MANAGEMENT (MGMT)

MGMT 24163 PRINCIPLES OF MANAGEMENT 3 Credit Hours
(Equivalent to BMRT 11009) Introductory course in management and organizational design. The leading contributions in the area are reviewed and practical implications are developed. The course covers the principles that most management professors have come to expect in an introductory course: planning, organizing, leading, and controlling. In addition, the students need to be aware of critical issues managers must be aware of to succeed: diversity, globalization, ethics, technology, sustainability among them. The course serves as an introduction to many upper level business courses.
Prerequisite: Sophomore standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter
Attributes: TAG Business

MGMT 34157 INTRODUCTION TO THE U.S. HEALTHCARE SYSTEM 3 Credit Hours
Provides an overview of the management, economic and policy issues facing the healthcare, pharmaceutical, biotechnology and medical device industries. The course perspective is global, with emphasis on the U.S. as the largest and most profitable market.
Prerequisite: Sophomore standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 34158 HEALTHCARE TECHNOLOGY MANAGEMENT 3 Credit Hours
Introduce the main components of health care information technology, with emphasis on the components that distinguish the health care delivery system from other business enterprises. Prepares students as clinical managers and consultants who must rely upon or manage information technology to accomplish their objectives.
Prerequisite: Sophomore standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 34159 MANAGING HEALTHCARE ORGANIZATIONS 3 Credit Hours
Operational process management, cost-control and productivity is critical to cost-effective healthcare. Covers topics in improving operations such as patient flow, quality (concepts and mechanics) and process improvement. Students become familiar with methods and resources for implementing change in a health care setting, such as a hospital or outpatient clinic. Provides skills to assess current hospital operations and to identify the appropriate tools to address various functional areas, useful for managers, consultants, clinical providers and others. Process improvement methods such as lean thinking, six sigma, statistical tools, flowcharting, queuing models and other tools are covered. Health care settings beyond the hospital, such as outpatient clinics, are included.
Prerequisite: Sophomore standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 34164 ORGANIZATIONAL MENTORING 3 Credit Hours
Course promotes leadership development through the study of leadership principles, styles, and role models. Students will learn through class lecture and discussion as well as hand-on leadership experience in Exploring Business Interactive Business Seminars (i.e., business labs). Students will work with course instructor to develop a personal leadership plan.
Prerequisite: BUS 10123; and minimum 2.000 overall GPA; and special approval.
Schedule Type: Laboratory, Lecture, Combined Lecture and Lab
Contact Hours: 2 lecture, 2 lab
Grade Mode: Standard Letter

MGMT 34165 DYNAMICS OF LEADERSHIP 3 Credit Hours
This course discusses management and leadership concepts and does so by blending theory and practice. The courses uses case studies, practical application approaches, personal assessment and provides opportunities for students to develop individual and group leadership skills. In addition, many organizational behavior concepts are blended throughout the course.
Prerequisite: MGMT 24163 or BMRT 11009.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 34175 LEARNING TO LEAD 3 Credit Hours
This is a hands-on learning and leadership course. Classroom time occurs over 4 days at a residential camp before the semester begins. Students learn about leadership from professors, experts in the field, and each other through interactive discussions and activities. During the semester students continue their leadership development working with a personal mentor, and practice their skills through community service projects.
Prerequisite: Special approval.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 34185 ORGANIZATIONAL BEHAVIOR 3 Credit Hours
Determinants of individual and group behavior within work organizations. Topics covered include, motivation, job design, learning, decision making, leadership and group behavior as they relate to performance and other outcomes in work organizations.
Prerequisite: MGMT 24163 or BMRT 11009.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 34280 ORGANIZATIONAL CHANGE MANAGEMENT 3 Credit Hours
This course focuses on understanding the processes and challenges involved in responsible organizational change management. The course will provide students a blend of both research and best practice professional applications.
Prerequisite: MGMT 24163 or BMRT 11009; and MGMT 34165; and minimum 2.000 overall GPA.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 44009 THE BUSINESS CASE FOR SUSTAINABILITY 3 Credit Hours
(Slashed with MGMT 54009) This course describes major global trends in the environment, society, and technology; and explores how they are transforming business and how they are deeply changing work, careers and our quality of life. We examine global markets and needs, as expressed by the United Nations Sustainable Development Goals (SDGs). Understanding these trends will help you make sense of the world you in which you live and work and provide insight into an array of career and entrepreneurial opportunities.
Prerequisite: Minimum 2.000 overall GPA; and junior standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 44096 INDIVIDUAL INVESTIGATION IN MANAGEMENT 3 Credit Hours
(Repeatable for credit) Presents opportunity to undertake research. Approval of topic and agreement to work with student must be secured from faculty member and the chairperson of the department prior to registration.
Prerequisite: Special approval.
Schedule Type: Individual Investigation
Contact Hours: 3 other
Grade Mode: Standard Letter

