

MANAGEMENT AND QUANTITATIVE METHODS (MQM) 558

250 State Farm Hall of Business, Phone: (309) 438-5701
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Chairperson: Roberta Trites.

Tenured/Tenure-track Faculty:

Distinguished Professor: Devinatz.

Professors: Balasubramaniam, Bantham, Choudhury, Downes, Fazel-Sarjui, Hoelscher, Jawahar, Lust, Radhakrishnan, Ringer, Salegna.

Associate Professors: Foreman, Goodman, Hartman, Lahiri, Liu, Noel, Ribbens.

Assistant Professors: Datta, Dustin, Engler, Galloway, Jia, Martinez, Thompson, Wieland.

General Department Information

Management and Quantitative Methods (MQM) houses three broad majors: Management, Business Administration, and International Business. These majors prepare students for professional management careers in business, industry, and government. Three sequences in the Management major allow students to concentrate on skills needed by general managers (Organizational Leadership), specialists in personnel and human resources (Human Resource Management), or by those interested in careers in or starting their own small business (Entrepreneurship and Small Business Management).

Academic Requirements:

All majors in the Department of Management and Quantitative Methods must meet the academic, admission, and transfer requirements of the College of Business. Non-majors must have the prerequisites, including a specified number of hours, to enroll in courses in the Department.

Management and Quantitative Methods Programs

Degree Offered: B.S.

MAJOR IN MANAGEMENT

- 65 required hours including 44 hours in required core and non-business courses and 21 hours in a required MQM major sequence.
- The 44 hours of required core and non-business courses include the following: BUS 100; ACC 131, 132, 270; ECO 105; ENG 145A13; FIL 185, 240; MAT 121 or 145; MKT 230; MQM 100, 220, 227, 385;
- At least 24 of the required hours at the 200- and 300-level must be taken in residence at Illinois State University.
- The senior year's work must be taken in residence at Illinois State University.

One of the following major sequences must be completed.

Entrepreneurship and Small Business Management Sequence:

- Required sequence courses (15 hours): MQM 221, 223, 224, 226, 326.
- Elective sequence courses (6 hours): IB 225; either MQM 322 or 323, 335, 340, or either MQM 287 or 398.
- **NOTE:** Only one of MQM 287 or 398 will count towards major.
- **NOTE:** Only one of MQM 322 or 323 will count towards major.

Human Resource Management Sequence:

- Required courses (15 hours): MQM 221, 323, 324, 352, 354.
- 6 additional hours selected from: MQM 350 or IB 245 or 398; MQM 340, 355, 356, 357, 383, or related course with consent of the Department Chairperson. Example of related 3-hour courses include: ECO 225, 326, 327, FIL 313, PSY 375 and SOC 255.
- **NOTE:** Only one of IB 245 or MQM 398A01 will count towards major.

Organizational Leadership Sequence:

- Required courses (15 hours): MQM 221, 380, 382, 383, and either 384 or 386.
- 6 hours selected from: MQM 223, 323, 335, 340 384, 386, 398; MQM 350 or IB 245 or MQM 398.
- **NOTE:** Only one of IB 245 or MQM 287 or 398 will count toward major.

MINOR IN BUSINESS ENVIRONMENT AND SUSTAINABILITY

- 25 hours required.
- Required courses (7 hours): ECO 105; MQM 220.
- Foundation courses (6 hours): Business Foundation (3 hours): MQM 323 or MKT 230; Sustainability Foundation (3 hours): ECO 255 or MKT 236.
- Environmental Systems (3 hours): Choose from: AGR 203, BSC 202, 365, GEO 205, 276, HSC 156.
- Social Systems (3 hours) Choose from: AGR 201, COM 210, 274, ECO 202, 236, GEO 313, 334, PHI 234, 236, POL 236, 254, 357, PSY 223 or SOC 223; SOC 240, 330, TEC 275, 329.
- Applied Courses (6 hours): Choose from: FIL 382A04, MKT 339A12, MQM 340A15, 340A16, 398, MKT 398; or independent study (a maximum of 3 hours of independent study may be used for credit in this minor).
- **NOTE:** No more than 9 hours of courses may be selected from the student's first or second major department.

MINOR IN ORGANIZATIONAL LEADERSHIP

- 19 hours in required courses.
- Required courses: ECO 105; MQM 220, 221, 380, 382, and one of the following: MQM 340, 383, 384 or 386.
- **NOTE:** The Minor in Organizational Leadership is not available to majors outside the College of Business.

