



2021-22 Graduate Academic Catalog Addendum

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College of Business

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Athens State University’s College of Business is nationally accredited by the Accreditation Council for Business Schools and Programs (ACBSP), 11520 West 119th Street, Overland Park, KS 66213.

The programs below were approved by the Alabama Commission on Higher Education following the publication of the 2021-22 Graduate Academic Catalog. Please refer to the 2021-22 College of Business catalog section for additional degree and certificate options.

Program Name	Degree(s) Available		
Certificate – Strategic Business Analytics	Graduate Certificate		
Certificate – Strategic Leadership	Graduate Certificate		

The current listings of [Faculty and Staff in the College of Business](#) and [Faculty and Staff in the University Library](#) can be found on the Athens State University website.

College of Business - General Information

The mission of the College of Business is to offer programs of study to students that will: prepare them for positions in business, finance, or government; enhance the professional development of those already employed; provide an academic framework for graduate study leading to professional positions; and offer select graduate programs through innovative communication and course delivery. The purpose of the College of Business is to provide quality education for all students, teaching them to think critically, to use technology efficiently, to be effective leaders, decision makers, and communicators; to maintain ethical standards, and to understand the global economy. To carry out its mission and support its purpose, the College of Business has established the following goals:

- Provide for continuous improvement of the programs within the College of Business in keeping with the standards set by Athens State University, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), and the Accreditation Council of Business Schools and Programs (ACBSP).
- Place excellence in teaching as the number one priority for serving students and for evaluating faculty.
- Encourage growth and diversity in the faculty and student body.
- Seek community and business relationships for advice and support of student and curriculum needs.
- Maintain cooperative relationships with other educational institutions to facilitate student transfer, maximize resource utilization and provide quality programs.
- Support a quality-based, equivalent learning environment for all students in all settings.
- Produce graduates who will be academically and professionally prepared by the quality teaching programs of the College of Business for work in an increasingly diverse, global environment.

Advising and Scheduling Information

Academic Advising

Upon admission to Athens State University, each student is assigned a faculty advisor. Students should confer with their advisor at least once each semester. Although each student assumes final individual responsibility for meeting all degree requirements, the advisor will offer guidance in planning the student's academic program. Any adjustments to the program of study require the completion of a Curriculum Adjustment form and approval by the appropriate academic administrators.

Scheduling

Due to possible cohort size restrictions, some sequencing of graduate courses may be necessary and not all courses required for a degree program will be available every semester. Graduate Students are strongly encouraged to contact their faculty advisor before withdrawing from any courses, as withdrawal from a course may affect a student's progress through the curriculum and impact timely program completion.

Graduate Degree Programs in the College of Business

Admission Requirements for Master of Science Programs in the College of Business

Requirements for Degree-Seeking Students

For **unconditional admission**, a prospective student must:

- Complete an application for graduate admission and submit all official transcripts, **AND**;
- Have earned a bachelor's degree from an institution accredited by an institutional accrediting agency recognized by the U.S. Department of Education, with a minimum overall GPA of 3.0 (4.0 scale).

For **conditional admission**, a prospective student must:

- Complete an application for graduate admission and submit all official transcripts, **AND**;
- Have earned a bachelor's degree from an institution accredited by an institutional accrediting agency recognized by the U.S. Department of Education, with a minimum overall GPA of 2.5 – 2.99 (4.0 scale).

Students who do not meet the above requirements may be admitted **conditionally** after a review of the following factors by the program's Graduate Admission Committee:

- Bachelor's degree from an institution accredited by an institutional accrediting agency recognized by the U.S. Department of Education;
- Minimum overall GPA of 2.0 – 2.49 (4.0 scale);
- Graduate admission test scores (GMAT, GRE, or MAT), **OR** current resume reflecting a minimum of 3 years' professional work experience in an appropriate field related to the program into which the student is seeking admission, as determined by the review of the Committee.

A student admitted on conditional status will be admitted on academic probation. Conditional status will be removed only upon successful completion of a minimum of 9 semester hours of graduate coursework at Athens State with a minimum GPA of 3.0.

Please Note: A student who has met the above requirements may be required to complete specific undergraduate prerequisite courses or their equivalents as determined by departmental review.

Requirements for Non-Degree Seeking Students OR Graduate Certificate-Seeking Students

A student who does not meet the requirements for one of the above admission categories as a degree-seeking graduate student, or who wishes to pursue **only** a graduate certificate, may be admitted as a non-degree or certificate seeking graduate student. Records are kept of the work completed and credits are transferable. **Non-degree seeking or certificate-seeking graduate students are ineligible for federal aid funding under Title IV.**

Students seeking admission as a non-degree seeking student or graduate certificate-seeking student must:

- Submit a completed graduate non-degree seeking or certificate-seeking admissions application and pay any required application fees.
- Submit official transcripts from the last institution attended, and from at least one institution accredited by an institutional accrediting agency recognized by the U.S. Department of Education documenting conferral of a bachelor's or higher degree. Official transcripts must indicate that the student is in good standing at the last institution attended.

Students admitted as non-degree seeking students will only be allowed to register for graduate courses in a given term subject to space availability and/or cohort restrictions. **Non-degree or certificate seeking students may complete no more than one-half of the total hours required for the master's degree program;** in order to register for additional courses, students must submit a degree-seeking application and all required materials, and be approved for degree-seeking status.

Non-degree seeking students will not be awarded a graduate degree or certificate from Athens State University. Certificate-seeking students are eligible only to be awarded a graduate certificate once all requirements are met.

General University Requirements for Graduation – Graduate Programs

Every student planning on completing a graduate degree/major program at Athens State University must satisfy all University requirements and meet all financial obligations before a degree is awarded.

