Management (MANGMT)

MANGMT 1010: Contemporary Business Practices
Course coverage includes an overview of the accountancy, finance, management and marketing majors and careers in each of these fields as well as the integrated nature of business. Graded on A-F basis only.

Credit Hour: 1

MANGMT 1030: Vasey Academy on Leadership Issues
Business seminar course restricted to Vasey Academy scholars. Focus on leadership issues and on career opportunity exploration in key areas of business. Graded on A-F basis only.

Credit Hours: 1

MANGMT 1050: Contemporary Leadership Issues in Business
Course focuses on contemporary business leadership practices and includes an overview of the accountancy, finance, management and marketing majors and careers in each of these fields.

Credit Hours: 3
Prerequisites: instructor's consent

MANGMT 3000: Principles of Management
Introduction to the basic concepts of management and organization; their application to operations and personnel management.

Credit Hours: 3
Prerequisites: Completion of 45 semester hours

MANGMT 3000H: Principles of Management - Honors
Introduction to the basic concepts of management and organization; their application to operations and personnel management.

Credit Hours: 3
Prerequisites: Completion of 45 semester hours. Honors eligibility required

MANGMT 3100: Job Search Strategies
Provides relevant information and skills to help students interested in careers in business conduct an effective job search. Topics covered include self-assessment, company research, preparing a resume, interview skills, networking skills, and negotiation skills.

Credit Hour: 1

MANGMT 3200: Business and Society
This course emphasizes the ethical implications of managerial decisions and the relationships between businesses and stakeholder groups. Major topics include corporate governance, social responsibility, rights and obligations, and international business.

Credit Hours: 3
Prerequisites: Admission to upper level business program; Honors eligibility required

MANGMT 3200HW: Business and Society - Honors/Writing Intensive
This course emphasizes the ethical implications of managerial decisions and the relationships between businesses and stakeholder groups. Major topics include corporate governance, social responsibility, rights and obligations, and international business.

Credit Hours: 3
Prerequisites: Admission to upper level business program; Honors eligibility required

MANGMT 3200W: Business and Society - Writing Intensive
This course emphasizes the ethical implications of managerial decisions and the relationships between businesses and stakeholder groups. Major topics include corporate governance, social responsibility, rights and obligations, and international business.

Credit Hours: 3
Prerequisites: Admission to upper level business program

MANGMT 3200HW: Business and Society - Honors/Writing Intensive
This course emphasizes the ethical implications of managerial decisions and the relationships between businesses and stakeholder groups. Major topics include corporate governance, social responsibility, rights and obligations, and international business.

Credit Hours: 3
Prerequisites: Admission to upper level business program; Honors eligibility required

MANGMT 3200W: Business and Society - Writing Intensive
This course emphasizes the ethical implications of managerial decisions and the relationships between businesses and stakeholder groups. Major topics include corporate governance, social responsibility, rights and obligations, and international business.

Credit Hours: 3
Prerequisites: Admission to upper level business program

MANGMT 3300: Introduction to Business Processes and Technologies
Introduces students to cross-functional business processes including both transactional and decision making forms. Current and emerging technologies used to facilitate efficient and effective action in these processes are explored.

Credit Hours: 3
Prerequisites: ACCTCY 2258

MANGMT 3540: Introduction to Business Law
The legal aspects of business related to society--introduction to the legal system; constitutional, criminal, tort law; contracts and sales law cases and problems; administrative regulation of business and consumer issues.

Credit Hours: 3
Prerequisites: completion of 30 semester hours

MANGMT 3700: Diversity and Inclusion in Management
Discuss elements of diversity including race, gender, ethnicity, religion, sexual orientation, socioeconomic status, and age, among others, as these impact effective management in the workplace through a variety of workplace performance-related outcomes. Explore ways to contribute to, learn from, and benefit from a more diverse and inclusive work environment. Examine methods of optimizing human performance and potential in organizations. Create personal action plan to increase awareness, knowledge, skills and global perspective relative to diversity and inclusion. Graded on A-F basis only.

