

MGMT: MANAGEMENT (UNDERGRADUATE)

MGMT 1005 Principles of Management (3,4 Credits)

This study is designed to introduce students to basic principles and functions of Management in an organizational setting including decision-making, planning, organizing, staffing, leading and controlling. The roles and functions of managers are examined within the context of organizational structure, cultural diversity, teamwork, ethics and global challenges. This course was previously BME-212314 Management Principles.

MGMT 1020 Introduction to Entrepreneurship (4 Credits)

This course focuses on gaining basic knowledge and skills to analyze entrepreneurial opportunities and problems. The objective of this course is to learn the basic tools needed for launching new ventures and becoming a successful entrepreneur. Major topics include developing a successful business, recognizing opportunities and generating ideas, writing a business plan, developing an effective business model, conducting industry and competitor analysis, assessing new ventures, assessing financial strength and viability, and securing financing or funding. This course was previously BME-212704.

MGMT 1998 Individualized Studies in Management (MGMT) (1-8 Credits)

Students have the opportunity to develop individualized studies with their mentor in Management (MGMT). Registration for this class must be approved by the student's mentor.

MGMT 2998 Individualized Studies in Management (MGMT) (1-8 Credits)

Students have the opportunity to develop individualized studies with their mentor in Management (MGMT). Registration for this class must be approved by the student's mentor.

MGMT 3005 Conflict Resolution in Management (4 Credits)

The student will explore conflict, negotiation, and mediation in the organizational setting. Topics included are approaches and strategies for understanding and managing conflict, developing communication skills, and strategies that facilitate conflict resolution. The student will also have the opportunity to develop and assess his/her own conflict communication style. Prerequisite (must complete before registering): Organizational Behavior (MGMT 3060) Corequisite (must be taken concurrently): Principles of Management (MGMT 1005), or equivalent.

Attributes: Liberal

MGMT 3010 Cross Cultural Management (3 Credits)

This advanced level business course is designed to provide an awareness of the challenges and opportunities that are presented when management is conducted across cultural and national boundaries. The core material considers elements of managerial and organizational significance in communication, motivation, teamwork, culture, leadership, structure, change, and human resources. Each of these elements has to be reinterpreted in international and inter-cultural contexts. Issues such as culture, communication, and national difference have to be approached and efforts made to optimize the innovation and changed perspectives provided by inclusion of other cultural dimensions and of diversity in the workplace. Prior courses in Management and/or Business, or similar relevant experience are recommended before taking this course. This course is offered for our International Education program students.

Attributes: Liberal

MGMT 3015 Ethics for a Global Economy (4 Credits)

This course examines the source, development, and exercise of the concepts and principles of right and wrong human behavior at the individual and organizational levels of society. Building upon classical and contemporary ethical theory, students learn how to apply a general-purpose ethical decision-making model to resolve ethical dilemmas. Progressing to the workplace, the acquired analytical skills and generic model are placed in the context of the modern global workplace and applied to challenges presented in case studies on issues including, but not limited to: employee privacy; truth in marketing; discrimination; the environment; sweatshops, etc. Prerequisites (must complete before registering): This course demands advanced level critical thinking and writing skills.

Attributes: Humanities Gen Ed, Liberal

MGMT 3020 International Cross Cultural Management (4 Credits)

The main objective of this study is to understand the management and leadership of successful business relationships between international business participants from different cultures. Topics include: the basics of culture and cultural theory; globalization and culture; problems of cross-cultural communication and negotiation; the impact of cross-cultural differences on business and management performance; working in cross cultural environments and on cross cultural teams; leadership across cultures; international business customs and protocol; and culturally sound strategies for organizational success in the global business context. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent. Highly Recommended (not required): Organizational Behavior (MGMT 3060) or Managerial Leadership or Human Resource Management (HRMS 3015), or equivalents This course was previously BME-213974 International Cross-Cultural Management.

MGMT 3022 New Venture Planning (4 Credits)

One of the most exciting and satisfying activities in business is to start a new venture. This course will provide students the opportunity to explore the entrepreneurial mindset and investigate how innovative and creative concepts can be transformed into a viable business. Student will develop a comprehensive strategy for launching and sustaining a new business venture.

