You Might Like This Program If...
* You’re not intimidated by large projects, or ones that have many moving parts.
* You are detail oriented.
* You are looking for a versatile, in-demand business degree.
* You are interested in pursuing a concurrent certificate in Enterprise Resource Planning (ERP) with SAP (available at Erie, the Behrend College and University College campuses, Beaver, Fayette, Greater Allegheny, Lehigh Valley, New Kensington, Schuylkill, Shenango, Wilkes-Barre and Scranton).

End Campus: Abington

**Program Description**

The Project and Supply Chain Management major concentrates on developing knowledge, skills, and abilities in both project and supply chain management, dynamic and important disciplines in modern corporations. Project management skills include the development of new projects, and coordinating procurement and project delivery systems. Supply chain management emphasizes the integration of manufacturing and service operations, logistics, purchasing, and distribution that enable organizations to develop value-creating supply chain networks. The major provides students with an opportunity to develop the quantitative and people skills necessary to design and operate today’s complex management systems. Students learn how to manage critical components in organizational supply chains, and apply business analytic methods for organizing and fully integrating supply chain practices throughout the organization.

Graduates are uniquely well-prepared for careers in some of the highest in-demand professions in the modern business and government environments, managing the supply chain and project initiatives in world-class business firms, public sector organizations, construction, IT organizations, third-party logistics providers, and goods and services distribution operations.

**What is Project and Supply Chain Management?**

It has been estimated that well over half of all activities in modern corporations are project-based. From developing a new product to constructing a new building, the list of efforts that organizations must plan, manage, and deliver (ideally on time and under budget) is nearly endless. At the same time, globalization creates a growing need for professionals who can effectively manage complex supply chains. The study of project and supply chain management emphasizes the integration of manufacturing and service operations, logistics, purchasing, and distribution—the functions that enable organizations to cultivate value-creating supply chain networks.

**Entrance to Major**

Entry to the Project and Supply Chain Management major requires the successful completion of 5 entry-to-major courses: ACCTG 211, ECON 102, ENGL 15 or ENGL 30H, MATH 110 or MATH 140, STAT 200 or SCM 200. Each course requires a C or better grade for successful completion.

**Degree Requirements**

For the Bachelor of Science degree in Project and Supply Chain Management, a minimum of 120 credits is required:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>45</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>96</td>
</tr>
</tbody>
</table>

21 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 6 credits of GQ courses; 6 credits of GS courses; 9 credits of GWS courses.

Per Senate Policy 83.80.5, the college dean or campus chancellor and program faculty may require up to 24 credits of coursework in the major to be taken at the location or in the college or program where the degree is earned.

**Requirements for the Major**

Each student must earn at least a grade of C in each 300- and 400-level course in the major field.

To graduate, a student enrolled in the major must earn a grade of C or better in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#82-44).

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td>PSU 7</td>
<td>First-Year Seminar Behrend</td>
<td>1</td>
</tr>
<tr>
<td>Acctg 211</td>
<td>Financial and Managerial Accounting for Decision Making</td>
<td>4</td>
</tr>
<tr>
<td>Cas 100</td>
<td>Effective Speech</td>
<td>3</td>
</tr>
<tr>
<td>Econ 102</td>
<td>Introductory Microeconomic Analysis and Policy</td>
<td>3</td>
</tr>
<tr>
<td>Econ 104</td>
<td>Introductory Macroeconomic Analysis and Policy</td>
<td>3</td>
</tr>
<tr>
<td>English 202D</td>
<td>Effective Writing: Business Writing</td>
<td>3</td>
</tr>
<tr>
<td>Fin 301</td>
<td>Corporation Finance</td>
<td>3</td>
</tr>
<tr>
<td>Mgmt 301</td>
<td>Basic Management Concepts</td>
<td>3</td>
</tr>
<tr>
<td>Mgmt 341</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>Mgmt 418</td>
<td>Project Planning and Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>Mis 204</td>
<td>Introduction to Management Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>MKTG 301</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>SCM 301</td>
<td>Supply Chain Management</td>
<td>3</td>
</tr>
<tr>
<td>SCM 445</td>
<td>Operations Planning and Control</td>
<td>3</td>
</tr>
<tr>
<td>SCM 460</td>
<td>Purchasing and Materials Management</td>
<td>3</td>
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</table>