Credit Hours: 3
Prerequisites: MANGMT 3000
MANGMT 3901: Special Topics in Management
Study of a selected topic in management taken as part of an organized short-term study abroad program. Some sections of this course may be graded on either an A-F or S/U basis only.
Credit Hour: 1-3
Prerequisites: instructor's consent

MANGMT 3901H: Special Topics in Management - Honors
Study of a selected topic in management taken as part of an organized short-term study abroad program. Some sections of this course may be graded on either an A-F or S/U basis only.
Credit Hour: 1-3
Prerequisites: instructor's consent. Honors eligibility required

MANGMT 3910: Managing Across Cultures
Applying cultural dimensions to developing cross-cultural behavioral competencies utilizing code-switching training methods. For all persons interested in improving international person-to-person interactions.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 3920: Managing People in the Global Enterprise
Focuses on management of people in global organizations- especially for-profit enterprises. Topics include differences across countries in recruitment and selection, training and development, leadership and motivation, compensation, cross-cultural negotiation, and employment relations. The use of expatriates and host country nationals as managers is contrasted. Challenges involved in repatriating expatriates and their families after lengthy terms of service in foreign countries are explored. Graded on A-F basis only.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 3975: Current Issues in International Management
Study of current issues and practices in international management taken as part of an organized short term study abroad program. Graded on S/U basis only.
Credit Hour: 1-3
Prerequisites: instructor's consent

MANGMT 4010: Operations Management
(cross-leveled with MANGMT 7010). Managerial analysis of operating problems, with emphasis on planning and control systems. Math Reasoning Proficiency Course.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4020: Human Resource Management
(cross-leveled with MANGMT 7020). Introduction to strategies and best practices in attracting, retaining, developing, and compensating employees.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4030: Organizational Behavior
(cross-leveled with MANGMT 7030). Examines theoretical constructs and research findings on human behavior in work organizations such as businesses, especially individual differences, dyadic relations and small group behavior.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4050: Management of Service Operations
Managing services, especially the operation’s activity in service firms. Includes determining the service package, forecasting service demand, managing demand, capacity analysis and management, scheduling, cost control, service quality, and human resource management. Standardization, franchising, and service automation addressed.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4060: Project Management Fundamentals
Practical methods and techniques for managing projects with selective attention to human resource issues. Includes project breakdown analysis, task network scheduling, resource allocation, and assessment/evaluation of project performance.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4110: Total Quality Management
Introductory, comprehensive approach to quality planning, analysis, and control. Applications orientation. Integrates customer needs, product and service design and delivery, and continuous improvement into all organizational activities. Examines full range of behavioral, technical, and organizational aspects relating to quality.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4120: Human Resource Management Law
Analysis and evaluation of legal and administrative regulations of terms of employment; Fair Labor Standards, discriminatory practices, safety and health regulations, other regulations.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4130: Advanced Organizational Behavior
Based upon behavioral science concepts and research findings directed toward understanding and explaining human behavior within organizations. Case studies, individual or team projects.
Credit Hours: 3
Prerequisites: MANGMT 4030

MANGMT 4140: Business Communication
The course provides the fundamentals of business communication skills, including written, oral communication, listening, multicultural communication, and teamwork skills, with an emphasis on written communication skills as a methods to communicate with important stockholders.
Credit Hours: 3
**Management (MANGMT)**

**MANGMT 4140W: Business Communication - Writing Intensive**
The course provides the fundamentals of business communication skills, including written, oral communication, listening, multicultural communication, and teamwork skills, with an emphasis on written communication skills as a method to communicate with important stockholders.

**Credit Hours:** 3

**Prerequisites:** Restricted to Trulaske College of Business students admitted to upper level

**Corequisites:** MANGMT 3000

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**MANGMT 4185: Problems in Management**
Undergraduate students may select topics for study and investigation. Selected sections of this course may be graded either on A-F or S/U basis only.

**Credit Hour:** 1-9

**Prerequisites:** instructor's consent

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**MANGMT 4201: Topics in Management**
(cross-leveled with MANGMT 7201). Selected current topics in management. Offered on an experimental, one-semester basis only.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000

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**MANGMT 4201H: Topics in Management**
Selected current topics in management. Offered on an experimental, one-semester basis only.

