Management (MGMT)

Courses

MGMT 1650. Supervision Management. 3 Hours.
For newly appointed working supervisors. Provides preparation in functions of organizations, communications, personnel management, leadership, motivation, employee appraisal, productivity, and career paths. Students will exercise management decision-making skills and problem solving techniques in group discussion by using up-to-date case analysis. Offered as Concurrent Enrollment only.

MGMT 2600. Entrepreneurship. 3 Hours.
Open to interested students. Covers the advantages and disadvantages of owning and/or operating a business; includes necessary steps necessary in starting a small business. Students will construct a business prospectus to provide "hands on" exposure to the world of business. FA, SP.

MGMT 2620. Principles of Management. 3 Hours.
For students pursuing majors in the School of Business. Comprehensive coverage of four traditional functions of management: planning, organizing, leading, and controlling, as well as international issues and global competition, employee-participation, empowerment, TQM, teams and team structures, information systems, time-based competition, and chaos theory, using case studies and computer simulation.

MGMT 2640. Small Business Management. 3 Hours.
For students pursuing majors in the School of Business. Addresses practical solutions to common problems and decisions facing small business managers, including financing, inventory control, cash flow, personnel management, taxes, and customer service. SP.

MGMT 2990R. Seminar in Entrepreneurship. 1 Hour.
This seminar course focuses start-up businesses and the management skills needed from inception to business organization. This course draws on the real-life experience of entrepreneurs coupled with a healthy dose of theory in the field of entrepreneurship. It is intended to be cross-disciplined and inclusive of all academic backgrounds at any level. Requirements of this course will include weekly reports on speakers and topics, discussion and participation in class, and attendance in a weekly class. After taking this class, a student will be introduced to the challenges of starting a business, and have experience the process of vetting and validating a business idea. FA, SP.

MGMT 3050. Business Law I: Law in the Commercial Environment. 3 Hours.
Survey course in Business Law, providing students with a working knowledge of the core legal issues arising in business and international business. Course topics include business torts, negligence and strict liability, contracts, agency, business organizations, property, copyright, constitutional law, business crimes, bankruptcy, entrepreneur law, and ethics. Required for Business majors, and encouraged for all students in any department who are considering the law as a career possibility. Prerequisite: Advanced standing. FA, SP, SU.

MGMT 3100. Business Ethics and Communication. 3 Hours.
Successful students will understand a common ethical framework, be able to identify when business ethical issues arise and apply the framework to analyze and resolve them. Students will be able to effectively recognize and model diverse professional communication styles by analyzing various business audiences, writing and presentation purposes, and documents (including extensive formal research reports) based on business communication theory, ethical frameworks and practical application. Dual listed with ENGL3010. Students may only take one of the two courses for credit. Prerequisites: ENGL 2010 (Grade C- or higher) or ENGL 2010A (Grade C-or higher). FA, SP.

MGMT 3300. Human Resource Management. 3 Hours.
An introductory course in Human Resource Management which will provide students with a fundamental knowledge of the roles and responsibilities of current HR managers. Course content includes labor/management relations, strategic HR management, policies/procedures, legal issues, job analysis/design, staffing, training, motivation, and establishing high performance organizations. Assignments will have a practical focus on HR and general management issues and skill development. FA, SP.

MGMT 3400. Management & Organizations. 3 Hours.
Required of students pursuing School of Business majors; open to other interested students. Surveys management theory and the elements and variables that influence organizations. Examines the structure and design of organizations and the management tools used in planning, organizing, directing, controlling, leading, and coordinating organizations. Prerequisite: Advanced standing. FA, SP, SU.

MGMT 3510. Business Professional Ethics. 3 Hours.
Fulfills Ethics requirement for students pursuing School of Business majors; open to other interested students. Examination of selected ethical issues in business and technology, including justice, corporate responsibility, preferential treatment, advertising practices, environmental responsibility, confidentiality, privacy, and government regulation. Prerequisite: ACT score of 28 or higher; OR ENGL 1010 or ENGL 1010D (Grade C or higher). FA, SP, SU.

MGMT 3600. Production & Operations. 3 Hours.
Required for students pursuing School of Business majors; open to other interested students. Focuses on management of resources for products or services within an organization; covers facility location and layout, planning, and operational processes; and emphasizes product/service development, forecasting, inventory control, quality assurance, and research techniques. Course fee required. Prerequisites: STAT 2040 or MATH 1040 for Population Health majors and Advanced standing. FA, SP, SU.
MGMT 3700. Organizational Behavior. 3 Hours.
For students pursuing degrees in the School of Business. In-depth examination of behavioral theories and research, focusing on the individual in such areas as socialization, motivation, communication, leadership, decision-making, conflict resolution, team-building, and adaptation to change, emphasizing application of behavioral and organizational theory to develop managerial, leadership, and interpersonal skills. Prerequisite: MGMT 3400. SP, SU.

MGMT 4000. Purchasing & Supply Mgmt. 3 Hours.
For students pursuing degrees in the School of Business. Introduces basic elements, issues, and problems of modern purchasing and supply management processes and practices, with emphasis on identifying and solving purchasing and supply management problems. Prerequisite: MGMT 3600 (can be concurrently enrolled). FA, SP.

