

DEPARTMENT OF MANAGEMENT

Courses

Subjects in this department include: Management (MGT).

Management (MGT)

MGT 301 Supply Chain Management Credits: 3 (3-0-0)

Course Description: Concept of value-driven supply chains; design and management of effective supply chains; emphasis on current practice and recent trends.

Prerequisite: None.

Registration Information: Sophomore standing. Sections may be offered: Face-to-Face, Mixed Face-to-Face, or Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 305 Fundamentals of Management Credits: 3 (3-0-0)

Course Description: Managerial process of planning, directing, and controlling inputs of an organization. Analysis, decision making, and survey of research literature.

Prerequisite: None.

Registration Information: Sections may be offered: Online. Credit not allowed for both MGT 305 and MGT 320.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 310 Human Resource Management Credits: 3 (3-0-0)

Course Description: Principles and practices of employee management including hiring, development, compensation, and employee relations.

Prerequisite: None.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 320 Contemporary Management Principles/Practices Credits: 3 (3-0-0)

Course Description: Principles of management in combination with practices of the new economy to achieve managerial goals.

Prerequisite: BUS 300.

Registration Information: Credit not allowed for both MGT 320 and MGT 305. Sections may be offered: Online.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 330 Creativity, Innovation, and Value Creation Credits: 3 (3-0-0)

Course Description: How creativity and innovation can be developed for application in value creation.

Prerequisite: None.

Restriction: .

Registration Information: Sections may be offered: Online.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 340 Fundamentals of Entrepreneurship Credits: 3 (3-0-0)

Course Description: Concepts of entrepreneurship and role of entrepreneurs in the economy.

Prerequisite: None.

Registration Information: Sections may be offered: Online. Credit not allowed for both BUS 405A and MGT 340.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 341 Creating New Ventures Credits: 3 (3-0-0)

Course Description: Develop skills in salient dimensions of new venture creation—especially relating to creating value in new ventures. Learn about theoretical conceptualizations of entrepreneurship and how to apply in practice. Provides some tools that enable entrepreneurial action and requires students to use these tools to build and create value as they work to develop opportunities.

Prerequisite: MGT 340.

Registration Information: Offered as an online course only. Non-Business Administration majors and non-Entrepreneurship and Innovation minors. Credit not allowed for both MGT 341 and MGT 420.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 350 Employment Relations: The Legal Environment Credits: 3 (3-0-0)

Course Description: Legal principle and policy issues arising from the employment relationship.

Prerequisite: None.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 360 Social and Sustainable Venturing Credits: 3 (3-0-0)

Course Description: Entrepreneurship and economic opportunities in the transition to a socially and ecologically sustainable global economy.

Prerequisite: None.

Restriction: Must not be a: Freshman, Sophomore.

Registration Information: Junior standing or higher.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 374 Total Rewards and Performance Management Credits: 3 (3-0-0)

Course Description: Principles and best practices for the strategic design and implementation of compensation and performance management systems.

Prerequisite: MGT 310.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 375 Advanced Supply Management Credits: 3 (3-0-0)

Course Description: Advanced design of purchasing and supply management within global supply chains.

Prerequisite: MGT 301.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 376 Advanced Service and Manufacturing Operations Credits: 3 (3-0-0)

Course Description: Advanced concepts for the management of operations in service and manufacturing companies.

Prerequisite: MGT 301.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 377 Advanced Logistics Credits: 3 (3-0-0)

Course Description: Advanced design and management of logistics and distribution operations within global supply chains.

Prerequisite: MGT 301.

Registration Information: Junior standing.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 410 Leadership and Organizational Behavior Credits: 3 (3-0-0)

Course Description: Behavior of people and groups as members of organizations.

Prerequisite: MGT 305 or MGT 320.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 411 Leading High Performance Teams Credits: 3 (3-0-0)

Course Description: Design, management, and leadership of teams in organizational settings.

