

MGT: MANAGEMENT

College of Business and Public Management

Courses

MGT 199. Transfer Credits. 1-10 Credits.

Transfer Credits.
Repeatable for Credit.

MGT 200. Principles of Management. 3 Credits.

Introduction to the principles and functions of management. Examines the management process, organizational theory, planning, decision making, motivation, and leadership in supervisory contexts.

Distance education offering may be available.
Typically offered in Fall, Spring & Summer.

MGT 313. Business and Society. 3 Credits.

An analysis of the social, political, legal, environmental, and ethical problems faced by business firms.

Pre / Co requisites: MGT 313 requires prerequisites of MGT 200 (majors only) and a minimum 2.50 cumulative GPA.

Gen Ed Attribute: Ethics Requirement, Writing Emphasis.
Distance education offering may be available.
Typically offered in Fall, Spring & Summer.

MGT 321. Organization Theory and Behavior. 3 Credits.

Study of the theoretical foundations of organization and management. The system of roles and functional relationships. Practical application of the theory through case analysis.

Pre / Co requisites: MGT 321 requires prerequisites of MGT 200 (Majors only) and minimum 2.50 CUM GPA.

Distance education offering may be available.
Typically offered in Fall, Spring & Summer.

MGT 341. Production and Operations Management. 3 Credits.

Operations management is one of the three primary functions of any organization, along with marketing and finance. It is responsible for the production of goods and services. All operations decisions are made within the context of all other business functions and the organization's external environment. This course is designed to introduce the students to the basic concepts, principles, and techniques of production and operations management; to provide a multifunctional perspective on operations decision-making; and to explore the strategic role of the operations function in the survival and success of organizations. Although this course is primarily quantitative in nature, qualitative aspects across various business functions will also be discussed.

Pre / Co requisites: MGT 341 requires prerequisites of MAT 121 or MAT 125 or ECO 251 and MGT 200 and minimum CUM GPA of 2.50.

Distance education offering may be available.
Typically offered in Fall, Spring & Summer.

MGT 399. Transfer Elective Upper Level. 1-10 Credits.

Transfer Elective Upper Level.
Repeatable for Credit.

MGT 411. Communicating Business Insights and Ethics in Big Data. 3 Credits.

This course tackles two critical issues in the business analytics field. The first one deals with how to present information derived from data analysis effectively to distinct stakeholders in either a written or oral way. This skill, i.e., clearly translating analytical results to valuable business insights with visual aids, is highly sought after in the business world now. Specifically, students will learn how to generate visual displays through a chosen computer software, how to engage audiences with storytelling techniques, and how to apply basic design principles to generate reports for specific audiences. The second issue concerns an increasingly rising interest in how business can leverage insights from business analytics in an ethical way. We will discuss ethical issues rising from business operations of data collection, data management, and data presentation. This section will equip students with a stronger ethical mindset in this increasingly data-driven business world.

Distance education offering may be available.
Typically offered in Fall, Spring & Summer.

MGT 431. Human Resource Management. 3 Credits.

Study of the effective management of an organization's human resources. Topics include recruitment, selection, compensation, performance appraisal, labor relations, and enforcement of equal employment opportunity laws.

Pre / Co requisites: MGT 431 requires prerequisites of MGT 200 (Majors only) and 2.50 Minimum CUM GPA.

Distance education offering may be available.
Typically offered in Fall, Spring & Summer.

MGT 432. Staffing & Development. 3 Credits.

This course examines all aspects of talent acquisition and management in organizations, including workforce planning, staffing, training, career development and performance management. The importance of building an ethical culture that enhances employee engagement and organizational effectiveness is emphasized.

Pre / Co requisites: MGT 432 requires a prerequisite of MGT 321 or MGT 431, or department consent for non-business majors.

Distance education offering may be available.
Typically offered in Fall & Spring.

MGT 433. Compensation Management. 3 Credits.

This course examines the development and implementation of compensation systems in organizations. Topics covered include compensation philosophies; economic and social factors affecting compensations plans; pay surveys; pay equity; and specific types of financial and non-financial compensation and benefits.

Pre / Co requisites: MGT 433 requires a prerequisite of MGT 321 or MGT 431, or department consent for non-business majors.

Distance education offering may be available.
Typically offered in Fall & Spring.

MGT 434. Human Resource Consulting. 3 Credits.

This course offers applied experience through client-based or historic human resources management consulting projects. These projects will require an in-depth investigation of human resource issues in various industries, as well as an oral presentation and written professional report. Students will be assigned to teams to work on various human resources projects and present recommendations to interested parties, such as faculty, other students, and executives.

Pre / Co requisites: MGT 434 requires prerequisites of MGT 321, MGT 431, or department consent. Cumulative GPA must be greater than 2.5.

Distance education offering may be available.
Typically offered in Fall & Spring.

MGT 435. Negotiation. 3 Credits.

Negotiation is an important life-long skill in a variety of business relationships. Every day managers negotiate with coworkers, suppliers, distributors, customers, the government, etc. Determining the salaries and compensation, who will do what assignment, the terms of a contract -- all of these are negotiations. Negotiation is the art and science of securing agreements and resolving disputes between two or more interdependent parties. As a manager, you not only need analytical skills to discover optimal solutions to problems (the science), but also good negotiation skills to get these solutions accepted and implemented (the art). The purpose of this course is to help students develop expertise in managing negotiations that occur in a variety of business settings, specifically focusing on the area of human resources. The learning method is experiential (i.e., a learn-by-doing approach). Students will prepare for and engage in a variety of negotiations exercises (individually, and as a team).

