Management (MGMT)

Courses primarily for undergraduates:

MGMT 310. Entrepreneurship and Innovation.
(3-0) Cr. 3. F.S. Prereq: Sophomore classification
Review of the entrepreneurial process with emphasis on starting a new business. How to analyze opportunities, develop an innovative product, organize, finance, market, launch, and manage a new venture. Deals with the role of the entrepreneur and the importance of a business plan. Speakers and field project.

MGMT 313. Feasibility Analysis and Business Planning.
(3-0) Cr. 3. F.S. Prereq: MGMT 310
Developing an idea for a new business venture, conducting a feasibility study, researching the potential market, analyzing the competition, and writing a formal business plan. Basic business functions are discussed in terms of their application to conducting feasibility analysis and writing a business plan for an entrepreneurial venture.

(3-0) Cr. 3. Prereq: junior standing
The essentials of operating an entrepreneurial firm in an international environment. Topics include understanding the role of entrepreneurship in economic development, starting and developing a business in an international market, financing international ventures, international management issues and exchange rates. Meets International Perspectives Requirement.

(3-0) Cr. 3. F.S.SS. Prereq: ECON 101 or ECON 102 or equivalent
A management functions approach is used to explain what managers do in organizations; how they deal with external constituents, how they structure their companies, and how they deal with employees. A contingency approach is used as a framework for understanding how to increase the effectiveness and efficiency of organizations in today's dynamic, highly competitive business environment.

MGMT 371. Organizational Behavior.
(3-0) Cr. 3. F.S. Prereq: MGMT 370
The study of individual attributes, interpersonal relations, and employee attitudes in organizations. Instructional emphasis is placed on how management concepts such as reward systems, job design, leadership, teams, etc., can be used to manage employee attitudes and behavior.

(3-0) Cr. 3. F. Prereq: MGMT 370
Developing competitive strategy and achieving competitive advantage in firms, including: industry analysis, generic strategies, hypercompetition, competing against time, and building distinctive capabilities.

MGMT 410. Social Entrepreneurship.
(3-0) Cr. 3. F.S. Prereq: Sophomore classification
This course will introduce students to issues related to the role of social entrepreneurship in helping to solve social problems, including innovation, opportunity recognition, planning and the launch of new non-profit organizations.

MGMT 414. International Management.
(3-0) Cr. 3. F.S.
The nature and economic role of the multinational firm and entrepreneurial ventures, including the impact of legal, political, and cultural variables upon firm performance and managerial activity; case studies illustrate interdependent nature of functional areas of business projected across national boundaries. Nonmajor graduate credit.

(3-0) Cr. 3. F.S. Prereq: MGMT 370; MKT 340; FIN 301; SCM 301
Examination of business problems and issues in new and growing firms. Emphasis is on analyzing existing businesses. Includes a field project. Nonmajor graduate credit.

MGMT 419. Social Responsibility of Business.
(3-0) Cr. 3. S.
A consideration of the role of business in society. Critical analysis of ethical, managerial, and public issues as they affect the corporation.

(3-0) Cr. 3. F.S. Prereq: Junior standing
Recruitment and selection, utilization, and development of people in organizations. Examination of each personnel function; interrelationships among the functions.

(3-0) Cr. 3. F.S. Prereq: Junior classification
One of the most crucial problems in organizations today is the management of diversity. Attempts to define the difference between equal employment opportunity/affirmative action, which has a legal basis, and diversity which has an educational basis. Organized around the concepts of: (1) cultural diversity and cultural unity; (2) development of skills and tools to manage diversity; and (3) structure of diversity development programs in organizations. Nonmajor graduate credit. Meets U.S. Diversity Requirement

MGMT 478. Strategic Management.
(3-0) Cr. 3. F.S.SS. Prereq: MGMT 370; ACCT 285; FIN 301; MKT 340; SCM 301; graduating senior
Strategic formulation, implementation, and evaluation and control in today's organizations. Emphasis is on strategic planning and decision making using the case method and/or projects.

MGMT 490. Independent Study.
Cr. 1-3. Repeatable. Prereq: MGMT 370, senior classification, permission of instructor

Courses primarily for graduate students, open to qualified undergraduates:

MGMT 502. Organizational Behavior.
(3-0) Cr. 3. F. Prereq: Enrollment in MBA program or departmental permission
Understanding human behavior in organizations and the nature of sustainable organizations from a managerial perspective. Special emphasis is placed on how individual differences, such as perceptions, personality, and motivation, influence individual and group behavior in organizations and on how behavior can be influenced by job design, leadership, groups, and the structure of organizations.

MGMT 503. Professional Responsibility in Business and Society.
(3-0) Cr. 3. Prereq: Enrollment in MBA program or department permission, ACCT 501, FIN 501, MGMT 502, MKT 501
Ethical and social responsibilities of top managers in corporations. Topics include stakeholder management, corporate social responsibilities, strategies for sustainable development, pursuit of societal and corporate goals, board and chief executive leadership roles, governance reform and ethics, and executive leadership style and values. The presentation of course concepts is facilitated by the use of cases, discussion scenarios, and ethical dilemmas.

