maximize efficiency and value in a business environment. Topics include productivity, design and process strategies, sustainability, ethics, quality management, supply chain strategies, scheduling, forecasting, inventory management, facilities location and layout strategies, maintenance and reliability.

Prerequisites: AC 201 [Min Grade: C] and EC 210 [Min Grade: C] and EC 211 [Min Grade: C] and LS 246 [Min Grade: C] and QM 215 [Min Grade: C] and MG 302 [Min Grade: C]

MG 405. Nonprofit Strategy and Entrepreneurship. 3 Hours.

This course takes students on the journey from a promising program idea through the steps necessary to create a viable strategic plan for your program's business model. Working as individuals and small teams, students will work with an assigned nonprofit organization (NPO) start-up, or established NPO, seeking the next steps for their program idea. These steps include analyzing and defending a suggested business model and strategic analysis where individuals or teams suggest improvements and next steps for this NPO. Along the way students will meet and interact with local nonprofits and engage in thought-provoking brainstorming sessions with some of Birmingham's most innovative and creative nonprofits.

MG 409. Human Resource Management. 3 Hours.

This course covers managerial problems associated with the acquisition, development, motivation, and compensation of human resources. Personnel problems such as employment, employee education and training, labor relations, industrial health and safety, and wage and salary administration.

Prerequisites: (MG 302 [Min Grade: C] and GPAT and GPAO 2.00) or (MG 302 [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 410. Labor-Management Relations. 3 Hours.

Analysis of managerial issues and opportunities associated with the development of labor-management relations policy. The impact of public policy, significance of pressure groups, negotiations and administration of the collective bargaining agreements, along with the role of the National Labor Relations Board (NLRB) and Labor Relations(LA) as a matter of policy.

Prerequisites: (MG 302 [Min Grade: C] and GPAT and GPAO 2.00) or (MG 302 [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 411. Compensation Administration. 3 Hours.

This course covers compensation administration in public and private organizations, with emphasis on determination of range, salary levels, and structures. Job evaluation, pay systems, and wage and benefits legal issues are covered.

Prerequisites: (MG 409 [Min Grade: C] and GPAT and GPAO 2.00) or (MG 409 [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 412. Organizational Staffing. 3 Hours.

Primary focus is on the employee recruiting and selection functions within organizations. Strategic staffing, Federal laws and regulations impacting staffing activities, recruitment and selection practices, hiring decision approaches, job analysis and measurement in selection will also be covered in detail.

Prerequisites: MG 409 [Min Grade: C] and QM 215 [Min Grade: C]

MG 413. Employment Law. 3 Hours.

Management of legal risks arising from hiring, promotion, and other human resources transactions, including risks arising under anti-discrimination laws (e.g., Title VII of Civil Rights Act of 1964) and income security laws (e.g., Fair Labor Standards Act and Family Medical Leave Act).

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

MG 414. Talent Development. 3 Hours.

This course focuses on strategies and practices for training and developing employee capabilities that improve individual and organizational success. Specific focus is placed on building personal, professional, and organizational capabilities that fosters growth. Topics include talent development methods and assessment, learning styles, delivery methods including elearning, and employee development.

Prerequisites: MG 409 [Min Grade: C]

MG 415. International Business Dynamics. 3 Hours.

Essential information that managers need to know about international business. We will consider cultural, political, and geographic differences and develop strategies to attempt to maximize business opportunities in view of these differences.

Prerequisites: MG 302 [Min Grade: C] or BUS 311 [Min Grade: C]

MG 416. Supply Chain Management. 3 Hours.

Course takes operational view of the mechanism for matching supply and demand through the management of material and information flow. This framework is used to understand strategic, design and operational issues in supply management.

Prerequisites: (MG 403 [Min Grade: C] and GPAT and GPAO 2.00) or (MG 403 [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 417. Project Management. 3 Hours.

The course covers project management principles, methods, techniques, and tools from the perspective of the manager who must plan, schedule, organize and control non-routine activities to achieve schedule, budget and performance objectives. It traverses the life-cycle of a project and the knowledge areas that are applicable at each stage.

Prerequisites: [MG 302](#) [Min Grade: C]

MG 418. Quality Management. 3 Hours.

Concepts, techniques, and organizational requirements to ensure that quality is provided to consumer. Breadth of quality efforts, statistical quality control methods, quality circle principles, and quality assurance activities in various enterprises.

Prerequisites: ([MG 403](#) [Min Grade: C] and GPAT and GPAO 2.00) or ([MG 403](#) [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 425. Managing Through Leadership. 3 Hours.

Provide students with a comprehensive understanding of leadership as a phenomenon, with an emphasis on developing the skills to lead others. Major theories of leadership will be examined and students will gain insights about their individual strengths and weaknesses. Through hands-on experiences and workshops, students will develop and acquire the skills to lead high-performance teams that can optimize their productivity and deliver high-quality results.

