MANAGEMENT (MGMT)

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
Prerequisites: INFS 401

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 who 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 432 - 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.
Credits: 3
Prerequisites: HRM 400

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
Prerequisites: ECON 403

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 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 488 - PROJECT MANAGEMENT
Applied approach to the study of project management. An integrative framework for understanding principles and practices of project management, including origins, applications, and philosophy. The role of project management in organizations; the use of teams in and implementation of project management practices. Cross-listed with INFS 488.
Credits: 3
Prerequisites: INFS 401

MGMT 489 - STRATEGIC MANAGEMENT -- SINGLE BUSINESS ORGANIZATIONS
Strategy in the context of a total enterprise from the standpoint of top management. Students will determine organizational mission and objectives, analyze the company and the industry, and balance the tensions between strategy and social responsibility, strategy and competitive advantage, and strategy and various forms of diversification. Cases cover large, small, profit, and nonprofit single business organizations. This course should be taken near the end of the MBA program as it requires decision-making based on prior graduate studies.
Credits: 3
Prerequisites: ACCT 405 and FIN 408 and MGMT 403 and ECON 403 and BADM 401 and MKTG 406

MGMT 490 - MULTIDIVISIONAL ORGANIZATIONS
A case-oriented course integrating the problems and approaches to formulation and implementation of strategy in the context of a total enterprise. Case about large and small, profit and nonprofit multidivisional organizations will be examined. Students will perform organizational mission and objective determination; industry ethics and social responsibility; strategy and competitive advantage; and strategy and various forms of diversification. The course is built on team analysis and presentations. Decision-making from a top management point of view requires knowledge and skills from prior graduate studies.
Credits: 3
Prerequisites: MGMT 489

MGMT 491 - SPECIAL TOPICS IN MANAGEMENT
Content varies. Check class schedule for specific topics and prerequisites by clicking on the red five-digit CRN.
Credits: 1-3

MGMT 492 - PROFESSIONAL MANAGEMENT INTERNSHIP
A supervised professional learning experience at a business or non-profit site. Must be arranged with internship coordinator and/or program director. Maximum of 3 credit hours can be applied to graduate business program.
Credits: 1-3
Attributes: Transformational Service Learning
Course Notes: Internship requirements vary by assignment, consent is, required by the instructor.

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