**Additional Courses**

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 241</td>
<td>Legal Environment of Business</td>
<td>4</td>
</tr>
<tr>
<td>&amp; BA 242</td>
<td>and Social and Ethical Environment of Business</td>
<td></td>
</tr>
<tr>
<td>or BA 243</td>
<td>Social, Legal, and Ethical Environment of Business</td>
<td></td>
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</table>
Additional Courses: Require a grade of C or better

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 15</td>
<td>Rhetoric and Composition</td>
<td>3</td>
</tr>
<tr>
<td>or ENGL 30H</td>
<td>Honors Rhetoric and Composition</td>
<td></td>
</tr>
<tr>
<td>MATH 110</td>
<td>Techniques of Calculus I</td>
<td>4</td>
</tr>
<tr>
<td>or MATH 140</td>
<td>Calculus With Analytic Geometry I</td>
<td></td>
</tr>
<tr>
<td>SCM 200</td>
<td>Introduction to Statistics for Business</td>
<td>4</td>
</tr>
<tr>
<td>or STAT 200</td>
<td>Elementary Statistics</td>
<td></td>
</tr>
<tr>
<td>MGMT 410</td>
<td>Project Management</td>
<td>3</td>
</tr>
<tr>
<td>or BA 421</td>
<td>Project Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 415</td>
<td>Project Portfolio Management and Organizations</td>
<td>3</td>
</tr>
<tr>
<td>or SCM 416</td>
<td>Warehousing and Terminal Management</td>
<td></td>
</tr>
<tr>
<td>SCM 320</td>
<td>Transport Systems</td>
<td>3</td>
</tr>
<tr>
<td>or SCM 455</td>
<td>Logistics Systems Analysis and Design</td>
<td></td>
</tr>
</tbody>
</table>

Select 3 credits from the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 364Y</td>
<td>International Business and Society</td>
<td>3</td>
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<tr>
<td>ECON 470</td>
<td>International Trade and Finance</td>
<td></td>
</tr>
<tr>
<td>FIN 471</td>
<td>International Finance</td>
<td></td>
</tr>
<tr>
<td>IB 303</td>
<td>International Business Operations</td>
<td></td>
</tr>
<tr>
<td>MGMT 461</td>
<td>International Management</td>
<td></td>
</tr>
<tr>
<td>MKTG 445</td>
<td>Global Marketing</td>
<td></td>
</tr>
</tbody>
</table>

Other 300- or 400-level international business courses

Select 6 credits of 300- or 400-level courses such as MIS 404 and MGMT 430

Select 3 credits from the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 481</td>
<td>Business Forecasting Techniques</td>
<td>3</td>
</tr>
<tr>
<td>MIS 336</td>
<td>Database Management Systems</td>
<td></td>
</tr>
<tr>
<td>MIS 301</td>
<td>Business Analytics</td>
<td></td>
</tr>
<tr>
<td>SCM 340</td>
<td>Introduction to Supply Chain Analytics</td>
<td></td>
</tr>
</tbody>
</table>

Select 3 credits from:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 422W</td>
<td>Strategic Business Planning</td>
<td>3</td>
</tr>
<tr>
<td>BA 462</td>
<td>Business Strategy</td>
<td></td>
</tr>
<tr>
<td>MGMT 471W</td>
<td>Strategic Management and Business Policy</td>
<td></td>
</tr>
</tbody>
</table>

Supporting Courses and Related Areas

Select 13 credits from any business major field or any non-business major field, except for all KINES (GHW) courses, any ENGL course below ENGL 15, and any MATH course below MATH 110. Exceptions may be petitioned through the applicable department chair.

