

MANAGEMENT (MGMT)

Management Undergraduate Courses

MGMT 1200 INTRODUCTION TO MANAGEMENT (3 credits)

This course will introduce foundational management concepts including management functions, leadership, planning, decision-making, quality improvement, ethics and careers in management.

MGMT 1500 INTRODUCTION TO BUSINESS (3 credits)

This course is for students who are interested in gaining foundational knowledge in many aspects of the business world including economics, finance, marketing, management, and accounting.

Distribution: Social Science General Education course

MGMT 3100 MANAGEMENT INFORMATION SYSTEMS (3 credits)

The course covers a broad spectrum of knowledge and techniques in MIS. It presents an overview of the issues and strategies in managing IT resources for organizational effectiveness. Covered topics include but are not limited to IT planning, network computing, functional information systems and their integration, electronic commerce, decision support systems, and data and knowledge management.

Prerequisite(s): ACCT 2020, MGMT 3200 or MKT 3200, and MGMT 3490, each with a 'C' (2.0) or better, and a 2.5 GPA. Not open to non-degree graduate students.

MGMT 3300 STRATEGYU: IDENTIFYING AND LEVERAGING YOUR DISTINCTIVE PROFESSIONAL CAPABILITIES (3 credits)

StrategyU is a course designed to merge strategic thinking with personal and professional growth. The goal of the course is to enable individuals to identify where they are personally and professionally, where they want to be in both areas in the future, and develop strategies for how to get there.

Prerequisite(s): MGMT 3490 with a C+ or better and a 2.5 GPA; or permission of instructor. Not open to non-degree graduate students.

MGMT 3410 INTRODUCTION TO SUPPLY CHAIN MANAGEMENT (3 credits)

Supply chain management is the design and management of business processes within and across organizational boundaries to meet the needs of the end customer. The overall goal of this course is to provide students with an understanding of present day issues and policies related to establishing a sustainable competitive advantage through efficient use of resources and collaboration with external business partners. Students will develop critical thinking skills focused on business process analysis and the use of key performance indicators. (Cross-listed with SCMT 3410, MKT 3410).

Prerequisite(s): Sophomore standing; GPA of 2.0 or better; or by permission of instructor. Not open to non-degree graduate students.

MGMT 3490 MANAGING PEOPLE AND ORGANIZATIONS (3 credits)

In this course, students will develop a clear understanding of management concepts, develop critical thinking skills in applying management concepts to real world problems and begin to develop the technical, interpersonal, communication, conceptual and decision-making skills that are important to success as a manager in modern organizations. Current management trends are emphasized.

Prerequisite(s): ENGL 1160 and MGMT 3200 or MKT 3200 each with a "C" (2.0) or above, and a 2.5 cumulative GPA.

MGMT 3600 BUSINESS ETHICS (3 credits)

Students will learn about the factors, opportunities and pressures that lead to ethical dilemmas, and will develop their understanding of foundations and processes that encourage and reward ethical decision making and behaviors. Lots of examples, sourced from case studies and current events will be provided. (Cross-listed with BSAD 3600, MKT 3600)

Prerequisite(s): Junior classification (minimum of 58 earned credit hours) with a minimum 2.5 cumulative GPA. Completion of MGMT 3200 or MKT 3200 with a minimum grade of "C" (2.0). Not open to non-degree graduate students.

MGMT 3800 CROSS-SECTOR COLLABORATIVE LEADERSHIP (3 credits)

The goal of PA 3800/MGMT 3800 is to prepare students to serve as collaborative leaders of cross-sector initiatives. Specifically, this course will prepare students for success in working collaboratively across private, nonprofit and public sector organizations while also enhancing their overall development as a leader. Examples of successful and unsuccessful cross-sector collaborations will be explored along with discussions of theories related to cross-sector collaboration. (Cross-listed with PA 3800).

Prerequisite(s): Permission from instructor or MGMT 3490 with a grade of C or higher or enrollment in the cross-sector collaborative leadership minor.

MGMT 4000 SPECIAL TOPICS IN MANAGEMENT (3 credits)

This special topics course will address specific topics which will vary by semester and is intended primarily for upper division students who are pursuing a management, supply chain management, or human resources management concentration.

Prerequisite(s): Permission from the Department of Management chairperson.

MGMT 4010 TOTAL REWARDS (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee compensation and benefit programs. The course is designed to enable future managers and human resource professionals to utilize effective strategies for managing the single largest controllable expense for organizations; employee pay and benefits. (Cross-listed with BSAD 8146).

Prerequisite(s): MGMT 3490 and MGMT 4030 with a C+ or better and a 2.5 GPA; or permission of instructor

MGMT 4030 HUMAN RESOURCE MANAGEMENT (3 credits)

This course is a comprehensive review of human resource management concepts and practices. The course is designed to educate future managers and leaders on the importance of utilizing effective human resource methods that comply with federal laws and provide the organization with high-quality talent that provides a competitive advantage. (Cross-listed with BSAD 8136).

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of instructor.