MGMT 3025 Leadership (4 Credits)

This study explores the theory and practice of effective leadership. Some of the topics students will explore include leadership theories, the nature of managing and leading, behavioral indicators of leadership and the complex nature of power and influence within organizations. This course was previously BME-214624 Managerial Leadership.

MGMT 3030 Logistics Management (4 Credits)

The objective of this course is to explore and analyze modern logistics from a managerial perspective. The study focuses on the fundamentals of logistics in light of contemporary global business environments and the latest technological advancements and economic changes that have occurred in logistics. Major topics include inventory management, strategic and financial logistics, logistics and information technology, international logistics, procurement, distribution and warehouse management, and transportation management. Prerequisite (must complete before registering): Principles of Management (MGMT_1005) or Introduction to Business (BUSN 1015) or equivalent.

MGMT 3035 Management Theory (4 Credits)

Management is both a historical and an emergent discipline, which continues to be shaped by the forces of globalization, technology, and diversity. This study will examine the evolution of management theories needed to understand the role of today's manager. Some of the topics students will explore include: the challenges of modern management, decision making, planning and organization strategy, responsibility, authority and delegation, as well as influencing employee competencies and behaviors. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent Highly Recommended (not required): Organizational Behavior (MGMT 3060) or Human Resource Management (HRMS 3015) or equivalents. Students should have advanced-level critical thinking, writing and reading skills. Note: If this course is being considered as a capstone course, the assumption is that students are in their last enrollment and have successfully completed most of the BME requisite courses.

Attributes: Liberal

MGMT 3040 Managing Sustainable Organizations (4 Credits)

This advanced management study, which is open to all students and is also part of the Business and Environmental Sustainability Certificate, focuses on strategic planning and managing sustainable business operations. The student will become acquainted with skills needed to understand the role of management in the context of sustainability, will explore ways to incorporate sustainability strategies through industry analysis, competitive advantage and SWOT analysis. The study also involves mastering leadership concepts such as managing change, organizational culture, and corporate social responsibility. Students will learn strategies to employ as change agents, will create a toolbox of best practices to lead change, and master analytic tools they can use to assess success in creating sustainable organizations. Prerequisite (must complete before registering): Principles of Management (MGMT 1005) or equivalent and Economics and/or Finance or equivalent. Students should not take this course and Sustainable Enterprise Management.

MGMT 3045 Not-For-Profit Management (4 Credits)

The course in not-for-profit management explores the unique nature of these organizations and the management skills required. Concepts and theories applicable to this field, often referred to as the nonprofit sector, will be examined. There is a focus on key organizational and management characteristics, such as the mission, governance, leadership, funding and financial management, organizational dynamics, human resources, strategic management, advocacy, and social entrepreneurship. Included will be the development of an understanding of the challenges of managing an organization that is comprised of a mix of paid staff and volunteers. An exploration of current trends and challenges facing today's not-for-profit organizational managers will be included. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent This course was previously BME-213354 Not-for-Profit Management.

MGMT 3050 Operations Management (4 Credits)

In this course students will learn about the concepts, methodologies, and challenges of operations management. Operations management involves the planning, organizing, leading, and controlling of resources for an organization's transformation of inputs to desired outputs - the production of and delivery of goods and/or services to customers. The student will develop an understanding of the factors that are balanced to optimize the effectiveness of delivering these products and/or services. Quantitative and qualitative analytical methodologies aiding in the manager's decision making process will be explored. Students will study the strategic importance of operations. Topics covered will include process and operations design, capacity, inventory management, forecasting, quality, aggregate and resource planning, just-in-time and lean operations, product design, supply chain, technology utilization and operations in a global context. Prerequisites (must complete before registering): Principles of Management (MGMT 1005) and Statistics (MATH 1065) This course was previously BME-214204 Operations Management.

MGMT 3055 Operations Management (3 Credits)

This course is designed to provide students with an appreciation of the processes and dynamics that surround production in manufacturing and service environments. The course will consider the planning and logistics associated with the manufacturing process and will concentrate on issues such as scheduling, production layouts, capacity, and quality. The core element of the course is to understand the production of goods and services as a dynamic process that is amenable to a thoughtful, relevant, and efficient system of management in areas such as value-added activities, product and process design, quality, capacity and facility, and human resources. Note: Operations Management is an upper-level course that articulates with other functional areas of organizational and business studies. This course is offered for our International Education program students. Prerequisites: Students should have successfully completed Principles of Management (MGMT 1005) and at least one course in Statistics.

