

# MANAGEMENT (MGMT)

## MGMT 231 - Management Processes

3 Credits

Prerequisite(s): WRIT 105 or HONP 100; Not open to Business Administration or Accounting majors. Special fee. To provide undergraduate students a review of classical and modern approaches to the managerial process as it relates to the manager's functions of planning, organizing, communication, motivation, leading, controlling, and managing change. Emphasizing new forces in the managerial environment such as workplace diversity and economic globalization, these reviews will be tied to the open-system model and the contingency approach as overall frameworks for understanding organizations and management. 3 hours lecture.

## MGMT 300 - Integrated Core: Management

3 Credits

Prerequisite(s): BUGN 295. Business Administration or Accounting majors only. Corequisite(s): FINC 300, MKTG 300 and INFO 300. Special fee. Management is viewed as a skill that goes into every function within organizations that involve people, be it marketing, finance or operations. Whether supervisory level management or top level management, students need to understand how organizations work, how to lead, work with, and motivate people within organizations, and how to integrate and manage the dynamic interrelationships among the functional areas of business such as marketing, finance, and operations. The course also stresses current management issues such as workplace diversity, globalization, and digitization of today's firms, and how these forces influence the manager's functions. Topics to be discussed will include manager's functions of planning, organizing, communicating, motivating, leading, controlling and managing change. 3 hours lecture.

## MGMT 305 - Negotiations in the Workplace

3 Credits

Prerequisite(s): MGMT 231; or BUGN 295 (may be taken as prerequisite or corequisite); Business Administration major. Special fee. This course is designed to help students better understand the theory, processes, and practices of negotiation, conflict resolution and relationship management so that students can be more effective negotiators in a wide variety of situations. It will examine the fundamentals of negotiating within today's business world. Topics include both distributive and integrative bargaining. Additionally, time will be spent on facilitating the best practices for communication. 3 hours lecture.

## MGMT 314 - Contemporary Corporate Social Responsibility (CSR)

3 Credits

Prerequisite(s): MGMT 231 or BUGN 295; Business Administration major. Special fee. This course examines the foundation and evolution of Corporate Social Responsibility (CSR) as a movement and practice in Management. The course will explore interconnected and interdependent realities and explore tools for situational analysis and decision-making. Students will learn how small and large firms address social impact questions through CSR and related paradigms, e.g., sustainability, corporate citizenship, and creating shared value. Analysis of different formal and informal program mechanisms for measuring and reporting will be included, e.g., grassroots activities, structured corporate reporting and other mechanisms. Students will gain insight into current debates in the literature, including different perspectives on the role of CSR, the relationship between CSR and profitability, innovation, strategy, governance, values, ethics and sourcing. 3 hours lecture.

## MGMT 315 - Organizational Behavior

3 Credits

Prerequisite(s): MGMT 231; or BUGN 295 (may be taken as prerequisite or corequisite); Business Administration major. Special fee. Major approaches to the study of organizations. Organizational systems and structure, systems of communication, power and influence, organizational conflict, coordination and control, leadership, motivation, interpersonal dynamics and change and renewal. 3 hours lecture.

## MGMT 316 - Human Resource Management

3 Credits

Prerequisite(s): MGMT 231; or BUGN 295 (may be taken as prerequisite or corequisite); junior standing; Business Administration, Allied Health, Recreation Profession, Fashion Studies or Nutrition and Food Science with concentration in Food Management majors only. Special fee. Motivating managerial and non-managerial employees; effective use of human resources in the organization. The personnel function, techniques of job analysis, description and evaluation, and overall organizational development particularly with minority group members and female employees. Meets the University Writing Requirement for majors in Business Administration with a Concentration in Management. 3 hours lecture.

## MGMT 318 - Leadership

3 Credits

Prerequisite(s): MGMT 231 or BUGN 295; Business Administration major. Special fee. In-depth analysis of personality and the development of practical models to assist in the solution of leadership problems. Special attention to techniques of analysis and the interpretation of research findings. Examination of different leadership problems facing managers today in various organizations and industries. Focus of the course is on using theory for the development of skills for practical application. 3 hours lecture.

