

# MANAGEMENT (MGT)

## MGT 110 Management Explorations 3 Hours

Broad introduction to the various concepts and functions of Management to highlight the pervasiveness of management as a discipline. Involves an overview of the field of management through a variety of experiences as well as discussions led by faculty and industry experts.

*Recent Term(s) Offered: fall 2023; fall 2024*

## MGT 200 Legal Environment of Business 3 Hours

An introduction to the American public law system; use of law to achieve economic and social goals; legal responsibilities of the business manager.

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior or Freshman may **not** enroll.

*Recent Term(s) Offered: winter 2022; spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 210 Organization and Management 3 Hours

An introduction to organization theory and organizational behavior. The course focuses on managing people and material resources to enhance organizational productivity and effectiveness. Attention is given to the managerial functions of planning, organizing, leading and controlling.

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior or Freshman may **not** enroll.

*Recent Term(s) Offered: winter 2022; spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 261 Business Communication Fundamentals 3 Hours

Fundamentals of oral, written, and visual communication essential to prepare students for upper division coursework, internships, and careers in business disciplines. Focus on the creation of business documents and oral presentations, use of inclusive communication techniques and styles, interpretation of results for basic data analysis, appreciation of communication differences across cultures and backgrounds, and application of technology to facilitate communication.

**Prerequisite(s):** (BA 170 or BA 175 or BA 220 (may be taken concurrently))

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior or Freshman may **not** enroll.

*Recent Term(s) Offered: fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 301 Business Law 3 Hours

A basic course in commercial law covering contracts, property, creditor rights, torts and other bases for liability and the Uniform Commercial Code.

*Recent Term(s) Offered: spring 2022; spring 2023; spring 2024*

## MGT 303 International Business 3 Hours

Fundamentals of international business particularly in planning, organizing, and control aspects of the multinational enterprise. Roles of government, culture, foreign currency, taxes, political risk, and legal formalities for small and large firms entering new markets are emphasized.

**Prerequisite(s):** (MGT 210 or MGT 310)

*Recent Term(s) Offered: fall 2022; summer 2023; fall 2023; summer 2024; fall 2024*

## MGT 305 Ethics and Critical Thinking 3 Hours

This course is designed to develop skills needed for analyzing a problem or situation to arrive at a hypothesis or conclusion about it after synthesizing or integrating all available information. In critical thinking, all assumptions are open to question, divergent views are sought, and the investigation is not biased in favor of a particular solution.

**Prerequisite(s):** MGT 200

*Recent Term(s) Offered: winter 2022; spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 311 Human Resource Management 3 Hours

An introduction to major human resource management functions, including personnel selection; recruitment; training and development; performance appraisal; compensation; health and safety; labor-management relations; and employment law.

**Prerequisite(s):** (MGT 310 or MGT 210 or MFGE 430 or COMM 362 or COMM 461)

*Recent Term(s) Offered: spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 313 Decision Modeling 3 Hours

This course deals with modeling problems that are similar to those faced by business managers. The problem is viewed as the focal point of analysis, and appropriate decision modeling tools are applied to obtain a solution.

**Prerequisite(s):** ECON 206 and BDAN 250

*Recent Term(s) Offered: spring 2022; summer 2022; fall 2022; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 314 Operations Management 3 Hours

The management of the direct resources required to produce goods and services. Operations objectives are cascaded through the organization and are translated into measurable terms that become part of the operating goals for production-related departments and their managers.

**Prerequisite(s):** ECON 206

*Recent Term(s) Offered: winter 2022; spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

## MGT 316 International Management 3 Hours

A study of techniques and methods involved in managing an international business with an emphasis on managerial issues unique to the global environment. Note: Permission of instructor.

*Recent Term(s) Offered: spring 2022; spring 2023; spring 2024*

## MGT 326 Managing Projects in Organizations 3 Hours

Project management is a business tool that focuses on the project's central role in organizations, along with addressing the project life-cycle and techniques for initiation, planning, scheduling, controlling and execution. Emphasis is on organizational, managerial, human behavior and interdisciplinary issues relevant for managing successful projects from the business perspective.

**Prerequisite(s):** MGT 210 and ECON 206

*Recent Term(s) Offered: spring 2024; summer 2024; fall 2024*

## MGT 333 Management of Nonprofit Organizations 3 Hours

Overview of nonprofit organizations, including budgeting, finance, marketing, communication, board of directors, volunteers and strategic planning.

