MANAGEMENT (MGMT)

Courses

MGMT 2020 Problem Analysis & Systems Design (4 Credits)
General systems approaches and problem analysis frameworks used to identify, explain and solve organizational problems; emphasis on critical thinking and creative solutions. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 2040 Managing Human Resources (4 Credits)
This course focuses on the administration of human resources, including the processes of personnel management and personnel systems in complex organizations, both public and private. Techniques for recruiting and staffing; orienting, training and development; motivation, performance management, employee relations, compensation systems, and reward and retention systems; and safety and health issues will be addressed. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 2100 Management and Organizational Behavior (4 Credits)
This course is students’ first introduction to the human side of organizations. Its theme is leading people and organizations for high performance in changing times. It includes management topics such as planning, control and decision making, and traditional organizational behavior topics such as motivation, communication, leadership, conflict management, teams and organizational design and culture. Ethical issues for managers are identified and studied; the global context of business is emphasized as a central factor in leading organizations; and the course includes integrating themes of sustainability, engagement, and inclusion – creating organizations that are sustainable, that attract and engage talented people, and that exemplify inclusive excellence. Critical and analytical thinking skills are developed and reinforced throughout the course. Prerequisites: Degree checkpoint 1. Note: Not open to students who have completed MGMT 2150.

MGMT 2420 International Management (4 Credits)
Introduction to multinational corporations and management of international profit and non-profit organizations; how management theory and practice are impacted by particular cultural contexts; analysis of current issues related to international trade and investments, and problems and opportunities of multinational operations. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 2650 Introduction to Management Consulting (4 Credits)
This course is designed to provide a broad overview of the management consulting profession, including its industry and competitive dynamics, major practice areas, approaches to implementation, management of consulting firms and the future of consulting. In addition, emphasis is given to the practice of consulting through the development of certain high impact skills in evaluation, proposal writing, data gathering and client presentations. The course is relevant to those who: 1) are specifically interested in consulting careers, 2) have job interests that involve staff positions in corporations, 3) want to become line managers who might one day use consultants, 4) wish to develop general consulting skills and familiarity with the consulting industry. The learning process in class will consist of lectures, cases, readings, exercises and guest speakers. This wide variety of learning methods is intended to convey both the necessary knowledge and practical skills necessary for building a sound foundation for becoming a professional consultant. It is essential that everyone comes well-prepared to class, as the learning process depends heavily upon participation.

MGMT 2700 Topics in Management (1–4 Credits)
Consideration and in-depth analysis of current issues in the field of management. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 2850 Business and Society (4 Credits)
Public Policy and Business is the core course designed to familiarize students with the relationships among the private, public and nonprofit sectors. It acquaints students with the broad range of issues and the various methods and processes used to resolve issues and solve problems faced by stakeholders in these various sectors in these turbulent times. Managerial, entrepreneurial, and governmental approaches to address and resolve business and public policy issues and problems in our dynamic environment are explored and analyzed. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3010 Developing a Business Plan (4 Credits)
This is the culminating course for the business minor. It integrates the various functional areas (e.g., business law, management, accounting, marketing, and finance) with environmental scanning, competitive strategy, market feasibility, and innovation. Students study various business models through case studies, learning what leads to business success and failure. Students also learn about the business planning process, from start to finish, and develop an actual business plan for either a new, entrepreneurial venture or an established business. Prerequisites: BUS 1000, LGST 2000, ACTG 2010, FIN 2010, and MKTG 2010. For Business minors only.

MGMT 3100 Business Ethics and Social Responsibility (4 Credits)
This course introduces students to ethical concepts, theories and issues as they relate to business and managerial decision making, including the social responsibilities of business. Case studies, group projects and lecture format. Cross listed with LGST 3100. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3200 Employee Relations (4 Credits)
This course provides a practical and orderly perspective on how to create an effective employer/employee relationship. Students learn the components and factors that promote and destroy effective employee relations. We learn the evolution of the labor movement in the United States and its influence on the business workplace. We learn techniques that can be used in fostering effective employee relations and learn about the challenges that face management. Prerequisites: Degree checkpoint 2 and MGMT 2100.
MGMT 3270 Dispute Resolution (4 Credits)
Various dispute resolution techniques in business contexts as developed through case studies. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3280 Business Plan (4 Credits)
This course integrates the practical functional areas of industry and competitive analysis, finance, accounting, information technology, marketing, legal studies, operations management, general management, corporate social responsibility and exit strategy issues, culminating in the development of an entrepreneurial business plan. Careful attention to environmental and industry issues that impact new venture startup, as well as market potential and funding sources, are critical to planning and launching a new business. Junior standing required. Prerequisites: Degree checkpoint 2.

MGMT 3700 Stress Management (1-8 Credits)
Exploration of various topics and issues related to management. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3710 Business Process Management (4 Credits)
Change is one of the foremost, if not the most important business topic today. To address these rapidly changing critical organizational, management, and technology issues, Business Process Management, Modeling and Analysis has become the preeminent innovative business performance technique over the past five years. This course helps all individuals to understand better Business Process Management, Modeling and Analysis by gaining insights into business process management concepts and principles, the use of process change enablers, a structured business process management methodology, business process management tools and techniques, change management and why organizations fail or succeed in implementing Business Process Management, Modeling and Analysis, highlighting five critical success factors. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3720 Knowledge Management (4 Credits)
To become more innovative, responsive to customers and suppliers and adaptable to change, leading organizations are learning how to learn from high numbers of knowledgeable people. This course helps all individuals to understand Knowledge Management by gaining insights into knowledge management concepts and principles, the use of knowledge management enablers, a structured methodology and framework for knowledge management, tools and techniques for knowledge management, effective change management programs for implementing knowledge management, and why organizations fail or succeed in implementing knowledge management, highlighting five critical success factors. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3730 Nongovernmental Organizations and Business (4 Credits)
Nongovernmental Organizations (NGOs), with increasing credibility and authority, have a measurable impact on the intersection of business, government and society. NGOs are defined broadly as nonstate, nonfirm actors. NGOs may include environmental and consumer groups, business associations, labor unions, human rights organizations, church and religious groups, academic institutions, think tanks, trade and industry associations, and grassroots not-for-profit organizations. NGOs have emerged as important stakeholders in discussions over the terms and conditions under which business, government, multilateral institutions and local communities manage the process of globalization, one of the most complex issues facing public policy makers, corporate executives, and broader society. These NGOs conduct business by undertaking research, organizing boycotts, and often publicizing the shortcomings of multinational corporations in terms of social, ethical, and environmental responsibility. Yet these impressions are only the most public, and often the most negative images of NGO activism. This course examines the intersections of NGOs, MNEs and respective business practices with a goal of developing informed perspectives. Prerequisites: Degree checkpoint 2 and MGMT 2100.

MGMT 3800 Business Policy and Strategy (4 Credits)
This course examines the roles and responsibilities of top managers in developing, implementing, and managing an effective organization-wide strategy. Students learn new perspectives and concepts as well as integrate learning from previous course work to solve complex and challenging business problems. Prerequisites: senior standing, MGMT 2850, and DCB checkpoint 2.

MGMT 3980 Internship in Management (1-6 Credits)
Practical experience (field study); requires written report. Prerequisite: degree checkpoint 2 and instructor’s permission.

MGMT 3991 Independent Study (1-10 Credits)
Independent research/study; requires written report. Prerequisite: degree checkpoint 2 and instructor’s permission.

MGMT 3992 Directed Study (1-4 Credits)