MGMT 3060 Organizational Behavior (4 Credits)

This study in organizational behavior (OB) explores the sociological and psychological foundations of behavior in organizations and seeks to understand how the behavior exhibited by individuals and groups affects organizational structures, processes, and ultimately, performance and effectiveness. This study focuses on the core concepts, theories, and methods of human and of organizational behavior. Its main objective is to analyze, understand, and manage the development of complex and multifaceted contemporary organizational behavior. Topics include the changing environment of organization, foundation of individual behavior, motivation, communication, conflict and negotiation, power, politics, organizational justice, leadership, decision making and problem solving, organization culture, and organization change and development. This course meets the understanding people in an organizational context area of study guidelines for students in the business, management and economics area. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent This course was previously BME-214614.

MGMT 3062 Sports Management (4 Credits)

The purpose of this study is to give the student the opportunity to explore management in the sports industry and learn the marketing, labor relations, planning, financing, and other practices and procedures associated with sports management. Topics will include the amateur sports industry, the professional sports industry, and sports industry segments, such as facility management, event management, sales, communication, broadcasting, media, and licensed products. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent.

MGMT 3065 Small Business Management (4 Credits)

This course is taught as a capstone course and is designed for students who wish to own and manage their own business or understand the managerial aspects of a small business. It is a course designed to give the student the appropriate theoretical and applied learning needed to understand the working environment of the typical small business and to provide skills needed to develop a full business plan. Prerequisites (must complete before registering): Marketing Principles (MRKT 1005), Principles of Management (MGMT 1005), Accounting, Economics, Finance, Legal Environment Business I (BUSN 1025), and a broad foundation of business studies at the advanced level. This course was previously BME-214704 Entrepreneurship and Small Business Management.

MGMT 3070 Small Business Management (3 Credits)

This course builds on the student's prior learning in management, marketing, accounting and finance and applies that knowledge to starting and managing a small business (less than 500 employees in the US; less than 250 in the EU). The course deals with small business start-ups, their day-to-day operations, appropriate leadership skills and human resources issues, product development, budgeting, cash flow management, capital purchases, and the effective use of technology. The course will also consider the dynamics of the family business, succession planning, and the process of valuing and selling the business. Highly Recommended (not required): Successful completion in a course in Human Resource Management (HRMS 3015) and/or Organizational Behavior (MGMT 3060). Notes: Small Business Management is an upper-level course that articulates with other functional areas of organizational and business studies, although it is concerned with the unique dynamics of small and medium sized enterprises. This course was previously Entrepreneurship and Small Business Management. This course is offered for our International Education program students. Prerequisites: Students should have successfully completed courses in Principles of Management (MGMT 1005), Marketing Principles (MRKT 1005), Principles of Accounting, and Principles of Finance or equivalents.

MGMT 3072 Management of Healthcare Organizations (4 Credits)

Healthcare management involves complex relationships and control functions in organizations including hospitals, medical groups, long term care facilities, home healthcare agencies, governmental agencies, and healthcare insurers. This course introduces students to the core principles of management. This course also introduces students to the knowledge and skills required to strategically manage the rapidly changing internal and external environment of health care organizations, and to provide students with a foundation in contemporary health care organizational structures and management practices. This course is recommended for students who have prior managerial knowledge or experience in the health care sector.

MGMT 3073 Current Issues in Healthcare Management (4 Credits)

The healthcare field is a rapidly changing one and it is critical for those in healthcare management to stay abreast of these changes. Current Issues in Healthcare Management provides a comprehensive and evaluative look at current issues relevant to health care policy and management. The course addresses key health care components of improving access, ensuring quality and controlling costs through the examination of trends in technology, consumer behavior, reimbursement models, competitive strategies and market dynamics. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent.

