

Management

Courses

MGMT 3600 Management and Organizational Behavior: 3 semester hours

Same as SOC 3600. Prerequisites: Junior standing and a 2.0 overall GPA. This course involves the study of the behavior of individuals and groups in an organizational setting. Specific topics examined include: motivation, leadership, organizational design, and conflict resolution, as well as basic coverage of management principles. In covering these topics, both "classic" and current perspectives are provided.

MGMT 3611 Advanced Management and Organizational Behavior: 3 semester hours

Prerequisites: MGMT 3600 and a 2.0 overall GPA. Building upon MGMT 3600, course provides a more detailed examination of motivation, leadership, group process, decision making, job design, and organizational development. In addition to providing more detail in terms of content, this course provides the student with considerable practical experience through the use of class exercises, case studies, and small group discussions.

MGMT 3612 Professional Skills Development: 3 semester hours

Same as SOC 3612. Prerequisites: A minimum 2.0 campus GPA and junior standing. This course focuses on career management. Topics may include job search, interviews, resumes and cover letters, presentation skills, business etiquette, entry strategies, and career alternatives.

MGMT 3621 Human Resource Management: 3 semester hours

Prerequisites: MGMT 3600 and a 2.0 overall GPA. In-depth examination of selected human resource management issues from a contemporary manager's viewpoint. Topics examined include: employee selection, performance appraisal, training and development, compensation, legal issues, and labor relations.

MGMT 3622 Industrial and Labor Relations: 3 semester hours

Prerequisite: MGMT 3600 and a 2.0 overall GPA. Emphasis is on the dynamic relationship between management, employees, unions, and government as determinants in the efficient and effective use of human resources. Current issues and case material are used to supplement text and lecture.

MGMT 3623 Industrial and Organizational Psychology: 3 semester hours

Same as PSYCH 3318. Prerequisites: PSYCH 2201 or MATH 1105 (or equivalent). This course introduces students to psychological research and theories pertaining to human behavior in the work setting. Topics covered may include: selection, performance appraisal, training, leadership, motivation, job satisfaction, and organizational design.

MGMT 3624 Employee Training and Development: 3 semester hours

Prerequisites: MGMT 3600 and a minimum overall GPA of 2.0, or permission of instructor. An intensive study of training in organizations, including needs analysis, learning theory, management development, and development of training objectives and programs. Projects and exercises are used to supplement the readings.

MGMT 3625 Leadership in Organizations: 3 semester hours

Prerequisites: MGMT 3600 and a minimum 2.0 campus GPA, or permission of instructor. This course introduces classic and contemporary perspectives on leadership. Topics will include key leadership theories, methods for developing leadership skills, and contextual issues surrounding the effective practice of leadership. Material will be discussed through an evidence-based approach, drawing from research developments to inform best practices in business organizations.

MGMT 3626 Diversity Management: 3 semester hours

This course provides students with the tools to broaden and deepen their understanding of the differences around them in the workplace. It is designed to help employees and managers work with and learn from individuals with various differences to increase intellectual engagement and understanding of the implications and benefits of diversity, equity, and inclusion. Through case analysis, in-depth discussions and projects, students will gain an appreciation and respect for these principles.

MGMT 3627 Introduction to Sustainability Management: 3 semester hours

Prerequisites: Junior standing or consent of instructor. This course equips students with an understanding of critical issues and opportunities that make global sustainability a business imperative. Students develop critical thinking skills required to analyze complex business situations and implement practical responses that can foster sustainable practices. Students also evaluate how Geographic Information Systems (GIS) enable the discovery of sustainability solutions. Students may not receive credit for both MGMT 3627 and MGMT 5634.

MGMT 3680 International Management: 3 semester hours

Same as INTL BUS 3680. Prerequisites: A minimum 2.0 campus GPA. In addition, ECON 1002 and MGMT 3600; or consent of the instructor. A study of international business and management practices. Topics covered include an introduction to international management and the multinational enterprise, the cultural environment of international management, planning in an international setting, organizing for international operations, directing international operations, international staffing, preparing employees for international assignments, and the control process in an international context.

