

Global Logistics and Supply Chain Management Course Rotation - Beginning Spring 2024

Adjustments to this plan will be made as necessary, depending on course enrollment. Please contact your advisor if you have further questions about scheduling.

Spring 2024 Summer 2024 Fall 2024 Spring 2025 Summer 2025 Fall 2025 Spring 2026 Summer 2026

Spring 2024 Start	*MGT600	*MGT601	LSM600	LSM602	LSM605
	MGT503	*MGT654	LSM601	LSM603	LSM610
	*LIS600	*LIS601			
		*LIS602			
		*LAI601			
	*LAI602				

Spring 2024 B Term Start	<i>LSM600 (8WB)</i>	*MGT601	LSM601	LSM602	LSM605
	<i>MGT503 (8WB)</i>	*MGT654	*MGT600 (8WB)	LSM603	LSM610
		*LIS601	*LIS600 (8WB)		
		*LIS602			
		*LAI601			
	*LAI602				

Summer 2024 Start Fast Path	LSM600	LSM602 (8WA)	*LAI601 (8WA)
	LSM601	LSM603 (8WA)	*LAI602 (8WB)
		*MGT600 (8WB)	*MGT601 (8WA)
		*LIS600 (8WB)	*MGT654 (8WB)
		MGT503 (8WB)	*LIS601 (8WA)
			*LIS602 (8WB)
			LSM610 (8WB)
			LSM605 (8WA)

Fall 2024 Start	LSM600	*MGT600	*MGT601	LSM602	LSM605
	LSM601	MGT503	*MGT654	LSM603	LSM610
		*LIS600	*LIS601		
			*LIS602		
			*LAI601		
		*LAI602			

Fall B Term Start	<i>*MGT600 (8WB)</i>	LSM602	*MGT601	LSM600	LSM605
	<i>*LIS600 (8WB)</i>	LSM603	*MGT654	LSM601	LSM610
	<i>MGT503 (8WB)</i>		*LIS601		
			*LIS602		
			*LAI601		
		*LAI602			

Spring 2025 Start	*MGT600	*MGT601	LSM600	LSM602	LSM605
	MGT503	*MGT654	LSM601	LSM603	LSM610
	*LIS600	*LIS601			
		*LIS602			
		*LAI601			
	*LAI602				

Spring B Term Start	<i>LSM600 (8WB)</i>	*MGT601	LSM601	LSM602	LSM605
	<i>MGT503 (8WB)</i>	*MGT654	*MGT600 (8WB)	LSM603	LSM610
		*LIS601	*LIS600 (8WB)		
		*LIS602			
		*LAI601			
	*LAI602				

Summer 2025 Start Fast Path	LSM600	LSM602 (8WA)	*LAI601 (8WA)
	LSM601	LSM603 (8WA)	*LAI602 (8WB)
		*MGT600 (8WB)	*MGT601 (8WA)
		*LIS600 (8WB)	*MGT654 (8WB)
		MGT503 (8WB)	*LIS601 (8WA)
			*LIS602 (8WB)
			LSM610 (8WB)
			LSM605 (8WA)

Strategic Leadership and Business Analytics Course Rotation - Beginning Spring 2024

Adjustments to this plan will be made as necessary, depending on course enrollment. Please contact your advisor if you have further questions about scheduling.

Spring 2024 Summer 2024 Fall 2024 Spring 2025 Summer 2025 Fall 2025 Spring 2026 Summer 2026 Fall 2026

Spring 2024 Start	BUS503	BUS525	BUS603	BUS675	LDR690				
	LDR500	LDR654	LDR680	MGT600	LDR700				
Summer 2024 Start		BUS525	LDR500	MGT600	LDR680	LDR690			
		LDR654	BUS503	BUS603	BUS675	LDR700			
Fall 2024 Start			LDR500	LDR680	BUS603	BUS675	LDR690		
			BUS503	BUS525	LDR654	MGT600	LDR700		
Spring 2025 Start				BUS503	BUS525	BUS603	BUS675	LDR690	
				LDR500	LDR654	LDR680	MGT600	LDR700	
Summer 2025 Start					BUS525	LDR500	MGT600	LDR680	LDR690
					LDR654	BUS503	BUS603	BUS675	LDR700

Strategic Human Resource Management Course Rotation - Beginning Spring 2024

Adjustments to this plan will be made as necessary, depending on course enrollment. Please contact your advisor if you have further questions about scheduling.