MG 430. Management and Leadership in Sports and Entertainment Organizations. 3 Hours.

Students will gain an understanding of leadership requirements and challenges in the sports and entertainment industries. Topics include: problem solving and decision making, culture, human resource management, teams, communication, motivation, leadership, facilities and events.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

MG 438. Managerial Communication Skills. 3 Hours.

An advanced business communications course for undergraduates focusing on the verbal and nonverbal communication skills required of managers in today's business environment.

MG 445. Management Internship. 1-3 Hour.

Offers qualified undergraduate students the chance to gain first-hand experience in a local business while receiving academic credit. Must be a management major, at least junior standing, C or better in [MG 302](#) and GPA of 2.0 overall. Sponsoring business may require additional courses.

Prerequisites: [MG 302](#) [Min Grade: C] and GPAO 2.0

MG 490. Management Seminar/SL. 3 Hours.

Selected management topics. This is a designated service-learning course integrating academic learning, civic learning and meaningful service to the community.

Prerequisites: GPAU 2.00 and GPAO 2.00 and [MG 302](#) [Min Grade: C]

MG 492. Current Topics in Production and Operations Management. 3 Hours.

Selected topics in production and operations management.

Prerequisites: ([MG 403](#) [Min Grade: C] and GPAT and GPAO 2.00) or ([MG 403](#) [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 493. Current Topics in Human Resource Management. 3 Hours.

Current development and issues in human resource management.

Prerequisites: ([MG 409](#) [Min Grade: C] and GPAT and GPAO 2.00) and ([MG 409](#) [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

MG 499. Directed Study in Management. 1-3 Hour.

Specific areas in management.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

QM-Quantitative Methods Courses**QM 214. Quantitative Analysis I. 3 Hours.**

This course is an introductory course to statistics and data analyses for business students. Students will be exposed to basic statistical concepts and procedures to handle the data. Students are expected to recognize the nature of their data, select appropriate procedures, perform requisite calculations, demonstrate computer proficiency, and explain the results to layperson.

Prerequisites: ([MA 105](#) [Min Grade: C] or [MA 106](#) [Min Grade: C] or [MA 109](#) [Min Grade: C] or [MA 125](#) [Min Grade: C]) and [BUS 110](#) [Min Grade: C]

QM 215. Quantitative Analysis II. 3 Hours.

QM215 is the sequel of QM214 and a continuation of introductory statistics and data analyses. Built upon students' understanding of descriptive statistics and probability, this course exposes students to inferential statistics. Upon finishing the course, students are expected to know how to formulate hypotheses, collect data, select appropriate model(s), conduct statistical analyses, and present statistical findings with proper support of statistical graphs.

Prerequisites: [QM 214](#) [Min Grade: C]

QM 350. Quantitative Methods for Finance. 3 Hours.

Development of the mathematical foundations of undergraduate level financial modeling and analysis, including applications of calculus, probability theory, linear algebra and Monte Carlo simulation to the measurement of asset returns and the assessment of risk, to the pricing of options and other financial derivatives, and to the solution of important financial optimization problems.

Prerequisites: ([QM 215](#) [Min Grade: C] and GPAT and GPAO 2.00) and ([QM 215](#) [Min Grade: C] and GPAU 2.00 and GPAO 2.00)

QM 420. Applied Forecasting. 3 Hours.

Practical use of various forecasting techniques on business and economic data. Topics include dynamic regression models, exponential smoothing, forecast criteria, moving averages, seasonality, and univariate Box Jenkins ARIMA modeling. Completion of all pre-business requirements required.

Prerequisites: (GPAT and GPAO 2.00 and [AC 201](#) [Min Grade: C] and [EC 210](#) [Min Grade: C] and [EC 211](#) [Min Grade: C] and [LS 246](#) [Min Grade: C] and [QM 215](#) [Min Grade: C]) or (GPAU 2.00 and GPAO 2.00 and [AC 201](#) [Min Grade: C] and [EC 210](#) [Min Grade: C] and [EC 211](#) [Min Grade: C] and [LS 246](#) [Min Grade: C] and [QM 215](#) [Min Grade: C])

QM 490. Advanced Topics in Statistics/Management Science. 3 Hours.

Statistics/management science application to problems in business and economics.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00)

QM 499. Directed Readings in Quantitative Methods. 1-3 Hour.

Readings and independent study in selected areas.

Prerequisites: (GPAT and GPAO 2.00) or (GPAU 2.00 and GPAO 2.00) and [EC 211](#) [Min Grade: C] and [QM 215](#) [Min Grade: C] and [EC 210](#) [Min Grade: C]