

Graduate Certificate Marketable Learning Outcomes

Taxation Certificate

- Assess tax-related situations that could result in audit risk.
- Develop effective research strategies for solving tax-related problems.
- Utilized tax principles to apply tax laws in different industrial settings and types of businesses.

Business Analytics Certificate

Develop an understanding of the key technologies in Business Analytics.

- Objective 1. Apply quantitative modeling and data analysis techniques to the solution of real-world business problems.
- Objective 2. Communicate findings and effectively present results using data visualization techniques.

Gain practical, hands-on experience with statistics programming languages and big data tools through coursework and applied research experiences.

- Objective 1. Demonstrate knowledge of statistical data analysis techniques and software packages utilized in business decision-making.
- Objective 2. Apply principles of Data Analytics to the analysis of business problems.

Demonstrate ethical principles and practices on data analytic problems.

- Objective 1. Recognize and analyze ethical issues in business related to data security, integrity, and privacy.
- Objective 2. Apply ethical practices in everyday business activities and make well-reasoned ethical business and data management decisions.

Health Informatics Certificate

Develop an understanding of the key technologies in Health Informatics.

- Objective 1. Gain skills in data mining and management, and understand the process of dealing with large disparate data.
- Objective 2. Be Proficient in using current and relevant programming techniques to analyze high-dimensional data.

Gain practical, hands-on experience with statistics programming languages and big data tools through coursework and applied research experiences.

- Objective 1. Understand analytics related to healthcare information in order to develop and implement sound healthcare decisions.
- Objective 2. Identify and understand the key information requirements for working with, managing, and integrating varied healthcare information systems.

Understand the nature of the US healthcare system, including the interactions between payers, providers, patients, and policy makers.

- Objective 1. Recognize and analyze interactions between payers, providers, patients and policy makers

Human Resource Management Certificate

Clear human resource management alignment with business objectives. Graduates will formulate human resource management practices that align with business objectives. They will:

- Objective 1: Analyze human resource management functions and their influence on organizational performance.
- Objective 2: Apply human resource management practices to optimize workforce planning and talent management.

Effective development of talent acquisition and training/development programs. Graduates will design effective talent acquisition and development programs. They will:

- Objective 1: Identify recruitment, selection, and onboarding strategies to attract and retain top talent.
- Objective 2: Evaluate employee training and development programs using key performance indicators.

Legal compliance and ethical considerations in employment and labor relations. Graduates will evaluate legal compliance and ethical decision-making in employment and labor relations. They will:

- Objective 1: Apply employment laws to examine workplace policies and labor relations.
- Objective 2: Develop frameworks for resolving labor disputes.

Strategic leadership for change management and innovation. Graduates will develop leadership strategies for managing organizational change and fostering innovation. They will:

- Objective 1: Identify leadership approaches that address complex organizational challenges.
- Objective 2: Assess the impact of leadership on shaping an innovative and adaptive organizational culture.

Collaboration and Team Dynamics

Graduates will be prepared to lead in diverse and dynamic business environments effectively.

- Objective 1. Demonstrate the ability to understand and adapt to global market changes.
- Objective 2. Evaluate business situations, recommend suitable leadership practices.

Graduates will demonstrate Crisis Communication and Management abilities.

- Objective 1. Understand the concept of a corporate crisis and its legal and financial impact on the company.
- Objective 2. Develop and implement a basic crisis management plan.

Graduates will demonstrate ethical, sustainable, cultural, and global consciousness.

- Objective 1. Students will recognize, analyze, and defend a solution to ethical problems.
- Objective 2. Students will incorporate sustainable, cultural, and global considerations in business practices.

Energy Finance, Accounting, and Logistics

Develop an understanding of the key components in the Energy and Logistics industry.

- Objective 1. Gain skills in analyzation of financial and investment decisions in the energy industry.
- Objective 2. Identify and connect logistic and supply chain management issues in completing organizational goals.

Gain practical, hands-on experience with the flow of information of materials, information, and financials within an organization.

- Objective 1. Understand the financial statements of energy firms and conduct risk analysis and hedging techniques.
- Objective 2. Identify and understand the logistical and supply chain issues and the implications for customer service and value creation

Understand the role of the energy and logistical industry, including the role of implementation of policies and technology to achieve organizational goals.

- Objective 1. Analyze the role of logistics supply chain and energy sources in meeting organizational commitments.