*Recent Term(s) Offered: fall 2022; fall 2023; fall 2024*

**MGT 383 Human Resource Information Systems 3 Hours**

Study of the components of an HRIS and how one can be used to create a competitive advantage. Spreadsheet analysis will be also be used to develop analytical skills.

**Prerequisite(s):** MGT 311 and BDAN 250

**Restriction(s):** Enrollment is limited to students in Management (723)

*Recent Term(s) Offered: spring 2022; spring 2023; spring 2024*

**MGT 390 Value Creation in Emerging Markets 3 Hours**

Examination of techniques for competing in emerging markets.

*Recent Term(s) Offered: None*

**MGT 399 Career Readiness in Management 1 Hour**

Introduction to preparation for a career in Management, including exposure to careers in management-related fields; certifications in the profession; development of professional writing skills, professional resumes and cover letters; oral communications; interviewing skills; goalsetting; ethical standards; and professional networking. This course is limited to juniors and seniors in the Management program.

**Prerequisite(s):** MGT 261

**Restriction(s):** Enrollment limited to students with a semester level of Junior or Senior.

Enrollment is limited to students in Management (723)

*Recent Term(s) Offered: fall 2022; spring 2023; fall 2023; spring 2024; fall 2024*

**MGT 400 Employment Law 3 Hours**

An overview of the myriad of laws affecting personnel decisions. Discussions will focus on the implications of employment-at-will, equal employment opportunity, ERISA, FLSA, IRCA, NLRA, OSHA, workers' compensation, and other regulatory development. Note: Permission of instructor.

**Prerequisite(s):** (MGT 200 or MGT 300)

*Recent Term(s) Offered: summer 2022; fall 2022; summer 2023; fall 2023; summer 2024; fall 2024*

**MGT 405 Business Negotiation 3 Hours**

Negotiation fundamentals, including strategy and tactics of distributive bargaining and integrative negotiation in the international business context.

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior, Freshman or Sophomore may **not** enroll.

Enrollment is limited to students in Business Data Analytics (504) , Entrepreneurship (542) , Accounting (602) , Marketing (720) , Management (723) or Business Economics (724)

*Recent Term(s) Offered: fall 2022; summer 2023; fall 2023; summer 2024; fall 2024*

**MGT 410 Senior Seminar-Management 3 Hours (repeatable max of 9 hrs)**

A special topics course covering subjects of current interest in management.

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior, Freshman, Junior or Sophomore may **not** enroll.

*Recent Term(s) Offered: summer 2023; fall 2023*

**MGT 411 Effective Staffing Practices 3 Hours**

Explores the development and utilization of employee assessment methods. Specifically covers fair recruitment, hiring, and performance appraisal practices including application processes, interviews, assessment centers, and employee testing.

**Prerequisite(s):** (MGT 311 or PSY 370 or PSYS 370)

*Recent Term(s) Offered: fall 2022; fall 2023; fall 2024*

**MGT 413 International Human Resource Management 3 Hours**

Covers issues involved with managing human resources globally. Compares customs and regulations among various countries in the core areas of human resource management, including selection, development, compensation, performance management, and labor relations.

**Prerequisite(s):** MGT 311

*Recent Term(s) Offered: fall 2022; fall 2023; fall 2024*

**MGT 414 Compensation Administration 3 Hours**

An investigation of the concepts and practices affecting compensation decisions in organizations, with emphasis on job analysis and evaluation, external competitiveness, employee motivation, legal requirements, and benefit administration.

**Prerequisite(s):** MGT 311

*Recent Term(s) Offered: spring 2022; spring 2023; spring 2024*

**MGT 415 Logistics and Transportation Management 3 Hours**

This course is the study of business logistics, strategy, and planning to understand and optimize the movement of raw materials, parts and finished products from supplier to manufacturer to consumer. Students will build familiarity to the current issues, models, tools, and techniques in logistics and transportation management. Students will also be introduced to analytical methods for designing networks and measuring the performance of supply chains.

*Recent Term(s) Offered: fall 2023*

**MGT 416 Management of Labor Relations 3 Hours**

Legal and social context of the labor-management relationship in union and non-union environments; formation, structure and functioning of labor unions; union elections; collective bargaining; contract administration; dispute settlement; impasse resolution; and union avoidance.

**Prerequisite(s):** MGT 311

*Recent Term(s) Offered: None*

**MGT 417 Organizational Behavior 3 Hours**

An advanced course designed to develop an understanding of managing behavior in organizations.

**Prerequisite(s):** (MGT 310 or MGT 210) and MGT 305

*Recent Term(s) Offered: spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; spring 2024; summer 2024; fall 2024*

**MGT 419 Management of Organizational Conflict 3 Hours**

Designed to develop skills needed to manage interpersonal, intragroup, and intergroup conflict in organizations.