MGMT 504. Strategic Management.
(3-0) Cr. 3. Prereq: Enrollment in MBA program or departmental permission, ACCT 501, FIN 501, MGMT 502, MKT 501
Critical analysis of case studies in strategic management with an emphasis on integrative decision making. Strategy implementation in light of the global, legal, economic, cultural, and political contexts of business.

(3-0) Cr. 3. Prereq. Graduate classification
Commercialization of new technology. Topics covered include market analysis, intellectual property, product development, feasibility analysis, and new business evaluation.

MGMT 566. Entrepreneurship and New Business Creation.
(3-0) Cr. 3. Prereq. Graduate classification or permission of instructor
The essentials of starting and operating a new business. Topics include current research on entrepreneurial perspective, starting and developing a new business, financing the venture, managing the growing firm, and special issues.

(3-0) Cr. 3.
Essentials of operating an entrepreneurial firm in an international environment. Topics include international entrepreneurship, starting and developing a business in an international market, financing international ventures, international management issues, exchange rates, and culture.

MGMT 569. Technology Entrepreneurship.
(3-0) Cr. 3. Prereq. Graduate standing or instructor's permission
Identification of high-potential, technology-intensive commercial opportunities, resources? gathering, and risk management under environmental uncertainty. Focus on technology ventures and firms that use technology strategically across several industries. Topics include key success factors and forecasting analysis across main value-chain activities.
MGMT 570. Managing Employee Attitudes and Behaviors.
(3-0) Cr. 3. F.S.S. Prereq: MGMT 371 or MGMT 502 or PSYCH 450
Advanced topics germane to the management of individuals and groups over their work lives; sustained work commitment, motivation and job/career satisfaction, absenteeism, turnover, stress, leadership and career development (e.g., career ladders, mentoring).

MGMT 571. Seminar in Personnel and Human Resources Management.
(3-0) Cr. 3. S. Prereq: MGMT 371 or MGMT 502 or SOC 420
Topics and issues in personnel management with a focus on the management of human resources in organizations. Current personnel practices, philosophies, and behavioral science research.

MGMT 572. Personality and Management.
(3-0) Cr. 3. Prereq: Graduate standing or permission of instructor
Personality and individual differences have significant implications for human resource management, organizational behavior and strategic management. Research has shown that these characteristics affect many core management topics including motivation, leadership, and decision making. Surveys the literature relating personality and individual differences to management and organizations. Students will complete a wide variety of personality assessments and get their results, and reflect on how personality and individual differences can be practically relevant in the modern work environment.

(3-0) Cr. 3. F. Prereq: MGMT 504 or permission of instructor
Discussion of concepts and techniques used in long range strategic planning. Examination of planning practices in business and not-for-profit organizations. Topics include environmental scanning, industry analysis, forecasting, corporate and competitive strategies, and tactics.

MGMT 582. Corporate Governance and Top Management.
(Cross-listed with ACCT). (3-0) Cr. 3. Prereq: MGMT 503 or permission of instructor
Duties, structure, and functioning of top management teams and corporate boards of directors. CEO/board tenure and succession planning, top management compensation, board committee composition, assessment of CEO and board performance, theories of corporate governance, management of the corporate strategic agenda, governance codes, international governance, and chairman/CEO duality. Case studies and contemporary issues discussed.

MGMT 583. Strategic Management of Innovation.
(3-0) Cr. 3. Prereq: MGMT 504 or permission of instructor
Critical analysis and discussion of cases focused on strategic management of innovation. Assessment of a firm’s innovative capabilities and competitive dynamics to manage innovative processes. Practical applications through emphasis on implementation including internal corporate venturing, management of the corporate R&D function, and institutionalization of innovation.

MGMT 584. Management Consulting.
(3-0) Cr. 3. Prereq: MGMT 504 or permission of instructor
Provides the opportunity for students to understand the role of the professional consultant, the issues facing the management consulting industry, the competencies of various management consulting firms, the nature and form of strategic consulting engagement, and the nature and scope of strategic change in business firms. Students will learn about management consulting functions and will practice the consultant role though cases and field studies.

MGMT 590. Special Topics.
Cr. 1-3. Repeatable. F.S.S. Prereq: Permission of instructor
For students wishing to do individual research in a particular area of management.

Courses for graduate students:

MGMT 601. Philosophy of Science.
(3-0) Cr. 3. Prereq: enrollment in the PhD program
This course provides a philosophical introduction to the theoretical and empirical development of scientific knowledge. It focuses on a variety of basic problems common to the social sciences: the nature of explanation, the structure of theories, forms of knowledge, scientific laws, nature of theory and ethics. The purpose of the course is to help doctoral students define a research context by addressing the purposes, assumptions and primary components of scientific inquiry.

MGMT 602. Organizational Theory.
(3-0) Cr. 3. Prereq: enrollment in the PhD program
This seminar involves the examination of the core theories and perspectives in organizational theory, as well as their applications and extensions. This material addresses the fundamental rationale for organizations in modern society, basic processes of organizing and organizational structure, a consideration of inter-organizational relationships and the external environment, and a variety of factors that help determine organizational effectiveness.