Prerequisite: MGT 305 or MGT 320.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 420 New Venture Creation Credits: 3 (3-0-0)

Course Description: Entrepreneurs and the entrepreneurial process. Growth of an independent business.

Prerequisite: MGT 340.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 424 Design Thinking in Social Entrepreneurship Credits: 3 (3-0-0)

Also Offered As: IDEA 424.

Course Description: Focus on value creation, and delivery of a solution to a team community project. Application of human-centered design, and design thinking processes provide solutions to real world problems facing some of society's most vulnerable populations.

Prerequisite: INTD 210, may be taken concurrently and MGT 340, may be taken concurrently and MGT 360, may be taken concurrently.

Restriction: Must be a: Undergraduate.

Registration Information: Credit not allowed for both IDEA 424 and MGT 424.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 430 Leadership and Social Responsibility Credits: 3 (3-0-0)

Course Description: Social responsiveness of managers as they face expectations in the firm's internal and external environment.

Prerequisite: None.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 435 Global Ethical Leadership & Stakeholder Mgmt Credits: 3 (3-0-0)

Course Description: Develop knowledge and competence in global ethical leadership and stakeholder relationships in a global economy.

Prerequisite: BUS 220 and MGT 320.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 440 New Venture Management Credits: 3 (3-0-0)

Course Description: Theories and skills necessary for managing startup and existing small firms.

Prerequisite: None.

Registration Information: Written consent of instructor.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 455 Designing for Defense Credits: 3 (0-6-0)

Also Offered As: IDEA 455.

Course Description: A culminating interdisciplinary experience that partners with the United States Department of Defense to propose solutions to vexing problems. Content and activities include a semester-long national security problem. Create a problem brief, develop and test prototypes, and deliver professional presentations to diverse audiences.

Prerequisite: None.

Registration Information: Junior standing. Must have taken at least 3 credits from IDEA 310 subtopics and/or IDEA 320 subtopics or MGT 340. Credit not allowed for both IDEA 455 and MGT 455.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 468 Negotiating Globally Credits: 3 (3-0-0)

Course Description: Characteristics and process of negotiation in a global context.

Prerequisite: MGT 305 or MGT 320.

Registration Information: MGT 305 or MGT 320 or International Studies majors.

Term Offered: Spring (odd years).

Grade Mode: Traditional.

Special Course Fee: No.

MGT 469A Study Abroad--Peru: Global SCM Experience Credits: 3 (0-0-3)

Course Description: Examination of supply chain practices and culture of Peru. Develop an understanding of the management of global aspects of a supply chain as well as the differences between managing a supply chain in a well developed country and a developing country with less infrastructure and expertise in the field.

Prerequisite: MGT 301.

Registration Information: Junior standing. Written consent of instructor. Credit not allowed for both MGT 469A and MGT 482B.

Term Offered: Fall (even years).

Grade Mode: Traditional.

Special Course Fee: No.

MGT 469B Study Abroad--Portugal: Leading High Performance Teams Credits: 3 (0-0-3)

Course Description: Design, management, and leadership of teams in organizational settings with a focus on how teams are different across different contexts. Explore how national culture impacts organizational team dynamics, processes, and performance and compare and contrast teams in Portugal to those in the U.S.

Prerequisite: MGT 305 or MGT 320.

Restriction: Must not be a: Freshman.

Registration Information: Sophomore standing. Written consent of instructor.

Term Offered: Summer.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 470 Managerial Decisions-Issues and Analysis Credits: 3 (3-0-0)

Course Description: Investigation and application of managerial decision-making processes and methods to solve problems in business functions.

Prerequisite: (MGT 301) and (MGT 305 or MGT 320).

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 473 Employment Relations: Labor and Management Credits: 3 (3-0-0)

Course Description: Managerial decision making and action in labor-management relations as affected by labor legislation and administrative practices.

