

Course Descriptions: Ph.D. in Management

All courses provide 3 semester hours' worth of credit and are listed in alphabetical and numerical order.

ACF 7310 – Financial Management (3)

This course explores strategic financial decision-making within organizations. Topics include cost control, profit management, cash management, capital budgeting, financial forecasting, risk-return analysis, and capital structure decisions.

BAN 7310 – Analytics for Organizational Decision Making (3)

This course develops competency in descriptive and diagnostic analytics as applied to organizational decision-making. Students develop the capacity to evaluate, interpret, and communicate analytical work at the executive level.

BAN 7320 – Predictive Analytics (3)

This course develops competency in the design and validation of predictive models as applied to organizational and managerial research. Students apply predictive modeling tools to real organizational datasets and develop skills required to design and defend quantitative research methodologies.

DR 9310 – Dissertation Research I (3)

In this course, students will complete Chapters 1 and 2 of the dissertation. This course receives a grade of Credit/No Credit. It must be repeated until a grade of Credit is received.

DR 9320 – Dissertation Research II (3)

In this course, students will complete Chapter 3 of the dissertation. This course receives a grade of Credit/No Credit. It must be repeated until a grade of Credit is received.

DR 9330 – Dissertation Research III (3)

In this course, students will complete Chapter 4 of the dissertation. This course receives a grade of Credit/No Credit. It must be repeated until a grade of Credit is received.

DR 9340 – Dissertation Research IV (3)

In this course, students will complete Chapter 5 of the dissertation and will defend the dissertation. This course receives a grade of Credit/No Credit. It must be repeated until a grade of Credit is received.

IS 7310 – Information Technology Management (3)

This course examines the strategic management of information technology resources, infrastructure, and investments within organizational environments, with emphasis on aligning IT capabilities with enterprise objectives and leadership strategy.

IS 7320 – Artificial Intelligence in Organizations (3)

This course examines the strategic adoption, governance, and organizational management of artificial intelligence technologies, with emphasis on AI strategy, workforce implications, and algorithmic accountability at the executive level.

IS 7330 – Information Security Management (3)

This course examines how senior leaders govern and are accountable for information security as a strategic enterprise function. Topics include enterprise risk governance, regulatory compliance, security culture, and the integration of information security into organizational strategy and mission.

IS 7331 – Telecommunications & Network Security (3)

This course examines how organizational leaders govern enterprise technology infrastructure and manage the strategic risks associated with network-dependent organizations. Topics include telecommunications governance, vendor risk management, cloud infrastructure strategy, and executive decision-making in the context of network disruption and digital transformation.

IS 7340 – Managing Disruptive Technologies (3)

This course examines how disruptive technologies reshape industries and organizational structures, with emphasis on frameworks for identifying, adopting, and governing transformative technologies across competitive environments.

MKT 7310 – Strategic Marketing Management (3)

This course examines strategic marketing planning, consumer behavior, brand management, market analytics, and value creation in competitive environments.

MKT 7320 – Supply Chain Management (3)

This course provides an in-depth, research-oriented examination of supply chain management (SCM) as a strategic, integrative discipline central to organizational competitiveness and global economic performance. Students explore the theoretical foundations, analytical models, and empirical research that shape modern SCM, with emphasis on the design, coordination, and optimization of end-to-end supply networks.

MN 7310 – Leadership for Organizational Transformation (3)

This course examines leadership theories and practices with a focus on leading organizational transformation in complex environments. Students evaluate contemporary leadership models—including servant leadership, transformational leadership, and adaptive leadership.

MN 7320 – Entrepreneurship (3)

This course explores the theories, processes, and challenges of entrepreneurship with a focus on creating ventures that generate economic and social impact. Students examine opportunity recognition, market disruption, venture creation, innovation strategy, and sustainable business modeling.

MN 7330 – Human Resource Management (3)

This course focuses on theories and practices in human resource management within modern organizations. Students explore strategic staffing, performance management, compensation systems, organizational development, and the legal environment of HRM.

MN 7340 –Project Management (3)

This course prepares students to lead complex projects from conception to completion. Topics include planning methodologies, portfolio management, resource optimization, and project governance.

MN 7350 – Organizational Behavior (3)

This course analyzes concepts in individual and group behavior, organizational culture, motivation, conflict, and communication. Students evaluate classic and emerging research in organizational behavior.

MN 7360 – Operations Management (3)

This course offers a comprehensive, analytical study of operations management as a core driver of organizational strategy and performance. Students engage with advanced quantitative and qualitative frameworks used to design, manage, and optimize operations within manufacturing, service, and digital environments.

MN 7370 – Risk Management (3)

This course provides an in-depth examination of risk identification, assessment, and mitigation strategies in contemporary organizations. Students learn frameworks for enterprise risk management (ERM), crisis planning, compliance, and operational resilience.

MN 8310 – Ethical Decision Making and Moral Leadership (3)

This course provides a rigorous examination of ethical theories, moral reasoning, and decision-making frameworks relevant to leaders in business and nonprofit organizations. Students analyze complex case studies involving moral conflict, societal implications, and organizational responsibilities.

MN 8320 – International and Cross-Cultural Management (3)

This course explores global business environments, cross-cultural leadership, international strategy, global operations, and multinational organizational behavior.

MN 8330 – Integration of Faith and Management (3)

This course examines the intersection of a Christian worldview and management theory as they apply to organizational leadership and decision-making. Drawing on peer-reviewed research in servant leadership, workplace spirituality, stakeholder theory, and organizational ethics, students critically evaluate how faith-informed values shape organizational culture, strategic decisions, and leadership practice.

MN 8380 – Strategic Management (3)

This course emphasizes the formulation, implementation, and evaluation of long-term organizational strategy. Students examine competitive analysis, mission alignment, resource strategy, innovation, and global trends.

RM 9310 – Research Methods I (3)

This integrative course provides advanced training in designing applied research studies that employ quantitative, qualitative, and mixed methods paradigms. Students evaluate the

philosophical foundations of each approach, explore methodological compatibility, and learn to construct research designs that leverage the strengths of multiple data sources. Topics include triangulation, instrument development, advanced data integration strategies, and mixed methods interpretation. Ethical considerations, including responsible stewardship of data and respect for human participants, are emphasized from a Christian worldview. Learners emerge equipped to conduct applied research capable of addressing multifaceted organizational and leadership challenges.

RM 9320 – Research Methods II (3)

This course provides advanced training in quantitative research methodologies used in business scholarship. Students explore research design, hypothesis development, sampling strategies, measurement, and statistical analysis techniques such as regression, ANOVA, factor analysis, and structural equation modeling. Emphasis is placed on interpreting quantitative findings with scholarly rigor and ethical responsibility. Learners gain proficiency in quantitative software tools and develop the skills required to conduct applied research that supports high-level academic inquiry and evidence-based managerial decisions.

RM 9330 – Research Methods III (3)

This course offers a comprehensive examination of qualitative research methods, including grounded theory, case study, phenomenology, ethnography, narrative inquiry, and content analysis. Students learn techniques for data collection such as interviewing, observation, and document analysis, and practice coding, theme development, and interpretation. Learners develop the ability to design and execute qualitative studies that contribute original insight to management scholarship.