**Credit Hours:** 3

**Prerequisites:** will vary with different topics. Honors eligibility required

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**MANGMT 4201W: Topics in Management - Writing Intensive**
(cross-leveled with MANGMT 7201). Selected current topics in management. Offered on an experimental, one-semester basis only.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000

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**MANGMT 4220: Compensation Theory and Practice**
Examines the empirical research and theory relating to the effect of compensation administration systems upon employee satisfaction and performance. Analysis of financial compensation systems and benefit programs in use in modern organizations.

**Credit Hours:** 3

**Prerequisites:** MANGMT 4020

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**MANGMT 4300: Organizational Theory**
Elements of the managerial process; emphasis on theory of organization structure and design and the impact of technology and culture on organization systems.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000

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**MANGMT 4330H: Organizational Theory - Honors**
Elements of the managerial process; emphasis on theory of organization structure and design and the impact of technology and culture on organization systems.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000

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**MANGMT 4350: Leadership Development**
Provides a comprehensive understanding of leadership development within the corporate environment. Examines causes and outcomes of different styles of leadership that are designed to fit the needs of individuals and/or specific situations.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000

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**MANGMT 4420: Collective Bargaining**
Content, negotiation, administration of collective labor agreements and settlement of disputes.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000

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**MANGMT 4450: Management of Electronic Commerce**
An introduction to electronic commerce. Topics covered include definition and scope of e-commerce, tools and technologies used, strategies, and understanding of this dynamic field.

**Credit Hours:** 3

**Corequisites:** MANGMT 3000
MANGMT 4460: Electronic Commerce Security
Comprehensive introduction to the concepts, technologies, and applications of security in electronic commerce. Topics include security policy, privacy, cryptography, types of attacks, protection, detection and response strategies.
Credit Hours: 3
Prerequisites: ACCTCY 2258
Corequisites: MANGMT 3000

MANGMT 4480: Business Data Communication and Networking
Introduction to fundamental principles of technical and managerial aspects of business data communications and networks. Basic concepts and principles, protocol layers, content distribution, routing, LAN, wireless, security, network management, multimedia networking, and new developments.
Credit Hours: 3
Prerequisites: ACCTCY 2258
Corequisites: MANGMT 3000

MANGMT 4520: Change Management in Business
Provides a comprehensive understanding of the processes of change in the corporate environment. Examines antecedents of change such as acquisitions, mergers, technology and new leadership as well as approaches to managing change using tools from organization development (OD).
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4540: Legal Aspects of Business Organization and Operation
Includes agency and employment relationships, sole proprietorships, partnerships, and corporations, also operational aspects of business associations such as administrative regulation, taxation, bankruptcy, and trade regulation.
Credit Hours: 3
Prerequisites: MANGMT 3540

MANGMT 4560: The Law of Commercial Credit Transactions
Purchase and sale of goods, services and real property-discussion includes drafts, notes, security agreements under the Uniform Commercial Code, and credit financing of real estate.
Credit Hours: 3
Prerequisites: MANGMT 3540

MANGMT 4610: Database Management
This is an introductory course on database (DB) technology. It introduces such technology and provides hands-on experience in designing and developing DBs to meet organizational goals. Topics include database concepts such as entity-relationship modeling, data modeling, relational database development, SQL, application of popular database systems software, data warehousing, and selected advanced topics in business use of DBs. Students work in groups to develop a database system project for an organization of their choice. Graded on A-F basis only.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4620: Web Development Fundamentals
An introduction to the fundamentals of design, technology and project management aspects of developing websites. Some web based programming languages including HTML, CSS, JavaScript and ASP/VBScript and an introduction to Adobe Photoshop and Macromedia Dreamweaver.
Credit Hours: 3
Prerequisites: ACCTCY 2258
Corequisites: MANGMT 3000