MGMT 44163 GLOBAL BUSINESS MANAGEMENT (WIC) 3 Credit Hours
Provides an overview of contemporary issues and theoretical frameworks in the field of international strategic management using traditional lecture and practical application cases.
Prerequisite: Minimum C grade in ENG 21011, COMM 15000 and MATH 11010; minimum 2.000 overall GPA; and senior standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter
Attributes: Writing Intensive Course

MGMT 44189 INTERNATIONAL MANAGEMENT EXPERIENCE (DIVG) (ELR) 3 Credit Hours
This course focuses on strategy and policy development and execution for gaining and sustaining global competitive advantage. Strategic management of entrepreneurial and well-established firms, and operational and financial structures of international firms and markets are discussed.
Prerequisite: MGMT 24163 with a minimum C grade; and minimum 2.000 overall GPA; and sophomore standing; and special approval.
Schedule Type: International Experience
Contact Hours: 9 other
Grade Mode: Standard Letter
Attributes: Diversity Global, Experiential Learning Requirement

MGMT 44191 SENIOR RESEARCH SEMINAR IN MANAGEMENT 3 Credit Hours
(Repeatable for credit) Combination of individual or group research and class discussion for superior students. Investigations in administration and organization conducted in accordance with scholarly interests of participants.
Prerequisite: Special approval.
Schedule Type: Seminar
Contact Hours: 3 other
Grade Mode: Standard Letter

MGMT 44192 INTERNSHIP IN MANAGEMENT (ELR) 3 Credit Hours
(Repeatable for credit) A supervised field experience requiring a minimum of 145 hours of work at a cooperating organization. Requires regular contact with instructor and preparation of an internship report connecting academic coursework to on the job experiences.
Prerequisite: MGMT 24163 with minimum C grade; and minimum 2.000 overall GPA; and special approval.
Schedule Type: Practical Experience
Contact Hours: 15 other
Grade Mode: Standard Letter
Attributes: Experiential Learning Requirement

MGMT 44285 STRATEGIC MANAGEMENT 3 Credit Hours
Integration of the functional areas of business in the formulation and implementation of policy. Projects and case analyses of business situations provide students with the opportunity to apply analytical and creative problem solving skills.
Prerequisite: ACCT 23021 and MKTG 25010 and MGMT 24163 and BA 34060 and FIN 26074 and FIN 36053; and minimum 2.000 overall GPA; and major within the Ambassador Crawford College of Business and Entrepreneurship; and senior standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 44299 MANAGEMENT CAPSTONE (ELR) (WIC) 3 Credit Hours
Course integrates various management concepts in informing a manager's strategic decision making process. Students use case analyses and class lectures to demonstrate their leadership abilities in different business scenarios.
Prerequisite: ACCT 23021 and FIN 26074 and FIN 36053 and MGMT 24163 and BA 34060 and MKTG 25010; and minimum 2.000 overall GPA; and declared General Business major; and senior standing.
Schedule Type: Project or Capstone
Contact Hours: 3 other
Grade Mode: Standard Letter
Attributes: Experiential Learning Requirement, Writing Intensive Course

