MANAGEMENT (MGMT)

MGMT 200 Developing the Leader Within You (3 crs)
Prerequisite: Minimum sophomore standing.
A proactive approach to developing future leaders. Primary focus is aiding participants in gaining a better understanding and awareness of themselves through the enhancement of their self-worth and self-esteem.

Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 210 Service-Learning in Management (1 cr)
Students must complete 30 hours of volunteer service. Type of service must be approved by your faculty supervisor. A journal must be kept throughout the service-learning project documenting when, how long, and the type of activity. The service-learning project must be completed within one calendar year (preferably one semester). Assignments outstanding longer than this will be graded unsatisfactory.

Attributes: Service-Learning, Full 30 Hours
Grading Basis: S/U Only Grade Basis

MGMT 271 Introduction to the Entrepreneur Process and Mindset (2 crs)
Prerequisite: Not available for seniors. Minimum sophomore standing.
Registration preference provided to College of Business majors.
Students learn about the entrepreneurial process and how ideas are examined for market, operational, and financial feasibility. Entrepreneurial characteristics of successful entrepreneurs will also be evaluated.

Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 274 Organizational Behavior (3 crs)
Prerequisite: ECON 103 and ECON 104, ACCT 201, IS 240, SPDP Workshops, and completion of 54 credits.
Registration preference provided to College of Business majors.

• BCOM 206 and BCOM 207 are recommended prior to enrollment in this course.

Review of the theories and applications of behavioral science research in human organizations. Topics include: motivation, group dynamics, communication, leadership, conflict, and change.

Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 340 Quality Management (3 crs)
Prerequisite: MGMT 341. Minimum junior standing.
An examination of the technical and the managerial issues that are important in understanding and implementing quality assurance in manufacturing and service organizations.

Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 342 Supply Chain Management (3 crs)
Prerequisite: MGMT 341. Minimum junior standing.
• This class requires access to a laptop computer which can be brought to class when required.

Design and operation of effective purchasing processes. Supplier and supply chain management, with emphasis on globalization, and the role of information technology in enabling contemporary supply chain strategy.

Attributes: Undergraduate/Graduate Offering, Special Course Fee Required
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 344 Quantitative Methods for Management and Operations (3 crs)
Prerequisite: ACCT 201; ECON 103, 104; IS 240; MATH 246; MGMT 341. Limited to management majors with operations and supply chain emphasis, or department permission.
• This class requires access to a laptop computer that can be brought to class when required.

Tools and methods for data analysis in support of business decision making. Graphical analysis, regression, model building, time series analysis, and decision making under uncertainty. Extensive hands-on data analysis using spreadsheet and statistical software.

Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 345 Managing Global Organizations (3 crs)
Prerequisite: MGMT 340. Minimum junior standing.
• Cross-listed with INTB 345. Credit may not be earned in both MGMT 345 and INTB 345. BCOM 206 and BCOM 207 are recommended prior to enrollment in this course.

Examines issues in managing international operations including strategies, joint ventures/strategic alliances, organizational design, culture, human resources, and labor issues in addition to political and legal constraints operating across regional trading areas.

