Information Systems Management (ISM) refers to the use of computer-based systems to gather and analyze complex information about all aspects of a business. This information is used by managers to make business decisions. Students specializing in ISM frequently pursue career positions as business analysts, data base analysts, ERP specialists, social media specialist, web content manager, and information systems managers. The courses offered in the ISM program emphasize hands-on technical application of relevant software and coverage of content for course-related certification exams.

The Management major prepares individuals to compete in a technology-intensive manufacturing or service economy. The required courses have students analyze contemporary management problems participate in team projects and develop skills in managing people to drive organizational effectiveness.

**HEINRICHS, JOHN:** Ph.D., B.A., University of Toledo; M.B.A., Bowling Green State University; Associate Professor

**JACKSON, CHRISTINE:** Ph.D., University of Florida; B.S., Michigan State University; Professor and Chair

**JULIAN, SCOTT:** Ph.D., Louisiana State University; B.S., B.A., University of Central Florida; Associate Professor

**KIRCHMEYER, CATHERINE:** Ph.D., M.B.A., York University; B.S., B.A., University of Guelph; Associate Professor Emeritus

**LEE, JAEGUL:** Ph.D., Carnegie Mellon; M.S., Georgia Institute of Technology; M.S., University of Missouri; B.S., Korean Advance Institute of Science and Technology; Associate Professor

**LEVI, ARIEL:** Ph.D., Yale University; B.A., University of California at Los Angeles; Senior Lecturer

**LIU, KUN (Carl):** Ph.D University of Utah; B.A., Nanjing University of Aeronautics and Astronautics; Assistant Professor

**LUCAS, DAVID B.:** Ph.D., Wayne State University; M.B.A., University of Detroit Mercy; B.S., Oakland University; Senior Lecturer

**MASTERS, MARICK:** Ph.D., B.S., University of Illinois; M.P.A., Southern Illinois University; Professor

**MAURER, JOHN G.:** Ph.D., M.B.A., Michigan State University; B.S., University of Detroit; Professor Emeritus

**NAUGHTON, THOMAS J.:** Ph.D., State University of New York at Buffalo; M.A., Boston College; B.A., Northeastern University; Associate Professor

**PERELL, SHERI:** D.M., Case Western Reserve University; M.B.A., University of Chicago; M.A., B.A., University of Michigan; Senior Lecturer

**RAGOWSKY, ARIK A.:** Ph.D., M.Sc., Tel-Aviv University; B.A., Bar-Ilan University; Associate Professor

**REID, IRVIN D.:** Ph.D., M.A., Wharton School of Business, University of Pennsylvania; M.S., B.S., Howard University; Professor

**SHELD, GARY M.B.A., Wayne State University; B.B.A., Kent State University; Lecturer

**SOMERS, TONI M.:** Ph.D., M.Ed., B.A., University of Toledo; M.B.A., Bowling Green State University; Professor

**TEKLEAB, AMANUEL:** Ph.D., University of Maryland; B.S., Addis Ababa University; Associate Professor

**WILLIAMS, DERIC:** M.B.A., B.S., Wayne State University; Lecturer


**Information Systems Management**

**ISM 3630 Business Information Systems Cr. 3**

Introductory information systems management course, which establishes a foundation for understanding the value of information systems in organizations. Provides a management-oriented study of computer-based information systems in organizations and an overview of the manner in which information systems and technology supports business processes, managerial decision-making, and organizational strategy. Offered Every Term.

**Prerequisites:** ([MAT 1500 with a minimum grade of C])

**Restriction(s):** Enrollment limited to students in the School of Business.

**ISM 4500 Business Co-op Assignment Cr. 0**

Provides students with practical application of theory to on-the-job experience. Students must be admitted to the University's Cooperative Education Program during the work semester that the course is to be taken. Students will normally be assigned to a cooperating business organization for internship periods of one semester. Offered Yearly.

