

MANAGEMENT (MGT)

MGT 800 – Entrepreneurship 3 credit hours

This course explores the phenomena of entrepreneurship, including the myths, realities, and impact of entrepreneurial activity. Students assess their own entrepreneurial aptitude and interests, meet a variety of entrepreneurs, and investigate the processes of generating promising ideas, evaluating the viability of those ideas, finding capital, considering franchise opportunities, and developing a new venture management team. The class is project oriented with each student participating in the development of a feasibility plan for a new venture.

MGT 800P – Entrepreneurship 3 credit hours

This course explores the phenomena of entrepreneurship, including the myths, realities, and impact of entrepreneurial activity. Students assess their own entrepreneurial aptitude and interests, meet a variety of entrepreneurs, and investigate the processes of generating promising ideas, evaluating the viability of those ideas, finding capital, considering franchise opportunities, and developing a new venture management team. The class is project oriented with each student participating in the development of a feasibility plan for a new venture.

MGT 801P – Small Business Management 3 credit hours

This course focuses on the operation of small business and the small business environment. This course deals with the topics related to personnel, government regulations of small business, advertising, sales promotion, accounting, finance, forecasting, family ownership and other management related problems.

MGT 803 – Independent Study of Management 1-3 credit hours

The focus of this course is an independent investigation into a Management topic selected by the student. Students work individually with an appropriate faculty mentor in selecting and developing a project or research study of particular interest and significance to them in the field of Management. Permission of the MBA director is required for the independent study to count toward the MBA program course requirements.

Total Credits Allowed: 3.00

Prerequisite: MGT 814 or MGT 890

MGT 809P – Leadership: Skills, Applications, Research 3 credit hours

This course is designed to give students preparing for careers in business, government, and the nonprofit sector a working knowledge of leadership styles, principles, models, and practical applications. Students will learn to engage critically in analytical and intellectual examination and reflection of certain core issues in the practice of leadership. Topics covered include history of leadership, leadership traits and behaviors, motivation and communication patterns, teamwork, use of power, development of trust, effective group facilitation, negotiation and persuasion, effective change, and ethics.

MGT 810 – Compensation Management 3 credit hours

A study of the basic forms of financial compensation, including benefits packages. Principles of internal, external, and individual equity as determined by job evaluation, salary surveys, and performance evaluation comprise the core of this course. Suggested prerequisite: BMGT 380.

MGT 810P – Compensation Management 3 credit hours

A study of the basic forms of financial compensation, including benefits packages. Principles of internal, external, and individual equity as determined by job evaluation, salary surveys, and performance evaluation comprise the core of this course. Suggested prerequisite: MGT 380.

MGT 811 – Labor Relations 3 credit hours

A study of labor-management relations as defined by negotiated labor contracts. Topics include history of the labor movement, union structure and function, the negotiation process, and issues in labor relations.

MGT 811P – Labor Relations 3 credit hours

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MGT 814 – Operations Management 3 credit hours

This course explores the transformation of materials, land, labor and capital into goods and services. Quantitative Management Systems are applied to the manufacturing process.

Prerequisite: MGT 233 or equivalent

MGT 815P – Quality Management Concepts & Practice 3 credit hours

Overview of the concepts and techniques of quality management, including statistical tools, people element of quality management, and philosophies and practices of six sigma. Students are expected to be computer literate.

Prerequisite: MGT 314 or permission

MGT 820 – Managerial Communications 3 credit hours

Application of principles of communication to the managerial setting. The course investigates the influence of organizational climate, manager's style and use of motivation in the communication process.

MGT 825 – Decision Science 3 credit hours

Recent developments relating to business application of linear programming, simplex method, transportation method, post optimality analysis, game theory, utility theory, PERT-CPM, queuing theory, dynamics programming, Markov chains, Decision tree analysis, time series analysis and forecasting.

Prerequisite: MATH 115 or MATH 123

MGT 840P – Health Care Management I - Managing People Effectively 3 credit hours

Health care managers are responsible for getting things done through other people. This course focuses on giving students the tools (theory and practice) to become an effective manager in health care settings. Topics include leadership, ethics, staffing, teamwork, communication, performance management, and effectively managing change in health care organizations.

MGT 841P – Health Care Management II - Managing Processes Effectively 3 credit hours

Health care managers are responsible for effectively coordinating, planning, and managing business processes. These processes include scheduling, waiting line assessment, quality, budgeting, financial planning and forecasting.

MGT 845 – Cultural Responsiveness: Building Clinical and Institutional Trust 2 credit hours

Current and future health care providers will analyze the critical issues of cultural responsiveness and building trust when treating patients from different backgrounds. Students will be mentored in writing a case report that critically assesses cultural responsiveness in the case of an individual patient.