<table>
<thead>
<tr>
<th>Course</th>
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<th>Credits</th>
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</thead>
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<td>or STAT 200</td>
<td>Elementary Statistics</td>
<td></td>
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</tr>
<tr>
<td>or BA 421</td>
<td>Project Management</td>
<td></td>
</tr>
<tr>
<td>MGMT 415</td>
<td>Project Portfolio Management and Organizations</td>
<td>3</td>
</tr>
<tr>
<td>or SCM 416</td>
<td>Warehousing and Terminal Management</td>
<td></td>
</tr>
<tr>
<td>SCM 320</td>
<td>Transport Systems</td>
<td>3</td>
</tr>
<tr>
<td>or SCM 455</td>
<td>Logistics Systems Analysis and Design</td>
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Select 3 credits from the following:

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</tr>
<tr>
<td>SCM 340</td>
<td>Introduction to Supply Chain Analytics</td>
<td></td>
</tr>
</tbody>
</table>

Select 3 credits from:

<table>
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<tr>
<td>MGMT 471W</td>
<td>Strategic Management and Business Policy</td>
<td></td>
</tr>
</tbody>
</table>

General Education

Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (https://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program/) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

Foundations (grade of C or better is required.)
- Quantification (GQ): 6 credits
- Writing and Speaking (GWS): 9 credits

Knowledge Domains
- Arts (GA): 6 credits
- Health and Wellness (GHW): 3 credits
- Humanities (GH): 6 credits
- Social and Behavioral Sciences (GS): 6 credits
- Natural Sciences (GN): 9 credits

Integrative Studies (may also complete a Knowledge Domain requirement)
- Inter-Domain or Approved Linked Courses: 6 credits

University Degree Requirements

First Year Engagement
All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan.

Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience.

First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

Cultures Requirement
6 credits are required and may satisfy other requirements
- United States Cultures: 3 credits
- International Cultures: 3 credits

Writing Across the Curriculum
3 credits required from the college of graduation and likely prescribed as part of major requirements.

Total Minimum Credits
A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

Quality of Work
Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

Limitations on Source and Time for Credit Acquisition
The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (http://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80)). For more information, check the Suggested Academic Plan for your intended program.

Academic Advising
The objectives of the university’s academic advising program are to help advisees identify and achieve their academic goals, to promote their
intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee’s unit of enrollment will provide each advisee with a primary academic adviser, the information needed to plan the chosen program of study, and referrals to other specialized resources.

READ SENATE POLICY 32-00: ADVISING POLICY (https://senate.psu.edu/policies-and-rules-for-undergraduate-students/32-00-advising-policy/)

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yuh201@psu.edu

Wilkes-Barre
Justin Goldston
Suggested Academic Plan

The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2022-23 academic year. To access previous years’ suggested academic plans, please visit the archive (https://bulletins.psu.edu/undergraduate/archive/) to view the appropriate Undergraduate Bulletin edition (Note: the archive only contains suggested academic plans beginning with the 2018-19 edition of the Undergraduate Bulletin).

Project and Supply Chain Management, B.S. at Abington Campus

The course series listed below provides only one of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