Prerequisite: None.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 474 Human Resource Planning and Development Credits: 3 (3-0-0)

Course Description: Human resource planning, recruitment, selection, training, and development.

Prerequisite: MGT 310.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 475 International Business Management Credits: 3 (3-0-0)

Course Description: Multinational corporations: their scope, activities, managerial problems and decisions.

Prerequisite: (FIN 300 or FIN 305) and (MKT 300 or MKT 305) and (MGT 305 or MGT 320).

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 476 Negotiation and Conflict Management Credits: 3 (3-0-0)

Course Description: Principles and practices of negotiation and conflict management including bargaining as a social and managerial activity.

Prerequisite: MGT 320 or MGT 305.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 478 Global Supply Chain Management Credits: 3 (3-0-0)

Course Description: Principles and best practices for the strategic design and implementation of global supply chains.

Prerequisite: None.

Registration Information: Two of the three courses (MGT 375, MGT 376, MGT 377) must be completed with the third either completed or concurrent registration.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 479 Strategic Human Resource Management Credits: 3 (3-0-0)

Course Description: An integration of the various functions of human resource (HR) management. Provides a strategic and data-driven perspective on HR and the development of data analysis and change management skills to improve HR processes. Topics include: strategic HR management, HR as a competitive advantage, balanced scorecard, analytical foundations of HR measurement, descriptive and predictive analytics, change strategies, and responses to organizational change.

Prerequisite: MGT 374 or MGT 474.

Registration Information: Junior standing.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 482A Study Abroad: International New Venture Creation Credits: 3 (3-0-0)

Course Description: New venture creation taught in an international setting focusing on multi-country contexts. Emphasis on entrepreneurship and intrapreneurship in today's global environments.

Prerequisite: None.

Registration Information: Written consent of instructor. Completion of 60 credit hours.

Term Offered: Summer.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 482C Study Abroad--Todos Santos: Ventures in Social Entrepreneurship Credit: 1 (0-0-1)

Also Offered As: IDEA 482C.

Course Description: Interdisciplinary, service-learning course that incorporates human-centered design with the business design process in order to provide solutions to real world problems facing some of society's most vulnerable populations. It offers an experiential trip to meet the community partners working in Todos Santos, Mexico.

Prerequisite: None.

Restriction: Must be a: Undergraduate.