Attributes: Foreign Culture, Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0
MGMT 347 Risk Management and Insurance (3 crs)
Prerequisite: ECON 103, ECON 104, IS 240, ACCT 201. Minimum junior standing.
This course introduces fundamentals of risk management and insurance. It addresses personal/commercial insurance and risk management alternatives.
Students acquire basic knowledge on protecting the assets of companies they work for and handling personal insurance.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 349 Human Resource Management (3 crs)
Prerequisite: ECON 103, 104; ACCT 201; BSAD 202 or MATH 246. Minimum junior standing.
• MGMT 340 and BCOM 207 are recommended prior to enrollment in this course.
Examines policies and practices relating to recruitment, selection, training and development, performance appraisal, reward systems, and employee relations. Strategic human resource planning, equal employment opportunity laws, and international human resource management issues are also addressed.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 354 Materials Management Simulation (1 cr)
Prerequisite: MGMT 341.
Simulation and analysis of different types of factory production and distribution systems using Goldratt simulation and constraint theory.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 371 Introduction to Entrepreneurship (3 crs)
Prerequisite: Minimum 48 credits completed
Study of characteristics of successful entrepreneurs and successful entrepreneurial ventures. Development of creative thinking skills. Examination of techniques for generating new business ideas. Examination of market, operational, and financial feasibility.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 373 New Venture Feasibility (3 crs)
Prerequisite: MGMT 371
Students apply market research techniques to refine their business ideas and evaluate market feasibility. Students learn how to conduct operational and financial analyses in the design of a feasible business model.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 374 New Venture Start-Up and Growth (3 crs)
Prerequisite: MGMT 371, MGMT 373.
Students learn how to launch a new product and explore the range of functional details involved in a new venture start-up. Strategies for growing the business and challenges in management growth are addressed.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 398 Internship Program I (1-3 crs)
Prerequisite: MGMT 340 or MGMT 341 or MGMT 349. Minimum junior standing.
Consent: Department Consent Required
• Acceptance in Internship Program. See description under College of Business.
A maximum of three credits of BSAD 398, MGMT 398, and MKTG 398 may be applied to the 120-credit graduation requirement. Students must have the service-learning option approved prior to starting the Internship.
Students will participate in work experiences related to their area of interest.
Attributes: LE-I1 Integration, Service-Learning Optional, Internship, Special Course Fee Required
Repeat: Course may be repeated for a maximum of 3 credits

MGMT 399 Independent Study Projects (1-4 crs)
Prerequisite: Minimum junior standing.
Consent: Department Consent Required
Individual project under the direction of a faculty member.
Repeat: Course may be repeated