## MGMT 327 - Training, Development, and Career Planning

3 Credits

Prerequisite(s): MGMT 231 or BUGN 295; Business Administration major. Special fee. Theory and design of training, development and career planning programs. Assessment of training needs, training and development methods and procedures for evaluating training are considered. Some emphasis is placed on the development of managerial skills through student workshops. 3 hours lecture.

## MGMT 331 - Family Business

3 Credits

Prerequisite(s): MGMT 231 or BUGN 295; Business Administration major, Fashion Studies. Special fee. Family businesses are an important force in the U.S. economy, contributing over 50% of the country's gross domestic product. This course explores unique challenges and opportunities involved in managing a family business. Some key issues to be covered are dynamics of family interactions with family business culture, market strengths and weaknesses of family-owned firms, and leadership succession. May be repeated once for a total of six credits. 3 hours lecture.

## MGMT 332 - Diversity In Business

3 Credits

Prerequisite(s): BSLW 235; Business or Accounting majors only. Special fee. This course provides students with the necessary insight, skills, concepts and tools essential for understanding diversity and inclusion management. Diversity-related issues with management implications to be examined include personal identity, recruitment and selection, work group interactions, leadership, career development and advancement, work and family, accommodation of people with disabilities, and organizational strategies for promoting equal opportunity and a positive attitude toward diversity among all employees. Meets World Cultures Requirement. 3 hours lecture.

- MGMT 335 - Small Business Management** **3 Credits**  
Prerequisite(s): MGMT 231 or BUGN 295; Business Administration major. Special fee. The problems and opportunities of beginning and operating a small business. Capital accumulation, adapting technologies to specialized needs, assessing local market opportunities, governmental aids, establishing working relationships with large organizations and problems of growth. 3 hours lecture.
- MGMT 363 - Business and Society** **3 Credits**  
Prerequisite(s): MGMT 231 or BUGN 295; Business Administration major. Special fee. Business as an institution in our pluralistic society; its relationship with other societal elements such as government, academia, labor and the consumer. American business past, present and future; strengths, weaknesses and overall contribution to society; ecology, minority groups and the quantity and quality of economic growth. 3 hours lecture.
- MGMT 392 - Management Cooperative Education** **3 Credits**  
Prerequisite(s): Departmental approval; BUGN 295 or MGMT 231; major within School of Business. The Management Co-op Ed posts the student to a real business to perform actual management tasks in a going business concern. The student focuses on the practical needs of the business while maintaining liaison with a course coordinator in the Department of Management. Compensation for the assignment is at the discretion of the firm. The firm will assign and monitor meaningful intern tasks and achievements. The primary evaluator of student achievement is the host business. It provides students with a professional work experience before completing their degree. Enables students to apply their course work knowledge to a professional work setting. Students gain work experience in the areas of oral and written communication, critical thinking, global awareness, leadership, technology, self-directed learning, career readiness, decision-making, social responsibility and responsiveness.
- MGMT 414 - Management Theories: Behavioral Approaches** **3 Credits**  
Prerequisite(s): MGMT 231; Business Administration majors only. Special fee. Advanced analysis of the most recent developments in the behavioral sciences as a basis for practical applications in the management of organizations. Special emphasis on techniques drawn from several behavioral models including approaches such as transactional analysis and behavior modification. 3 hours lecture.
- MGMT 415 - Organizational Theory: Macro Approaches** **3 Credits**  