Business Administration Program

Degree Offered: B.S.

MAJOR IN BUSINESS ADMINISTRATION

- 68 required hours including 44 hours in required core and non-business courses and 24 hours of major coursework.
- The 44 hours of required core and non-business courses include the following: BUS 100; ACC 131, 132, 270; FIL 185, 240; MKT 230; MQM 100, 220, 227, 385; ECO 105; ENG 145A13; MAT 121 or 145.
- In addition to business core courses, the Business Administration major must select 24 hours of major coursework from the options below:
- Required courses (18 hours): ACC 230, 255; FIL 242; MKT 232; MQM 221, 335.
- 3 additional hours from: ACC 340, FIL 312, 344, MKT 350 or MQM 349, 350.
- 3 additional hours (one course) at the 300-level within the College of Business.

MINOR IN BUSINESS ADMINISTRATION

- Required courses: MAT 120 or 121 or 144 or 145; ACC 131 132; ECO 105; FIL 185, 240; MKT 230; MQM 100 (or ECO 138 or POL 138 or PSY 138); MQM 220.
- **NOTE:** The Business Administration Minor is not available to majors in the College of Business.

DEPARTMENTAL HONORS IN MANAGEMENT AND QUANTITATIVE METHODS**Requirements for Admission:**

The student must:

1. Be a full time student at Illinois State University;
2. Be a declared major in Management and Quantitative Methods;
3. Have a minimum cumulative GPA of 3.30 and at least 3.50 in his or her major (on a 4.00 scale);
4. Complete an interview with the Management and Quantitative Methods Departmental Honors Program Coordinator;
5. Apply and be accepted into the University Honors Program and submit an application for Departmental Honors to the Management and Quantitative Methods Program Coordinator.

Requirements for Successful Completion of the Program:

1. Completion of all requirements for the major in MQM.
2. Minimum overall GPA of 3.30 at graduation with at least 3.50 GPA in the MQM major.
3. Completion of 12 semester hours of Honors work in the MQM major, including:
 - a. 3 semester hours of MQM 220 (Honors section);
 - b. 6 semester hours of either in-course Honors in any 200- or 300-level MQM course or Honors Undergraduate Research Participation (HON 285 or 286);
 - 1). **In-Course Honors:** The student may obtain an In-Course Honors contract in the Honors Office. A proposition to modify normal course requirements such that the proposed changes will permit demonstration of exceptional achievement shall be recorded on the In-Course Honors contract by the student and the professor. The proposal must be agreed to by the professor and returned to the Honors Office within the first 10 days of class.
 - 2). **Undergraduate Research Participation:** Students may earn 1-3 hours of Honors credit by working with a Management and Quantitative Methods professor on a faculty research project. Possible projects are listed in a URP notebook in the Honors Office as well as on the bulletin board just inside the Honors Office front door. Students may also approach a professor about working on a project for URP credit.
 - c. 3 semester hours of Honors Independent Study MQM 299.

Benefits of Departmental Honors:

Students who complete the program will have Departmental Honors designation placed on both their transcript and diploma. Students in the MQM Departmental Honors Program are eligible for Honors early registration and special advisement opportunities in the MQM department.

For more information about joining the Honors Program, please make an appointment with an Honors advisor by calling (309) 438-2559. Further details about the University Honors program are available at Honors.IllinoisState.edu.

Management and Quantitative Methods Courses**100 STATISTICAL REASONING QR
3 sem. hrs.**

Application of statistical concepts to decision problems confronting organizations and individuals. Includes descriptive tools, probability concepts, sampling processes, statistical inference, regression, and nonparametric procedures. Includes computer applications. Not for credit if had ECO 138 or POL 138. May not be taken under the P/NP option. Prerequisite: MAT 120, 121, 144 or 145.

128 ENTREPRENEURIAL BUSINESS FUNDAMENTALS**3 sem. hrs.**

Examines the principles and practices used to measure, analyze, and represent social, scientific, technological phenomena as it relates to entrepreneurship.

200 PROFESSIONAL AND CAREER DEVELOPMENT**1 sem. hr.**

This course develops an understanding of the job search process; skills needed to achieve a successful search; and professionalism related to early career issues. Not for credit if had MQM 289A02. Prerequisite: Declared COB major.

220 BUSINESS ORGANIZATION AND MANAGEMENT**3 sem. hrs.**

Organization theories and the role of managers as leaders. Planning and control systems, decision-making, and human considerations. Prerequisite: ECO 101 or 103 or 105.

