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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Understand the basic principles of entrepreneurship. 2. Understand why most startups fail and how to maximize your chances of success. 3. Identify and evaluate entrepreneurial opportunities. 4. Define problems and create minimum viable products for customers. 5. Determine product/market fit and how to exploit an entrepreneurial opportunity. 6. Create a lean business model canvas. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Understand what it takes to have a profitable small business. 2. Consult with small business owners to grow their businesses. 3. Implement the frameworks and tools that enable small businesses to run effectively and efficiently. 4. Understand how to manage cash flow. 5. Create a business that is sellable. 6. Understand what it takes to lead people and manage scarce resources. 7. Prioritize and focus on the "main things" that are crucial for small business success. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Understand basic principles of entrepreneurship. 2. Learn from the experiences of successful entrepreneurs. 3. Identify and evaluate key strategies and principles that increase the likelihood of entrepreneurial success. 4. Identify entrepreneurial strategies that are likely to lead to failure. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Demonstrate a working level knowledge of Business Law: Master the core concepts, vocabulary, relevant laws and methods of analysis of Business Law as applied to the commercial environment and social scenarios. 2. Hone critical thinking ability: Analyze complex business situations, identify relevant Business Law issues, and synthesize knowledge to recommend viable courses of action using pertinent tools and frameworks from assigned course materials. 3. Develop interpersonal and professional communications skills necessary to succeed in business, including via: delivering professional quality oral and written presentations and in-class debates. 4. Cultivate the elements of successful teamwork and networking. 5. Develop the ability to identify and aptly resolve ethical issues, and to suggest ethical courses of action, in the U.S. and International Business Law contexts. 6. Internalize the key elements of GRIT, and take personal responsibility and initiative throughout the semester to develop or enhance one's own GRIT. 7. Develop and be able to apply a rich, practical "Executive's Tool-Kit" of business solutions and appropriate business action(s) throughout the semester, based on newly-acquired knowledge of Business Law. Deploy new "Tool-Kit" capabilities in hypothetical scenarios to make optimal executive decisions in light of broad-based Business Law knowledge, whether to avoid risks or to take advantage of opportunities. 8. Prepare to succeed on the "Law and Society" portion of the M.F.T. exam. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Demonstrate an awareness of the principles of location and layout strategies, quality management, and strategic planning. Course fee material requirements planning and queuing models. 10. Use computer tools and real-world simulations to solve selected operations management problems. Issues in the manufacturing and service sectors. 5. Understand and appreciate the impact of variability on the operations of an organization. 3. Develop a knowledge base for communicating with operations personnel. 4. Show the similarities between operations management and general management issues and skill development. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Analyze complex business situations to identify relevant ethical issues. 2. Develop both quantitative and qualitative skills to recognize, formulate and analyze business problems/issues related to operations management. 2. Understand the interdependence of operations management and other key functional areas in business organizations. 3. Develop a knowledge base for communicating with operations personnel. 4. Show the similarities between operations issues in the manufacturing and service sectors. 5. Understand and appreciate the impact of variability on the operations of an organization. 6. Develop the ability to relate current business events to topics covered in the course. 7. Apply capacity management techniques to optimize the performance of both a product- and service-oriented enterprise. 8. Effectively express what they have learned, using analytical and ethical frameworks, both in oral and written form. 9. Demonstrate competence in the use of each of the following analytical techniques: capacity and bottleneck analysis, statistical process control charts, quantitative sales forecasts, independent demand inventory models, aggregate planning, material requirements planning and queuing models. 10. Use computer tools and real-world simulations to solve selected operations management problems. 11. Demonstrate an awareness of the principles of location and layout strategies, quality management, and strategic planning. Course fee required. Prerequisites: STAT 2040 or MATH 1040 for Population Health majors and Advanced standing. FA, SP, SU.

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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Develop both quantitative and qualitative skills to 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. 2. Apply an ethical framework to analyze and resolve ethical dilemmas. 3. Write clear, correct, concise, complete, and culturally aware artifacts for professional contexts. 4. Effectively write, design, and analyze several types of business documents using appropriate media. 5. Synthesize research with their own ideas to produce artifacts and oral presentations that inform and persuade a target audience. 6. Demonstrate the ability to collaborate well with others to produce quality rhetorical documents. Prerequisites: ENGL 2010 (Grade C- or higher) or ENGL 2010A (Grade C-or higher). 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Demonstrate an introductory level of knowledge of the critical responsibilities of HRM. 2. Identify, analyze and determine management-level recommendations regarding the important trends and challenges of HR. 3. Analyze labor needs and demands and make employee recommendations. 4. Identify the major laws impacting HR. 5. Create and present professional quality oral and written presentations & training. 6. Apply effective teamwork improvement strategies. 7. Identify and apply ethical and social responsibility to management decisions. FA, SP.

