MGMT 402 - BUSINESS ANALYSIS
This course provides the fundamental concepts of business analysis that are essential to the practice and further advanced study in the field. The course will cover the International Institute of Business Analysis BABOK® knowledge areas, business analysis skills and techniques. Topics will include business analysis planning and monitoring, elicitation, requirements management and communication, enterprise analysis, requirements analysis, solution assessment and validation. Cross-listed with INFS 402.
Credits: 3

MGMT 403 - QUANTITATIVE ANALYSIS FOR MANAGERS
Covers quantitative techniques used in human resource management, market research, operations management, I/O psychology and other business research arenas. Students are provided both a conceptual understanding of the various statistical tests available and the ability to interpret the results of quantitative analyses which support decision-making in a business context. Topics include problem analysis, research design, data presentation, probability, regression analysis, statistical inference, and other related techniques. Cross-listed with ECON 436.
Credits: 3

MGMT 405 - SOCIAL ENTREPRENEURSHIP I: CREATING THE VISION
This course is for students who will found or lead businesses that also have a social mission, or will advise or work with social entrepreneurs, as they seek to jointly create social and business value. It is the goal of this course to prepare students to lead companies that have embedded social missions and to engage various stakeholders that are at the nexus of business and social value. Cross-listed with SENT 405.
Credits: 3

MGMT 406 - SOCIAL ENTREPRENEURSHIP II: IMPLEMENTATION
In Social Entrepreneurship II, we actually become social entrepreneurs by studying the everyday structural, legal and financial challenges associated with launching a business enterprise in its efforts to create social impact. Students will take their business model from Social Entrepreneurship I, and further develop it by performing additional market research, prototyping and practicing continuous investor initiatives. Students will work through issues of market analysis, technology viability assessment, competitive positioning, team building, product life cycle planning, marketing strategy and financing, with a major emphasis on learning how to attract investment capital. Cross-listed with SENT 406.
Credits: 3
Prerequisites: MGMT 405 or SENT 405

MGMT 407 - EXECUTIVE LEADERSHIP
Principles of organization required for successful management and the ability to lead subordinates. Topics include employee motivation, leadership theories, ethics, decision making, conflict management, group dynamics, power and politics, and organization culture.
Credits: 3

MGMT 420 - CORPORATE SOCIAL RESPONSIBILITY
Students will explore the challenges inherent in creating and leading organizations that perform well financially as well as environmentally and socially. The course will cover contemporary challenges in ethics, corporate social responsibility (CSR) and sustainability; a company’s CSR strategy is an important factor in attracting top talent. Many stakeholders are seeking organizations that are focused on the triple bottom line: people, the planet and revenue.
Credits: 3

MGMT 421 - OPERATIONS MANAGEMENT
Managerial issues in operations including management of technology, operations strategy for both manufacturing and service industries, and management for quality. Case studies.
Credits: 3
Prerequisites: MGMT 403

MGMT 423 - BEHAVIORAL SCIENCE SYSTEM FOR MANAGEMENT
Current concepts in behavioral science applied to human relations in business organizations. Employee needs and job characteristics, methods of motivation, job enlargement and enrichment, goal-oriented management, effect of systems approach to management of employee and organization structure, administration of employee and executive development programs.
Credits: 3
Prerequisites: MGMT 407

MGMT 425 - LABOR AND EMPLOYEE RELATIONS
Course focuses on both unionized and non-unionized employee relations. Labor relations portion focuses on labor law, union structures, collective bargaining process, collective bargaining agreement features, grievance handling, analysis of labor-management conflict, and conflict resolution options. Non-union employee relations portion focuses on developing policies designed to create a productive, supportive work environment for employees, specifically examining how employees and supervisors resolve conflicts and communicate to achieve a climate that enhances performance. Cross-listed with HRM 432.
Credits: 3
Prerequisites: HRM 400

MGMT 440 - BUSINESS PLAN & STRATEGY NEW VENTURES
Applied course in entrepreneurship. Selection and evaluation of a specific business concept; research into industry trends, competition, and the target market; marketing strategies. The completed business plan is presented in written and oral forms. Cross-listed with MKTG 440.
Credits: 3
Prerequisites: MKTG 406