221 ORGANIZATIONAL BEHAVIOR AND ADMINISTRATION**3 sem. hrs.**

Organization analysis focusing on motivation, perception, communication, coordination, and change. Administrative problems examined by theories of individual and group behavior. Not for credit if had PSY 376. Prerequisite: Grade of C or better in MQM 220.

223 INTRODUCTION TO SMALL BUSINESS**3 sem. hrs.**

A study of small businesses and owner management. Includes basic knowledge necessary to successfully start up, run, and grow a small business. Prerequisite: Grade of C or better in MQM 220.

224 ENTREPRENEURSHIP I**3 sem. hrs.**

A study of new venture creation. This course teaches idea generation, idea analysis, breakeven analysis, and the development of a feasibility study. Prerequisite: Grade of C or better in MQM 220.

226 ENTREPRENEURSHIP II**3 sem. hrs.**

Assessment of new venture opportunities culminating in the detailed development of all elements of a professionally written business plan. Prerequisites: Grade of C or better in MQM 220 and 224.

227 OPERATIONS MANAGEMENT**3 sem. hrs.**

Issues related to managing the processes by which organizations transform resources into quality goods and services. Topics include operations strategy, project management, quality management, and inventory management. Prerequisites: MS Office competency or ACC 167 and 168 or equivalent. ACC 132; ECO 105 (or ECO 101 and 102); MAT 120; MQM 100 (or ECO 138 or POL 138 or PSY 138).

298A01 PROFESSIONAL PRACTICE: INTERNSHIP/COOPERATIVE EDUCATION IN MANAGEMENT**1-6 sem. hrs.**

Internship experiences in general management, human resource management, production/operations management or management information systems, arranged through the department coordinator.

298A02 PROFESSIONAL PRACTICE: INTERNSHIP/COOPERATIVE EDUCATION IN BUSINESS ADMINISTRATION**1-6 sem. hrs.**

Internship experiences in general management, human resource management, production/operations management or management information systems, arranged through the department coordinator.

323 HUMAN RESOURCES MANAGEMENT**3 sem. hrs.**

Principles and procedures relating to human resources management, including staffing, appraisal, training, compensation, and other programs for business and other organizations. Prerequisite: Grade of C or better in MQM 220.

324 INDUSTRIAL RELATIONS MANAGEMENT**3 sem. hrs.**

Managing employment relations and work conditions. Emphasis on negotiating, administering labor agreements, and impact of collective bargaining on managerial practice. Prerequisite: Grade of C or better in MQM 220.

326 SMALL BUSINESS FIELD STUDIES**3 sem. hrs.**

Working in teams, students gain experiences as small business consultants. Students acquire first hand knowledge of business by dealing with ongoing businesses through the course of an entire semester. Prerequisites: Grade of C or better in MQM 220 and 224; MQM 226 or concurrent registration.

328 ENTREPRENEURSHIP AND THE ARTS I**3 sem. hrs.**

The course examines entrepreneurship within the context of the fine arts and provides an overview of topics such as understanding financial statements, analyzing market opportunities, and understanding the legal environment. It culminates in a feasibility study for a new business. Prerequisite: CFA major.

335 QUALITY CONTROL MANAGEMENT**3 sem. hrs.**

Introduces the basic concepts and models used in quality management. Emphasis is placed on the organizational and behavioral dimensions of a quality management program. Prerequisite: MQM 227 or consent of instructor.

340 SEMINAR IN MANAGEMENT**3 sem. hrs.**

Specialized study of a selected topic in the field of management for advanced students. Multiple enrollments are allowed if the topic is different for a maximum of 6 hours. See following topics. Prerequisite: MQM 220 or 221.

340A11 MANAGEMENT OF EMPLOYEE BENEFITS**3 sem. hrs.**

Introduction to employee benefit component of compensation function. Prerequisites: MQM 220 and 221.

340A14 ENTREPRENEURSHIP AND INNOVATION**3 sem. hrs.**

This course will provide an overview of theoretical models and tools necessary for understanding and analyzing innovation in business and ways in which the concomitant organizational change can be managed. Prerequisites: MQM 220, 221, and 223.

340A15 CORPORATE SOCIAL RESPONSIBILITY**3 sem. hrs.**

This course is designed for students to think about corporations in a broader context, beyond “to maximize profit” and recognize that shareholders are only one important corporate component. For advanced students to engage in research or intensive study under the guidance of a professor. Prerequisite: MQM 220.