Prerequisite(s): MGMT 231 or 315; Business Administration majors only. Special fee. A detailed analysis using the most up-to-date theories in the field of organizational analysis as it pertains to the management of organizations. Emphasis is placed on the application and understanding of macro models of human behavior in organizations to include such approaches as natural, rational and open systems models. 3 hours lecture.
- MGMT 416 - Global Talent Management** **3 Credits**  
Prerequisite(s): MGMT 316; Business Administration major. Special fee. Global Talent Management course focuses on designing, developing and implementing talent management strategies for organizational effectiveness in the highly competitive and global business environment. The course will have a global perspective in talent management and topics covered in this course include talent analysis, talent acquisition strategies, onboarding, talent development, succession planning, talent retention, talent engagement and the use of data analytics for talent management. 3 hours lecture.
- MGMT 417 - Compensation Management** **3 Credits**  
Prerequisite(s): MGMT 316; Business Administration major. Special fee. Theory and practice in employee wage and salary administration in both business and non-business organization. Traditional job evaluation methods and survey techniques are presented with emphasis on both the economic and behavioral effects of compensation practices. 3 hours lecture.
- MGMT 431 - Strategic Business Execution** **3 Credits**  
Prerequisite(s): MGMT 300 or departmental approval; Business Administration major. Special fee. This course is an advanced management course that provides students with the principal challenges of strategic business execution (SBE) in contemporary business. Strategic business execution is an emerging field of Strategy Implementation that focuses on the discipline, competency, enabling processes, and culture and behavior required to achieve execution excellence. As an extension of strategy implementation, SBE provides concrete and relevant steps that organizations and managers can take to enable business execution and achieve sustainable execution excellence. 3 hours lecture.
- MGMT 433 - Entrepreneurship and Innovation** **3 Credits**  
Prerequisite(s): MGMT 231, FINC 321 and MKTG 240; Business Administration major. Special fee. Attitudes and perspectives for effecting meaningful and profitable change. Concepts of creativity, optimum use of resources, and the impact of technological change. Anticipating needs and wants of all groups influenced by the enterprise; examples of successful entrepreneurship, role-playing and situational exercises. 3 hours lecture.
- MGMT 434 - Comparative Management Systems** **3 Credits**  
Prerequisite(s): MGMT 231; Business Administration majors only. Special fee. Multi-national corporations expanding into areas with new sociological and cultural constraints. Problems of management in the public sector as contrasted with the private sector. Management in newly-developed economies and in highly-industrialized economies; public corporations, non-profit organizations, mixed enterprise. 3 hours lecture.
- MGMT 435 - Organizational Development and Change** **3 Credits**  
Prerequisite(s): MGMT 231; Business Administration majors only; instructor's permission. Special fee. Purpose of this course is to develop an understanding of and some skill in the process of planning, introducing, and managing change in organizations. Considerable time will be devoted to the role of the manager as a change agent. Cases and experiential exercises will be used to illustrate the various phases of the change process as well as the different change techniques available. 3 hours lecture.
- MGMT 436 - Strategic Project Management** **3 Credits**  
Prerequisite(s): MGMT 300; Business Administration major. Special fee. This course provides students with the principal challenges of managing projects across a wide range of industries based on case studies, latest research and project management toolkit to manage the issues, risks, changes confronted throughout the course. Designed as an integrated course, students will exercise their strategic thinking as well as practical use of project management tools. As a part of the analysis, the course will discuss multiple project management approaches and methodologies and its application in today's competitive environments and how organizations execute its strategies. 3 hours lecture.