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

**ISM 4575 IT Security Cr. 3**

Provides an investigation of contemporary issues in computer security. Students are exposed to the spectrum of security activities, procedures, and methodologies. Topics include: inspection and protection of information assets; detection of and reaction to threats to information assets; examination of pre- and post-incident procedures, and technical and managerial responses; and an overview of information security planning and staffing functions. Offered Yearly.

**Prerequisite:** ISM 3630 with a minimum grade of C

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

**ISM 4990 Directed Study in Information Systems Management Cr. 1-3**

Provides the student with the opportunity to focus on advanced readings, projects (e.g., tutorials, certifications), and research in a particular area of information systems management that is of interest to the student and faculty member. Offered Every Term.

**Prerequisites:** ([ISM 5820 with a minimum grade of D-I]) AND ([ISM 5860 with a minimum grade of D-I]) AND ([ISM 5992 with a minimum grade of D-I]) AND ([ISM 5994 with a minimum grade of D-I])

**Restriction(s):** Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
ISM 5200 ERP Systems: Concepts and Practice Cr. 3
Discusses the role and function of ERP systems within organizations; analyzes the major business processes in their organization and their implementation using ERP software; provides hands-on use of ERP tools for transaction processing and decision support; and describes the use of ERP systems for customer relationship management (CRM), supply chain management (SCM), and electronic commerce. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ACC 3010 with a minimum grade of C]) AND ([ACC 3020 with a minimum grade of C]) AND ([ISM 3630 with a minimum grade of C])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Course Material Fees: $117
Equivalent: ACC 5200

ISM 5530 Ethics in Information Technology Cr. 3
An awareness of the wider social, legal and ethical issues of information technology. Relationship between technological change, society and the law. Student is introduced to legal issues such as intellectual property and liability for defective software. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: (May be taken concurrently ([ISM 3630 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Equivalent: ISM 7530

ISM 5560 Survey of e-Commerce Cr. 3
Provides an introduction to electronic commerce. Topics include: e-commerce scope, business-to-business (B2B) and business-to-consumer (B2C) activities; supporting software, hardware, networking, security technologies; readings and online discussions. Offered for undergraduate credit only. Offered Yearly.
Prerequisite: ISM 3630 with a minimum grade of C
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

ISM 5570 Data Mining and Analytics Cr. 3
Focuses on developing techniques to analyze large datasets and using techniques, algorithms, and software to automate the analysis and exploration of those datasets. Covers the methodology, major software tools, and applications in the data mining and analytics field. Offered for undergraduate credit only. Offered Yearly.
Prerequisite: ISM 3630 with a minimum grade of C
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

ISM 5670 Special Topics in Information Systems Cr. 3
Topics range from JAVA to digital video creation and analytics. Offered for undergraduate credit only. Offered Irregularly.
Prerequisite: ISM 3630 with a minimum grade of C
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Repeatable for 6 Credits

ISM 5705 Inbound Information Technology Cr. 3
Provides insights and practical guidelines to help students learn how to create an appealing and engaging digital presence for businesses. The discussion focuses on topics relevant to planning, managing, and implementing on-line and social media interactivity such as: search engine organization (SEO), inbound links, page ranking, tagging content, pillaring content, publishing content, analytic reports, blogging, tweeting and other social media. Offered for undergraduate credit only. Offered Fall.
Prerequisites: ([ISM 3630])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Course Material Fees: $50

ISM 5820 Systems Analysis and Design Cr. 3
Presents a structured and formal approach to information systems development. Analysis, logical requirements specification, general and detailed design, control, and implementation of information systems are discussed. Offered for undergraduate credit only. Offered Every Term.
Prerequisites: ([ISM 3630 with a minimum grade of D-] OR [ISM 4630 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

ISM 5850 Data Communications and Networks Cr. 3
Data communication concepts and terminology, communication system design approaches, data communications standards, data communications software and hardware, network architecture, distributed management information systems. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ISM 5820 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Course Material Fees: $13