<table>
<thead>
<tr>
<th>First Year</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ENGL 15 or 30H (GWS)</td>
<td>3 CAS 100A (GWS)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>MATH 110 (GQ)</td>
<td>4 STAT 200 or SCM 200 (GQ)</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>ECON 102 (GS)</td>
<td>3 General Education Course (US)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>General Education Course</td>
<td>3 General Education Course</td>
<td>3</td>
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</tr>
<tr>
<td>PSU 1, 6, or 8</td>
<td>1 General Education Course</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>14</strong></td>
<td><strong>16</strong></td>
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<table>
<thead>
<tr>
<th>Second Year</th>
<th>Credits</th>
<th>Spring</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ACCTG 211**1</td>
<td>4 ENGL 202D (GWS)</td>
<td>4</td>
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</tr>
<tr>
<td>General Education Course</td>
<td>3 FIN 301*</td>
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<td>MIS 204*</td>
<td>3 BA 243</td>
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<td>ECON 104 (GS)*</td>
<td>3 MKTG 301*</td>
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<tr>
<td>MGMT 301*</td>
<td>3 SCM 301*</td>
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<table>
<thead>
<tr>
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<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>Fall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>BA 321**3</td>
<td>3 BA 322**3</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>General Education Course</td>
<td>3 IB 303 (UL)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>SCM 445*</td>
<td>3 MGMT 341*</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>15</strong></td>
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<table>
<thead>
<tr>
<th>Fourth Year</th>
<th>Credits</th>
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<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>Fall</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MGMT 415*</td>
<td>3 BA 422W</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>SCM 460*</td>
<td>3 MGMT 418**3</td>
<td>3</td>
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</tr>
<tr>
<td>Supporting Course**4</td>
<td>3 SCM 455*</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Supporting Course**4</td>
<td>3 General Education Course</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>General Education Course</td>
<td>3 Supporting Course**3</td>
<td>1-3</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
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<td><strong>13-15</strong></td>
<td></td>
</tr>
</tbody>
</table>

Total Credits 120-122

* Course requires a grade of C or better for the major
‡ Course requires a grade of C or better for General Education
# Course is an Entrance to Major requirement
† Course satisfies General Education and degree requirement

1 ETMs include ACCTG 211, ENGL 102, ENGL 15 or ENGL 30H, MATH 110 or MATH 140, STAT 200 or SCM 200, GPA 2.0 or higher
2 Students must complete 3 credits of U.S. cultures (US) and 3 credits of international cultures (IL).
3 BA 321 and BA 322 qualify for 6 credits towards the Business Supporting Area for the degree. They are offered regularly and fulfill the prerequisite requirements for BA 421 and BA 422W.
4 13 credits of approved supporting courses include courses in these areas: Management, Accounting, Marketing, and Finance. It’s recommended that students include MIS 404 in this category, as this course fulfills the requirements for the ERP certificate with SAP. Any course at the 300-400 level in this category requires a grade of C or higher. The following courses do not meet this supporting courses requirement: KINES, ENGL 1-15, MATH 1-140, ACCTG 151, 152, ECON 14, FIN 100, 108, MGMT 100, MIS 103. Please consult with your adviser to discuss the regularly offered courses which meet this requirement.

University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy University Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

GWS, GQ, GHW, GN, GA, GH, and GS are abbreviations used to identify General Education program courses. General Education includes Foundations (GWS and GQ) and Knowledge Domains (GHW, GN, GA, GH, GS, and Integrative Studies). Foundations courses (GWS and GQ) require a grade of ‘C’ or better.

Integrative Studies courses are required for the General Education program. N is the suffix at the end of a course number used to designate an Inter-Domain course and Z is the suffix at the end of a course number used to designate a Linked course.

Program Notes:

Suggested Academic Plans do not replace the official university degree audit in LionPATH. A minimum of 120 credits are required for graduation. Consult with your adviser when scheduling courses.
Career Paths

The B.S. in Project and Supply Chain Management is one of only a handful of undergraduate degree programs in this field. Graduates are uniquely prepared to work in project-intensive industries such as construction, insurance, information services and information technology, manufacturing, utilities, pharmaceuticals, third-party logistics, and goods and services distribution operations.

Careers

Employers of recent B.S. in Project and Supply Chain Management graduates include Logistics Plus, Parker Hannifin, Bechtel Plant Machinery, American Eagle, Frito Lay, FairPoint Communications, Pitney Bowes, Spyne, General Electric, Wabtec Railway Electronics, Business Resource Group, Modern Industries, Eddie Bauer, Ferguson Enterprises, Unisys, Eastman Kodak, Tyco Electronics, and IBM.

Opportunities for Graduate Studies

The B.S. in Project and Supply Chain Management can be a starting point for master’s- and doctoral-level study of supply chain management, project management, management science, law, organizational behavior, corporate strategy, enterprise architecture, information technology, or another specialized discipline.