MGMT 4040 MANAGING BEHAVIOR IN ORGANIZATIONS (3 credits)

In this course students will learn the knowledge and skills necessary to effectively manage and lead others. The discussion and application of topics such as leadership, motivation and attitudes will provide a theoretical grounding in these areas and the opportunity to practice applying these concepts to real-world problems.

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of instructor. Not open to non-degree graduate students.

MGMT 4050 MANAGERIAL DECISION MAKING (3 credits)

This course will provide students with the opportunity to learn, understand, and apply techniques for effective individual and organizational problem solving. The students will interactively participate in generating, prioritizing and organizing their ideas in order to become better managerial decision-makers/problem solvers.

Prerequisite(s): MGMT 3490 with a C, or a 2.5 GPA, or permission of instructor

MGMT 4060 HEALTHCARE ANALYTICS FOR BUSINESS (3 credits)

This course will focus on the use of analytics to develop key performance indicators that integrate and evaluate clinical, administrative, and financial performance. Key concepts in this course will include information management, performance metrics, data visualization, and communication of results across the healthcare ecosystem. Specific topics will include health outcomes analysis, financial performance, developing an analytics strategy, data quality and governance, and the four stages of actionable intelligence. (Cross-listed with BSAD 8066, SCMT 4060).

Prerequisite(s): MGMT 3490 or SCMT 3410; GPA of 2.5 or better; or by permission of instructor. Not open to non-degree graduate students.

MGMT 4090 MANAGING COLLABORATIVE ENGAGEMENT (3 credits)

This course will provide students with the opportunity to develop knowledge and strategies for leading teams, enhancing collaboration, building consensus, problem solving in teams, facilitating group processes, and designing collaborative workspaces. (Cross-listed with BSAD 8096, ITIN 4090)

Prerequisite(s): Junior standing or permission of instructor.

MGMT 4100 MANAGING CHANGE AND INNOVATION (3 credits)

This course is designed to increase students' understanding and knowledge of how organizations are designed and structured in order to create value, obtain competitive advantage, and respond innovatively to changing environments.

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of instructor.

MGMT 4110 STAFFING THE ORGANIZATION (3 credits)

This course is a comprehensive review of issues and techniques related to the acquisition of high-quality human resources for optimal organizational effectiveness. The course is designed to enable future managers and human resource professionals to utilize effective strategies for recruiting, selecting, placing, and integrating new employees into the organization's workforce. (Cross-listed with BSAD 8166).

Prerequisite(s): MGMT 3490 and MGMT 4030 with a C+ or better and a 2.5 GPA; or permission of instructor. Students are encouraged to take MGMT 4220 prior to taking this course.

MGMT 4120 TALENT DEVELOPMENT (3 credits)

This course is a comprehensive review of the theory and practice of developing and implementing cost-effective employee training and development programs to optimize human capital effectiveness in modern organizations. The course is designed to enable future managers and human resource professionals to utilize effective strategies for assessing employee training needs and developing appropriate solutions to maximize talent utilization. (Cross-listed with BSAD 8156).

Prerequisite(s): MGMT 3490 and MGMT 4030 with a C+ or better and a 2.5 GPA; or permission of instructor.

MGMT 4150 GLOBAL BUSINESS MANAGEMENT (3 credits)

The purpose of this course is to explore management theory and practice from an international or cross-cultural perspective to gain an appreciation for the complexities of managing in diverse cultural, political and economics environments. Specific emphasis is placed on studying the challenges of management and organization in multinational corporations.

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA, or permission of instructor.

MGMT 4220 EMPLOYMENT LAW (3 credits)

This course is a comprehensive review of the legal framework in human resource management practice. The course is designed to prepare future managers and human resource professionals for the myriad legal issues involved in the employer-employee relationship and what is required for effective compliance. (Spring)

Prerequisite(s): MGMT 3490 with a C+ or better, MGMT 3510 or MGMT 4030 with a C(2.0) or better, and a 2.5 GPA; or permission of instructor.

MGMT 4230 LEARNING TO LEAD (3 credits)

The course provides an introduction to applied leadership concepts and practices. Students are given a background into systematic decision-making processes, and then are introduced to cases of how actual leaders think and solve problems. Building on these foundational models, students learn how to perform problem solving requirements they will experience as managers. Finally, it concludes with a look at psychological biases and traps that may affect decision-makers.

Prerequisite(s): MGMT 3490 with a C or better, a minimum cumulative GPA of 2.5, or permission of instructor. Not open to non-degree graduate students.

MGMT 4330 PROJECT MANAGEMENT (3 credits)

This course will focus on the planning and execution of complex projects within an organization. Students will learn how to conduct stakeholder analysis, plan the scope of a project, develop a project budget, lead a project team, and define the steps necessary to bring a complex project to a successful conclusion. Students will recognize how the strategy, structure, and culture of an organization can be used to identify and prioritize complex projects. (Cross-listed with SCMT 4330, BSAD 8336)

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of the instructor. Not open to non-degree graduate students.