*Recent Term(s) Offered: None*

**MGT 423 Sourcing and Procurement Management 3 Hours**

Sourcing and procurement are strategically important activities integral to developing an organization's supply chain. This course is an overview of procurement fundamentals, sourcing strategies, supplier management and negotiations, and explores global trends in purchasing based on current laws and ethical considerations. Course materials will be presented with an emphasis on developing critical thinking essential for selecting the most effective approaches for building supplier networks.

*Recent Term(s) Offered: spring 2024*

**MGT 473 Training in Business and Industry 3 Hours**

An introduction to theories, research and methods of training needs analysis, program design, implementation, and evaluation. Note: Permission of instructor.

**Prerequisite(s):** (MGT 311 or PSYS 370)

**Equivalent(s):** PSYS 473

*Recent Term(s) Offered: fall 2022; fall 2023; fall 2024*

**MGT 490 Practicum in Management 3 Hours**

Internships, independent studies, and special projects of interest to students and faculty in the Management area. These may include individual research projects, meaningful internships in profit or not-for-profit organizations with duties relating to Management, or other special projects approved by the Management Chair and the Management faculty. Note: A 2.5 cumulative GPA and 6 additional hours of Management course required; in addition, permission of the Management Chair and the instructor required.

**Prerequisite(s):** (MGT 210 or MGT 310)

*Recent Term(s) Offered: spring 2022; fall 2022; spring 2023; fall 2023; spring 2024; summer 2024; fall 2024*

**MGT 495 Strategic Human Resources Management 3 Hours**

Case studies to evaluate the role human resources management plays in an organization. Discussions center around how talent can be used to support an organization's strategic advantage and create a competitive advantage.

**Prerequisite(s):** MGT 311 and MGT 305

*Recent Term(s) Offered: spring 2022; spring 2023; spring 2024*

**MGT 497A Certificate Assessment - Creativity and Innovation Management 0 Hours**

Students will complete assessments for the certificate in Creativity and Innovation Management.

**Restriction(s):** Enrollment limited to students with a semester level of Senior.

*Recent Term(s) Offered: None*

**MGT 497B Certificate Assessment - Executive Influence in Organizations 0 Hours**

Students will complete assessments for the certificate in Executive Influence in Organizations.

**Restriction(s):** Enrollment limited to students with a semester level of Senior.

*Recent Term(s) Offered: None*

**MGT 497C Certificate Assessment - Managing Inclusive Organizations 0 Hours**

Students will complete assessments for the certificate in Managing Inclusive Organizations.

**Restriction(s):** Enrollment limited to students with a semester level of Senior.

*Recent Term(s) Offered: fall 2024*

**MGT 497D Certificate Assessment - Business Fundamentals 0 Hours**

Students will complete assessments for the certificate in Business Fundamentals.

**Restriction(s):** Enrollment limited to students with a semester level of Senior.

*Recent Term(s) Offered: None*

**MGT 497E Certificate Assessment - Business Law 0 Hours**

Students will complete assessments for the certificate in Business Law.

**Restriction(s):** Enrollment limited to students with a semester level of Senior.

*Recent Term(s) Offered: None*

**MGT 498 Strategy and Policy 3 Hours**

The development and application of contemporary competitive strategies at mid and upper managerial levels. Capstone course uses cases and/or simulation to integrate materials from prerequisite courses.

**Prerequisite(s):** BDAN 250 and ACCT 110 and FIN 330 and (MGT 310 or MGT 210) and MKT 220

**Restriction(s):** Students with a semester level of Academy Junior, Academy Senior, Freshman, Junior or Sophomore may **not** enroll.

*Recent Term(s) Offered: winter 2022; spring 2022; summer 2022; fall 2022; winter 2023; spring 2023; summer 2023; fall 2023; winter 2024; spring 2024; summer 2024; fall 2024*

**MGT 499 Senior Assessment in Management 1 Hour (repeatable max of 1 hrs)**

Preparation for and administration of the senior assessment exam.

Discussion of educational and career opportunities beyond the baccalaureate degree. Note: Required of all Management majors in the last semester.

**Prerequisite(s):** (MGT 498 (may be taken concurrently) or MGT 496 (may be taken concurrently) or ENT 496 (may be taken concurrently)) and MGT 399

**Restriction(s):** Enrollment limited to students with a semester level of Senior.

*Recent Term(s) Offered: spring 2022; fall 2022; spring 2023; fall 2023; spring 2024; fall 2024*