MORE INFORMATION ABOUT OPPORTUNITIES FOR GRADUATE STUDIES

Professional Resources

• Project Management Institute (https://www.pmi.org/)

Contact

Abington

DIVISION OF SOCIAL SCIENCES
1600 Woodland Rd.
Abington, PA 19001
215-421-0030
kmm730@psu.edu

https://abington.psu.edu/majors-at-abington (https://abington.psu.edu/majors-at-abington/)

Beaver

100 University Drive
Monaca, PA 15061
724-773-3591
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http://beaver.psu.edu/pscm (http://beaver.psu.edu/pscm/)

Brandywine

25 Yearsley Mill Road
Media, PA 19063
610-892-1451
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Erie

BLACK SCHOOL OF BUSINESS
281 Jack Burke Research and Economic Development Center
5101 Jordan Road
Erie, PA 16563
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http://behrend.psu.edu/school-of-business (http://behrend.psu.edu/school-of-business/)

Fayette

2201 University Drive
 Lemont Furnace, PA 15456
724-430-4245
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http://fayette.psu.edu/project-and-supply-chain-management (http://fayette.psu.edu/project-and-supply-chain-management/)

Greater Allegheny

101 Frable Building
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McKeesport, PA 15132
412-675-9140
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http://greaterallegheny.psu.edu/project-supply-chain-management-bs (http://greaterallegheny.psu.edu/project-supply-chain-management-bs/)

Harrisburg

SCHOOL OF BUSINESS ADMINISTRATION
Olmsted Building, E355
Middletown, PA 17057
717-948-6139
cxs879@psu.edu

http://harrisburg.psu.edu/business-administration/supply-chain-management/bachelor-science-project-supply-chain-management (http://harrisburg.psu.edu/business-administration/supply-chain-management/bachelor-science-project-supply-chain-management/)

Lehigh Valley

2809 Saucon Valley Road
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610-285-5117
maungkmin@psu.edu

https://lehighvalley.psu.edu/academics/degrees/project-supply-chain-management (https://lehighvalley.psu.edu/academics/degrees/project-supply-chain-management/)

Mont Alto

1 Campus Drive
Mont Alto, PA 17237
717-749-6050
mad10@psu.edu

https://montalto.psu.edu/academics/bachelors/project-supply-chain-management-degree (https://montalto.psu.edu/academics/bachelors/project-supply-chain-management-degree/)

New Kensington

3550 Seventh Street Rd
New Kensington, PA 15068
724-334-6158
act29@psu.edu

http://newkensington.psu.edu/4-year-project-supply-chain-management-sap-certificate (http://newkensington.psu.edu/4-year-project-supply-chain-management-sap-certificate/)

**Schuylkill**

ACADEMIC AFFAIRS
200 University Drive
Schuylkill Haven, PA 17972
570-385-6000
kpf5264@psu.edu


**Scranton**

Business Building 117
Dunmore, PA 18512
570-963-2643
jmw831@psu.edu

https://scranton.psu.edu/project-and-supply-chain-management (https://scranton.psu.edu/project-and-supply-chain-management/)

**Shenango**

147 Sharon Ave.
309D Sharon Hall
Sharon, PA 16146
724-983-2806
yuh201@psu.edu

https://shenango.psu.edu/academics/majors-shenango/project-supply-chain-management (https://shenango.psu.edu/academics/majors-shenango/project-supply-chain-management/)

**Wilkes-Barre**

44 University Drive
Dallas, PA 18612
570-675-9291
jlg566@psu.edu

https://wilkesbarre.psu.edu/academics/pscm (https://wilkesbarre.psu.edu/academics/pscm/)

**York**

221 Grumbacher Building (GISTC)
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717-771-4115
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https://york.psu.edu/academics/baccalaureate/project-and-supply-chain-management (https://york.psu.edu/academics/baccalaureate/project-and-supply-chain-management/)