- MGMT 439 - Applied Business Strategy** **3 Credits**  
Prerequisite(s): MGMT 300, FINC 300, INFO 300 and MKTG 300; or ACCT 202 or ACCT 204 and FINC 321 and MGMT 231 and MKTG 240 and INBS 250; Business Administration majors only. Special fee. This is the capstone course in the business curriculum that requires students to integrate and build on the knowledge and skills acquired in the business core courses. The course emphasizes the use of business skills in the formulation and implementation of strategy through processes such as industry analysis, value chain analysis, SWOT analysis, and analysis of strategic success including financial performance. 3 hours lecture.
- MGMT 491 - Business Consulting** **3 Credits**  
Prerequisite(s): MGMT 300; departmental approval; Business Administration major. Special fee. Students learn the principles of management consulting from how companies frame business problems, select outside consulting partners, and work together to achieve the organizational goals of the consulting assignment. The course combines lectures, case studies, and may include experiential-based learning in a real-world field environment that provides hands-on, tangible business consulting experience to our business school students including sponsor company site visits. This course is not for everyone, it requires a commitment to work hard, to invest time and energy required to address and solve business problems, and to overcome obstacles that are inherent in the contemporary business today.
- MGMT 492 - Selected Topics in Management** **1-3 Credits**  
Prerequisite(s): Departmental approval; and MGMT 315 or MGMT 316 or MGMT 318; Business Administration major. Special fee. The content of this course varies with each offering. Its purpose is to provide for the comprehensive development and study of an advanced topic of current interest not covered in-depth in the regular curriculum. This course may be repeated for credit as long as the "special topic" in each course differs from topics previously taken. May be repeated for a maximum of 15.0 credits as long as the topic is different.
- MGMT 495 - Contemporary Issues in Management** **3 Credits**  
Prerequisite(s): Senior standing; MGMT 231, INBS 250, and INFO 290; Business Administration major. Special fee. The capstone course in management that addresses issues at the forefront of management practice and scholarship. Delivered in a seminar and experiential format, this course will cover topics such as Teams and Teamwork, Learning Organizations and Creativity, and New Forms of Organizing such as telecommuting. 3 hours lecture.
- MGMT 499 - Honors Seminar** **3 Credits**  
Prerequisite(s): Departmental approval; and MGMT 315 or MGMT 316 or MGMT 318; Business Administration major. Special fee. Opportunity for a select number of students to study management issues in a small, intimate classroom environment. Students will be given a broad range of opportunities for exploration of the literature as well as of investigation of the problems selected out for detailed study. 3 hours seminar.
- MGMT 501 - Fundamentals of Management** **3 Credits**  
Special fee. To provide graduate students with a review of classical approaches to the managerial functions and of current literature from the behavioral sciences that are directly applicable to the managerial process of planning, organizing, motivating, and controlling. These reviews will be tied with the open-system model or the contingency approach as an overall framework for understanding organizations and their management. Skills are developed which facilitate situational diagnosis leading to managerial action that is appropriate in specific circumstances. 3 hours lecture.
- MGMT 502 - Behavior in Organizations** **3 Credits**  
Special fee. Major behavioral concepts as they relate to complex organizations are reviewed with emphasis on current theory and research. Topics include employee motivation, learning, group behavior, job design, and leadership. 3 hours lecture.
- MGMT 505 - Management Process and Organizational Behavior** **3 Credits**  
Prerequisite(s): Only M.B.A. and D.Env.M. students, M.A. Fine Arts majors with concentration in Museum Management or M.A. Theatre majors with concentration in Arts Management. Special fee. Review of classical and modern approaches to the managerial process as it relates to the manager's functions of planning, organizing, staffing, leading, and controlling. These reviews will be tied to the open-system model and the contingency approach as an overall framework for understanding the management of organizations. 3 hours lecture.
- MGMT 512 - Organizational Development** **3 Credits**  
Prerequisite(s): MGMT 505. Special fee. The purpose of the course is to enhance the student's understanding and skill in the process of change in organizations. Students will be introduced to intervention techniques which will allow them to recognize the need for organizational change as well as develop skill in implementing a program change. 3 hours lecture.
- MGMT 561 - Achieving Competitive Advantage** **1.5 Credit**  
Special fee. This course provides students with a basic understanding of competitive strategy and the role of a general manager in an organization. The focus of this course is on strategy at the business level and how firms achieve a competitive advantage in head-to-head competition with rivals in the same industry. It provides a rigorous examination of the tools of strategy analysis. The course is application oriented and also integrative in nature, emphasizing the linkages among the various functional areas of an organization. 1.5 hours lecture.
- MGMT 562 - Organizational Behavior** **1.5 Credit**  
Prerequisite(s): MBA or certificate students only. Special fee. This course provides students an understanding of behavior in organizations within a management context. This course examines organizational systems and structure, leadership, power and influence, teambuilding, organizational conflict, systems of communication, motivation, interpersonal dynamics and values, and organizational change and renewal. This course explores the role of new forces in the organizational environment such as workplace diversity and economic globalization. 1.5 hours lecture.
- MGMT 565 - Project Management** **1.5 Credit**  
Prerequisite(s): MBA or Certificate students only. Special fee. This is an introductory course to project management with a focus on providing students with real world knowledge of managing projects in today's competitive environment. Throughout this course, we will introduce project examples from a wide variety of industries and functions including information technology, marketing, organization capability enhancement, training, etc. As a hybrid course, class will meet four times in person and the remaining periods online. 1.5 hours lecture.
- MGMT 566 - Negotiation in the Workplace** **1.5 Credit**  
Special fee. This course will examine the fundamentals of negotiating within today's business world. Topics include both distributive and integrative bargaining. Additionally, time will be spent on facilitating the best practices for communication. 1.5 hours lecture.

