MANAGEMENT (MNGT)

MNGT 121 Introduction to Entrepreneurial Management
Crosslisted with: ENTR 121, ENTR 121H, MNGT 121H
Description: Combines the expertise of Business College faculty with real world experiences of successful practitioners to examine the success principles of the free enterprise system and provide students an understanding of the nature of entrepreneurship and intrapreneurship.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 6 Social Science

MNGT 121H Introduction to Entrepreneurial Management
Crosslisted with: ENTR 121, ENTR 121H, MNGT 121
Description: Combines the expertise of Business College faculty with real world experiences of successful practitioners to examine the success principles of the free enterprise system and provide students an understanding of the nature of entrepreneurship and intrapreneurship.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 6 Social Science

MNGT 189H University Honors Seminar
Description: Topic varies. University Honors Seminar 189H is required of all students in the University Honors Program.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 198 Special Topics in Management
Description: Variety of topics on the undergraduate level.
Credit Hours: 1-3
Min credits per semester: 1
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 300 Management Essentials For Contemporary Organizations
Prerequisites: For non-CBA students only; 2.5 GPA; Sophomore Standing
Description: This course is designed to introduce students from non-business fields to the role of managers in various organizational structures and types. Students will explore how the practice of management is relevant to their chosen field of study or academic discipline. This course will provide an analysis of organizations and the management processes of planning, organizing, directing and controlling. Individual, group, intergroup and organizational responses to various environments and technologies are studied as well as pertinent techniques of human capital management. Letter grade only. MNGT 300 fulfills the Management requirement for the minor in Business Administration for non-business students and is part of a six course sequence for the minor. Credit towards the degree cannot be earned in both MNGT 300 and MNGT 320.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: CNST 480
MNGT 321 Entrepreneurship and Innovation in Organizations
Crosslisted with: ENTR 321
Prerequisites: Sophomore Standing
Description: Introduction to entrepreneurship management/marketing. Provides an 'insider's view' of entrepreneurial creativity, innovation, and value creation. First-hand accounts from personal experiences in creating new products, services, and ideas. Insight into real-world marketing creativity, leadership applications, research and development, market analysis, feasibility study, and potential careers in creativity and related fields. Involves the investigation of markets, both for profit and not-for-profit. MNGT/ENTR 321 is 'Letter grade only'.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 322 Family Business
Crosslisted with: ENTR 322
Description: The opportunities and challenges that are distinctive to businesses owned and operated by members of a family. Shared governance, leadership development, succession, and family-business tensions.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 324B Building a Life for Impact
Prerequisites: Acceptance into the Clifton Builders Program
Notes: Initial course for all students accepted into the Clifton Builders Program.
Description: An exploration of personal strengths and individual uniqueness for creating growth and impact in organizations. Focuses on developing expertise in strengths based leadership, well-being, and employee engagement.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 326 Managing Behavior in Organizations
Prerequisites: Sophomore standing
Notes: Cannot be taken Pass/No Pass.
Description: Foundations of organizational behavior. This course provides the basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors. The course builds critical thinking skills by examining the role of perception, personality and attitudes, motivation, leadership, group dynamics, employee engagement, organizational culture, communication and decision making in the management of work.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 461, MNGT 461H; MNGT 463; MNGT 464
ACE: ACE 6 Social Science

MNGT 461 Human Resource Management
Crosslisted with: MNGT 461H
Prerequisites: Sophomore Standing
Description: Introductory course that approaches Human Resource Management from the perspective of the human resource professional and the individual manager or supervisor. Presents the integrated nature of human resource management and the operation of human resource policies and principles in the contemporary organizational environment. Materials will cover the challenges and opportunities faced by those who are charged with responsibility for acquisition, management, development, and retention of organizational human capital. Provides an overview of the typical human resource functions and requisite decision making in those areas.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 461, MNGT 461H; MNGT 463; MNGT 464