Coursework that is more than five (5) years old at the time of application for graduation may not be used for fulfilling graduate course requirements or a degree. A maximum of two C's in courses required for the graduate degree will be applied for fulfilling course requirements or a degree.

To be eligible to receive a graduate degree, a student must:

- Complete all degree requirements. (NOTE: Transfer students may only transfer a maximum of six (6) semester hours of graduate coursework into the University. All other graduate coursework must be completed at Athens State University.)
- Attain a minimum institutional grade point average of 3.0 on all graduate coursework attempted at Athens State University.
- Complete all course requirements for the degree or major(s).
- Complete all course requirements for the specialty track or concentration (when applicable).

The rules, regulations, policies, fees and other charges, courses, programs of study, and academic requirements that appear in this catalog were in effect at the time of its publication and every effort has been made to ensure the accuracy of all information. The contents are published for informational purposes only, and do not constitute a contract between the University and any student, applicant for admission or other person. Statements regarding courses, programs of study, fees, and conditions are subject to change without advance notice.

College of Business Graduate Certificate Programs

A grade of “C” or better must be achieved on all required courses. A maximum of two C’s in courses required for the graduate certificate will be applied for fulfilling course requirements for the certificate. To be eligible to be awarded a graduate certificate, students must achieve a minimum institutional grade point average of 3.0 on all graduate coursework attempted at Athens State University.

Certificate in Strategic Business Analytics

	Course	Hours
	BUS 525 Foundations of Business Analytics	3
	BUS 603 Business Analytics for Decision Making	3
	BUS 675 Business Analytics Practicum	3
	Two courses from the following: BUS 503 Accounting and Financial Analysis BUS 655 HR Analytics Portfolio HCM 620 Health Information Systems and Analytics LDR 500 Influential Leadership LDR 654 Strategic Thinking, Behavior, and Leadership LDR 680 Human Capital Leadership LDR 690 Special Topics in Strategic Leadership and Business Analytics LIS 600 Logistics Information Systems Management MGT 600 Operations Planning and Control	6
	Total Certificate Requirement Hours:	15

Certificate in Strategic Leadership

	Course	Hours
	LDR 500 Influential Leadership	3
	LDR 654 Strategic Thinking, Behavior, and Leadership	3
	LDR 680 Human Capital Leadership	3
	LDR 700 Strategic Leadership and Business Analytics Capstone Experience	3
	One course from the following: HCM 510 Human Capital Management in Healthcare HCM 652 Organizational Theory, Policy, and Ethics HCM 675 Strategic Planning and Implementation in Healthcare HRM 501 Strategic HRM and Building Competitive HCM Advantage HRM 520 Employee and Labor Relations HRM 580 Workforce Planning and Staffing LIS 600 Logistics Information Systems Management LSM 603 Supply Chain and Logistics Strategies MGT 600 Operations Planning and Control MGT 602 Strategic Management and Leadership	3
	Total Certificate Requirement Hours:	15

Course Descriptions

The courses below were approved for implementation following the publication of the 2021-22 Graduate Academic Catalog. Please refer to the 2021-22 Course Descriptions Graduate catalog section for additional course information.

Business (BUS)

BUS 603 Business Analytics for Decision Making (3 Sem. Hrs.)

This course prepares students to apply business analytics tools and communicate the findings and their relevance in decision making. Topics include data wrangling, data visualization, data mining, descriptive analytics, predictive analytics, and prescriptive analytics.

Healthcare Management (HCM)

HCM 510 Human Capital Management in Healthcare (3 Sem. Hrs.)

This course is a study of the management of human resources in the healthcare setting and the skills leaders will need to effectively manage the workforce. Through case study, literature analysis and practical application, learners will examine approaches to the management of human resources in health care, including recruiting and retention, team building, cultural competence, diversity, mentoring, and succession planning.

HCM 620 Health Information Systems and Analytics (3 Sem. Hrs.)

This course is a study of the management and use of technologies in the healthcare setting. Through case study, literature analysis and practical application, learners will examine current and trending use of electronic health records, enterprise systems, knowledge management systems and analytics and medical technologies in healthcare organizations.

HCM 645 Quality Assurance & Performance Improvement (3 Sem. Hrs.)

This course is a study of the management of the concepts, issues and challenges of leading performance improvement in the healthcare setting. Through case study, literature analysis and practical application, learners will examine the topics and challenges in quality assurance, risk management, regulations, utilization review, benchmarking, and managerial epidemiology.

HCM 652 Organizational Theory, Policy, and Ethics (3 Sem. Hrs.)

This course is a study of organizational theory in the healthcare setting. Through case study, literature analysis and practical application, learners will examine organizational theories of different healthcare organizations, health policy challenges, and legal and ethical healthcare issues.

HCM 675 Strategic Planning and Implementation in Healthcare (3 Sem. Hrs.)

This course is a study of the creation and implementation of strategic plans in the healthcare setting and the skills leaders will need to effectively create and implement strategic plans. Through case study, literature analysis and practical application, learners will examine approaches to the development of healthcare strategic plans and methods of implementation, including organizational strategic, workforce, capital purchase, new program, disaster readiness, marketing, and financial plans.

HCM 701 Healthcare Management & Administration Capstone Experience (3 Sem. Hrs.)

The capstone project of the MS-Strategic Healthcare Management and Administration curriculum. This course emphasizes a team-based learning experience completing real-world healthcare leadership projects within a sponsoring organization. This course should be taken during the student's last semester of studies.

Leadership (LDR)

LDR 680 Human Capital Leadership (3 Sem. Hrs.)

This course is a study of Human Capital Leadership and the skills that leaders employ to achieve success within their organizations within the context of today's ever changing workforce environment. Through case and literature analysis and practical application, learners will examine various approaches to managing our human capital and the critical role leadership plays in gaining strategic alignment and organizational performance.