MGMT 3074 Information Technology for Healthcare Management (4 Credits)

This course focuses on the new opportunities that arise from Health Information Technology's (HIT) ascendance. With EHRs now widely implemented creating a plethora of healthcare data, and with network enabled medical equipment and devices connected, healthcare leaders must position themselves to leverage these new challenges and opportunities. The course identifies the current applications being used to improve quality of care, enhance patient safety, and re-engineer business and care processes, and addresses key management issues related to security, implementation, and acceptance of technology by multiple stakeholders. The course will address the disruptive nature of emerging technology applications in healthcare and the issues faced by management as technology rapidly evolves. Topics covered will include digital health, electronic medical records, personalized medicine, wireless sensing and remote monitoring, telemedicine, mobile health platforms, Artificial Intelligence, and predictive analytics.

MGMT 3075 Supply Chain Management (4 Credits)

This course is designed to explore and analyze supply chain from a managerial perspective. The study focuses on the objectives and fundamentals of supply chain management in today's dynamic global landscape and the latest technological and economic changes that have recently occurred in the business and supply chain networks. Major topics include designing distribution networks, supply chain performance, designing global supply chain networks, demand forecasting, managing uncertainty in a supply chain, and managing economies of scale in a supply chain. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent Highly Recommended (not required): Project Management (INFT 3035), or equivalent.

MGMT 3080 Supply Chain Management In The Global Context (4 Credits)

The focus of this study is on the global contexts and influence of international trade on supply chains. International supply chains are investigated and dynamics and the impact of international laws and trade are examined. Students will explore other aspects such as building international strategic partnerships across different entities in supply chains, factors impacting supply chain design, procurement and strategic purchasing in the global supply chains, global logistics and transportation management, role of information technology and information sharing in global supply chains, coordination patterns in global supply chains and risk and revenue management. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent Highly Recommended (not required): Previous study in international business Note: Students taking this course may also take Supply Chain Management (MGMT 3075), which sets the foundation for understanding a broader global context. This course was previously BME-214344 Supply Chain Management in the Global Context.

MGMT 3085 Sustainable Enterprise Management (4 Credits)

In this study, the student will develop an in-depth understanding of a sustainable organization and its management. The student will explore how an organization incorporates forward, long-term perspectives in sustainability into its decision making - including environmental, societal and business inter-relationships. This study will allow the student to develop an understanding of key ethical considerations and stakeholder views and impacts. This study will increase the student's awareness of the organization within broader contexts. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent Note: Students who have taken Managing Sustainable Organizations (MGMT 3040) should not take this course.

MGMT 3090 Women in Management (4 Credits)

This study will examine the theories, concepts and research that impact how women develop as managers and leaders within organizations. We will explore the challenges and opportunities women encounter in seeking advancement to management positions and the impact these have on their career choices and progression. We will discuss how organizational members (men and women) can help create a workplace that encourages and promotes talent, regardless of gender. We will examine the context in which women are viewed, evaluated and compensated in the workplace and how gender influences perceptions of women as managers. Topics may include a historical perspective of women in the workplace, comparisons to international countries, pay inequality, gender differences in communication, management and leadership styles, gender biases, and work-life issues. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent Note: This course is relevant to all students who are interested in exploring the roles they can play in advancing women in the workplace. This course was previously BME-213224 Women in Business: Managing and Leading.

Attributes: Liberal

MGMT 3996 Special Topics in MGMT (1-8 Credits)**MGMT 3998 Individualized Studies in Management (MGMT) (1-8 Credits)**

Students have the opportunity to develop individualized studies with their mentor in Management (MGMT). Registration for this class must be approved by the student's mentor.

MGMT 4005 Change Management (4 Credits)

In this course students will learn about what constitutes effective change management including how to develop a change management strategy, establish goals, communicate the organization's vision, and find practical ways to deal with successful change processes. Understanding of management and leadership concepts developed in courses such as Organizational Behavior and Leadership will assist the student in understanding how change impacts managerial function, roles, culture, values, conflict, groups and team development, decision making, motivation, stress and employee satisfaction and retention. Prerequisites (must complete before registering): Principles of Management (MGMT_1005), and Organizational Behavior (MGMT_3060) and Organizational Development and Leadership.