MANGMT 4700: Principles of Entrepreneurship
An introductory course designed to provide a solid foundation of the role of entrepreneurship. The focus is on the creation of new ventures, the decisions leading to their development, and the factors that lead to their success.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4710: The Entrepreneurial Process
This course deals with critical thinking, logic, emotional intelligence, ethics and a problem solving/decision making frame in the context of the entrepreneurial business phases: opportunity identification; launch after gathering resources; managing growth and harvesting rewards.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4720: Experiential Entrepreneurship
The course will engage students in experiences that develop entrepreneurial characteristics such as a passion for business, tenacity despite failure, self-determination, management of risk, self-confidence, creating opportunities, creativity, initiative, and detail orientation.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4730: New Business Planning and Management
Analysis of the major functional areas of the start-up firm including accounting, finance, human resources, information systems, logistics, management, marketing, production/operations, purchasing and sales. Focus is also placed on generating ideas, scanning for environmental trends, and critically evaluating opportunities.
Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 4750: Entrepreneurial Innovation Management: Enterprise Conception
(same as IMSE 4750). Develop a new business and technology plan including marketing, finance, engineering, manufacturing, and production concepts in this joint College of Engineering and College of Business course.
Credit Hours: 3
Prerequisites: sophomore standing or instructor's consent
MANGMT 4760: Entrepreneurial Innovation Management: Enterprise Design
(same as IMSE 4760). Expand on Management 4750 business/technology plan into an operations plan; advertising facilities layout, selling and distribution channels, product designs, accounting procedures, manufacturing processes, and prototypes.

Credit Hours: 3
Prerequisites: MANGMT 4750; sophomore standing or instructor’s consent

MANGMT 4770: Entrepreneurial Innovation Management: Enterprise Operation
(same as IMSE 4770). Perform the day-to-day operations for an enterprise by managing all business processes including finance, manufacturing, sales and delivery. Prerequisites: Junior Standing

Credit Hours: 3

MANGMT 4940: Professional Management Internship
Provides experience with management activities in business organizations (or, occasionally, in a governmental or not-for-profit setting). Students are required to prepare and execute a plan of study approved by the instructor and to complete written assignments detailed in the plan. Course only satisfies a professional elective requirement of the program. Graded on S/U basis only.

Credit Hours: 3
Prerequisites: COB student with a management concentration, and Internship Coordinator’s consent

MANGMT 4970: Strategic Management
Enterprise-level case studies, simulations, similar exercises to integrate business functional decisions; assessment of environmental influences on business. Development, implementation of company strategies.

Credit Hours: 3
Prerequisites: MANGMT 3000, MRKTNG 3000, FINANC 3000 and 93 credit hours earned. Open only to seniors admitted to a professional program in the CoB

MANGMT 4970W: Strategic Management
Enterprise-level case studies, simulations, similar exercises to integrate business functional decisions; assessment of environmental influences on business. Development, implementation of company strategies.

Credit Hours: 3
Prerequisites: MANGMT 3000, MRKTNG 3000, FINANC 3000 and 93 credit hours earned. Open only to seniors admitted to a professional program in the CoB

MANGMT 7020: Human Resource Management
(cross-leveled with MANGMT 4020) Introduction to strategies and best practices in attracting, selecting, retaining developing, and compensating employees.

Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 7030: Organizational Behavior
(cross-leveled with MANGMT 4030). Examines theoretical constructs and research findings on human behavior in work organizations such as businesses, especially individual differences, dyadic relations and small group behavior.

Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 7201: Topics in Management
(cross-leveled with MANGMT 4201). Selected current topics in management. Offered on an experimental, one-semester basis only.

Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 7330: Organizational Theory
(cross-leveled with MANGMT 4330). Elements of the managerial process; emphasis on theory of organization structure and design and the impact of technology and culture on organization systems.

Credit Hours: 3
Corequisites: MANGMT 3000

MANGMT 7380: Organizational Behavior and Management: The Individual
An examination of factors influencing behavior in organizations. An analysis of research, theory, and current practices dealing with managing people in work organizations. Focus on the individual within the organizational context.