MGMT 414 Small Business Consulting (3 crs)
Prerequisite: Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum senior standing.
Consent: Instructor Consent Required
Involves the thorough analysis and review of actual small business clients submitted by the Small Business Administration under the Small Business Institute Program and making recommendations that will be beneficial to the client in operating the business.
Attributes: Service-Learning Optional, Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 441 Service Operations Management (3 crs)
Prerequisite: Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum junior standing.
Design of service systems; management techniques and issues in ongoing service operations.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0
MGMT 442 Production Planning and Control (3 crs)
Prerequisite: MGMT 341. Minimum junior standing.
The design and use of procedures for managing production systems; includes
process planning and routing, scheduling, dispatching, and progress control.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 443 Process Simulation and Analysis (3 crs)
Prerequisite: MATH 245 or MATH 246. Completion of these BUSCORE
requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340,
MGMT 341, MKTG 330. Minimum junior standing.
• This class requires access to a laptop computer which can be brought to class
  when required.
Simulation modeling and analysis using spreadsheets and discrete-event
simulation software. Through a series of modeling exercises, students will
examine a number of process design and scheduling issues relevant to
manufacturing and service operations.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 445 Compensation Theory and Administration (3 crs)
Prerequisite: BSAD 202 or MATH 245/MATH 246; BSAD 305, MGMT 340, 349
Study of theories, methods, and practices of compensation in organizations.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 446 Advanced Organizational Behavior (3 crs)
Prerequisite: Completion of these BUSCORE requirements: BCOM 206,
BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum
junior standing.
In-depth analysis and critique of current and provocative topics in
organizational behavior in the contest of the modern organization with a focus
on organizational effectiveness. Topics include citizenship behavior, work-
family conflict, and change and development.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 449 Strategic Management in a Global Business Environment (3 crs)
Prerequisite: ACCT 201, IS 240, BCOM 206, BCOM 207, BSAD 300, BSAD 305,
FIN 320, MKTG 330, MGMT 340, MGMT 341. Minimum senior standing.
• Students will be required to purchase access to the GLOBUS online strategic
  management simulation.
Covers the formulation and implementation of business strategy in a global
environment. Case studies and simulations provide an integrative view of
international business operations from a total enterprise perspective. This
course contains an integrated communication component.
Attributes: LE-I1 Integration, Capstone Course, Special Course Fee Required
Varies by Term/Section
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 452 Master Planning of Resources (1 cr)
Prerequisite: MGMT 442 or concurrent enrollment. Completion of these
BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340,
MGMT 341, MKTG 330.
Principles and processes of master planning of resources. Demand
management, sales and operations planning, and master scheduling.
Development of operations plans, validating and evaluating performance at all
levels of master planning.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 453 Detailed Planning and Scheduling (1 cr)
Prerequisite: MGMT 442 or concurrent enrollment.
Consent: Department Consent Required
Material and capacity scheduling and planning, including a detailed
explanation of material requirements planning (MRP) and capacity
requirements planning (CRP), introduction of other material planning
techniques and capacity-planning techniques.
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 455 Industrial Relations (3 crs)
Prerequisite: MGMT 349 or concurrent enrollment. Completion of these
BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340,
MGMT 341, MKTG 330. Minimum junior standing.
Problems, hazards, and procedures which will be of assistance in establishing
and maintaining good union-management relationships.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0
MGMT 459 Advanced Human Resource Management (2 crs)
Prerequisite: MGMT 349. Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330. Minimum junior standing.
Provides students the opportunity to study in-depth human resource topics of the nature of work, recruitment, selection, training and development, compensation, benefits, labor relations, and health and safety.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 461 Lean Manufacturing Systems and Concepts (3 crs)
Prerequisite: Completion of these BUSCORE requirements: BCOM 206, BCOM 207, BSAD 305, FIN 320, MGMT 340, MGMT 341, MKTG 330.
Concepts, tools, and techniques applied in the design and operation of lean manufacturing systems.
Attributes: Undergraduate/Graduate Offering
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 471 Business Plan Considerations and Drafting (3 crs)
Prerequisite: MGMT 371, MGMT 373, and MGMT 374. Minimum senior standing.
Students learn to refine and communicate business ideas in an entrepreneurial environment and present market, operational, and financial feasibility in a structured written business plan. Students will make a formal presentation of the plan to a panel of professionals.
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 491 Topics in Management (1-3 crs)
Prerequisite: MGMT 340. Minimum junior standing.
• Course may be repeated when topic differs.
Current issues in international business will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary management professionals.
Repeat: Course may be repeated for a maximum of 99 credits
Grading Basis: A-F Grades Only
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 492 Topics in Human Resource Management (1-3 crs)
Prerequisite: MGMT 349. Additional prerequisites may be required depending on the topic. (See current Class Schedule.) Minimum junior standing.
• Additional prerequisites may be required depending on the topic. (See current Class Schedule.)
Current issues in human resource management will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary HRM professionals.
Attributes: Undergraduate/Graduate Offering
Repeat: Course may be repeated

MGMT 493 Topics in Operations Management (1-3 crs)
Prerequisite: MGMT 341. Additional prerequisites may be required depending on the topic. (See current Class Schedule.) Minimum junior standing.
• Additional prerequisites may be required depending on the topic. (See current Class Schedule.)
Current issues in operations management will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary operations professionals.
Attributes: Undergraduate/Graduate Offering
Repeat: Course may be repeated

MGMT 494 Topics in Leadership (1-4 crs)
Prerequisite: Minimum junior standing.
• Additional prerequisites may be required depending on the topic. (See current Class Schedule.)
Current issues in leadership will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary leaders.
Repeat: Course may be repeated for a maximum of 4 credits
Lecture/Discussion Hours: 1-3
Lab/Studio Hours: 0

MGMT 495 Directed Projects (3 crs)
Prerequisite: Minimum senior standing.
Consent: Department Consent Required
Internship experiences in business situations relevant to student’s major field of study; under supervision of faculty member.
Repeat: Course may be repeated