Fall 2023 Spring 2024 Summer 2024 Fall 2024 Spring 2025 Summer 2025 Fall 2025 Spring 2026 Summer 2026 Fall 2026

Spring 2024 Start	HRM501	*HRM641	*HRM572	*HRM665	HRM685
	HRM520	*HRM638	*HRM560	*HRM694	HRM710
		*BUS655	*BUS525	*BUS675	
		HRM580	HRM610	HRM632	

Summer 2024 Start (Talent Development and Diversity and Inclusion Tracks)	HRM501	*HRM572	*HRM665	*HRM641	HRM710
	HRM520	*HRM560	*HRM694	*HRM638	HRM685
		HRM610	HRM632	HRM580	
Summer 2024 Start (People Analytics Track)	HRM501	*BUS525	*BUS675	HRM520	HRM710
	*BUS655	HRM610	HRM632	HRM580	HRM685

Fall 2024 Start (Talent Development and Diversity and Inclusion Tracks)	HRM501	*HRM665	*HRM641	*HRM572	HRM685
	HRM520	*HRM694	*HRM638	*HRM560	HRM710
		HRM632	HRM580	HRM610	
Fall 2024 Start (People Analytics Track)	HRM501	HRM632	HRM580	HRM610	*BUS675
	HRM520	*BUS525	*BUS655	HRM685	HRM710

Spring 2025 Start	HRM501	*HRM641	*HRM572	*HRM665	HRM685
	HRM520	*HRM638	*HRM560	*HRM694	HRM710
		*BUS655	*BUS525	*BUS675	
		HRM580	HRM610	HRM632	

Summer 2025 Start (Talent Development and Diversity and Inclusion Tracks)	HRM501	*HRM572	*HRM665	*HRM641	HRM710
	HRM520	*HRM560	*HRM694	*HRM638	HRM685
		HRM610	HRM632	HRM580	
Summer 2025 Start (People Analytics Track)	HRM501	*BUS525	*BUS675	HRM520	HRM710
	*BUS655	HRM610	HRM632	HRM580	HRM685

Strategic Healthcare Management and Administration Course Rotation - Beginning Spring 2024

Adjustments to this plan will be made as necessary, depending on course enrollment. Please contact your advisor if you have further questions about scheduling.

Spring 2024 Summer 2024 Fall 2024 Spring 2025 Summer 2025 Fall 2025 Spring 2026 Summer 2026 Fall 2026

Spring 2024 Start	BUS503	LDR654	LDR680	HCM620	HCM675
	LDR500	HCM510	HCM652	HCM645	HCM701

Summer 2024 Start	LDR654	LDR500	HCM620	LDR680	HCM675
	HCM510	BUS503	HCM645	HCM652	HCM701

Fall 2024 Start	BUS503	HCM510	LDR654	LDR680	HCM675
	LDR500	HCM620	HCM645	HCM652	HCM701

Spring 2025 Start	BUS503	LDR654	LDR680	HCM620	HCM675
	LDR500	HCM510	HCM652	HCM645	HCM701

Summer 2025 Start	LDR654	LDR500	HCM620	LDR680	HCM675
	HCM510	BUS503	HCM645	HCM652	HCM701

Acquisition and Contract Management Course Rotation - Beginning Spring 2024

Adjustments to this plan will be made as necessary, depending on course enrollment. Please contact your advisor if you have further questions about scheduling.

Spring 2024 Summer 2024 Fall 2024 Spring 2025 Summer 2025 Fall 2025 Spring 2026 Summer 2026 Fall 2026

Spring 2024 Start	ACC511	ACM520	ACM525	ACM620	ACM695
	ACM500	ACM540	LSM601	ACM580	ACM630
			LSM600		

Summer 2024 Start	ACM500	ACM525	ACC511	LSM600	ACM695
	ACM540	ACM580	ACM630	ACM520	LSM601
			ACM620		

Fall 2024 Start	LSM600	ACC511	ACM520	ACM525	ACM620
	LSM601	ACM500	ACM540	ACM580	ACM630
					ACM695

Spring 2025 Start	ACC511	ACM520	ACM525	ACM620	ACM695
	ACM500	ACM540	LSM601	ACM580	ACM630
			LSM600		