ISM 5890 Internship in Information Systems Cr. 3
Student performs assigned tasks and responsibilities in a professional manner under supervision of host-employer for a minimum of 160 hours during the semester, abiding by the rules and regulations established by the employer and expected by all employees; student must satisfactorily complete all course requirements outlined in the internship program for the School of Business Administration. Offered for undergraduate credit only. Offered Every Term.
Prerequisites: ([FIN 3290 with a minimum grade of D-] OR [FIN 4290 with a minimum grade of D-] AND ([ISM 3400 with a minimum grade of D-] OR [BA 3400 with a minimum grade of D-] OR [ISM 4400 with a minimum grade of D-]) AND ([ISM 3600 with a minimum grade of D-] OR [BA 3600 with a minimum grade of D-] OR [ISM 4600 with a minimum grade of D-]) AND ([ISM 3630 with a minimum grade of D-] OR [ISM 4630 with a minimum grade of D-] AND ([ISM 2530 with a minimum grade of D-]) AND ([MGT 4530 with a minimum grade of D-] OR [MKT 4300 with a minimum grade of D-]) OR [MGT 4500 with a minimum grade of D-]
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

ISM 5900 Project Management Cr. 3
Provides the student with an understanding and appreciation of the different knowledge areas of project management, as well as insight into developing the inputs, tools, techniques, and outputs to successfully manage products. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ISM 3630 with a minimum grade of C]) AND ([MGT 2530 with a minimum grade of C])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Equivalent: MGT 5900

ISM 5992 Database Systems Cr. 3
Details the importance of data in today's enterprise and describes the theories, models, and techniques for designing, developing, creating, and manipulating a database. Students will practice data modeling, physical database design, database implementation, and complete introductory SQL exercises. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ISM 3630 with a minimum grade of D-] OR [ISM 4630 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Course Material Fees: $13
ISM 5994 Software Tools for Business Applications Cr. 3
Introduces the student to the use of the Internet to create a digital presence. Students design and develop websites, create responsive web pages to provide an optimal viewing experience, and integrate database functionality allowing all web pages to “know” who is looking at the information using HTML, Javascript, Hubl, HubDB, Wistia, and cascading style sheets (CSS). Smart design includes content complete with video, progressive forms, and focused calls-to-action. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ISM 5820 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Course Material Fees: $13

ISM 6997 Information Systems Policy and Management Cr. 3
Within the overall structure of the systems approach, this capstone course integrates the managerial, technical, and strategic planning and control concepts developed throughout the undergraduate courses. It also focuses on the concepts and methodologies necessary for management of information systems projects. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ISM 5820 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

Management

MGT 2530 Management of Organizational Behavior Cr. 3
Applied issues in management examined through a focus on the organization and its external environment, group functions and processes, and employee attitudes and behaviors. Offered Every Term.
Prerequisites: ([PSY 1010 with a minimum grade of D-] OR [PSY 1020 with a minimum grade of D-])

MGT 4500 Business Co-op Assignment Cr. 0
Opportunity to put theory into practice on the job. Students will normally be assigned to cooperating business organizations for internship periods of one semester. No credit toward degree. Offered Every Term.
Equivalent: ACC 4500, FIN 4500, MKT 4500

MGT 4990 Directed Study in Management Cr. 1-3
Advanced readings and research or tutorial under the supervision of a faculty member in areas of special interest to student and faculty member. Offered Every Term.
Prerequisites: ([MGT 5510 with a minimum grade of D-]) AND ([MGT 5530 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
Repeatable for 6 Credits

MGT 5100 Introduction to Sport & Entertainment Management Cr. 3
Provides an overview of the sport & entertainment industry, and examines issues encountered by sport and entertainment managers with special emphasis on the use of business principles to identify, attract and retain consumers. Offered Every Term.
Equivalent: SEM 5100