Credit Hour: 1.5

MANGMT 7390: Organizational Behavior and Management: Dyadic, Group and Organizational Processes
An examination of factors influencing behavior in organizations. An Analysis of research, theory, and current practices dealing with managing people in work organizations. Focus on dyadic, group and system-wide processes. Prerequisites: MANGMT 7380

Credit Hour: 1.5

MANGMT 7410: Management Information Systems
A managerially-oriented, case-based introduction to information systems. Emphasizes how information systems technology can aid managers in improving organizational performance, group work, and personal productivity, thus providing competitive advantage.

Credit Hour: 1.5
MANGMT 7420: Managerial Statistics
Overview of statistics as an aid in decision making. Emphasis on summarizing data, statistical inference, sampling techniques, and regression based forecasting as applied to problems in business.
Credit Hour: 1.5

MANGMT 7430: Operations Strategy
Introduction to Operations Management function within an organization-the function which controls key resources necessary to produce and deliver a firm's goods or services to customers. Surveys strategic problems common to operations within complex organization. Emphasizes planning, control, and decision making to gain competitive advantage through operations-related activities. Stresses concepts, models, and behaviors across technologies, sectors, and industries, rather than emphasizing a few specific conversion technologies.
Credit Hour: 1-3

MANGMT 7450: Business Analytics
This course focuses on two areas of knowledge. One focus is on developing relevant statistical thinking skills, including an awareness and management of risk, and recognizing the type of statistical analysis that is appropriate for a given managerial problem. The other is on developing an understanding of the role of business analytics in the organization, at the managerial, tactical and strategic level. Graded on A-F basis only.
Credit Hours: 3

MANGMT 7470: Data Analysis for Managers
Statistical thinking approaches to address common business data and problems. Analysis of real-world cases and unstructured data using statistical features of spreadsheet software and communication of results in managerial format. Graded on A-F only.
Credit Hour: 1.5
Prerequisites: Open to Crosby MBA students ONLY
Corequisites: MANGMT 7420

MANGMT 7480: Managerial Analytics
Spreadsheet modeling procedures to address common business problems. Analysis of real-world cases and unstructured problems using basic and advanced features software and communication of results in managerial format. Graded A-F only.
Credit Hour: 1.5
Prerequisites: MANGMT 7420 and MANGMT 7470. Open to Crosby MBA students ONLY

MANGMT 7540: Legal Aspects of Business Organization and Operation
Includes agency and employment relationships, sole proprietorships, partnerships, and corporations, also operational aspects of business associations such as administrative regulation, taxation, bankruptcy, and trade regulation.
Credit Hours: 3
Prerequisites: MANGMT 3540. Restricted to COB students

MANGMT 7970: Introduction to Strategic Management
Examines through case analysis and simulation how business-level managers overseeing a profit center in a specific industry set direction for a firm's activities in that industry and develop policies to implement that direction. Emphasis is on aligning business strategy with overarching corporate strategy (in diversified firms) and integrating functional perspectives (marketing, operations, finance, R&D, purchasing, human resources, etc.) by effectively resolving conflicts in these perspectives when formulating effective strategy. Focus is also placed on balancing short-term efficiency in a business unit with long-term effectiveness through cultivating continuous innovation processes that redefine the business unit over time.
Credit Hour: 1.5
Prerequisites: Open to Crosby MBA students only

MANGMT 8001: Topics in Management
Selected current topics in management.
Credit Hour: 1-6

MANGMT 8054: Entrepreneurship and Media of the Future
(same as JOURN 8054). This course will give students an intense hands-on experience in working with real entrepreneurs on complex business problems in the journalism field. Example companies are the Associated Press, Kachingle, the Chicago Sun-Times, Spot-Us and the Media Policy Center. The goal is to offer a solution or solutions to the stated problem, and to present these ideas in a competitive, symposium environment. Graded on A-F basis only.
Credit Hours: 1-99
Prerequisites: graduate standing in Journalism or MBA program

MANGMT 8085: Problems in Management
Graduate students may select topics for study and investigation. Selected sections of the course may be offered either on A-F or S/U basis only.
Credit Hour: 1-6

MANGMT 8100: Exploring the Digital Globe
Impacts of technological change and globalization are explored from the perspective of business, law and journalism. The first course required for the "CDiG certificate". Issues involving electronic commerce, digitization and globalization will be analyzed through online and in-class projects, class discussion and guest lectures.
Credit Hours: 1-6
Prerequisites: enrollment in CDiG Graduate Certificate Program or instructor's consent