Summer 2025 Start	ACM500	ACM525	ACC511	LSM600	ACM695
	ACM540	ACM580	ACM630	ACM520	LSM601
			ACM620		

Fall 2022 Start	
	Spring 2024
SLBA (18 Month - Fall 22 Start)	LDR690
	LDR700
GLSCM (18 Month - Fall 22 Start)	LSM610
	C1: MGT654
	C2: LIS602
	C3: LAI602
SHRM (18 Month - Fall 22 Start)	HRM710
	C1:HRM694
	C2: BUS675
	C3: HRM665
SHMA 18 Month - Fall 22 Start)	HCM675
	HCM701

College of Business Scheduling Plan (Graduate)

This plan includes all College of Business graduate courses, scheduled over a 4 semester period.

Adjustments to this plan will be made as necessary, depending on course enrollment.

Revised 01/2023

Course	Course Description	Prerequisites	Fall 2023	Spring 2024	Summer 2024	Fall 2024	Spring 2025	Summer 2025	Fall 2025	Spring 2026
ACC501			Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC502			Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC511	Government Contract Accounting I - A graduate-level study of government contract accounting concepts, including federal government procurement from an accounting perspective, revenue and cost calculations for various government contract types, and calculations of various rates used by government contractors throughout the lifecycle of a contract.		Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC512	Government Contract Accounting II - A graduate-level study of government contract accounting concepts, including the financial aspects of contract administration, accounting system requirements, government contract audits, and data analytics in government contract accounting.	Government Contract Accounting I (ACC 511)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 525	Accounting Information Systems - A graduate-level study of computerized accounting information systems with an emphasis on conceptual foundations, analytics, controls, applications, and systems processes		Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 540	Accounting Analytics I - A graduate-level introduction to the language and methods of accounting analytics. Topics include descriptive statistics, diagnostics analytics, predictive analytics, and prescriptive analytics.		Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 551	Forensic Accounting I - A graduate-level study of forensic accounting concepts, including the legal, regulatory, and professional environment, perpetrators of fraud, fraud schemes, and related topics.	Intermediate Accounting II (AC 322)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 552	Forensic Accounting II - A graduate-level study of forensic accounting concepts, including detection and investigative techniques and tools, litigation, remediation, and other advanced related topics.	Forensic Accounting I (ACC 551)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 561	Tax Research - A graduate-level course that provides hands-on practice in tax research, from identifying the issues to communicating with clients. Emphasis will be placed on the sources of tax law, the utilization of research tools, and their application to real-world tax issues.	Federal Tax Accounting (AC 361 or AC 362)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 571	Advanced Cost Accounting - A graduate-level course that demonstrates the practical application of advanced cost accounting concepts and how management can use the concepts to support the organization's strategy.	Intermediate Accounting II (AC 322), Cost or Managerial Accounting (AC 315 or AC 471)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 620	Internal Auditing - A graduate-level course that demonstrates the practical application of internal auditing concepts and processes. Topics include internal audit standards, risk assessment, governance, ethics, and audit techniques.	Intermediate Accounting II (AC 322), Auditing (AC 401)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							

ACC 630	Financial Statement Analysis -This course includes a detailed exploration of financial statement analysis, including the tools used to analyze financial statement information, how to interpret the results, and how to use the findings to critically evaluate financial performance and make decisions.	Intermediate Accounting II (AC 322)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 640	Accounting Analytics II -This course prepares students to apply accounting analytics tools and communicate the findings and their relevance in decision making. Topics include audit, managerial, financial statement, and tax analytics.	Accounting Analytics I (ACC 540)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 650	Current Issues and Research in Accounting -This course will include an in-depth evaluation of major cases throughout accounting history and a detailed analysis of current and developing issues.	Intermediate Accounting II (AC 322)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 660	Accounting Ethics -This course will be a detailed exploration of ethical issues in accounting, including identifying and responding to ethical dilemmas and enhancing ethical decision-making skills in accounting.	Intermediate Accounting II (AC 322)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACC 670	Corporate Controllership -This course will provide a detailed exploration of the role of the corporate controller and the primary functions typically performed and managed by the controller in the areas of financial and management accounting.	Intermediate Accounting II (AC 322), Cost or Managerial Accounting (AC 315 or AC 471)	Please see Accounting Page for list of course offerings and schedule: https://www.athens.edu/programs/accountancy/							
ACM 500	Procurement and Contract Management -Overviews in depth the federal acquisition process and introduces basic concepts, policies and procedures incident to government contracting through the FAR and supplementing directives.			Full Term	Full Term		Full Term	Full Term		
ACM 520	Advance Procurement and Contract Management - Covers principles, policies, concepts and procedures in management of contracts and subcontracts. Includes rules of interpretation, subcontracting terms and conditions, in-depth examination of significant contract clauses, patent/data provisions, risk allocation and assumption, impossibility of performance, product liability, warranties and claims.				Full Term			Full Term		
ACM 525	Contract Changes, Terminations and Disputes - Uses case studies and lectures to examine in-depth the post-award management problems associated with contract administration. Covers contract changes, terminations, disputes and other issues					Full Term			Full Term	
ACM 540	Government Contract Law - Focuses on the method rather than the material. Uses the case method of study and basic source material to cover all facets of procurement law. Emphasizes legal methods, logic and the developmental concepts of procurement law.				Full Term			Full Term		