MGMT 44392 BUSINESS CONSULTING AND PRACTICUM (ELR) 3 Credit Hours
Provides decision-making tools for solving real-world problems by building synergies in prior knowledge to create a synthesis of real life solutions delivery mechanisms underpinning them to pressing problems of the local and international community. The practicum component includes consulting experience with both for profit and not-for-profit business clients.
Prerequisite: MGMT 24163; and minimum 2.000 overall GPA; and senior standing.
Schedule Type: Practical Experience
Contact Hours: 15 other
Grade Mode: Standard Letter
Attributes: Experiential Learning Requirement

MGMT 44395 SPECIAL TOPICS IN MANAGEMENT 3 Credit Hours
(Repeatable for credit) Offered on a semester basis with different management topics and different faculty involved each time the course if offered.
Prerequisite: Minimum 2.000 overall GPA; and junior standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 54009 THE BUSINESS CASE FOR SUSTAINABILITY 3 Credit Hours
(Slashed with MGMT 44009) This course describes major global trends in the environment, society, and technology; and explores how they are transforming business and how they are deeply changing work, careers and our quality of life. We examine global markets and needs, as expressed by the United Nations Sustainable Development Goals (SDGs). Understanding these trends will help you make sense of the world you in which you live and work and provide insight into an array of career and entrepreneurial opportunities.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 64050 ESSENTIALS OF BUSINESS MANAGEMENT 3 Credit Hours
This is an introductory management course that discusses functional areas of business and their strategic positioning in delivering business solutions.
Prerequisite: Non-ambassador crawford college of business and entrepreneurship majors; and graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 64158 LEADERSHIP 2 Credit Hours
Students develop an understanding of the leadership process. Through critical thinking, class discussions and class activities, they build skills in leading others, leading themselves and teamwork.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 2 lecture
Grade Mode: Standard Letter

MGMT 64160 LEADERSHIP AND ORGANIZATIONAL CHANGE 3 Credit Hours
(Slashed with MGMT 74160) Course provides students in-depth knowledge of leading organization change. Covers analysis of existing conditions, drivers of change and readiness for change along with methods of change and change implementation.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 2 lecture, 1 other
Grade Mode: Standard Letter

MGMT 64184 INTERNATIONAL BUSINESS 3 Credit Hours
Study of the business firm in a global context. Application of international business theories and practices to international operations of firms.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 64270 ORGANIZATIONAL ANALYSIS AND DESIGN 3 Credit Hours
(Slashed with MGMT 74270) Course provides students an in-depth examination of the key factors related to the design of organizations and analysis methods. Students will learn about the identification, capturing and assessment of core processes and the organizational structure elements used to design an organization around core processes. Students will learn various methodologies and analytics to analyze organizational effectiveness.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 64275 GLOBAL STRATEGIC MANAGEMENT 3 Credit Hours
Global Strategic Management explores the global challenges facing today's manager. The global competition concepts and strategic managerial alternatives within the context of current global dynamics that impact: a) business operations, b) the political, economic and cultural environment, c) centralized versus de-centralized power in managing local, regional and global firms.
Prerequisite: Graduate standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 64399 BUSINESS STRATEGY 3 Credit Hours
Integrative approach to the study of policy formulation and implementation. Formalized planning systems reviewed; case analysis of actual business situations helps student further develop analytical and communication skills.
Prerequisite: 18 hours of graduate coursework; and admission to MBA or MSA program; and graduate standing.
Schedule Type: Project or Capstone
Contact Hours: 3 other
Grade Mode: Standard Letter

MGMT 68051 BUSINESS PROFESSIONAL DEVELOPMENT I 1 Credit Hour
Development of professional business skills for the full-time MBA student to use in both the graduate program and career development.
Prerequisite: Admission to MBA program; and special approval.
Schedule Type: Lecture
Contact Hours: 1 lecture
Grade Mode: Standard Letter