Pre / Co requisites: MGT 435 requires a prerequisite of MGT 321, MGT 431, or department consent. Cumulative GPA must be greater than 2.5.

Distance education offering may be available.
Typically offered in Fall & Spring.

MGT 451. Systems Management. 3 Credits.

Application of systems theory and principles to the operation of contemporary organizations with emphasis on nonquantitative methods of analysis.

Pre / Co requisites: MGT 451 requires prerequisite of MGT 321 and minimum 2.50 CUM GPA.

MGT 471. Introduction to Entrepreneurship. 3 Credits.

This course is designed to introduce students to the entrepreneurship process and the mindset of the entrepreneur. The course content addresses opportunities and challenges in the entrepreneurship process with a special emphasis on idea generation and opportunity recognition. It is a foundation course which provides an introduction to topics that students will apply in advanced entrepreneurship courses.

Pre / Co requisites: MGT 471 requires a prerequisite of 60 completed credits.

Distance education offering may be available.

Typically offered in Fall & Spring.

MGT 472. Entrepreneurship: Feasibility and Launch. 3 Credits.

The focus of this course is testing the feasibility and writing a business plan for a new business launch. Students will learn about industry analysis, market research, funding, financial statement projections, management team and personnel, and marketing strategy. Students will test the feasibility of business ideas, select a feasible idea, develop a business plan and present it.

Pre / Co requisites: MGT 472 requires a prerequisite of MGT 471.

Distance education offering may be available.

Typically offered in Fall & Spring.

MGT 473. Entrepreneurship: Startup and Growth. 3 Credits.

This course is designed to address managing new and emerging growth companies. It addresses implementing the business plan across five functions of startups: accounting, finance, marketing, human resources, and operations. It also addresses management challenges commonly encountered at different stages in the life-cycle of new and emerging growth companies including start-up, growth, change of direction, and exit.

Pre / Co requisites: MGT 473 requires a prerequisite of MGT 471.

Distance education offering may be available.

Typically offered in Fall & Spring.

MGT 474. Social Entrepreneurship. 3 Credits.

This course introduces students to the concepts, principles, and frameworks of social entrepreneurship. Students examine the practice of identifying, starting, and growing successful mission-driven for-profit and nonprofit ventures, ventures that seek to advance social change through innovative solutions.

Pre / Co requisites: MGT 474 requires a prerequisite of 60 credits.

Distance education offering may be available.

Typically offered in Fall, Spring & Summer.

MGT 475. Entrepreneurship Internship. 2-6 Credits.

This internship provides students with real-world experience working with a startup or small business to enrich their understanding of entrepreneurship. Students learn about the challenges and opportunities faced by startups and small businesses and gain hands-on entrepreneurship experience.

Pre / Co requisites: MGT 475 requires a prerequisite of MGT 471 with a grade of C or better, an overall GPA of 2.5, and department permission.

Consent: Permission of the Department required to add.

Distance education offering may be available.

Typically offered in Fall, Spring & Summer.

Repeatable for Credit.

MGT 483. Management Internship. 2-6 Credits.

The management internship is designed to enhance students' education by providing a substantive work experience in business.

Pre / Co requisites: MGT 483 requires a prerequisite of a minimum 2.50 cumulative GPA.

Typically offered in Fall, Spring & Summer.

Repeatable for Credit.

MGT 486. Management Internship. 6 Credits.

The management internship is designed to enhance the student's educational experience by providing a substantive work experience in the business world.

Pre / Co requisites: Minimum 2.50 CUM GPA.

Consent: Permission of the Department required to add.

Repeatable for Credit.

MGT 487. Special Topics in Management. 3 Credits.

This course deals with current concepts in management not covered by existing courses. The course content is determined at the beginning of each semester.

Pre / Co requisites: MGT 487 requires prerequisites of MGT 200 and minimum 2.50 CUM GPA.

Typically offered in Fall & Spring.

Repeatable for Credit.

MGT 488. Independent Studies in Management. 1-3 Credits.

Special research projects, reports, and readings in management.

Pre / Co requisites: Minimum 2.50 CUM GPA.

Repeatable for Credit.

MGT 498. Seminar in Management. 3 Credits.

This course engages students in reading, writing, discussion, and research on current topics in management.

Pre / Co requisites: MGT 498 requires a minimum 2.50 cumulative GPA and a minimum of 90 credits completed.

Gen Ed Attribute: Writing Emphasis.

Distance education offering may be available.

Typically offered in Fall & Spring.

MGT 499. Business Policy and Strategy. 3 Credits.

This School of Business capstone course requires all business majors to integrate and apply multidisciplinary knowledge and skills in actively formulating improved business strategies and plans. Case method predominates, presentations, and written reports are required.

Pre / Co requisites: MGT 499 requires prerequisites of BLA 201, FIN 325, MGT 200, and MKT 250 and a minimum 2.50 cumulative GPA.

Gen Ed Attribute: Speaking Emphasis, Writing Emphasis.

Distance education offering may be available.

Typically offered in Fall, Spring, Summer, Winter.