MANAGEMENT (MGMT)

MGMT 301 - Principles of Management (3 Credits)
Prerequisite: BUAD 105 or BLAW 201 or PSYC 100. 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 302 - Foundations of Entrepreneurship (3 Credits)
Prerequisite: Sophomore standing or above or permission of instructor. Introduces the entrepreneurial process, including a focus on the identification and evaluation of opportunities. Discusses the importance of innovation, creating a business concept, and business models. Develop business ideas and evaluate them for potential formation of a new venture. Cross-listed as ENTR 302.

MGMT 345 - Organizational Behavior (3 Credits)
Prerequisite: MGMT 301 or equivalent; and College of Business major or permission of department chair. 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 with PSYC 385.

MGMT 346 - Human Resource Management (3 Credits)
Prerequisite: MGMT 301 or equivalent; and business administration major or permission of department chair. 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 with PSYC 386.

MGMT 347 - Organizational Development and Change (3 Credits)
Prerequisite: Business administration major and MGMT 301 or equivalent; or permission of department chair. 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 with PSYC 387.

MGMT 351 - Entrepreneurial Venture Design (3 Credits)
Co-requisite: ENTR 302 or MGMT 302 (may be taken earlier or with MGMT 351). This course will provide the students with the path of new venture design from the idea generation stage to the point of a fully developed, high-quality business plan. The process includes practical research tools and analytical processes working through the individual sections, resulting in a complete business plan. Cross-listed as MKTG 351.

MGMT 356 - International Entrepreneurship (3 Credits)
This course develops skills and knowledge for small companies to pursue business opportunities in the global economy. Students learn how entrepreneurs ethically navigate sourcing suppliers and the complexities of cultural, economic, legal, and political factors. Topics include market entry, financing, supply chains, cross-cultural management, innovation, sustainability, and networks. Cross-listed as MKTG 356.

MGMT 360 - Management and Films (3 Credits)
Prerequisite: MGMT 301. This course examines films as sources of information about management and organizational behavior. These films will be critically analyzed for their perspectives, theoretical lenses, biases, reliability and validity, and approaches to management and OB. We will examine how specific characters engage in both successful and unsuccessful managerial behaviors, understand how the organizational environment plays a role in these behaviors, and examine interactions between characters to better understand important employee outcomes (e.g., commitment, motivation, performance). This course is a discussion-based, student-led class. To be successful, students should be prepared to lead and actively participate in discussions during each class period.

MGMT 366 - Social Entrepreneurship (3 Credits)
Co-requisite: ENTR 302, ECON 302, or MGMT 302 or permission of the instructor. This course provides a broad theoretical perspective and practical framework for understanding social entrepreneurs and the social ventures they create. This course's principal focus will be on ventures started with the intent of doing social good, the ways they come into being, and factors associated with their development and success. Cross-listed as ECON 366. Cross-listed as ENTR 366. Cross-listed as MKTG 366.

MGMT 368 - Family Business Venturing (3 Credits)
Co-requisite: ENTR 302 or MGMT 302. This course will explore the operations and dynamics of family businesses from both strategic management and individual perspectives. It will integrate skills and concepts from other functional areas while addressing specific family business challenges, such as succession planning, innovation, and transgenerational wealth creation. Cross-listed as ENTR 368. Cross-listed as MKTG 368.

MGMT 421 - Entrepreneurial Venture Creation (3 Credits)
Co-requisite: ENTR 302 or MGMT 302. Entrepreneurial Venture Creation focuses on the knowledge, skills, and processes required to start a new business venture. Students will learn how to create a new legal entity, the steps to secure financing, build the organizational structures, and set the organizational culture necessary to start/grow a startup. Cross-listed as ENTR 421. Cross-listed as MKTG 421.

MGMT 425 - Leadership Theory and Practice (3 Credits)
Prerequisite: MGMT 301 or equivalent; and College of Business major or permission of department chair. 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 428 - Corporate Entrepreneurship: Running and Growing an Entrepreneurial Firm in a Global Economy (3 Credits)
Prerequisite: ENTR 302 or MGMT 302. This course emphasizes acquiring skills and knowledge necessary to successfully maintain and grow an established entrepreneurial venture. Topics covered include the application of entrepreneurial capabilities within an existing firm, innovative processes within a corporation, and unique issues that managers face in translating innovative ideas into successful results. Cross-listed as MKTG 428.

MGMT 440 - Introduction to Project Management (3 Credits)
Prerequisite: MGMT 301 or equivalent; and College of Business major or permission of department chair. 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 department chair. 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.