MGMT 3690 Internship in Management: 1-3 semester hours

Prerequisites: A minimum campus GPA of 2.0; one must have completed and/or be currently enrolled in at least 6 credit hours of Management electives and have consent of supervising instructor and the department chair. A Business College GPA of 2.5 is also required. Students are employed in the field of Management where they apply the knowledge and skills learned in the classroom. Professional development and obtaining specialized work experience are primary goals. A Management faculty member will monitor the student's program with the student providing a formal written report at the end of the project. MGMT 3690 may not be counted toward the minimum 12 credit hours of management electives required for a MOB emphasis.

MGMT 3695 Special Admin Problems - Management & Organization Behavior: 1-10 semester hours

Prerequisite: To be determined each time the course is offered and to include a minimum 2.0 overall GPA. Study of selected special problems in business and administration. May be repeated for credit with different topics.

MGMT 3698 Seminar in Management: 1-3 semester hours

Prerequisite: To be determined each time the course is offered and to include a minimum 2.0 overall GPA. This course is a selected special topic in the field of management. May be repeated for credit with different topics.

MGMT 3699 Independent Study in Management: 1-3 semester hours

Prerequisites: Minimum campus GPA of 2.0 and approval by the supervising professor and the Area Coordinator. Special individual study in management under the supervision of a full-time management faculty member.

MGMT 4219 Strategic Management: 3 semester hours

Prerequisites: Senior standing and FINANCE 3500, MKTG 3700, MGMT 3600; a minimum overall GPA of 2.0. This is a capstone course drawing on the subject matter covered in prerequisite courses. Emphasis is on the formulation and implementation of corporate, business and functional strategies designed to achieve organizational objectives. Topics include the role of top management, globalization of business and ethical perspectives. Case studies and research reports may be used extensively. (It is preferred that this course be taken during the student's final semester.) Concurrent enrollment in MGMT 4220 is required.

MGMT 4220 Business Assessment Testing: 0 semester hours

Strategic Management. A one-time lab during which a major field exam in business is administered. Course graded on a satisfactory/ unsatisfactory basis. Satisfactory grade required for graduation. Concurrent enrollment in MGMT 4219 is required.

MGMT 4614 Entrepreneurship/Small Business Management: 3 semester hours

Same as ENT 4114. Prerequisites: ENT 3100, BUS AD 2900, FINANCE 3500, MKTG 3700, MGMT 3600, and a 2.0 overall GPA; or consent of instructor. This integrative general management course is designed to communicate the academic principles of business management applicable to solving of problems of small and medium-size businesses and assist in their development. This course will provide a background in the forms of business, the development of business plans and systems integration, venture capital, accounting, procurement, promotion, financing, distribution and negotiations for initial organization, and operation and expansion of the firm.

MGMT 5600 Managing and Leading in Organizations: 3 semester hours

Same as P P ADM 6600. Prerequisites: Graduate standing or consent of instructor. The theoretical and research contribution of the behavioral sciences to management and administration are examined and applied to selected organizational situations. Areas to be considered from the standpoint of both individual and organizational performance are communication, motivation, conflict, decision-making, goal setting, leadership, organizational design, climate, development and control. Utilizing a systems perspective, the course attempts to develop in each student an ability to analyze and solve organizational problems.

MGMT 5611 Advanced Organizational Behavior and Administrative Processes: 3 semester hours

Prerequisite: MGMT 5600. An in-depth examination of selected organizational and individual theories affecting behavior and operating performance. Organizational structure and design, formal and informal organization, decision making, communications and motivation are analyzed for their organizational impact. The course seeks to develop further the ability to analyze and evaluate organizational processes and individual behavior.

MGMT 5621 Managing Human Resources: 3 semester hours

Prerequisite: MGMT 5600. In-depth examination of selected of human resource management issues from a contemporary manager's viewpoint. Topics examined include: personnel planning; employee selection; performance appraisal, training, and development; compensation; legal issues; discipline; and labor relations. The course examines these topics as they relate primarily to operational activities in organizations.

