MANAGEMENT (MGMT)

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.
Prerequisite(s)/Corequisite(s): Social Science General Education course

MGMT 2000 SPECIAL TOPICS IN MANAGEMENT (1-5 credits)
The course content and topic will vary. Please contact the CBA for specific course offerings.

MGMT 2010 MINORITIES IN THE PRIVATE ENTERPRISE SYSTEM (3 credits)
To acquaint students with the opportunities, challenges and successes in minority businesses. Emphasis is given to the role of the individual and importance of these businesses to the aggregate economic structure.
Additionally, the opportunities for minorities in majority-owned businesses. (Spring)
Prerequisite(s)/Corequisite(s): 2.0 GPA

MGMT 2800 SURVEY OF BUSINESS (3 credits)
A four-part survey of business: a study of the foundation of business, an analysis of the functional relationships within the business concerns, a discussion of the societal issues confronting contemporary business and the simulation of business operations by means of a computer. Although open to all students, it is intended for non-business majors who want to develop a basic understanding of the world of business and management. (Fall, Spring)

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)/Corequisite(s): ACCT 2020, MGMT 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 3490 MANAGEMENT (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)/Corequisite(s): ENGL 1160 and MGMT 3200 each with a C (2.0) or above, and a 2.5 cumulative GPA.

MGMT 3510 HUMAN RESOURCE MANAGEMENT (3 credits)
This 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.
Prerequisite(s)/Corequisite(s): MGMT 3490 with a C+ or better and a 2.5 GPA; or permission of instructor.

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

MGMT 4000 SPECIAL TOPICS IN MANAGEMENT (1-6 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 concentration.
Prerequisite(s)/Corequisite(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.
Prerequisite(s)/Corequisite(s): MGMT 3490 and MGMT 3510 with a C+ or better and a 2.5 GPA; or permission of instructor.

MGMT 4020 SEMINAR IN HUMAN RESOURCE MANAGEMENT (3 credits)
A student project and seminar course which provides an in-depth examination of topics such as personnel selection, compensation, training and development, performance appraisal, health safety and labor relations. (Spring)
Prerequisite(s)/Corequisite(s): MGMT 3490 with a C+ or better, MGMT 3510 with a C (2.0) or better, and a 2.5 GPA; or permission of instructor.

MGMT 4040 ORGANIZATIONAL BEHAVIOR (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)/Corequisite(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)
Students will have the opportunity to 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)/Corequisite(s): MGMT 3490 with a C+ or better and a 2.5 GPA; or permission of instructor.

MGMT 4090 PRINCIPLES OF COLLABORATION (3 credits)
Students will work with techniques for team leadership, interpersonal collaboration, consensus-building, creative problem solving, negotiation, facilitation, group process design, collaborative workspace design, and collaboration engineering. Students will gain hands-on experience with collaboration technologies. (Cross-listed with BSAD 8096, ITIN 4090)
Prerequisite(s)/Corequisite(s): Junior standing or permission of instructor.

MGMT 4100 ORGANIZATION CHANGE AND DESIGN (3 credits)
This course is designed to increase students’ understanding of and knowledge of how organizations are designed and structured in order to create value and competitive advantage, and how organizations can operate in an effective and efficient manner in an ever-changing environment.
Prerequisite(s)/Corequisite(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.
Prerequisite(s)/Corequisite(s): MGMT 3490 and MGMT 3510 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.
Prerequisite(s)/Corequisite(s): MGMT 3490 and MGMT 3510 with a C+ or better and a 2.5 GPA; or permission of instructor.

MGMT 4150 INTERNATIONAL 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)/Corequisite(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)/Corequisite(s): MGMT 3490 with a C+ or better, MGMT 3510 with a C (2.0) or better, 2.5 GPA; or permission of instructor.

MGMT 4230 APPLIED LEADERSHIP FOR MANAGERS (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)/Corequisite(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)/Corequisite(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 4340 MANAGEMENT OF TEAMS (3 credits)
Students have the opportunity to learn how to create teamwork, develop team dialogue, lead and share leadership in teams, solve problems and make team decisions, and handle team pressure, conflicts and role responsibilities. Application of tools and techniques to develop each of these topics is an integral part of this course.
Prerequisite(s)/Corequisite(s): MGMT 3490 with a C+ or better and a 2.5 GPA; or permission of instructor.

MGMT 4440 MANAGEMENT OF QUALITY AND PROCESS IMPROVEMENT (3 credits)
Major topics in this course include TQM, 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.
Prerequisite(s)/Corequisite(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 SMCT 4450, BSAD 8456)
Prerequisite(s)/Corequisite(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)/Corequisite(s): Enrollment only with advisor permit. Must have a declared major in BSBA program; 2.5 GPA; completion of 99 or more hours; MGMT 3200, MGMT 3490, MKT 3310, FNBK 3250 with a "C"(2.0) or better. Graduating seniors are given enrollment priority.

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)/Corequisite(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)/Corequisite(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)/Corequisite(s): MGMT 3510 with a C+ or better, a 2.5 GPA, and junior level standing; and permission of instructor.

MGMT 4560 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)/Corequisite(s): Completion of at least 30 credit hours and a minimum 3.3 GPA. Not open to non-degree graduate students.