

# MANAGEMENT (MGMT)

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## **MGMT 301** - Principles of Management (3 Credits)

An integrative approach to organizational concepts, principles, philosophy, and theory in public, private, and not-for-profit organizations is emphasized. Current decision-making approaches utilizing theories of organizational behavior, general systems and contingency theories are linked to the managerial functions of planning, organizing, leadership, and control.

## **MGMT 345** - Organizational Behavior (3 Credits)

Prerequisites: MGMT 301 or equivalent; and College of Business major or permission of the Associate Dean for Faculty. This course explores the behavioral aspects of organizations, presenting concepts, theories, research and research techniques that can be applied to enhance understanding of people in organizations. Topics included are personnel selection and placement, job and work environments, worker motivation, job satisfaction, and the organizational and social context of human work. Cross-listed as PSYC 385.

## **MGMT 346** - Human Resource Management (3 Credits)

Prerequisite: MGMT 301 or equivalent; and business administration major or permission of the Associate Dean for Faculty. The philosophy, principles, and policies needed to develop effective personnel management and industrial relations programs in business, governmental, and not for-profit organizations are developed and discussed. Cross-listed as PSYC 386.

## **MGMT 347** - Organizational Development and Change (3 Credits)

Prerequisite: Business administration major and MGMT 301 or equivalent; or permission of the Associate Dean for Faculty. This course develops a system-wide application of behavioral science methods, theories, and accumulated knowledge to the change and reinforcement of organizational strategies, structures, and processes for improving organizational effectiveness. Cross-listed as PSYC 387.

## **MGMT 420** - Negotiation (3 Credits)

Prerequisite: BUAD 350, senior status; and business administration major or permission of the Associate Dean for Faculty. An exploration of negotiation techniques and strategies, including: understanding opponents, determining needs and identifying objectives, and managing concessions and power dynamics, all with an eye towards maintaining goodwill and building long-term, productive professional relationships. The course will cover individual, group, multi-party, agented, and cross-cultural negotiations, through theoretical study and practical application.

## **MGMT 421** - Entrepreneurial Venture Creation (3 Credits)

Prerequisite: ACCT 101, ACCT 102; BLAW 201; DSCI 259 or DSCI 352; MGMT 301; MKTG 301; and College of Business major or permission of the Associate Dean for Faculty. This course introduced entrepreneurship to students as creating something new that adds value to others. Entrepreneurial Venture Creation focuses on the knowledge, skills, and processes required for starting a new business. Strategies and approaches for creating, managing, and marketing a new firm are emphasized throughout the course. Cross listed as MKTG 421.

## **MGMT 422** - The Origins and Evolution of Business (3 Credits)

This class examines how the vision of individuals and groups combined with innovations, large and small, can affect the business environment and the culture and how the availability of those innovations can create business opportunities while often influencing social change. Cross listed as MKTG 422.

## **MGMT 425** - Leadership Theory and Practice (3 Credits)

Prerequisite: MGMT 301 or equivalent; and College of Business major or permission of the Associate Dean for Faculty. This course involves study of contemporary leadership theory, with emphasis on practical application of those theories. Characteristics of effective leaders, contemporary leadership models, strategic leadership, ethics, power, politics, influence tactics, teamwork, motivation and coaching skills, creativity and innovation, communication, and conflict resolution, are discussed. Students have the opportunity to explore personal leadership styles, learn how to modify them, how to apply them effectively in their work, and write a personal vision statement. Experiential exercises, cases, and other strategies are applied to enhance learning theory and acquire, enhance, and integrate leadership skills related to leading contemporary work organizations.

## **MGMT 427** - Leadership and Social Justice (3 Credits)

Senior status; and College of Business major or permission of the Associate Dean for Faculty. This course explores social injustice at the macro and micro business and social levels, including poverty, race and culture, and gender. The key will be in students learning that social justice is a business, not just a passion, and requires leaders with strengths in both. Students will work in the community to put this into practice.

## **MGMT 440** - Introduction to Project Management (3 Credits)

MGMT 301 or equivalent; and College of Business major or permission of the Associate Dean for Faculty. This course provides a comprehensive overview of project management. The course addresses the framework, culture, principles, and basic techniques of project management. The course reviews the general stages of a project and describes how the stages interrelate. Basic tools of project management, such as work breakdown structure, scheduling, earned value analysis, and risk management are introduced and used in student assignments. The elements of project management critical to the success of a project are also identified and explained.

## **MGMT 460** - Creative Thinking for Managers (3 Credits)

The course's objective is to develop an understanding of the role of creativity and critical thinking in management. Management is decision making and most non-routine decisions rely on incomplete information and require novel, cogent, and compelling decisions. This course will help to temper the theoretical education of future managers.

## **MGMT 490** - Strategic Management (3 Credits)

Prerequisite: BLAW 201, BUAD 350, FINC 301, MGMT 301, MKTG 301; and Business Administration major or permission of the Associate Dean for Faculty. Prerequisite: BLAW 201, BUAD 350, FINC 301, MGMT 301, MKTG 301; and Business administration major or permission of the Associate Dean for Faculty. A capstone course designed to integrate the student's study of management. Advanced case studies and simulations prove a series of integrating experiences where students assume the role of the chief executive officer in a variety of organizational sectors (private, public, not-for-profit). Students are required to make managerial decisions concerning formulation of policy, strategy and tactics along with ethical considerations in organizations' multifaceted relationships with the external environment.