MGMT 5622 Union-Management Relations and Collective Bargaining: 3 semester hours

Prerequisite: MGMT 5600 and BUS AD 5900. Primary concern is with the setting and the dynamics of contract negotiation and administration. Emphasis is on the development of insight and understanding of the forces affecting the decisions of the parties to a labor contract within the context of the social, political and economic environment of the organization. A dynamic approach is taken to examine difficulties that arise in attempting to administer a collectively established relationship between employer and employee.

MGMT 5624 Training and Development: 3 semester hours

Prerequisites: Graduate standing. This course provides an overview of the foundations of industrial training and the applications and considerations of building an impactful training and development program. Review of learning and memory concepts and the implications for training and development in applied settings are explored. The course includes study of methods and techniques used for analysis, design, development, and evaluation of training include and considers the impact of recent advances in computing and instructional technologies.

MGMT 5625 Talent Acquisition and Retention: 3 semester hours

Prerequisites: Graduate standing. This course provides an advanced treatment of talent acquisition and retention. Among the topics examined are job analysis, employee recruitment, on-boarding pre-employment screening devices, interviewing, test validation, promotion decisions, employee retention, and downsizing.

MGMT 5627 Employment Law: 3 semester hours

Prerequisites: Graduate standing. This course blends core case law with applied business principles to introduce common issues that arise in the employment context. It also covers the full scope of the employment relationship, including what constitutes an "employee," employee testing and selection, harassment and discrimination, wages and benefits, and terminating the employment relationship. Students will learn to recognize potential legal threats and how to proactively avoid them.

MGMT 5628 Authentic Leadership: 3 semester hours

Prerequisites: Graduate standing. This course introduces contemporary theories of authentic leadership and covers key concepts pertaining to effective leadership in organizations. The three goals of this course are learning about authentic leadership behaviors, managerial skills, and organizational awareness.

MGMT 5629 Performance Management: 3 semester hours

This course provides students with an opportunity to understand both the research and applied practice around performance management in organizations today. Applied practice content will outline the "real world" considerations of designing and implementing a performance management practice within an organization. Course content will include: purpose of performance management, measuring system effectiveness, sources of performance data, feedback in the performance management process, rating system error, and ethical issues in performance management.

MGMT 5630 HR Analytics: 3 semester hours

This course focuses on the application of data insights to strategic human resource decision-making. Students will review statistical concepts and data issues and how human resource professionals use data to inform decisions about the employee experience and lifecycle, such as recruiting and hiring, compensation and benefits, performance management, employee engagement, and turnover. The course will also explore how to use data to tell a story using a variety of visualization techniques.

MGMT 5634 Sustainability Management: 3 semester hours

Prerequisites: Graduate standing or consent of instructor. This course equips executives with the essential skills to incorporate sustainability principles into corporate strategy. Topics include global sustainability challenges, United Nations Sustainable Development Goals, sustainability leadership, sustainability measurement, reporting, and successful implementation of the triple bottom line. This course incorporates a variety of learning tools such as case discussions, experiential exercises, and projects to help students gain an appreciation for key concepts and tools for sustainability management.

MGMT 5690 Management Internship: 1-3 semester hours

Prerequisites: Students must have completed and/or be enrolled in at least 6 credit hours of management electives and have consent of a supervising faculty member and the Department Chair. The student works in the field of management where he/she applies the knowledge and skills learned in the classroom. Professional development and obtaining specialized work experience are the primary goals. The student's program will be monitored by the management faculty member supervising the internship with the student providing a formal written report at the end of the project.

MGMT 5695 Seminar in Management: 3 semester hours

Prerequisites: MGMT 5600. Topics of current interest in management. Possible topics include: human resource management, international management, and entrepreneurship.

MGMT 5699 Individual Research in Management: 1-3 semester hours

Prerequisites: Consent of instructor and graduate director. Special individual research topics in Management under the guidance of a specific professor.