MGMT 68052 BUSINESS PROFESSIONAL DEVELOPMENT II 1 Credit Hour
Continuation of development of professional business skills for the full-time MBA student primarily focused on building and strengthening the skills needed by a manager for the workplace.
Prerequisite: Graduate standing; and special approval.
Schedule Type: Lecture
Contact Hours: 1 lecture
Grade Mode: Standard Letter

MGMT 74160 LEADERSHIP AND ORGANIZATIONAL CHANGE 3 Credit Hours
(Slashed with MGMT 64160) Develop understanding of the theories and techniques needed for the successful management of significant organizational change with emphasis on discussion, exercises and case studies.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 2 lecture, 1 other
Grade Mode: Standard Letter

MGMT 74185 BUSINESS STRATEGY 3 Credit Hours
Integrative approach to the study of policy formulation and implementation. Formalized planning systems reviewed case analysis of actual business situations helps student further develop analytical and communication skills.
Prerequisite: Doctoral approval; and special approval.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 74270 ORGANIZATIONAL ANALYSIS 3 Credit Hours
(Slashed with MGMT 64270) Theoretical basis and research findings are discussed, permitting the student to analyze and understand complex work organizations. Data provided prepares the student to analyze, design and solve organizational problems within the work environment.
Prerequisite: Doctoral standing; and special approval.
Schedule Type: Lecture
Contact Hours: 2 lecture, 1 other
Grade Mode: Standard Letter

MGMT 84112 RESEARCH METHODOLOGY 3 Credit Hours
The objectives of this course are: to formulate a research problem and develop testable research hypotheses; develop research skills by learning the different research methods and techniques; explain information contained in research statistical outputs such as SAS and SPSS enable students to conduct meaningful and high quality research in their specific field of interest.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 84262 THEORY OF THE FIRM 3 Credit Hours
Course focuses on developing a deep understanding of modern strategic theory in relation to other allied fields. Students will review fundamental concepts of strategic thinking and theory development and then move to contemporary theoretical issues including transaction-cost economics, the resource-based view, the emerging theories of real options and of dynamic capabilities, strategic optimization and constraint theory, and dealing with uncertainty through scenario-driven planning.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 84275 THEORETICAL AND EMPIRICAL GLOBAL STRATEGY 3 Credit Hours
Focuses on review and integration of the several streams of literature dealing with strategy for, and management of, the product-diversified and/or internationally-diversified firm. Also, in order to complement the emphasis of other doctoral offerings on strategy formulation topics, this seminar places a special emphasis on strategy process, organizational structure, and administrative mechanisms. In particular, it explores the foundations as well as current research on corporate governance, broadly define. This includes (I) the set of mechanisms available to align the interest of top managers to those of shareowners, as well as (II) the mechanisms available to motivate and control middle managers so that their decisions and behaviors are aligned with intended corporate and/or international strategy and goals.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 84277 ORGANIZATIONAL BEHAVIOR AND THEORY 3 Credit Hours
An examination of theory and research on individual and group behavior in organizations. Special attention is given to theories of motivation, job satisfaction, goal setting, task design, feedback systems, group dynamics, power and teams.
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 84285 TECHNOLOGY AND INNOVATION STRATEGY 3 Credit Hours
Covers topics pertaining to innovation management at micro-level (entrepreneurship, corporate entrepreneurship), meso-level (networks), and macro-level (cross-country and within-country comparisons).
Prerequisite: Doctoral standing.
Schedule Type: Lecture
Contact Hours: 3 lecture
Grade Mode: Standard Letter

MGMT 84291 SEMINAR IN MANAGEMENT SYSTEMS 3 Credit Hours
(Repeatable for credit) Intensive investigation of selected topics in organization and strategic management. Student will be expected to undertake research on a topic determined in joint consultation with the instructor.
Prerequisite: Doctoral standing; and special approval of instructor.
Schedule Type: Seminar
Contact Hours: 3 other
Grade Mode: Standard Letter