Registration Information: Credit not allowed for both IDEA 482C and MGT 482C.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 482E Study Abroad--SE Asia/Indonesia: Global SCM**Experience Credits: 3 (0-0-3)****Course Description:** Nearly all supply chains are global, requiring supply chain managers to have the skills and cultural understanding to source or operate in other countries/cultures. An experiential trip to Southeast Asia (SE Asia) to experience the culture and how supply chains are managed in these countries.**Prerequisite:** MGT 301.**Restriction:** Must not be a: Freshman, Sophomore.**Registration Information:** Junior standing. Written consent of instructor. This is a partial semester course.**Term Offered:** Fall.**Grade Mode:** Traditional.**Special Course Fee:** No.**MGT 486A Practicum: Consulting Credits: 3 (1-4-0)****Course Description:** Utilize teamwork to solve real business problems for organizations as engaged consulting teams. The team project solves a real and current business challenge, and also helps develop project management, communication, business writing, information technology, public speaking, event planning, time management, group dynamics, and team work skills.**Prerequisite:** CIS 200 and FIN 300 and MGT 301 and MGT 320 and MKT 300.**Restrictions:** Must not be a: Freshman, Sophomore, Junior. Must be a: Undergraduate.**Registration Information:** Written consent of instructor. Must register for lecture and laboratory. Credit not allowed for both MGT 481A1 and MGT 486A. Sections may be offered: Online.**Terms Offered:** Fall, Spring.**Grade Mode:** Traditional.**Special Course Fee:** No.**MGT 486B Practicum: Supply Chain Management Credits: 3 (1-4-0)****Course Description:** Research and recommend solutions to "real world" supply chain management problems.**Prerequisite:** None.**Registration Information:** Sections may be offered: Online. Written consent of instructor. Must register for lecture and laboratory. Two of the three courses (MGT 375, MGT 376, MGT 377) must be completed with the third either completed or concurrent registration.**Terms Offered:** Fall, Spring.**Grade Mode:** Traditional.**Special Course Fee:** No.**MGT 487 Internship Credits: Var[1-18] (0-0-0)****Course Description:****Prerequisite:** None.**Terms Offered:** Fall, Spring, Summer.**Grade Mode:** Instructor Option.**Special Course Fee:** No.**MGT 492A Seminar: Supply Chain Management Credits: 3 (0-0-3)****Course Description:** In depth study of a current topic/related topics important to supply chain managers and supply chain management education.**Prerequisite:** MGT 301.**Registration Information:** Seniors only.**Grade Mode:** Traditional.**Special Course Fee:** No.**MGT 495 Independent Study Credits: Var[1-18] (0-0-0)****Course Description:****Prerequisite:** None.**Terms Offered:** Fall, Spring, Summer.**Grade Mode:** Instructor Option.**Special Course Fee:** No.**MGT 496 Group Study Credits: Var[1-18] (0-0-0)****Course Description:****Prerequisite:** None.**Terms Offered:** Fall, Spring, Summer.**Grade Mode:** Instructor Option.**Special Course Fee:** No.**MGT 498 Research Credits: Var[1-3] (0-0-0)****Course Description:****Prerequisite:** None.**Terms Offered:** Fall, Spring, Summer.**Grade Mode:** Instructor Option.**Special Course Fee:** No.**MGT 555 Managing Design for Defense Credits: 3 (3-0-0)****Also Offered As:** IDEA 555.**Course Description:** Interdisciplinary teams work on national security challenges in close contact with national security agencies (sponsors). Utilizing entrepreneurial thinking, lead and manage teams of undergraduates as they work to employ the Lean Launchpad methodology and develop concepts to solve real-world challenges for sponsors in special operations forces, the intelligence community, and government agencies.**Prerequisite:** BUS 600 to 699 - at least 3 credits or IDEA 510 or MGT 600 to 699 - at least 3 credits.**Restriction:** Must be a: Graduate.**Registration Information:** Bachelor's degree required. Sections may be offered: Online. Credit allowed for only one of the following: IDEA 455, IDEA 555, IDEA 580A1, MGT 455, MGT 555, or MGT 580A1.**Grade Mode:** Traditional.**Special Course Fee:** No.**MGT 600 Manufacturing Process and Systems Design Credits: 3 (3-0-0)****Course Description:** Strategic understanding of alternate manufacturing processes and systems design support needed to manage those processes.**Prerequisite:** BUS 620 and BUS 625.**Restriction:** Must be a: Graduate, Professional.**Term Offered:** Spring.**Grade Mode:** Traditional.**Special Course Fee:** No.**MGT 601 Enterprise Computing and Systems Integration Credits: 3 (3-0-0)****Also Offered As:** CIS 601.**Course Description:** Integrated extended enterprise planning and execution systems concepts including ERP, CRM, SCM, MRP II, business processes, front/back office systems.**Prerequisite:** None.**Restriction:** Must be a: Graduate, Professional.**Registration Information:** Admission to the MACC or MCIS program.

Sections may be offered: Online. Credit not allowed for both CIS 601 and MGT 601.

Term Offered: Spring.**Grade Mode:** Traditional.**Special Course Fee:** No.

MGT 610 Strategic Human Resource Management Credits: 3 (3-0-0)

Course Description: Strategic issues associated with recruiting, staffing, evaluating, compensating, and developing employees; leadership issues associated therein.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to master's program.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 611 Management of Organization Development Credits: 3 (3-0-0)

Course Description: Methods for managing organizational change.