MGMT 498 Internship Program II (1-3 crs)
Prerequisite: MGMT 340 or MGMT 341 or MGMT 349. Minimum senior standing.
Consent: Department Consent Required
Acceptance in Internship Program. See description under College of Business. Additive credit only. May not be applied to the 120-credit graduation requirement. Students must have the service-learning option approved prior to starting the Internship.
Students will participate in work experiences related to their area of interest.
Attributes: LE-I1 Integration, Service-Learning Optional, Internship, Special Course Fee Required
Repeat: Course may be repeated

MGMT 499 Independent Study Projects (1-4 crs)
Prerequisite: Minimum senior standing.
Consent: Department Consent Required
Individual project under the direction of a faculty member.
Repeat: Course may be repeated
MGMT 542 Quality Management (3 crs)
Prerequisite: Limited to MBA students.
  • Cross-listed with MGMT 342. Credit may not be earned in both courses.

An examination of the technical and the managerial issues that are important in understanding and implementing quality assurance in manufacturing and service organizations.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 543 Supply Chain Management (3 crs)
Prerequisite: Limited to MBA students.
  • Cross-listed with MGMT 343. Credit may not be earned in both courses. This course requires access to a laptop computer which can be brought to class when required.

Design and operation of effective purchasing processes. Supplier and supply chain management, with emphasis on globalization, and the role of information technology in enabling contemporary supply chain strategy.

Attributes: Special Course Fee Required
Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 544 Managing Global Organizations (3 crs)
Prerequisite: Limited to MBA students.
  • Cross-listed with MGMT 344 and INTB 345/INTB 545. Credit may be earned in only one course. BCOM 206 and BCOM 207 are recommended prior to enrollment in this course.

Examines issues in managing international operations including strategies, joint ventures/strategic alliances, organizational design, culture, human resources, and labor issues in addition to political and legal constraints operating across regional trading areas.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 549 Human Resource Management (3 crs)
Prerequisite: Limited to MBA students.
  • Cross-listed with MGMT 349. Credit may not be earned in both courses. BCOM 207 is recommended prior to enrollment in this course.

Examines policies and practices relating to recruitment, selection, training and development, performance appraisal, reward systems, and employee relations. Strategic human resource planning, equal employment opportunity laws, and international human resource management issues are also addressed.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 554 Materials Management Simulation (1 cr)
Prerequisite: Limited to MBA students.
  • Cross-listed with MGMT 354. Credit may not be earned in both courses.

Simulation and analysis of different types of factory production and distribution systems using Goldratt simulation and constraint theory.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 614 Small Business Consulting (3 crs)
Prerequisite: Limited to MBA students.
Consent: Instructor Consent Required
  • Cross-listed with MGMT 414. Credit may not be earned in both courses.

Involves the thorough analysis and review of actual small business clients submitted by the Small Business Administration under the Small Business Institute Program and making recommendations that will be beneficial to the client in operating the business.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 641 Service Operations Management (3 crs)
Prerequisite: Limited to MBA students.
Consent: Department Consent Required
  • Cross-listed with MGMT 441. Credit may not be earned in both courses.

Design of service systems; management techniques and issues in ongoing service operations.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 642 Production Planning and Control (3 crs)
Prerequisite: Limited to MBA students.
  • Cross-listed with MGMT 442. Credit may not be earned in both courses.

The design and use of procedures for managing production systems; includes process planning and routing, scheduling, dispatching, and progress control.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0
MGMT 643 Process Simulation and Analysis (3 crs)
Prerequisite: Limited to MBA students.
- Cross-listed with MGMT 443. Credit may not be earned in both courses. This course requires access to a laptop computer which can be brought to class when required.