MANGMT 8200: Commercialization of Life Science Innovations
This course will provide educational content and experiences that equip course participants to navigate the main pathways for commercialization of biomedical innovations. Students will also learn how to access sources of capital for R&D and develop an understanding of the role of FDA approval and the processes for approval of different types of biomedical products. Students will become familiar with quality assurance programs required in the biomedical industry. Students will also become familiar with the most common business models for biomedical companies and the importance of product development and commercialization alliances. Graded on A-F basis only.
Credit Hours: 3
Prerequisites: admitted to certificate program; director approval

MANGMT 8300: Business and Society
Interdependence of the business firm and its social, political, and legal environment; interrelationships with governments, interest groups, and the larger society; role of business in formulation of community, regional, national, and foreign policy.
Credit Hours: 3

MANGMT 8310: Strategic Human Resource Management
Analysis of research and practice in planning for attracting, selecting, developing, and disciplining of employees at work.
Credit Hours: 3

MANGMT 8320: Management of Labor Relations
Managerial approaches to collective bargaining. Negotiation, grievances, agreement administration; emphasis on recent developments.
Credit Hours: 3

MANGMT 8330: Current Issues in Human Resource Management
Exploration of current trends, issues, and controversies involving the managing of human resources in organizations, with an emphasis on how human resources can provide competitive advantage. Considers multiple perspectives, including that of employers, employees, and other stakeholders.
Credit Hours: 3
Prerequisites: MANGMT 8310 or MANGMT 7380 and MNGMT 7390

MANGMT 8335: Human Resource Law
The study of best HR practices from a legal point of view, including avoiding employer liability related to recruiting, interviewing, hiring, classifying, supervising and terminating employees.
Credit Hours: 3

MANGMT 8340: Organizational Design
Principles of effective organizational design contingent upon contextual factors such as an organization's size, technology, and environment; dimensions of organizational structure; overall forms of organizational design.
Credit Hour: 1.5

MANGMT 8345: Organizational Culture
Concept of culture in an organizational context; models of organizational culture; culture's relationships with individual behavior, organizational effectiveness, and organizational change; especially change related to strategy implementation and to mergers and acquisitions.
Credit Hour: 1.5

MANGMT 8350: Organizational Analysis and Change in the Public Sector
Investigates the social and psychological dynamics of organizational diagnosis, feedback and learning, intervention, planned change. Students study organizational life from the viewpoint of experienced organizational analysts and consultants. The predominant theoretical approach offered in this course is clinical and psychodynamic.
Credit Hours: 3

MANGMT 8360: Negotiations
A structured overview of negotiations; includes the development of improved negotiation skills. Topics include power, distributive negotiations, integrative negotiations, maneuvers, tactics, strategies, conflict, complex negotiations, mediation, and negotiation ethics.
Credit Hours: 3

MANGMT 8370: Managerial Leadership
An examination of the historical conceptions, definitions, theories, and research findings in the managerial leadership literature. The application of this literature to the development of analytical and leadership skills.
Credit Hours: 3
Prerequisites: MANGMT 7380 and MANGMT 7390

MANGMT 8400: Management Science Modeling
Application of management science modeling procedures to organizational decision making. Topics include mathematical programming, queuing, and network models. Stresses managerial point of view with analysis of problems and interpretation of computer solutions.
Credit Hour: 1.5
Prerequisites: MANGMT 7420

MANGMT 8410: Decision Making and Risk
Managerial approaches to decision making under risk and uncertainty with emphasis on decision analysis, spreadsheet simulation, and computer solutions via other management science models. Discussion of rational and behavioral decision making and procedures for assessing risk and uncertainty.
Credit Hour: 1.5
Prerequisites: MANGMT 7400 or equivalent

MANGMT 8420: Decision Support Systems
The theory, methodology and implementation of Decision Support Systems (DSS). Topics include the DSS concept, applications, organizational issues, hardware and software technology, developmental methodology, data-model-user relationships, user interfaces, implementation strategies, and evaluation procedures. Includes hands-on building of a DSS.
Credit Hours: 3