MGMT 4040. Quantitative Decision Analysis. 3 Hours.
Provides real-world decision-making tools commonly used within the finance, operations, marketing, and accounting functions of the modern enterprise with a practical, application-orientation building on the foundation of elementary statistics and decision modeling techniques. Includes financial break-even analysis, portfolio optimization models, correlation analysis, single- and multiple-regression, constrained optimization, and queuing theory. Microsoft Excel is used to create graphical and numerical outputs with emphasis on interpretation of output. Comprehensive case write-up and presentation, integrating the essentials of course tools is prescribed as the end-of-term project. Business cases are used throughout. Prerequisite: STAT 2040 (Grade C- or higher). FA.

MGMT 4200. Business Internship I. 1-3 Hours.
Internship experience for students pursuing degrees in the School of Business. Prerequisites: Advanced standing; AND Instructor Permission. FA, SP, SU.

MGMT 4210. Business Internship II. 1-3 Hours.
Internship experience for students pursuing degrees in the School of Business. Prerequisites: MGMT 4200; AND Instructor Permission. FA, SP, SU.

MGMT 4400. International Business. 3 Hours.
Required for students pursuing School of Business majors; open to other interested students. Explores the unpredictable forces of foreign business environments and the role of multinational corporations in worldwide economic development with emphasis on complexities confronting US firms operating in international market, covering trade and foreign investment; theories of international trade, economic development, and international investment; and governmental and private international agencies, which affect international business. Prerequisite: MKTG 3010 (can be concurrently enrolled). FA, SP, SU.

MGMT 4600. Six Sigma I. 3 Hours.
Six Sigma is a disciplined, data-driven approach to improving the quality and efficiency of any process, emphasizing practical tools and techniques for any industry, from healthcare to manufacturing. A proven business methodology with real financial benefits to an organization, this hands-on course covers the basic concepts of Six Sigma and provides experience using those concepts and tools on a real-world business project. Students should take the course for two consecutive semesters in order to participate in a project from start to finish. Students who have successfully completed Six Sigma Green Belt certification may receive credit for this course. Prerequisite: MGMT 3600. Taught upon sufficient student need.

MGMT 4610. Six Sigma II. 3 Hours.
Six Sigma is a disciplined, data-driven approach to improving the quality and efficiency of any process, emphasizing practical tools and techniques for any industry, from healthcare to manufacturing. A proven business methodology with real financial benefits to an organization, this hands-on course covers the basic concepts of Six Sigma and provides experience using those concepts and tools on a real-world business project. Students should take the course for two consecutive semesters in order to participate in a project from start to finish. Students who have successfully completed Six Sigma Black Belt certification may receive credit for this course. Prerequisite: MGMT 3600. Taught upon sufficient student need.

MGMT 4800. Strategic Management. 4 Hours.
Required of students pursuing degrees in the School of Business. Capstone course focusing on the manager in dealing with strategic business challenges, the integration of functional areas, policy formulation, and implementation. Final Exam is the "Major Field Test in Business" written and administered by the Educational Testing Service, which follows the general guidelines of business school accrediting agencies to measure a student's knowledge and ability to apply what they have learned in each functional area of business (accounting, economics, management, quantitative business analysis and statistics, information systems, finance, marketing, legal and social environment, and international business) to solve real-world business issues. Prerequisites: MIS 3050 (can be concurrently enrolled); AND FIN 3150 (can be concurrently enrolled); AND MGMT 3400 (can be concurrently enrolled); AND MGMT 3600 (can be concurrently enrolled); AND MKTG 3010 (can be concurrently enrolled). FA, SP, SU.

MGMT 4900. Independent Research I. 1-3 Hours.
For students pursuing degrees in the School of Business. Independent research/reading opportunity in areas not fully covered by core or elective courses. Prerequisites: Advanced standing; AND instructor permission. FA, SP, SU.

MGMT 4910. Independent Research II. 1-3 Hours.
For students pursuing degrees in the School of Business. Additional independent research/reading opportunities in areas not fully covered by current core or elective courses. Prerequisites: MGMT 4900; AND Advanced standing; AND instructor permission. FA, SP, SU.

MGMT 4950R. Seminar in Business. 1-3 Hours.
For students pursuing degrees in the School of Business. Special topics in Business Management. Repeatable for credit as topics vary. Prerequisite: Advanced standing. SU.
MGMT 4990R. Executive Leadership Practicum: Applied Business Analysis. 3 Hours.
This course provides supervised, hands-on, executive leadership and business problem solving experience in a practicum project based format. It provides students an opportunity to build capabilities sought by today’s demanding employers. By matching students with real-world projects in a "Board Room" context, students receive a unique opportunity to advise on executive-level, professional business decisions. Students completing this course will have a resume building experience, cultivate professional communication skills, and be able to synthesize multiple business disciplines to analyze and create meaningful, actionable, real-world business solutions. Prerequisite: Instructor permission required. FA, SP.