ACM 580	Cost Principles and Control -This course uses case studies and lectures to educate students on foundations for a compliant job cost accounting system, to include segregation of cost by contract, direct cost charging, indirect cost groupings and proper allocation bases, identifying unallowable costs, properly documenting expenses, and penalties for unallowable costs. Specific types of costs, identified in the FAR, that are often subject to misunderstanding or judgmental interpretation will be discussed in detail. The course will discuss recent or proposed changes to relevant regulations, as well as evolving trends in government contract audit interpretations of the cost allowability provisions of FAR.					Full Term	Full Term		Full Term	Full Term
ACM 620	Contract and Sub Contract Formulation - Studies in-depth the pre-award phase of the federal acquisition process. Uses class discussions and case studies to examine the management problems from the perspective of the contracting office, requiring activity, course, Congress and the contractors.						Full Term			Full Term
ACM 630	Contract Negotiations and Incentive Contracts - Explores, analyzes and discusses negotiation concepts and techniques, and places them into practice using mock negotiations. Examines all types of contracts.						Full Term	Full Term		Full Term
ACM 695	Capstone Research for Contract Management - Advanced study and research of topical government contract management issues. Involves a significant research paper or challenging capstone project to demonstrate mastery over the complete curriculum.					Full Term	Full Term	Full Term	Full Term	Full Term
BUS 503	Accounting and Financial Analysis - This course is a comprehensive examination of financial statements and ratios and how the information they provide can be used to measure the operational success of a business or corporation. Emphasis on interpretation and analysis of financial information as a basis for managerial decision-making.		Full Term	Full Term		Full Term; Falf Term B	Full Term		Full Term	
BUS 525	Foundations of Business Analytics -This course is a graduate level introduction to the language and methods of business analytics. Topics include descriptive statistics, probability theory, hypothesis testing, sampling, ANOVA, time series analysis, simple and multiple regression, and index numbers.			Full Term	Full Term	Full Term	Full Term	Full Term	Full Term	
BUS 603	Business Analytics for Decision Making -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.				Full Term	Full Term	Full Term	Full Term	Full Term	Full Term
BUS 655	HR Analytics Portfolio - In this course, students will learn and apply knowledge and analytical models that assess HR and Human Capital Strategy (HCS). The value of data driven and intelligent HR to inform business decisions and HR policies will be reviewed, demonstrated, and applied to business cases. The role of the HR Leader as strategic business partner in defining and assessing HR practices that drive business results will be assessed and analyzed.					Full Term		Full Term		

BUS 675	Business Analytics Practicum - This course provides students with hands-on analytics experience through working with real-world data that develops and sharpens the skills needed to incorporate business analytics with strategic business decisions including analysis, critical thinking, presentation, problem solving, and teamwork. Skills in these areas are developed through discussion of the principles underlying best practices and applying the core tools to the completion of real-world projects and case studies.	BUS 525 and BUS 603		Full Term		Full Term	Full Term	Full Term	Full Term	Full Term
HCM 510	Human Capital Management in Healthcare -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.			Full Term	Full Term		Full Term	Full Term		
HCM 620	Health Information Systems and Analytics -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			Full Term			Full Term			Full Term
HCM 645	Quality Assurance & Performance Improvement -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.				Full Term		Full Term	Full Term		Full Term
HCM 652	Organizational Theory, Policy, and Ethics -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.					Full Term		Full Term	Full Term	
HCM 675	Strategic Planning and Implementation in Healthcare -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.			Full Term		Full Term	Full Term	Full Term	Full Term	Full Term
HCM 701	Healthcare Management & Administration Capstone Experience - 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.			Full Term		Full Term	Full Term	Full Term	Full Term	Full Term