340A17 COMPETING IN EMERGING MARKETS**3 sem. hrs.**

This course will focus on the recognition and evolution of emerging markets (EM). Prerequisite: MQM 220 or 221.

340A18 SOCIAL, POLITICAL, AND ECONOMIC ISSUES IN ENTREPRENEURSHIP**3 sem. hrs.**

Students will learn about social, political, and economics issues that impact entrepreneurship. Prerequisite: MQM 220 or 221.

340A19 HR METRICS AND ANALYTICS**3 sem. hrs.**

This course is an advanced study in Human Resource Management concerning statistical and financial analytics specific to the discipline. Prerequisites: MQM 220 or 221 and consent of the instructor.

340A20 HIGH-IMPACT LEADERSHIP: A SKILLS BASED APPROACH**3 sem. hrs.**

An in-depth exploration and practical development of skills that enable influential leadership at the interpersonal, group, and organizational levels. Prerequisite: MQM 220 or 221.

341A21 STRATEGIC ENTREPRENEURSHIP**3 sem. hrs.**

Strategic Entrepreneurship is the examination of the different stages and influences on entrepreneurial firms’ performance. Prerequisite: MQM 220 or 221.

349 BUSINESS IN A MULTICULTURAL ENVIRONMENT**3 sem. hrs.**

Business operations in a multicultural environment. Relationship between the business process and social attitudes, values, ideologies, and customs with special emphasis on Asia, Latin America, and the Middle East.

350 INTERNATIONAL MANAGEMENT**3 sem. hrs.**

Managerial decision making for planning, organizing, and controlling the functions, operations, and resources of multinational corporations. Prerequisite: Grade of C or better in MQM 220.

352 RECRUITMENT AND SELECTION**3 sem. hrs.**

Advanced course focusing on the relationship between recruitment and selection activities and their impact on other human resource functions and organizational performance. Prerequisite: Grade of C or better in MQM 323.

354 COMPENSATION MANAGEMENT**3 sem. hrs.**

Compensation subsystem as a vital component in establishing a workplace system that stimulates employee performance. Prerequisite: Grade of C or better in MQM 323.

356 FOUNDATIONS OF HUMAN RESOURCE DEVELOPMENT**3 sem. hrs.**

Examines theoretical foundations of human resource development and includes employee orientation, technical training, career development, management development, and diversity training.

380 LEADERSHIP: TEAMS AND TEAM DEVELOPMENT**3 sem. hrs.**

The critical issues in groups and teams are examined within organizational settings. Emphasis is on work teams in organizations and the issues of effectiveness, performance, and conflict. Prerequisite: Grade of C or better in MQM 221 or concurrent registration.

382 ORGANIZATIONAL LEADERSHIP**3 sem. hrs.**

Emphasis is on leadership and motivation as directive functions of management that are instrumental for achieving high quality performance and organization member satisfaction. Techniques for enhancing one’s individual leadership skills are utilized. Prerequisite: Grade of C or better in MQM 221 or concurrent registration.

383 LEADING ORGANIZATIONAL CHANGE**3 sem. hrs.**

Critical issues in organizational change including power, culture, change strategies, and resistance to change are examined and applied to diversity in the organization and its markets. Prerequisite: Grade of C or better in MQM 221 or concurrent registration.

384 LEADERSHIP: DECISION MAKING AND PLANNING**3 sem. hrs.**

A consideration of managerial decision making in organizations. Specific emphasis on strategic, program, and operational level planning decisions, techniques, and systems. Prerequisite: Grade of C or better in MQM 221 or concurrent registration.

385 ORGANIZATIONAL STRATEGY**3 sem. hrs.**

Integration of the decision-making processes involved in each of the major functional areas of business. Materials charge optional. Prerequisites: ACC 166 or ACC 270; FIL 185, 240; MQM 220, 227; MKT 230, all with grades of C or better. Concurrent registration with BUS 285. Business major only.

386 LEADERSHIP AND ORGANIZATIONAL CULTURE**3 sem. hrs.**

The meaning and impact of culture in organizations, including the role of leadership in creating, managing and changing culture. Prerequisite: Grade of C or better in MQM 221 or concurrent registration.