MNGT 360H Honors: Managing Behavior in Organizations
Prerequisites: Open only to CBA Honors Academy students in good standing or by permission. Sophomore standing.
Notes: Cannot be taken Pass/No Pass.
Description: The foundation and application of organizational behavior. Perspective, historical background, methodology, and theoretical framework for human behavior in organizations. Micro- (perception, personality and attitudes, motivation, and learning) interactive (group dynamics, conflict, stress, power and politics, and leadership), and macro- (communication, decision making, organization theory and design, and organizational culture) levels of analysis. Applications for performance improvement and organizational change and development.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 461, MNGT 461H; MNGT 463; MNGT 464
ACE: ACE 6 Social Science

MNGT 361 Human Resource Management
Crosslisted with: MNGT 361
Prerequisites: Sophomore Standing
Description: Introductory course that approaches Human Resource Management from the perspective of the human resource professional and the individual manager or supervisor. Presents the integrated nature of human resource management and the operation of human resource policies and principles in the contemporary organizational environment. Materials will cover the challenges and opportunities faced by those who are charged with responsibility for acquisition, management, development, and retention of organizational human capital. Provides an overview of the typical human resource functions and requisite decision making in those areas.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 461, MNGT 461H; MNGT 463; MNGT 464

MNGT 361H Human Resource Management
Crosslisted with: MNGT 361
Prerequisites: Sophomore Standing
Description: Introductory course that approaches Human Resource Management from the perspective of the human resource professional and the individual manager or supervisor. Presents the integrated nature of human resource management and the operation of human resource policies and principles in the contemporary organizational environment. Materials will cover the challenges and opportunities faced by those who are charged with responsibility for acquisition, management, development, and retention of organizational human capital. Provides an overview of the typical human resource functions and requisite decision making in those areas.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 461, MNGT 461H; MNGT 463; MNGT 464
ACE: ACE 6 Social Science
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<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Description</th>
<th>Prerequisites</th>
<th>Notes</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MNGT 365</td>
<td>Managing Diversity in Organizations</td>
<td>Challenges and opportunities for maximizing the power of a diverse workforce. Contemporary response to the issues of effective management of pluralistic perspectives and the impact of diversity on organizational climate and productivity. Introduction to diversity competence skill development techniques, strategies, and best practices for organizational effectiveness.</td>
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<td>MNGT 398</td>
<td>Special Topics</td>
<td>Topic varies. Specific topic covered in any given term and credit awarded is to be determined by the instructor.</td>
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<tr>
<td>MNGT 398H</td>
<td>Special Topics</td>
<td>Topic varies. Specific topic covered in any given term and credit awarded is to be determined by the instructor.</td>
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<tr>
<td>MNGT 399</td>
<td>Independent Study</td>
<td>Special research project or reading program.</td>
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<td>UHON395H</td>
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**MNGT 411 Leading People and Projects**

Crosslisted with: MNGT 811

Prerequisites: Junior standing

Description: Organizations are complex systems calling for a leadership processes including the leader, the follower and the context to effect change. Students should emerge with an understanding of many of the basic concepts and generalizations about leadership, which relate to human behavior and interactions in organizations. Objectives and class activities focus on understanding how leaders function in organizations and on one's leadership operations in the organizational setting. Participants will utilize concepts, generalizations, theories and frames of reference to analyze organizations and leadership to understand and improve their functions. Topics covered include: Systems Theory and Organizational theory, the change process and the leadership process, roles in changing organizations, power and politics in organizations, congruence of individual and organizational ethics, and the behavioral concerns in project management.

Credit Hours: 3

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**MNGT 412 Negotiating and Conflict Management**

Prerequisites: Junior standing.

Notes: Cannot be taken Pass/No Pass.

Description: Management in organizational settings requires skillful negotiation. This course will help develop a set of useful negotiation skills and strategies. Course uses a series of negotiation simulations and debriefings that help students learn to identify different types of conflict situations; learn to employ appropriate, purposeful negotiation techniques; and learn to evaluate negotiated outcomes.

Credit Hours: 3

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**MNGT 413 Building Ethical and Socially Sustainable Organizations**

Prerequisites: Junior standing.

Notes: Credit toward the degree cannot be earned in both MNGT413 and UHON395H. Cannot be taken Pass/No Pass.

Description: Examines how ethical organizations are created to engage with and prosper in natural, economic, and social environments.