HRM 501	<p>Strategic HRM and Building Competitive Human Capital Management Advantage -This course will present a study of the technical functions of Human Resource Management (HRM) and the role of human resources from a strategic perspective. Emphasis is on the technical HR application to programs that foster employee commitment to objectives in a competitive, global economy. Therefore, this course will explore the challenges facing the HRM professional, as well as specific focus on the role of managers in the administration of human resource activities. These challenges will include technical functions such as recruitment and selection, training and development, design, administration of compensation and benefits plans, business continuity and risk management, employee relations and collective bargaining, and initiatives like quality-of-work life and diversity and inclusion programs, as well as how HRM works toward organizational goals in a time of rapid change. Athens State University 2022-2023 Graduate Academic Catalog 65 Other topics will assess managing human resources and human capital management (HCM) as a strategic organizational asset that supports competitive advantage and major strategic objectives. HRM as an integral partner in a firm's strategic planning and implementation, in terms of external environmental and internal exigencies, will be presented. HR planning and strategies and their applications in HR programs and processes will also be examined. Students will also learn how to develop alignment among vision, strategy and values in the development of a paradigm based upon competencies required for enhancing the business results of a company or government agency. In addition, this course will also address how to build measurement strategies for all HR activities so that the impact can be determined. A value-added approach</p>		Full Term	Full Term	Full Term	Full Term	Full Term	Full Term		
HRM 520	<p>Employee & Labor Relations -This course will cover the strategic value of effective labor-management relations and its related framework and design. Topics will cover wage and hour laws, safety and health laws, retirement, welfare and privacy laws that prepare future managers, supervisors, and business owners for responsibilities in management-employee relations. In addition, an examination of managerial issues affecting development of labor relations policy will be explored. Topics to be examined include the impact of public policy, negotiation, and administration of collective bargaining agreements, the NLRB and arbitration cases. The role of managers in ethical decision making will also be reviewed and assimilated into current applications in today's workplace.</p>		Full Term	Full Term	Full Term	Full Term	Full Term	Full Term		
HRM 560	<p>Diversity & Inclusion and the Professional Consultant -In this course, the role of the diversity and inclusion consultant will be analyzed. The diversity and inclusion consultant competencies will be applied to business settings through case method. Strategies will be summarized to guide organizational leaders and clients through the process of conducting D & I needs assessment and making recommendations for an effective diversity and inclusion management program.</p>					Full Term			Full Term	
HRM 572	<p>Design of Talent Development Capabilities -This course will provide a framework for building talent development capabilities based on the Association for Talent Development's Core Body of Knowledge and Competencies. Special emphasis will be placed on the Talent Development Leader as a trusted advisor in building the infrastructure for a talent development program for desired business outcomes.</p>					Full Term			Full Term	

