

# Management Courses

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## Courses

### **MGMT 199. Special Studies: [Topic]. 1-5 Credits.**

Repeatable when the topic changes.

### **MGMT 225. Introduction to Entrepreneurship. 4 Credits.**

Understanding of the historical and socio-economic context of entrepreneurship and how entrepreneurial ecosystems function and grow; fundamentals of entrepreneurship and business model development.

### **MGMT 250. Introduction to Sustainable Business. 4 Credits.**

Examination of the challenges and opportunities that the sustainability imperative presents to business. Focus on discussion of specific cases and pertinent issues to promote learning.

### **MGMT 311. Managing People in Organizations. 4 Credits.**

Students learn the theories, empirical evidence, and best practices for managing people at work. Students cannot receive credit for both MGMT 311 and MGMT 311H.

Prereq: MATH 241 and BA 308 or BA 308H.

### **MGMT 311H. Managing People in Organizations. 4 Credits.**

Students learn the theories, empirical evidence, and best practices for managing people at work. Students cannot receive credit for both MGMT 311 and MGMT 311H. Sophomore standing required.

Prereq: MATH 241 and BA 308 or BA 308H.

### **MGMT 335. Launching New Ventures. 4 Credits.**

Skills, behaviors, and knowledge necessary for creating and growing new ventures. Evaluating opportunities, developing growth strategies, obtaining venture financing, intellectual property, and building a management team.

Prereq: BA 101.

### **MGMT 401. Research: [Topic]. 1-21 Credits.**

Repeatable.

### **MGMT 405. Special Problems: [Topic]. 1-12 Credits.**

Repeatable.

### **MGMT 406. Practicum: [Topic]. 1-12 Credits.**

Repeatable.

### **MGMT 407. Seminar: [Topic]. 4 Credits.**

Repeatable.

### **MGMT 409. Terminal Project. 1-12 Credits.**

Repeatable.

### **MGMT 410. Experimental Course: [Topic]. 1-4 Credits.**

Repeatable when the topic changes. Recent topics include Strategic Environmental Management, Technology and Innovation Management.

### **MGMT 415. Human Resources Management. 4 Credits.**

Management of employee relations by an organization. Hiring and developing a productive work force in the context of the legal and competitive environment.

Prereq: MGMT 321 or MGMT 311.

### **MGMT 416. Organizational Development and Change Management. 4 Credits.**

Organizational leaders face an accelerating pace of change in information technology, markets, and consumers. Focuses on how leaders create and sustain these organizational changes.

Prereq: BA 352, MGMT 321 or MGMT 311.

### **MGMT 417. Negotiation Strategies. 4 Credits.**

Introduction to negotiation theory, distributive and integrative bargaining techniques, and alternative dispute resolution. Uses workshop format for in-class negotiation simulations.

Prereq: MGMT 321 or MGMT 311.

### **MGMT 420. Managing in a Global Economy. 4 Credits.**

Economic, political and cultural challenges facing international managers. Topics include developing competitive global strategies and organizations, international negotiations, building strategic alliances, cross-cultural teams, and international staffing.

Prereq: MGMT 321 or MGMT 311.

### **MGMT 422. Sustainable Business Strategy and Implementation. 4 Credits.**

Focus on strategic choice and implementation of initiatives to promote sustainability in business organizations. Exposure to approaches for both established companies and new ventures.

Prereq: BA 101, MGMT 250 or MGMT 311.

### **MGMT 443. Life Cycle Assessment. 4 Credits.**

Build foundations in technical sustainability analysis serving business strategy and operations. Learn tools and skills for firm- and product-level analysis.

Prereq: BA 101, MGMT 250.

### **MGMT 455. Implementing Entrepreneurial Strategies. 4 Credits.**

Fundamentals of entrepreneurship are applied to solve actual problems for real companies. Students will gain a thorough understanding of project management processes (agile, lean six sigma, sprints, etc.) and learn how to effectively execute a project from inception to final deliverable.

Prereq: ACTG 340, MGMT 335, MKTG 445.

### **MGMT 503. Thesis. 1-16 Credits.**

Repeatable.

### **MGMT 510. Experimental Course: [Topic]. 1-4 Credits.**

Repeatable when the topic changes. Recent topics include Strategic Environmental Management, Technology and Innovation Management.

### **MGMT 543. Life Cycle Assessment. 4 Credits.**

Build foundations in technical sustainability analysis serving business strategy and operations. Learn tools and skills for firm- and product-level analysis.

### **MGMT 601. Research: [Topic]. 1-16 Credits.**

Repeatable.

### **MGMT 603. Dissertation. 1-16 Credits.**

Repeatable.

### **MGMT 605. Reading and Conference: [Topic]. 1-16 Credits.**

Repeatable.

### **MGMT 606. Practicum: [Topic]. 1-16 Credits.**

Repeatable.

### **MGMT 607. Seminar: [Topic]. 1-5 Credits.**

Repeatable.

### **MGMT 608. Workshop: [Topic]. 1-16 Credits.**

Repeatable.

### **MGMT 609. Terminal Project. 1-12 Credits.**

Repeatable.

### **MGMT 610. Experimental Course: [Topic]. 1-5 Credits.**

Repeatable when the topic changes. A recent topic is Sustainable Business Development.

**MGMT 612. Managing Individuals and Organizations. 3 Credits.**

Design of high-performance organizations and internal systems. Analysis of team dynamics and group decision-making. Study of individual cognitive and leadership styles.

**MGMT 614. Strategic Management. 3 Credits.**

Analysis of industries and companies, development of competitive and cooperative strategies, analysis of the special demands of alternative social, technological, and international contexts.

**MGMT 615. Leadership. 3 Credits.**

Development of skills managers need to be effective leaders in organizations, including communicating, problem-solving, influencing, motivating, delegating, and resolving conflict.

**MGMT 620. Managing Global Business. 3 Credits.**

Focuses on the problems of operating across multiple political and cultural boundaries. Possible topics include corporate strategy, the role of multinational corporations, and international joint ventures.

**MGMT 623. Negotiation. 3 Credits.**

Negotiation theory including distributive and integrative bargaining techniques, economic complements, game theory, and alternative dispute resolution. Extensive in-class negotiation simulations.

**MGMT 625. New Venture Planning. 3 Credits.**

Students identify and research a business opportunity; develop and present a professional start-up business plan that includes market, competitor, cash flow, and financial analyses.

**MGMT 635. Opportunity Recognition. 3 Credits.**

Introduces the fundamentals of entrepreneurship, providing the tools necessary to successfully identify a true opportunity and to start and develop a new organization. Open only to MBA and MActg majors.

**MGMT 640. Sustainable Business Development. 3 Credits.**

Focuses on corporate environmental management, drawing on economic and policy models, strategic analysis, and use of business cases. Issues facing small and mid-sized companies stressed.

**MGMT 641. Industrial Ecology. 3 Credits.**

Takes a systems approach to the design and manufacture of products and delivery of services with minimized ecological impact.

**MGMT 645. New Venture Scaling. 3 Credits.**

New Venture Scaling covers concepts and systems related to financial and operational challenges of scaling staff, activities, and sales and marketing efforts for rapid growth.

Prereq: MGMT 625, MGMT 635.

**MGMT 655. New Venture Execution. 4 Credits.**

This course guides students as they build and execute on their entrepreneurial ideas.

**MGMT 690. Management Proseminar. 1 Credit.**

Contemporary issues in management research. Includes visiting speakers, resident faculty members, and doctoral students discussing their research.