MANGMT 8430: Database Management
Data management, including database development, access, and administration. A focus on key issues and principles of managing organizational data, such as developing data models, creating relational databases, and formulating and executing queries.
Credit Hours: 3
Prerequisites: completion of or concurrent enrollment in MANGMT 7410
MANGMT 8440: Topics in Electronic Commerce
Fundamental principles of the technical and managerial aspects of business telecommunications. Basic concepts of telecommunication technology, TCP/IP architecture, LAN, WAN, QoS, client/server, security, wireless, issues related to the operational and strategic use of the technology, networked applications, and new developments in the area.

Credit Hours: 3
Prerequisites: MANGMT 7410 and one other MIS course; departmental consent

MANGMT 8450: Information Resource Management
Management issues and techniques involving information system/resource activities, with a focus on computer-based resources and IS development activities. Includes management of IS professionals and project teams, user relationships, emerging technologies, and planning processes. Prerequisites: completion of one required E-Commerce (MANGMT 8440, MANGMT 8430) or IT (MANGMT 8460, MANGMT 8001: Web Programming) MBA concentration course.

Credit Hours: 3

MANGMT 8460: Systems Approach to Business Application Development
Design and implementation of transaction-based business applications systems, utilizing structured analysis and design concepts. Course will emphasize database development and implementation and computer programming.

Credit Hours: 3
Prerequisites: completion of or concurrent enrollment in MANGMT 7410

MANGMT 8470: Business Telecommunications
Fundamental principles of the technical and managerial aspects of business telecommunication. Basic concepts of telecommunication technology, TCP/IP architecture, LAN, WAN, QoS, client/server, security, wireless, issues related to the operational and strategic use of the technology, networked applications, and new developments in the area.

Credit Hours: 3
Prerequisites: MANGMT 7410 and one other MIS course; departmental consent

MANGMT 8480: Web Development
An advanced introduction to the fundamentals of design, technology and project management aspects of developing websites. Several programming languages including HTML, CSS, JavaScript, CGI/Perl, PHP and ASP/VBScript and an introduction to Adobe Photoshop and Macromedia Dreamweaver. Requires Visual Basic knowledge.

Credit Hours: 3
Prerequisites: Visual Basic knowledge; departmental consent

MANGMT 8510: Project Management
An advanced introduction to methods and techniques for managing projects, with selective attention to human resource issues as required. Includes project breakdown analysis, task network scheduling, resource allocation, and assessment/evaluation of project performance.

Credit Hour: 1-3
Prerequisites: departmental consent

MANGMT 8540: Entrepreneurial Ventures
Analysis of management challenges facing entrepreneurial startups and alternative strategic responses to those challenges. Views issues from multiple functional perspectives to design cross-functional solutions to entrepreneurial problems.

Credit Hours: 3

MANGMT 8550: Launching a High-Growth Venture
An experiential learning course using a business plan competition to simulate planning and securing capital for high-growth ventures. Participants with management, marketing or finance interests learn skills for preparing and presenting business plans to investors.

Credit Hours: 3

MANGMT 8560: Legal Strategies for Entrepreneurs
The study of how legal decisions affect a business organization of various transitional states of development, from start up to going public. Designed for both MBA and Law students, who work together planning legal transitions of a business.

Credit Hours: 3

MANGMT 8900: Corporate Governance and Professional Accountability
Corporate governance (CG) is the set of processes, customs, policies, laws, and institutions affecting how a company is directed, administered or controlled. CG includes the relationships among the many stakeholders involved and the goals by which the corporation is governed. In contemporary business corporations, the main external stakeholder groups are shareholders, debtholders, trade creditors, suppliers, customers and communities affected by the corporation's activities. Internal stakeholders are the board of directors, executives, and other employees. This course will illustrate some of these key relationships, including how they can go wrong and the trade-offs managers have to make to manage all of these relationships. This course can be seen as a course on the professional responsibilities of business leaders. It is based on the assumption that business, like law and medicine, is a profession whose practitioners carry out essential functions in society. When individuals enter the profession, they undertake to fulfill a distinctive set of responsibilities that go with their chosen role. Graded on A-F basis only.