HRM 580	Workforce Planning & Staffing -This course will present a comprehensive approach to identifying viable workforce planning and employment strategies in an effort to assist the organization in meeting its strategic goals and objectives. Topical areas to be covered include: workforce planning, sourcing strategies, succession planning and retention and employee exit programs. The course will also cover specific topics related to job analysis and design.				Full Term			Full Term		
HRM 610	Total Rewards: Competitive Compensation & Benefits -This course is designed to focus on Total Rewards Systems related to direct and indirect compensation systems. The content of the course will focus on how to develop/select, implement/administer, and evaluate compensation and benefit programs that support an organization's strategic goals and objectives. This course will also provide greater insight and knowledge of legislation that affects all elements of a Total Rewards System. The payroll function and its role in the administration and compensation and benefits programs will be presented. Evaluation methods that can be used to assess the effectiveness of Total Rewards System will also be examined.					Full Term		Full Term		
HRM 632	Business Continuity & Risk Management -This course is designed to focus on the importance of Enterprise Risk Management in today's evolving business climate. The primary framework and key aspects of workplace health and safety, security, and privacy issues, as well as legislation and organizational measures will be presented. In addition, the course will provide insight into development of HR policies and procedures to determine organizational risk areas and evaluation methods to identify program effectiveness.			Full Term			Full Term			Full Term
HRM 638	Inclusive Workplaces & Future Trends in Diversity Management - This course will focus on selected topics and cases to review and assess inclusive workplace designs and policies. Students will have to develop a recommendation for an inclusive workplace design in an assigned project. Future trends and considerations in diversity and inclusion management will be explored and evaluated for implications in the workplace.				Full Term			Full Term		
HRM 641	Talent Development Return-On-Investment -In this course, the methodologies to measure return on investment (ROI) of training and performance improvement initiatives and programs will be explored and applied to case studies. Special emphasis will be on rationale for ROI, ROI methodologies, strategies to handle estimation, and determination of program costs.				Full Term			Full Term		
HRM 665	Talent Development Strategy & Deployment -In this course, the role of the talent and development professional in launching, assessing and refining talent and development strategies for continuous improvement will be examined. Talent and development, as a means for dealing with complex change and effective change management processes, will also be analyzed and applied to case applications. The unique role of talent development as a supporting mechanism for human capital management strategy will be discussed.			Full Term			Full Term			Full Term

HRM 685	presents an applied study of significant legal issues in labor and employment law that are relevant to effective compliance and policy development for today's businesses. An analysis of major issues in employment law will be presented and facilitate student critical thinking about how to read, analyze and evaluate legal statutes and decisions. Students will be able to identify, understand, and explain conflicting views on legal and policy arguments and bring this learning to translation to work settings as HR leaders.					Full Term	Full Term	Full Term	Full Term	Full Term
HRM 694	Diversity & Inclusion Strategy and Deployment -In this course, students will learn how to conduct a diversity and inclusion needs assessment/audit and develop recommendations for improvement through the construction and deployment of a comprehensive diversity and inclusion strategy. Emphasis will be placed on the role of the leader as a positive change agent in D & I initiatives. Future trends in diversity and inclusion and their respective impact on today's organizations will be explored and discussed for practical applications.			Full Term			Full Term			Full Term
HRM 710	This course will address the entire range of topics associated with managing the human asset to realize and sustain optimal levels of performance. Models of human capital management and their applicability to designing effective performance management plans (PMP) and culture of accountability will be discussed and assimilated through case method applications. Topics will include KPIs, appraisal systems, change management models, adult learning theories, individual versus team performance, organizational development, and managing a diverse workforce. Various aspects of the corporate training and development function, training program design and development of various methods and media for training delivery, as well as return on investment outcomes, will be explored. In addition, this course will also examine the development of systems that will provide highest levels of both personal and professional development and growth within the organization; creation of promotional and cross-functional systems that will talent strength the organization; development of retention strategies that tie rewards to performance of talent; creation of workforce planning systems that will provide succession planning of best talent within the organization; and utilization of technological systems to support these functions within human resources planning will be presented			Full Term		Full Term	Full Term	Full Term	Full Term	Full Term
LAI 601	The Artificial Intelligence Evolution - This course provides a fun and non-technical introduction to Artificial Intelligence and Machine Learning by exploring the topics, technology and skills required to gain practice in the successful application of AI techniques to address key industry problems. Knowledge of the topic is expanded through lecture training, examples, videos, quizzes, and actual implementation of the concepts learned through simulations, hands-on labs and games. Realization of the real-world impact of the topics is covered through the exposure to industry case studies.				Full Term		Half Term A	Full Term		Half Term A