**MGMT 567 - Managing the Multi-Business Firm 1.5 Credit**

Special fee. This course deals with issues related to corporate-level strategy. This is the companion course to MGMT 561 Achieving Competitive Advantage that deals with strategy at the business level. This course provides students with an understanding of the issues that companies face when they transform themselves from a single business company to a multi-business company. Topics include diversification, vertical integration, portfolio management, international strategy and corporate governance. This course is an application-oriented and integrative in nature. 1.5 hours lecture.

**MGMT 570 - Strategic Human Resource Management 1.5 Credit**

Prerequisite(s): MBA degree students only or departmental approval. Special fee. This course examines how managers can utilize modern Human Resource practices in order to improve company performance and efficiencies. Topics include staffing for quality, outsourcing, use of core and contingent work force, managing workforce commitment and performance, legal issues, managing careers, and reward systems. 1.5 hours lecture.

**MGMT 571 - Leadership 1.5 Credit**

Prerequisite(s): MBA or Certificate students only. Special fee. Successful leaders must understand how to influence individuals in order to meet organizational goals. This course reviews classical and modern approaches to leadership with a focus on the application of these theories to organizations. Among topics discussed are: leadership development motivation, influence, power, decision making, and leadership effectiveness. 1.5 hours lecture.

**MGMT 572 - Entrepreneurship I: Developing and Testing the Business Concept 1.5 Credit**

Prerequisite(s): MGMT 505 or MGMT 561; MBA degree students only. Special fee. This course introduces the student to the field of entrepreneurship, both launching independent ventures as well as new ventures within an existing organization. This is the first of two courses on the entrepreneurial process (Entrepreneurship II: Launching the Venture being the second). This course includes the topics of opportunity recognition and the processes that culminate in finalizing the business concept. 1.5 hours lecture.

**MGMT 573 - Entrepreneurship II: Launching the Venture 1.5 Credit**

Prerequisite(s): MGMT 572; MBA degree students only or departmental approval. Special fee. This course bookends Entrepreneurship I: Developing and Testing the Business Concept by introducing the student to the stages of entrepreneurship that come after the venture concept is finalized. The centerpiece of this course is the business plan and its components and it includes topics such as venture financing and growing the venture. 1.5 hours lecture.

**MGMT 574 - Business Leader Perspectives 1.5 Credit**

Prerequisite(s): MBA degree students only. Special fee. Successful leader must understand how to influence individuals in order to meet organizational goals. This course reviews classical and modern approaches to leadership with a focus on the application of these theories to organizations. Among topics discussed are: leadership development, motivation, influence, power, decision making, and leadership effectiveness. 1.5 hours lecture.

**MGMT 575 - Independent Study in Management 1-3 Credits**

Prerequisite(s): Departmental approval. MBA degree students only. Special fee. Under faculty guidance and supervision, this tutorial course is open to students who wish to pursue individual study and research in a particular discipline.

**MGMT 576 - Advanced Project Management 1.5 Credit**

Prerequisite(s): MGMT 565. Special fee. This is an advanced course in Project Management focusing on the intricacies of managing projects in today's competitive environment. This course is built on MGMT 565 Project Management. Topics in this course include project organization, stakeholder analysis, communication planning, risk and issue management, quality management, procurement, and leading projects. This course is further aligned within the broader context of business execution, which includes program and portfolio management, organization change, strategic business implementation, and project management office. Collectively these disciplines strive to achieve tangible business results. The approach of this course combines theories and concepts with industry best practices and real-life applications. As time permits, this course will also consider guest speakers to enrich the student's experience with project management. 1.5 hours lecture.

**MGMT 577 - Selected Topics in Management 1-3 Credits**

Prerequisite(s): MBA or Certificate students only. Special fee. An in-depth study of a selected topic, issue, problem or trend in management. The specific subject matter is not offered as an existing regular course or deserves more time-emphasis than is possible in a regular course. When offered, topics and prerequisites are announced in the course schedule book. May be repeated eight times for a maximum of 12 credits as long as the topic is different. 1 - 3 hours lecture.