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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Analyze complex business situations to identify relevant ethical issues. 2. Integrate business professional ethics into strategic business decisions by collecting, analyzing, synthesizing data, and recommending viable courses of ethical action, summarized in a written report, and presented with clarity and passion to the class. 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 of 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 LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Develop both quantitative and qualitative skills to recognize, formulate and analyze business problems/issues related to operations management. 2. Understand the interdependence of operations management and other key functional areas in business organizations. 3. Develop a knowledge base for communicating with operations personnel. 4. Show the similarities between operations issues in the manufacturing and service sectors. 5. Understand and appreciate the impact of variability on the operations of an organization. 6. Develop the ability to relate current business events to topics covered in the course. 7. Apply capacity management techniques to optimize the performance of both a product- and service-oriented enterprise.

2 Management (MGMT)
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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Define and recognize the processes of human behavior at three levels within business: personal, group and organizational. 2. Demonstrate greater awareness and application of successful ways to improve personal human relations. 3. Develop and evaluate solutions to organizational behavior problems using appropriate facts, concepts, principles, analytical techniques and theories learned in class. 4. Develop skills to deliver professional quality oral and written presentations. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Develop both quantitative and qualitative skills to recognize, formulate and analyze business problems/issues related to supply chain management. 2. Understand the interdependence of supply chain management and other key functional areas in business organizations. 3. Provide a knowledge base for communicating with supply chain management personnel. 4. Show the similarities between supply chain management issues in the manufacturing and service sectors. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Develop both quantitative and qualitative skills to recognize, formulate and analyze business problems/issues related to finance, operations, marketing and accounting. 2. Utilize a wide range of analytical perspectives to understand the interdependence of key functional areas in business organizations. 3. Provide an enhanced analytical knowledge base for communicating with cross-functional personnel within the enterprise. 4. Apply specific analytical techniques including: financial break-even analysis, portfolio optimization models, correlation analysis, single- and multiple-regression, constrained optimization, and queuing theory to problems and issues facing the modern enterprise. Prerequisite: STAT 2040 (Grade C- or higher). FA, SP.

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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Demonstrate a working level knowledge of the core functional areas of international business. 2. Understand the ability to apply higher levels of critical thinking. 3. Deliver professional quality oral presentations skills necessary to succeed in business. 4. Deliver professional quality oral presentations skills necessary to succeed in international environment. 5. Demonstrate the ability to identify, analyze, and resolve ethical issues and suggest courses of action. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Apply business facts, concepts, theories, and analytical methods, learned in core business classes, to create sustainable business strategies. 2. Apply the AFI (Analysis, Formulate, Implement) Framework, to determine strategic change for a business entity, by collecting, analyzing, synthesizing data, and recommending viable courses of strategic action, summarized in a written report, and presented with clarity and passion to the class. 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. **COURSE LEARNING OUTCOMES (CLOs) At the successful conclusion of this course, students will be able to: 1. Demonstrate the capability to conduct professional quality, innovative business research and analysis, relying on knowledge of leading theories, frameworks, innovative tools and industry resources pertinent to solving real-world business problems. 2. Analyze complex business problems utilizing qualitative and quantitative analytic skills; demonstrate responsibility and initiative throughout the practical problem solving process; synthesize findings in a professional manner, that develops, creates and proposes viable and innovative recommendations, conclusions or solutions for real-world action. 3. Cultivate the ability to communicate at a professional level, including when proposing both oral and written solutions to a complex business problem; in this executive communications context, deploy professional-quality technology tools as appropriate; demonstrate the ability to communicate professionally across diverse business settings, ranging from interpersonal communications, to small group communications, to large group communications. 4. Develop practical Executive Leadership skills in the formats of individual project(s) leadership, team membership/leadership, and applied business problem solving leadership (per above). 5. Demonstrate working level knowledge of and ability to critique evolving current events as impacting students’ problem solving on behalf of clients’ needs. Be able to identify emerging issues impacting clients’ problems solving needs. Be agile and flexible; be able to pivot problem solving momentum as informed by breaking news and/or evolving findings. 6. Identify, analyze and resolve complex ethical issues pertinent to clients’ problem solving needs. Prerequisite: Instructor permission required. FA, SP.