LAI 602	Work and Artificial Intelligence -This course explores practical applications of AI transforming business and organizational change readiness through a case study approach highlighting related practical applications of AI transforming business. The course deepens students' understanding of the benefits of AI to achieve alignment with business context and objectives, to improve customer experiences or solve client needs, and evaluate problem areas of AI, such as bias. The course also contains a balanced look at AI's impact on existing jobs, as well as its potential to create new and exciting career fields in the future.	LAI 601		Full Term	Full Term		Half Term B	Full Term		Half Term B
LDR 500	Influential Leadership -This course is a study of the nature of leadership and the skills dynamic leaders employ to achieve success in their organizations while maintaining integrity and social responsibility. Through case and literature analysis and practical application, learners will examine approaches to leadership and the role emotional intelligence plays in effective leadership.		Full Term	Full Term		Full Term, Half Term B	Full Term		Full Term	
LDR 654	Strategic Thinking, Behavior, and Leadership -This course is a study of strategic leadership and the skills strategic leaders employ to achieve success in their organizations while addressing the ever-growing issues of competitive advantage, sustainability, and agility. Through case and literature analysis and practical application, learners will examine various facets of and approaches to strategic leadership and how they play a critical role in effective leadership and organizational performance.				Full Term			Full Term		
LDR 680	Human Capital Leadership -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.			Full Term		Full Term	Full Term	Full Term	Full Term	
LDR 690	Special Topics in Strategic Leadership and Business Analytics - This course is an examination of a relevant, engaging, and applicable topic in the domain of strategic leadership and business analytics. Topics will address recently identified current events, skills, trends, knowledge, and/or attitudes and behaviors pertinent to the fields and relevant to the academic and professional development of graduate students.	LDR 500, BUS 503, LDR 654, BUS 525, LDR 680, BUS 603, MGT 600, BUS 675		Full Term		Full Term	Full Term	Full Term	Full Term	Full Term
LDR 700	Strategic Leadership and Business Analytics Capstone Experience - The capstone project is the core of the MS-Strategic Leadership and Business Analytics curriculum. This course emphasizes a team-based learning experience in which students model strategic leadership for and conduct real-world business analytics projects using data provided by a sponsoring organization. Some of the industry sectors represented by our sponsors may include manufacturing, healthcare, energy, retail, and service. This course should be taken during the student's last semester of studies	LDR 500, BUS 503, LDR 654, BUS 525, LDR 680, BUS 03, MGT 600, BUS 675		Full Term		Full Term	Full Term	Full Term	Full Term	Full Term

MCO 520	Asset Security and Cybersecurity Auditing -Cybersecurity audits play a key role in addressing today's rapidly changing cyber threat landscape. Executives, including members of the Board of Directors may be required to certify that they have taken reasonable steps to protect information assets. Cybersecurity audits are a primary way to verify that information system and process controls effectively address cybersecurity risks. This course will cover cybersecurity audits, providing aspiring audit professionals with the information needed to manage a comprehensive audit of cybersecurity controls.									
MCO 525	Cybersecurity Leadership and Strategic Management - This course covers senior and strategic cybersecurity management roles and responsibilities, including the supervision and management of workers performing cyber-related and cyber operations work. The course also covers developing policies and plans and advocating for policy changes that support organizational cyberspace initiatives or required changes and enhancements. This course offers a solid technical understanding of security tools with a strong managerial focus. A practical guide to proactively defending corporate systems from attacks, and technical aspects of countermeasures.									
MCO 597										
MGT 503	Accounting and Financial Analysis -This course is a comprehensive examination of accounting concepts, financial statements, and how information is used to measure the operational success of a business or corporation, emphasizing interpretation and analysis of financial information as a basis for managerial decision-making.		Half Term B	Full Term Half Term B		Half Term B	Full Term Half Term B		Half Term B	
MGT 600	Operations Planning and Control -The course examines the concepts and practices associated with the interaction of global suppliers and intermediaries, core competencies and outsourcing opportunities, international distribution and transportation factors, supply and demand management, inventory control and the systematic coordination of business functions within the supply chain		Half Term B	Full Term		Full Term Half Term B	Full Term		Full Term Half Term B	Full Term
MGT 601	Global Economics -An intensive examination of economic principles that influence logistics and supply chain decision making authority. Concepts evaluated will include the balance of trade, unemployment, international economic indicators, incentives, education, gross domestic product, fiscal and monetary policy, and environmental policies.				Full Term		Half Term A	Full Term		Half Term A
MGT 602	Course no longer offered as of Fall 2022. Replaced with MGT654.									
MGT 654	Strategic Thinking, Behavior and Leadership -This course is a study of strategic leadership and the skills strategic leaders employ to achieve success in their organizations while addressing the ever-growing issues of competitive advantage, sustainability, and agility. Through case and literature analysis and practical application, learners will examine various facets of and approaches to strategic leadership and how they play a critical role in effective leadership and organizational performance.			Full Term	Full Term		Half Term B	Full Term		Half Term B