Prerequisite: MGT 305 or MGT 320.

Restriction: Must be a: Graduate, Professional.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 612 Managing in a Global Context Credits: 3 (3-0-0)

Course Description: Global management and HR development issues/practices. Cross-cultural issues in organization behavior, recruitment, selection, training, compensation.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to GSSE program.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 620 Management Credits: 3 (3-0-0)

Course Description: Practices, policies, philosophies, and behavior.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 640 Supply Chain Management Strategies Credits: 2 (2-0-0)

Course Description: How to create an effective supply chain management system to establish an efficient network for supplying final consumption.

Prerequisite: MGT 600.

Restriction: Must be a: Graduate, Professional.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 663 Strategic Opportunities in Impact Enterprise Credits: 3 (3-0-0)

Course Description: Gain foundational knowledge of central sustainability challenges, concepts and tools of strategic management and entrepreneurship, and discover the economic opportunities present in the resolution of social and environmental issues. Develop an understanding of the role of corporations and entrepreneurs in resolving market imperfections, addressing sustainability challenges, and transitioning to a more sustainable economy. Introduce sustainability practices used by corporations and new ventures.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to the Impact MBA.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 665 Supply Chain Development and Management Credits: 2 (2-0-0)

Course Description: This course teaches the development and management of the global supply chain that plans, sources, makes and delivers an organization's products.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Written consent of instructor. Sections may be offered: Online.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 667 Global Social Sustainable Entrepreneurship Credits: 3 (3-0-0)

Course Description: Global challenges—poverty, environmental degradation, public health, agriculture. Role of entrepreneurial management in private and public sector.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 668 New Venture Development for Social Enterprise Credits: 3 (3-0-0)

Course Description: Early stages of a new venture, including creation of business plan. Additional study of social entrepreneurship and sustainable business strategies.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Written consent of instructor. Sections may be offered: Online.

Terms Offered: Fall, Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 675 Purchasing and Supply Management Credit: 1 (1-0-0)

Course Description: Examine purchasing and supply management practices. The supply and demand shocks provide evidence regarding the importance of supply management and building resilient supply chains. Gain an understanding of the strategy and tactics to efficiently and effectively manage global supply chains to bring value to customers and the firm.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to a master's program in business. This is a partial semester course. Sections may be offered: Face-to-Face, Mixed Face-to-Face, or Online.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 676 Service and Production Operations Credit: 1 (1-0-0)

Course Description: Examine the elements of operations management and how operations integrate into the supply chain. Manufacturing and service ops deliver value-added goods and services for the company and comprise the bulk of a firm's investment, personnel and resource use. Learn about ops strategies and tactics to efficiently/effectively manage global operations and deliver value to customers and the firm.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: This is a partial semester course. Sections may be offered: Face-to-Face, Mixed Face-to-Face, or Online.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 677 Logistics and Distribution Credit: 1 (1-0-0)

Course Description: Provides an understanding of logistics networks and systems. Gain an understanding of the strategy and tactics to efficiently and effectively manage logistics networks to bring value to customers and the firm.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: This is a partial semester course. Sections may be offered: Online.

Term Offered: Fall.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 679 Principles of Strategic Management Credits: 3 (3-0-0)

Course Description: Processes through which firms choose and implement strategies. Formulation and implementation of strategic management process in variety of industries.

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Registration Information: Admission to a master's program in business.

Term Offered: Spring.

Grade Mode: Traditional.

Special Course Fee: No.

MGT 695 Independent Study Credits: Var[1-18] (0-0-0)

Course Description:

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

MGT 696 Group Study Credits: Var[1-18] (0-0-0)

Course Description:

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.

MGT 699 Thesis Credits: Var[1-18] (0-0-0)

Course Description:

Prerequisite: None.

Restriction: Must be a: Graduate, Professional.

Terms Offered: Fall, Spring, Summer.

Grade Mode: Instructor Option.

Special Course Fee: No.