**MGMT 578 - International Strategic Management 1.5 Credit**

Prerequisite(s): MGMT 505 or MGMT 561; MBA degree students only. Special fee. This course explores the strategic and organizational challenges involved in managing activities across borders, in an increasingly interconnected world. The main question will be how to create competitive advantage on a regional or global scale. Main topics to be explored include electing market (where to expand); optimally configuring value chain activities across borders; timing and entry strategies: establishing and managing cross-border partnerships (partner selection, negotiating, setting up and managing alliance ); and strategies to deal with unique problems of doing business in emerging markets. 1.5 hours lecture.

**MGMT 579 - Business Communications 1.5 Credit**

Prerequisite(s): MBA degree students only. Special fee. This course is an overview to the business principles with respect to communication. Topic include: the basic principles of communication, style and impact. One on one communication, communication in a group or team, communication within a meeting, virtual and email communication. The interactive session will involve the participants to learn and apply and develop better skills and to evaluate the impact they can have moving forward as business. 1.5 hours lecture.

**MGMT 580 - Advanced Strategic Management 3 Credits**

Prerequisite(s): ACCT 502, INBS 501, ECON 505, INFO 505, MKTG 501, INFO 501, INFO 503 and MGMT 505. MBA degree students only. Special fee. The focus of this course is on actual business situations and their impact on the total organization including the role of top management in dealing with these problems. The structure of the course is based on the strategic management process which includes identification, evaluation, and implementation of policy and strategy. 3 hours lecture.

**MGMT 581 - Hospitality Management 1.5 Credit**

Prerequisite(s): MBA students only. Special fee. This course provides students a fundamental understanding of the hospitality management by tracing the industry's growth and development in a global setting; reviewing the management of lodging, food and beverage, managed services, and casino gaming industries; understanding the importance of service industry and customer relationship management (CRM); and understanding the contemporary challenges and opportunities through the use of case studies and an industry panel discussion. 1.5 hours lecture.

**MGMT 582 - Contemporary Topics in Project Management 1.5 Credit**

Prerequisite(s): MGMT 565. Special fee. This course explores contemporary topics in project management collectively representing the latest challenges and opportunities in project management. These topics includes but not necessarily limited to: strategic business execution, program management office, organization change and transformation, working in virtual teams, managing conflicts, and enterprise project management. 1.5 hours lecture.

**MGMT 583 - Managing Global Workforce 1.5 Credit**

Prerequisite(s): MBA or Certificate students only. Special fee. The objective of the course is to increase knowledge about managing a global workforce. The course provides a framework for understanding how individual, group and organization factors impact global businesses and how organizations respond to them. Some focus will be placed on understanding crosscultural issues within this context. Practical application, case analysis, and effective management practices of international companies are emphasized. 1.5 hours lecture.

**MGMT 584 - Talent Mangement 1.5 Credit**

Prerequisite(s): MBA or Certificate students only. Special fee. Talent Management course focuses on designing, developing and implementing talent management strategies for organizational effectiveness in the highly competitive and global business environment. The course will have a global perspective in talent management and topics covered in this course include talent analysis, talent acquisition strategies, onboarding, talent development, succession planning, talent retention, talent engagement and the use of data analytics for talent management. 1.5 hours lecture.

**MGMT 585 - Human Resource Analytics 1.5 Credit**

Prerequisite(s): MBA or Certificate students only. Special fee. The course provide a solid foundation for the systematic collection, analysis and interpretation of data designed to improve decisions about people in organizations with a view to improve organizational effectiveness. The course takes a strategic view of how data about people in organizations can be used to make predictive decisions about human resources for achieving the company's objectives. 1.5 hours lecture.

**MGMT 586 - Contemporary Topics in Human Resource Management 1.5 Credit**

Prerequisite(s): MBA or Certificate students only. Special fee. The course focuses on current topics in HRM such as legal issues, knowledge management, employee relations, managing temporary employees and work family balance. Other topics will be added as needed based on the changing environment. 1.5 hours lecture.