**398A01 PROFESSIONAL PRACTICE:
INTERNSHIP IN MANAGEMENT****1-6 sem. hrs.**

Students qualifying for this internship experience can receive letter-grade credit hours of which 3 hours can be counted toward the Management Major. See the department coordinator for information. Prerequisites: Primarily for junior/senior Management majors with at least 90 hours completed. Experience in general management, human resource management, entrepreneurship/small business, or quality and operations management required.

**398A02 PROFESSIONAL PRACTICE:
INTERNSHIP/COOPERATIVE EDUCATION
IN BUSINESS ADMINISTRATION****1-6 sem. hrs.**

Students qualifying for this internship experience can receive letter-grade credit hours, of which 3 hours can be counted toward the BUA Major. See Department coordinator for information. Prerequisites: Primarily for junior/senior BUA majors with at least 90 hours completed.

**398A03 PROFESSIONAL PRACTICE:
INTERNSHIP IN MANAGEMENT****1-6 sem. hrs.**

Students qualifying for this internship experience will receive CR/NC hours only, of which 3 hours can be counted toward the Management Major. See the department coordinator for information. Prerequisites: Primarily for junior/senior Management majors with at least 90 hours completed. Experience in general management, human resource management, entrepreneurship/small business, or quality and operations management required.

**398A04 PROFESSIONAL PRACTICE:
INTERNSHIP/COOPERATIVE EDUCATION
IN BUSINESS ADMINISTRATION****1-6 sem. hrs.**

Students qualifying for this internship experience will receive CR/NC hours only, of which 3 hours can be counted toward the BUA Major. See the department coordinator for information. Prerequisites: Primarily for junior/senior BUA majors with at least 90 hours completed.

International Business (IB) 546

Degrees Offered: B.A., B.S.

The Baccalaureate program in International Business provides a specialized curriculum for students interested in business focused on the global environment. Their career may include working abroad, working for a multinational or working in a globally diverse firm. This interdisciplinary program, administered by the Department of Management and Quantitative Methods, combines coursework in general and international business, foreign language, and area studies. Through a concentration in a business area, the program combines coursework in international business and a functional area of business. The required international business courses provide solid exposure to the unique dynamics of international business. Area studies and foreign language requirements further enhance the students' international experience. Study abroad experiences are an essential element of the international business program. It is required that every international business major participate in a study

abroad program or complete an international internship unless they receive an exemption from the program director.

The International Business program is divided into a common business core applicable to all business students, the International Business core, a concentration in a functional area, the Languages, Literatures, and Cultures requirement, and area studies requirements. Sixty hours of course work must be taken outside of the College of Business.

MAJOR IN INTERNATIONAL BUSINESS

- 62 required hours including 44 hours in required core, 18 hours in International Business major required and elective courses.
- The 44 hours of required core and non-business courses include the following: BUS 100; ACC 131, 132, 270; ECO 105; ENG 145A13; FIL 185, 240; MAT 121 or 145; MKT 230; MQM 100, 220, 227, 385.
- Required courses (9 hours): FIL 312, IB 225, MQM 349.
- International functional courses (6 hours): Select two from the following: ACC 340, FIL 344, MKT 350, MQM 350.
- Elective hours (3 hours): Select one of the following courses: ACC 340, ECO 245, FIL 344, IB 245, 398, MKT 350, MQM 350 (if not taken to satisfy other requirements).
- Business Functional Area Requirement (9 hours): All students must take a 9-hour concentration in a functional area of business: Accounting, Business Information Systems, Finance, Insurance, Management, and Marketing.
- Languages, Literatures, and Cultures requirement (6-8 hours): All Students must take two language courses at least through the 116-level, regardless of proficiency (proficiency credit may not be used towards the major).
- Area Studies requirement: two courses (6 hours) from Languages, Literatures, and Cultures; Geography; History; Interdisciplinary Studies; or Politics and Government. Consult with the advisor for a list of approved courses. The area studies courses must support the foreign language.
- International Experience requirement: Students must complete one of the following three options:
 1. An approved study abroad.
 2. An approved internship (IB 398)
 3. An exemption requested from the IB Program Director.

MINOR IN INTERNATIONAL BUSINESS

A minor in International Business is only available to students who major in the College of Business.

- 22 hours required.
- IB 225 and 9 hours to be chosen from: ACC 340, FIL 312, 344, IB 245, MKT 350, MQM 349, 350.
- 4 hours required in Languages, Literatures, and Cultures at least through the 115-level.
- 6 hours of area studies electives from Geography, History, Politics and Government, or Interdisciplinary Studies. Consult with advisor for specific courses.