

# 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)**

This course covers a broad spectrum of knowledge and techniques in MIS. Students will be given the opportunity to relate how technology and systems are utilized to support managerial decision making, streamline business processes, and enhance general organizational efficiencies. Topics centering around IT planning, network computing, electronic commerce, and data/knowledge management are all used to instill the importance of leveraging information systems for strategic advantage.

**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 3410 INTRODUCTION TO SUPPLY CHAIN MANAGEMENT (3 credits)**

Supply chain management is the design and management of business processes needed to turn raw materials from suppliers into products and services that meet the needs of the final customer. The goals of this course center around providing students with the foundations of supply chain management and effectively managing the flow of goods, information, and services to obtain sustainable competitive advantage within an industry. Students will develop critical thinking skills focused on business process analysis and the use of key performance indicators to determine operational efficiencies for all organization levels. (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 delve into applying management concepts to the real-world and the dynamic interplay between individuals, groups, and broader organizational contexts. The course uses effective management practices and leadership styles mixed with knowledge of organizational structures and intricacies of human behavior to promote individual's confidence in skills areas such as communication, conceptualization, interpersonal problems, and decision-making. Students are exposed to current management trends and the importance of successful management in modern organizations.

**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 topic course will address specific topics of management that vary by semester. The course is intended primarily for upper division students who are pursuing a management and leadership, supply chain management, or human resources management concentration.

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

### **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 benefits programs. Students will gain and utilize effective strategies for managing the single largest controllable expense for organizations; employee pay and benefits. The design of this course is most beneficial for students pursuing future careers in management and human resource professions. (Cross-listed with BSAD 8146).

**Prerequisite(s):** MGMT 3490 with a C or better 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 the field of human resource management and its relevance to employees, managers, and organization stakeholders for goal achievement. The design of this course is structured to educate future managers and leaders on the importance of utilizing effective HR methods that comply with federal laws and the critical role of HR professionals in achieving the organization's positive workplace culture, competitive advantage, and overall success. (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 foundations of Organizational Behavior are explored through discussion, application, and analysis, to build connection to critical aspects of real-world scenarios. Students are equipped with the tools and resources to understand the decision-making process, on both the individual and organizational level, to shape behaviors of topics overviewing attitudes, motivation, leadership, employee engagement, group dynamic, and company culture.

**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 mixing of analytics and technology to develop key performance indicators that integrate and evaluate clinical, administrative, and financial performance. Concepts in this course explore the intersection of information management, performance metrics, data visualization, and result communication spanning across the healthcare ecosystem. Topics covering health outcome analysis, financial performance, developing analytic strategies, data quality and governance, and the four stages of actionable intelligence are all used to educate the advantages of leveraging analytics. (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, ACMP 4090, SCMT 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 today's rapidly evolving business landscapes. Navigating through aspects of value creation, obtaining competitive advantage, adaptability, and managing resistance supports individuals' ability in influencing change management and innovating environments in many organizational settings.

**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 involved in the acquisition and management of a high quality and diverse workforce for optimal organizational effectiveness. Students pursuing future manager and human resource professions will benefit from practice utilizing effective strategies for recruiting, selecting, placing, and integrating new employees into an organization's workforce. (Cross-listed with BSAD 8166).

**Prerequisite(s):** MGMT 3490 with a C or better 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 with a C or better 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 central objective of this course is to explore the unique opportunities and challenges that confront international managers as they navigate the complex and ever-changing global economic, political, legal, technological, and cultural environment. This course will particularly focus on people, values, and culture, better equipping students to both undertake an international career as well as effectively lead organizations with a culturally diverse workforce in any environment. (Cross-listed with BSAD 8236).

**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 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 and 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 insight into the introduction of applied leadership concepts, qualities, and practices used to create effective leadership. The background of systemic decision-making processes and examples of actual leaders' problems, strategy approaches, and skill styles are used to challenge students to analyze their own leadership potential and effectiveness. Along with empowering individuals' leadership capabilities, this course explores psychological biases and obstacles that can influence the direction of leaders and their decision-making style.

**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 focuses on the systemic exploration of planning and executing complex projects to create organizational success. Using a comprehensive understanding of principles, methodologies, and tools within project management, students will learn how to initiate critical processes, plan objectives and constraints, execute management and leadership, monitor budgets and development, and close outcomes of complex projects. Skills obtained from this course enhance individuals' ability to recognize, identify, and prioritize organizations' culture and structure to lead projects across various industries efficiently. (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 across various organizational settings. The ability to successfully negotiate an outcome is an important aspect of management and leadership.

Negotiation can be used to determine multiparty relationships, manage conflict resolution, and improve organizational outcomes. Using a combination of conceptual frameworks, roleplaying exercises, and debriefing opportunities, the design of this course is structured to help students understand the power and influence negotiation has over the successful outcomes of managers, leaders, and organizations. (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)**

This collaborative course is a comprehensive study of the analytical techniques and managerial tasks associated with analyzing, formulating, and implementing strategy in organizations. Connections between the functional business areas and how to create and maintain a competitive advantage, achieve growth, and drive long-term success are explored through contemporary readings, business cases, team projects, and 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 independent study course gives students an opportunity to complete 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 with a 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 Chair. Forms in CBA advising office.

**MGMT 4510 MANAGEMENT INTERNSHIP (1-3 credits)**

Students can receive degree credit when engaging in part time employment with a business that is relevant to the management discipline. Work assignments are a valuable opportunity to gain practical experience and insight into various aspects of managerial roles within the workforce. Duties within the part time role must relate to general management (i.e., strategy, production/operations, project management, planning, organizing, leading, or controlling) and provide students with an environment to apply their academic knowledge to a professional setting. Combining both academic and professional atmospheres, students gain interpersonal development of leadership and build understanding of managerial responsibilities within organizations.

**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 can receive degree credit when engaging in part time employment with a business that is relevant to the human resources management discipline. Work assignments are a valuable opportunity to gain practical experience and insight into various aspects of HR managerial roles within the workforce. Duties within the part time role must relate to general HR management (i.e., staffing, training, employee relations) and provide students with an environment to apply their academic knowledge to a professional setting. Combining both academic and professional atmospheres, students gain interpersonal development of leadership and build understanding of HR managerial responsibilities within organizations.

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

**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. Concepts and techniques in innovation, entrepreneurship, and strategy will be used to aid students in the venture creation process. Important considerations impacting the viability of the venture post formation will also be explored. Practical real-world experimentation is the central component of the course and will help students to conceive, develop, and launch their own innovative ventures. (Cross-listed with BSAD 8726, ACMP 4720, ACMP 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 either the Cross-Sector Collaborative Leadership Minor or the Cross-Sector Collaborative Leadership Concentration. Must have completed PA 3800/MGMT 3800. Not open to non-degree graduate students.