Credit Hours: 3

MANGMT 8970: Strategy and Global Competitiveness
Investigates alternative goals of business enterprises relative to internal resources and external environment; development and implementation of policies and strategies to achieve objectives. Cases, computer simulations, and/or field research may supplement published materials.

Credit Hour: 3

MANGMT 9010: Research Methods in the Organization Sciences
Identifying research questions, critiquing research ideas, planning, conducting, and communicating research using experimental, cross-sectional, survey and qualitative methods.
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<td>MANGMT 9020</td>
<td>Seminar in Micro Organizational Behavior</td>
<td>Examination of theory and research on individuals within an organizational context, including individual perceptions, personality, attitudes, motivation, affect and behavior, and influences on outcomes such as job satisfaction and performance.</td>
<td>3</td>
<td>PhD student or instructor's consent</td>
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<tr>
<td>MANGMT 9030</td>
<td>Seminar in Macro Organizational Behavior</td>
<td>This course is designated to introduce students to content areas within the organizational behavior literature. Topics in &quot;macro&quot; organizational behavior will be covered, including groups and teams, organizational culture, and national culture. We will also cover a number of topics outside of traditional organizational behavior topics, including negotiation and social conflict, creativity, empowerment, and other topics as the instructor sees fit. Readings will consist of a combination of recent and classic journal articles on the topics.</td>
<td>3</td>
<td>PhD Students and instructor's consent</td>
</tr>
<tr>
<td>MANGMT 9040</td>
<td>Seminar in Human Resource Management</td>
<td>Intensive study of current research, issues and methodology of the applied science of human resource management. Topics include recruitment and selection, training, job performance and performance feedback, and career success.</td>
<td>3</td>
<td>PhD student or instructor's consent</td>
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<tr>
<td>MANGMT 9050</td>
<td>Seminar in Organization Theory</td>
<td>Focuses on the organization as the subject of analysis with coverage of the effectiveness structure, environment, culture, and development of organizations.</td>
<td>3</td>
<td>PhD student or instructor's consent</td>
</tr>
<tr>
<td>MANGMT 9060</td>
<td>Seminar in Corporate Strategy</td>
<td>The doctoral seminar in strategy focuses on the topics of strategy content research (what strategies are used by firms, and what is their effect on performance, corporate and competitive strategy, etc.) but also considering important related research streams of strategy process and implementation.</td>
<td>3</td>
<td>PhD student or instructor's consent</td>
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<tr>
<td>MANGMT 9080</td>
<td>Seminar in Entrepreneurship</td>
<td>The doctoral seminar in Entrepreneurship is intended to provide students with a broad coverage of the literature. It focuses on the foundations and &quot;cutting edge&quot; research in entrepreneurship content research. Topics covered in the course include: a theoretical overview of entrepreneurship, identification of opportunities, the decision to exploit opportunities, resource assembly and new markets, founders and entrepreneurial teams, venture capital and venture capitalists, entrepreneurship and efficient governance, initial public offerings (IPOs), new ventures (strategy, growth, performance), entrepreneurial networks and alliances, and international entrepreneurship.</td>
<td>3</td>
<td>PhD student or instructor's consent</td>
</tr>
<tr>
<td>MANGMT 9070</td>
<td>Seminar in Management</td>
<td>Intensive studies of current research and issues. Readings, independent investigations, reports.</td>
<td>1-99</td>
<td>open to Ph.D. students, or instructor's consent</td>
</tr>
<tr>
<td>MANGMT 9090</td>
<td>Research in Management</td>
<td>Thesis research for Ph.D. degree. Graded on a S/U basis only.</td>
<td>1-99</td>
<td></td>
</tr>
<tr>
<td>MANGMT 9101</td>
<td>Topics Seminar in Management</td>
<td>Reading and critical evaluation of selected current management literature and research. May be repeated.</td>
<td>1-3</td>
<td>Ph.D. students only</td>
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