MGT 850P – Population Health Management: Systems and Policies 3 credit hours

This course is for health sciences students and students interested in health care management. Students will critically evaluate current changes in health care policies in the United States and other countries and the effect of such changes on the quality of patient care. After completing this course, students will better understand the functions of different private and public health care agencies and organizations.

MGT 860P – Human Resource Information Systems: People Analytics and Talent Management 3 credit hours

This course is a study of the management of human resources through human resource information systems (HRIS). The primary topics of people analytics and talent management are used to provide a strategic context of HR functions commonly managed through HRIS. Using these topics, students work in an HRIS system to learn the processes of inputting, organizing, and analyzing workforce data. The amount of data generated by employees has exploded, including such diverse sources as GPS data on delivery vehicles, employee engagement scores on pulse surveys, employee badge in and out data, video meeting participation, and "data exhaust" on e-mail and collaborative platforms (e.g., Slack). The systems for managing these data have become more sophisticated and widespread, including both home grown solutions and vendor platforms that can collect data, connect it across platforms, and populate dashboards for both human resources and management. Despite these advances, the field of people analytics still has a lot of room to explore its potential. There is tremendous value locked up in the volume of data organizations are collecting if they could develop the structures and capabilities to mine it.

Additional Course Fee Required

MGT 875 – Management Internship 1-3 credit hours

Professional experience and development of the student in a managerial capacity. The internship is an opportunity for the student to integrate what has been learned during program coursework in an applied setting. Objectives, content, duration, expected outcomes and credit hours of the internship will be determined by the MBA Director (or Chair of the Management Department) and the Internship Director. One credit hour = 100 clock hours logged within the setting.

MGT 880 – Human Resource Management 3 credit hours

This course is designed as an introduction to such fundamental human resource management areas as job analysis, staffing and selection, training and development, performance appraisal, employee relations, compensation, labor relations, and international HR. The strategic implications of HR will be explored with integrated applications for all managers. The focus of the course will be both conceptual and applied, including discussions of current issues and controversies confronting the field.

MGT 885 – Seminar in Human Resource Management 3 credit hours

Provides the student with an opportunity to study and research current issues in human resource management; course stresses an informal setting and open communications approach.

Prerequisite: MGT 380 or MGT 880

MGT 885P – Sem Human Res Mgt 3 credit hours

Provides the student with an opportunity to study and research current issues in human resource management; course stresses an informal setting and open communications approach.

Prerequisite: MGT 380 or MGT 880

MGT 889 – Business Consultanship 3 credit hours

Consent of the Department Chair is required. This course affords the student an opportunity to serve in a consultant capacity for an area business. In-depth business analysis is conducted by the student, and specific recommendations are reported to the management of the firm.

MGT 889P – Business Consultanship 3 credit hours

Consent of the Department Chair is required. This course affords the student an opportunity to serve in a consultant capacity for an area business. In-depth business analysis is conducted by the student, and specific recommendations are reported to the management of the firm. Department Consent Required

MGT 890 – Leadership & Organizational Behavior 3 credit hours

Focuses on leadership and human behavior in organizations, with emphasis on how group dynamics, decision making, team building, culture, and conflict impact individual and organizational performance.

MGT 891 – Seminar in Organizational Behavior 3 credit hours

This course explores current issues in organizational behavior. Students research, analyze, and discuss issues in order to develop a futuristic philosophy of organizational management.

Prerequisite: MGT 890

MGT 892 – Strategic Analysis & Decision Making 3 credit hours

A course designed to integrate the knowledge acquired in other courses in business administration and to emphasize strategic analysis and decision making. This course is to be taken after 9 hours of MBA core courses are completed.

Department Consent Required

MGT 893 – Social Responsibility of Business - Issues & Ethics 3 credit hours

A study of the societal challenge of business; how business and society interface; the micro and macro publics of business; ecology, consumerism, and technology as societal problems; the ethics of business.

MGT 893P – Soc Res/Iss & Ethics 3 credit hours**MGT 899 – Management Topics 3 credit hours**

In-depth coverage of selected subjects, problems, and current topics in Management which are not covered elsewhere in the MBA program. Course consists of class discussion and/or special projects. The purpose of the course is to offer an opportunity for students to study contemporary Management topics of particular timeliness in more depth than appropriate in other existing courses. Topics vary per offering. Prerequisite: MGT 890 or MGT 814

MGT 899P – Management Topics 3 credit hours

In-depth coverage of selected subjects, problems, and current topics in Management which are not covered elsewhere in the MBA program. Course consists of class discussion and/or special projects. The purpose of the course is to offer an opportunity for students to study contemporary Management topics of particular timeliness in more depth than appropriate in other existing courses. Topics vary per offering. Prerequisite: MGT 890 or MGT 814