MGMT 4440 MANAGEMENT OF QUALITY AND PROCESS IMPROVEMENT (3 credits)

Major topics in this course include TQM, process reengineering, process improvement, and tools and techniques to formulate, change and implement these concepts in organizations. Students can develop their knowledge and skills to apply these concepts in organizations through the applied orientation of this course. (Cross-listed with SCMT 4440).

Prerequisite(s): MGMT 3490 with a C or better and a 2.5 GPA; or permission of instructor.

MGMT 4450 MANAGERIAL NEGOTIATION STRATEGIES (3 credits)

This course introduces students to the theory and practice of negotiation. The ability to negotiate successfully rests on a combination of analytical and interpersonal skills. In this course we will develop a set of conceptual frameworks that should help students better analyze negotiations in general and prepare more effectively for future negotiations in which they may be involved. This course is designed to help students better understand the theories, processes, and practices of negotiation, as well as conflict resolution and relationship management so that students can be more effective negotiators in a wide variety of situations. (Cross-listed with SCMT 4450, BSAD 8456)

Prerequisite(s): MGMT 3490 with a grade of C or above, at least a cumulative GPA of 2.5, or permission of instructor.

MGMT 4480 CORPORATE AND BUSINESS STRATEGY (3 credits)

A comprehensive study of the analytical techniques and managerial tasks associated with developing, executing and monitoring a strategic course of action for medium to large firms. The interrelationships between the functional business areas will be stressed using a combination of contemporary readings, business cases, team projects or computerized situations.

Prerequisite(s): Must be a graduating senior, have a declared major in BSBA program, 2.5 cumulative GPA, MGMT 3200 or MKT 3200, MGMT 3490, MKT 3310, FNBK 3250 with a "C" (2.0) or better.

MGMT 4500 SPECIAL PROBLEMS IN MANAGEMENT (1-3 credits)

This is an independent study course in which the student completes a focused project in the field of management, human resource management, international business, supply chain management, or entrepreneurship under faculty supervision.

Prerequisite(s): MGMT 3490 C+ or better, 2.5 GPA; permission of program chair; junior/senior standing; must obtain agreement from a faculty member to supervise; submit completed Special Problems contract to MGMT Dept chairperson. Forms in CBA advising office.

MGMT 4510 MANAGEMENT INTERNSHIP (1-3 credits)

Students engage in part time employment in the management discipline to gain relevant business experience and to practice the skills and concepts learned in the classroom. Work assignment must encompass duties related to general management or a specialization within the domain (i.e. strategy, production/operations, project management, planning, organizing, leading, or controlling).

Prerequisite(s): MGMT 3490 with a C+ or better, a 2.5 GPA, and junior level standing; and permission of instructor.

MGMT 4520 HUMAN RESOURCES MANAGEMENT INTERNSHIP (1-3 credits)

Students engage in part time employment in the human resource management discipline to gain relevant business experience and to practice the skills and concepts learned in the classroom. Work assignment must encompass duties related to general human resource management or a specialization within the domain (i.e. staffing, training, employee relations).

Prerequisite(s): MGMT 4030 with a C+ or better, a 2.5 GPA, and junior level standing; and permission of instructor.

MGMT 4610 APPLIED LEADERSHIP FOR MANAGERS (3 credits)

The course provides an introduction to applied leadership concepts and practices by providing students with the knowledge and skills necessary to solve problems and make decisions as leaders.

Prerequisite(s): Completion of at least 30 credit hours and a minimum 3.3 GPA. Not open to non-degree graduate students.

MGMT 4690 EMERGING TECHNOLOGY AND INNOVATION (3 credits)

This course equips entrepreneurially-minded students with a more complete range and vision of the viability of various startup opportunities (with a specific focus on innovative technologies and innovative business models). Students will become familiarized with the new and emerging technologies and innovations that define modern industries and product categories, as well as the various shifts in the way cutting-edge business gets done, regardless of industry. (Cross-listed with ENTR 4690, BSAD 8696).

Prerequisite(s): Junior standing or higher; 2.75 minimum GPA; or permission of instructor

MGMT 4720 INNOVATION VENTURES (3 credits)

This team-based course provides students with the opportunity to practice the basic tools of business discovery and validation, both as an instrument for new venture formation and as a core capability for addressing challenges in competitive landscapes. As such, the course lies at the intersection of innovation, entrepreneurship and strategy. Students will develop practical experience by experimenting with and refining business ideas. (Cross-listed with BSAD 8726, ITIN 4720, ITIN 8256, ENTR 4720, MKT 4720).

Prerequisite(s): ENTR 3710 and junior standing or above or by instructor permission

MGMT 4960 CROSS-SECTOR COLLABORATIVE LEADERSHIP CAPSTONE (3 credits)

This is a capstone course that prepares students to be effective leaders in the 21st century. This course is the final leadership course in the Cross-Sector Collaborative Leadership minor. This minor requires a capstone project that encompasses the student's knowledge and training. It is designed to provide an applied service-learning opportunity for students. (Cross-listed with PA 4960).

Prerequisite(s): Must be completing Cross-Sector Collaborative Leadership Minor. Not open to non-degree graduate students.