MGMT 4010 Global Strategies (4 Credits)

This course is concerned with the field of business policy and strategic management, as well as understanding a conceptual framework for policy formulation and strategic planning. The course also looks at the development of organizational policy as it applies to finance, marketing, production, operations, and human resources within the broad areas of management and systems. A major goal of this course in the business curriculum is to develop a general business and management point of view in the context of a global business environment. Notes: This is a capstone course for students with concentrations in Business Administration or Management. Students are expected to integrate their knowledge from their prior studies and work experiences in this course. This course is offered for our International Education program students. Prerequisites: Principles of Management (MGMT 1005), Marketing Principles (MRKT 1005), Human Resource Management (HRMS 3015), or Corporate Finance (FSMA 3010), or equivalent.

MGMT 4015 Management of Technology & Innovation (4 Credits)

In this course students will acquire an understanding of issues and complexities involved in the effective management of technology and innovation. Students will develop skills and critical thinking to use in solving problems related to development of effective management of technology and innovation and will examine possible frameworks and methodologies for assessing firm's technological and innovative capabilities from a strategic perspective. Given the global nature of businesses the course will also incorporate topics such as managing international R & D, intellectual property, competitor assessment, and management of new product & process development. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent This course was previously BME-214224 Technology and Innovation Management.

MGMT 4020 Managing the Service Sector Operation (4 Credits)

Industries covered include retail, private practices such as law and healthcare, transportation, entertainment and others. Eighty-five percent of the jobs in the US economy are in the Service Sector. Specifically, the purpose of this course is threefold. First, the content is designed to expand the student's understanding of services as a science. Core to the concept of services is the customer, who, unlike the manufacturing customer, participates in the service delivery. Therefore, the design and execution of the service process with customer's needs and desires is essential. Second, the essence of this study is to teach students how to recognize the working elements of a service operation. Lastly, information technology is a critical component of services. Gaining an understanding of the focus of technology in services will be an underlying theme throughout the course. Prerequisites (must complete before registering): Principles of Management (MGMT 1005), or equivalent and Introductory Accounting I (ACCT 2005), or equivalent This course was previously BME-214234 Managing the Service Sector Operation.

MGMT 4025 Manufacturing Management (4 Credits)

In this course the student will acquire an in-depth understanding of manufacturing management. The study includes exploration of the fundamentals of manufacturing management, resource planning, concepts of lean manufacturing, leadership manufacturing management, synchronous manufacturing, manufacturing resource planning and total productive maintenance. Prerequisite (must complete before registering): Principles of Management (MGMT 1005), or equivalent This course was previously BME-214304 Manufacturing Management.

MGMT 4030 Project Management for Business (4 Credits)

The purpose of this course is to introduce the student to concept of the project management and its characteristics. Project Management is a complex process that includes compilation of budgets, understanding of resources needed (both funding and staffing), performance specifications, and communication planning. Students will learn how to develop a plan and its components, create assessment goals, use measurement tools and diagrams, and manage projects that require cross department communication. Prerequisites: Principles of Management or Equivalent; Accounting, Finance, and HRM or equivalent knowledge. Note: Students can only take one of the project management courses: MGMT 4030 Project Management for Business, INFT 3035 Project Management, or MGIS 4015 Project Management in IT/IS.

MGMT 4035 Strategic Management (3-4 Credits)

This course is a capstone study for Business, Management & Economics students. It introduces the key concepts, tools, and principles of strategy formulation and competitive analysis. It is concerned with managerial decisions and actions that affect the performance and survival of business enterprises. The course is focused on the information, analyses, organizational processes, and skills and business judgment managers must use to devise strategies, position their businesses, define firm boundaries and maximize long-term profits in the face of uncertainty and competition. In studying strategy, the course draws together and builds on all the ideas, concepts, and theories from students' functional courses such as Accounting, Economics, Finance, Marketing, Management, Organizational Behavior, and Statistics. Prerequisites (must complete before registering): All of the core BME courses e.g. Management, Organizational Behavior, Accounting, Economics, Statistics, Marketing, Finance Notes: The assumption is that students enrolling in Strategic Management are in their last enrollment and have successfully completed most of the BME requisite courses.

MGMT 4998 Individualized Studies in Management (MGMT) (1-8 Credits)

Students have the opportunity to develop individualized studies with their mentor in Management (MGMT). Registration for this class must be approved by the student's mentor.