MGT 5510 Managing Organizational Structure and Processes Cr. 3
Analysis of strategic pressures on the organization. Application of advanced concepts of structured organizational change to contemporary organizational design problems. Offered for undergraduate credit only. Offered Fall, Winter.
Prerequisites: ([MGT 4510 with a minimum grade of D-] OR [MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5530 Advanced Organizational Behavior Cr. 3
Analysis and application of advanced organizational behavior concepts relevant to managing in a complex and changing environment. Topics include: leading and managing organizational change; solving workplace problems creatively, communicating effectively in a diverse work environment; building and empowering effective teams. Offered for undergraduate credit only. Offered Fall, Winter.
Prerequisites: ([MGT 4510 with a minimum grade of D-] OR [MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5650 The Entrepreneur and Venture Creation Cr. 3
Nature of entrepreneurship and the role of the entrepreneur in society. Focus on the critical factors and special problems associated with the process of creating new business ventures. Emphasis on development of a business plan. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ACC 3010 with a minimum grade of D-]) AND ([FIN 3290 with a minimum grade of D-] OR [FIN 4290 with a minimum grade of D-]) AND ([MGT 4510 with a minimum grade of D-] OR [MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-] OR [MKT 2300 with a minimum grade of D-] OR [MKT 4300 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5700 Human Resource Management Cr. 3
Theory, policies, procedures and practices in employment relationships. Topics: strategic HRM, legal environment of HRM, equal employment opportunity, job analysis and design, employment planning, recruitment, selection, training and development, performance appraisal, compensation and benefits, labor relations, health and safety. Managerial and policy implications; linkages between HRM practices and organizational effectiveness. Offered for undergraduate credit only.
Offered Every Term.
Prerequisites: ([MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5740 Collective Bargaining Cr. 3
Development of union-management relationships, including legal environment of labor relations; philosophy and practice of collective bargaining, major challenges facing unions and employers today. A bargaining simulation is normally utilized. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([MGT 2530 with a minimum grade of D-] OR [MGT 4530 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5770 Advanced Human Resource Management Cr. 3
In-depth study of contemporary human resource practices. Specific personnel techniques discussed and analyzed through applications. Offered for undergraduate credit only. Offered Fall, Winter.
Prerequisites: ([MGT 5700 with a minimum grade of D-])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.
MGT 5790 Internship in Management Cr. 3
Student performs assigned tasks and responsibilities in a professional manner under supervision of host-employer for minimum 160 hours during the semester, abiding by rules and regulations established by the employer and expected of all employees; student must satisfactorily complete all course requirements outlined in the internship program for the School of Business Administration. Offered for undergraduate credit only. Offered Every Term.
Prerequisites: (9 credits from BA 1000-6999, ACC 1000-6999, GSC 1000-6999, FIN 1000-6999, MGT 1000-6999, MKT 1000-6999, ISM 1000-6999, BLW 2510-5190) AND ([MGT 2530 with a minimum grade of C])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 5900 Project Management Cr. 3
Understanding and appreciation of the different knowledge areas of project management. Insight into developing the inputs, tools, techniques, and outputs to successfully manage products. Offered for undergraduate credit only. Offered Yearly.
Prerequisites: ([ISM 3630 with a minimum grade of C]) AND ([MGT 2530 with a minimum grade of C])
Restriction(s): Enrollment limited to students in the School of Business.
Equivalent: ISM 5900

MGT 6840 Project Management Cr. 1-4
Presentation of project management strategies, tools and techniques. Development of management skills for team-building and corporate strategic planning. Offered for undergraduate credit only. Offered Winter, Spring/Summer.
Prerequisite: IE 6850 with a minimum grade of D- or BA 6020 with a minimum grade of D-
Equivalent: IE 6840

MGT 6890 Strategic Management and Business Policy Cr. 3
Managing the firm as an integrated unit under conditions of uncertainty. Integration of concepts and skills covered in previous specialized courses. Offered for undergraduate credit only. Offered Every Term.
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.

MGT 6995 Topics in Management Cr. 3
Integration and application of management theory to applied projects in a variety of areas (i.e., human resource management, manufacturing, and information systems) with a focus on leadership. Offered for undergraduate credit only. Offered Every Term.
Prerequisites: (6 credits from MGT 5000-9999) AND ([MGT 5530 with a minimum grade of C]) AND ([MGT 5700 with a minimum grade of C])
Restriction(s): Enrollment is limited to Undergraduate level students; enrollment limited to students in the School of Business.