MBA

Business Administration

MBA 509: Continuous Quality Improvement
This course provides students with understanding of concepts of TQM and quality improvement methods to attain world-class performance in business operations. Topics include policy deployment, process improvement methodology, daily work management, quality story methodology, six sigma, poka-yoke, ISO, Deming and Baldrige Awards criteria.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 523: Human Resource Management Workshop
This course is designed for human resources practitioners who wish to prepare themselves for higher level executive positions: planning for the personnel function relative to organizational purpose and size of workforce; developing recruiting plans, job classifications, and wage schedules; establishing benefit systems; and training supervisors, systematizing employee supervision, and evaluation methods. Finally, the class will develop such motivational incentives as career development, job enrichment, and employee assistance programs and learn how to devise model affirmative action and employee safety procedures. This course is offered as both CES 515 and MBA 532.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 528: Risk Management
The course focuses on the wide range of risks faced by law firms, partners and managers. Each session will examine various risk categories, teaching participants how to define and quantify risk.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 530: Employee Dispute Resolution and Conflict Management
The methods and procedures for reaching negotiated agreements. Topics include reducing conflict and confrontation between contending parties, analysis of the techniques of win-lose and win-win negotiation, and mediation. Students are expected to participate in a series of workshop activities and simulated cases to reveal how negotiation and mediation are applied to resolving difficulties in business management, labor relations, international and domestic affairs, patient/doctor/hospital relations, and other areas where negotiation and mediation play a significant role in modern life. This course is also offered as CEX 547.
3 credits, Letter graded (A, A-, B+, etc.) May be repeated for credit.

MBA 532: Foundations of Human Resource Management
This is the mandated course in the human resource sector of the Human Resource Management curriculum. The course explores the basic elements of personnel administration: an overview of human resource functions; recruitment, selection, and placement; job classification and wage and benefit systems; employee supervision, counseling, discipline, and grievance; the legal framework of human resource administration; and approaches specific to union and nonunion environments. This course is offered as both CES 515 and MBA 532.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 537: Training and Development
This course provides an overview of employee training methods, training design, development programs, and evaluation procedures, including cost/benefit analysis. Emphasis is placed on how to perform a needs analysis, how to select the latest training technologies, and how to apply these technologies to maximize adult learning. In addition, development strategies are reviewed-for instance, when to train generalist managers and specialists, how to foster an atmosphere conducive to continuous learning, and how to reward supervisors for supporting their subordinates' development. Students apply these concepts to a specific organization for hands-on learning. In addition, a focus on career planning and development gives students a chance to take interest inventories and self-assessments of abilities and learning style. Students formulate their own career plans and develop action strategies. This course is offered as both MBA 537 and CEX 537.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 547: Fundamentals of Fixed Income Analysis
A concrete understanding of the fundamentals of fixed income security analysis. Study of the basics of bond analysis, such as the relationship between the price and yield of a bond, the sensitivity of a bond's price to changes in yield, and measuring the total return on a bond. We will analyze the determinants of interest rates and how different market participants interact. Trading strategies, evaluate their risk, and perform ex-post analyses will be discussed.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 548: Fundamentals of the Bioscience Industry
A 4-module course set up to provide students with a comprehensive introduction to the complexities of the bioscience business environment.
Pre requisite: Must be either a BME or MBA graduate student (West Campus). All other students must obtain permission from the instructor.
Spring, 3 credits, Letter graded (A, A-, B+, etc.)

MBA 553: Simulation and Modeling
A comprehensive course in formulation, implementation, and application of simulation models. Topics include data structures, simulation languages, statistical analysis, pseudo-random number generation, and design of simulation experiments. Students apply simulation modeling methods to problems of their own design. This course is offered as CSE 529, AMS 553 and MBA 553.
3 credits, Letter graded (A, A-, B+, etc.)

MBA 571: Social Entrepreneurship
Students explore the concept of social entrepreneurship including motivation and skills for advocacy, entrepreneurship, and leadership. Topics include forms of social entrepreneurship (private, public, and not-for-profit), venture capital and fund raising, market analysis, marketing, communications, human resources and human relations, including negotiation and conflict resolution methods. Students will explore models of corporate social responsibility, university service to the community, and grass-roots ventures spawned by perceived need and the will to make a difference. Students work in teams to develop a strategic business plan for their own venture and present their proposals to the class.
Offered Fall, 3 credits, Letter graded (A, A-, B+, etc.)

MBA 589: Operations Management
A managerial approach to the concepts, issues and techniques used to convert an organization's resources into products and services. Topics include strategic decisions for planning products, processes, and technologies, operating decisions for planning production to meet demand, and controlling decisions for planning and controlling operations through teamwork and Total Quality Management (TQM). Operational problems in producing goods and services are reviewed. This course is offered as both MBA 589 and EMP 506.
Spring, 3 credits, Letter graded (A, A-, B+, etc.)