MGMT 445 - BUSINESS FORECASTING
All businesses must plan for the future if they want to stay in business. Since the future is so unpredictable, if we accept what it is, without at least preparing for it, we will likely be on a course toward failure. This course explains forecasting procedures that have been proven useful for business planning and decision making. It deals with regression, the seven cardinal pitfalls of regression and suggested remedies, autocorrelation, dummy variables, Box-Jenkins procedures, and it demystifies the Greeks. You will be introduced to some required theory and modeling techniques, as well as use powerful statistical software as a business tool. You will receive considerable practice with hands-on cases at the enterprise, industry and macro-economic levels. In class presentations and written reports are expected.
Credits: 3
Prerequisites: MKTG 406

MGMT 452 - INTERNATIONAL BUSINESS ENVIRONMENT ANALYSIS
International business environments inside and outside firms operating in several nations. Analysis of international economic, political, and cultural forces as they relate to marketing, financial, and manpower functions.
Credits: 3
MGMT 453 - INTERNATIONAL MANAGEMENT & LEADERSHIP
The role that national culture plays in managing people and developing managerial systems at the multinational and global level. How different national/regional cultures affect issues such as employee motivation, teams and group dynamics, leadership, negotiation and conflict resolution, communication patterns, and approaches to organizational change.
Credits: 3
Prerequisites: MGMT 407

Course Notes: Consent of Instructor required.

MGMT 454 - INTERNATIONAL EXPERIENCE
This course is for Graduate students who wish to have a significant international experience before they graduate. It is designed to help students appreciate global issues and to better understand cross-cultural challenges. This experience will include participation in classes, company tours and interaction with students and the faculty of the host university. Students will also take part in local cultural activities. Preparation for this weekend experience will include at least two class sessions on the Saturdays prior to departure and a possible class session after returning from abroad. You may be required, but not limited, to research industries or companies, prepare for academic lectures and understand cultural differences between countries.
Credits: 1-3
Course Notes: Consent of College of Business Advisor required.

MGMT 465 - ORGANIZATIONAL THEORY
Explores the relationship between organizational design, structure, and environment. Specifically examines how environmental turbulence, changes in strategy and technology, and organizational maturity impact the internal functioning and structure of the contemporary organization. Innovative managerial practices will also be discussed and analyzed.
Credits: 3
Prerequisites: MGMT 407

MGMT 470 - ORGANIZATIONAL CHANGE AND DEVELOPMENT
Managerial and strategic issues involved with implementing innovation and change in contemporary business organizations. The entire change process from problem diagnosis and needs assessment through evaluation. Models of change and techniques for change at the individual, departmental, and organizational levels; managing resistance to change.
Credits: 3
Prerequisites: MGMT 407

MGMT 472 - CEO, TOP MANAGEMENT, AND THE BOARD
This course emphasizes the relationships between the CEO, the organization’s top management, and the board of directors. The duties and responsibilities of each will be discussed as they relate to strategy formulation and implementation.
Credits: 3
Prerequisites: MGMT 407

MGMT 473 - SPECIAL TOPICS IN STRATEGIC MANAGEMENT
A one-credit course that explores a special topic within the field of strategic management. Students will complete up to three special topics seminars, each focusing on a different topic. Guest lecturers will speak on their areas of expertise.
Credits: 1
Course Notes: Consent of Instructor

MGMT 474 - MANAGEMENT CONSULTING
This course is designed to provide students with an introduction to management consulting. Special emphasis will be placed on conducting a hands-on consulting assignment, working through a real business problem from a currently established and operating organization. Students work together in teams. You will have approximately three weeks to prepare the formal written consulting report for the client organization. The student will provide their own transportation to the client's location.
Credits: 3

MGMT 474 - MANAGEMENT CONSULTING
This course is designed to provide students with an introduction to management consulting. Special emphasis will be placed on conducting a hands-on consulting assignment, working through a real business problem from a currently established and operating organization. Students work together in teams. You will have approximately three weeks to prepare the formal written consulting report for the client organization. The student will provide their own transportation to the client’s location.
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Credits: 3
MGMT 495 - MANAGEMENT INDEPENDENT STUDY
Intensive study of a management topic under the direction of a management faculty member. Project is selected by the student with approval of the supervising faculty member, department chair, and dean. (1-3) Credits: 1-3 Course Notes: Consent of Instructor and Academic Head