Simulation modeling and analysis using spreadsheets and discrete-event simulation software. Through a series of modeling exercises, students will examine a number of process design and scheduling issues relevant to manufacturing and service operations.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 645 Compensation Theory and Administration (3 crs)
Prerequisite: Limited to MBA students.
- Cross-listed with MGMT 445. Credit may not be earned in both courses.
MGMT 340 and MGMT 349/MGMT 549 are recommended prior to enrollment in this course.

Study of theories, methods, and practices of compensation in organizations.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 646 Advanced Organizational Behavior (3 crs)
Prerequisite: Limited to MBA students.
- Cross-listed with MGMT 446. Credit may not be earned in both courses.

In-depth analysis and critique of current and provocative topics in organizational behavior in the contest of the modern organization with a focus on organizational effectiveness. Topics include citizenship behavior, work-family conflict, and change and development.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 652 Master Planning of Resources (1 cr)
Prerequisite: MGMT 442/MGMT 642 or concurrent enrollment. Limited to MBA students.
- Cross-listed with MGMT 452. Credit may not be earned in both courses.

Principles and processes of master planning of resources. Demand management, sales and operations planning, and master scheduling. Development of operations plans, validating and evaluating performance at all levels of master planning.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 1
Lab/Studio Hours: 0

MGMT 655 Industrial Relations (3 crs)
Prerequisite: MGMT 349/MGMT 549 or concurrent enrollment. Limited to MBA students.
- Cross-listed with MGMT 455. Credit may not be earned in both courses.

Problems, hazards, and procedures which will be of assistance in establishing and maintaining good union-management relationships.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 659 Advanced Human Resource Management (2 crs)
Prerequisite: MGMT 349/MGMT 549 or concurrent enrollment. Limited to MBA students.
- Cross-listed with MGMT 459. Credit may not be earned in both courses.

Provides students the opportunity to study in-depth human resource topics of the nature of work, recruitment, selection, training and development, compensation, benefits, labor relations, and health and safety.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 661 Lean Manufacturing Systems and Concepts (3 crs)
Prerequisite: Limited to MBA students.
Consent: Department Consent Required
- Cross-listed with MGMT 461. Credit may not be earned in both courses.

Concepts, tools, and techniques applied in the design and operation of lean manufacturing systems.

Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 3
Lab/Studio Hours: 0

MGMT 692 Topics in Human Resource Management (1-3 crs)
Prerequisite: MGMT 349/MGMT 549. Limited to MBA students.
Consent: Department Consent Required
- Cross-listed with MGMT 492.

Current issues in human resource management will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary HRM professionals.

Repeat: Course may be repeated
Grading Basis: No S/U Grade Option
MGMT 693 Topics in Operations Management (1-3 crs)
Prerequisite: Limited to MBA students.
Consent: Department Consent Required
  • Cross-listed with MGMT 493. Additional prerequisites may be required depending on the topic. (See current Class Schedule.)

Current issues in operations management will be the focus of attention. Topic selection will be made by the instructor. Issues will be those facing contemporary operations professionals.

Repeat: Course may be repeated
Grading Basis: No S/U Grade Option

MGMT 740 Organizational Management Foundation (2 crs)
Prerequisite: Limited to MBA students.
  • Not for MBA degree credit.

Introduction to the science and business of managing organizations. Students examine behavioral theories and research studies, investigate strategies corporations employ to enhance organizational performance, and review current issues, opportunities, and challenges facing companies today.

Attributes: Higher Cost Per Credit
Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 741 Operations Foundation (2 crs)
Prerequisite: Limited to MBA students.
  • Previous statistics coursework required. Not for MBA degree credit.

Study of the operations function within organizations that produce goods and/or services.

Attributes: Higher Cost Per Credit
Grading Basis: No S/U Grade Option
Lecture/Discussion Hours: 2
Lab/Studio Hours: 0

MGMT 797 Independent Study (1-3 crs)
Consent: Department Consent Required

Repeat: Course may be repeated
Grading Basis: No S/U Grade Option