Credit Hours: 3

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**MNGT 414 Leadership in a Global Context**

Prerequisites: Junior standing.

Notes: Credit toward the degree cannot be earned in both MNGT428/828 and MNGT414. Cannot be taken Pass/No Pass.

Description: Taught from the perspective of US enterprises operating in the global economy. The manner in which cultural, economic, political, and social differences affect the management of business, governmental, military, and other enterprises is considered. Emphasis on problems of managing in Latin America, Europe, and Asia.

Credit Hours: 3

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MNGT 421 Identifying and Exploring Entrepreneurial Opportunities
Crosslisted with: ENTR 421
Prerequisites: Junior Standing; ENTR/MNGT321.
Description: Covers the creative skills fundamental to the process of identifying and exploiting entrepreneurial opportunities and the analytical toolkit needed to explore the feasibility of an entrepreneurial opportunity. Integrates experiential exercises, thought leadership in the field, and case study analysis to hone in on the critical importance of the entrepreneurial mindset to society. A variety of contexts are considered, including traditional small businesses, social/non-profit organizations, and innovative efforts within established firms
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424
ACE: ACE 6 Social Science

MNGT 422 Managing Rapid Growth and Change in Organizations
Crosslisted with: ENTR 422, ENTR 422H, MNGT 422H
Prerequisites: Junior standing; ENTR/MNGT321.
Description: Addresses financial, human resource, operations and marketing issues that face entrepreneurs whose businesses are confronted with significant growth. In addition, will learn change management concepts that are targeted towards managing an organization in extremely turbulent times. Prepares students to work in fast-growth firms, whether they are interested in starting their own business or joining an already established fast-growth firm. Helpful for students interested in fast-growth industries such as life science and high technology.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424

MNGT 422A Small Business Owner
Crosslisted with: ENTR 422A
Prerequisites: Junior standing
Description: The obligations and operating practices required by ownership of one’s own business, whether new or acquired. Interactions with owners of small businesses (e.g., on-site visits and discussions). Cases and projects relevant to small businesses.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 422H Managing Rapid Growth and Change in Organizations
Crosslisted with: ENTR 422, ENTR 422H, MNGT 422
Prerequisites: Junior standing; ENTR/MNGT321.
Description: Addresses financial, human resource, operations and marketing issues that face entrepreneurs whose businesses are confronted with significant growth. In addition, will learn change management concepts that are targeted towards managing an organization in extremely turbulent times. Prepares students to work in fast-growth firms, whether they are interested in starting their own business or joining an already established fast-growth firm. Helpful for students interested in fast-growth industries such as life science and high technology.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424

MNGT 423 Business Plan Development and Decision Making
Crosslisted with: ENTR 423
Prerequisites: Junior standing; ENTR/MNGT421
Description: Takes an in-depth look at the business planning process. By the end of the class, students produce their own business plans. Learn through their own business plan writing, through in-depth cases studies, by engaging in role plays and by interacting with business executives. Business plans are a critical part of any organization, thus, preparing students to develop business plans for a variety of new concepts and ideas, whether inside an established firm or as part of the start-up new venture. Students will be asked to enter their business plans into the business planning competitions in which the university participates.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424

MNGT 461 Strategic Human Resource Management
Crosslisted with: MNGT 461H
Prerequisites: Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed)
Description: The purpose of this course is to engage students with the theory and practice of strategic human resource management in contemporary organizational settings. Students will examine in detail the fundamentals of HRM strategic planning and scenario models. Students will learn the importance of evidenced based decision making, and using HRM analytics such as return on investment. The primary focus is human resource management effectiveness and engagement as a strategic partner in organizations.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
MNGT 461H Strategic Human Resource Management
Crosslisted with: MNGT 461
Prerequisites: Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed)
Description: The purpose of this course is to engage students with the theory and practice of strategic human resource management in contemporary organizational settings. Students will examine in detail the fundamentals of HRM strategic planning and scenario models. Students will learn the importance of evidenced based decision making, and using HRM analytics such as return on investment. The primary focus is human resource management effectiveness and engagement as a strategic partner in organizations.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 462 Labor Relations
Crosslisted with: MNGT 862
Prerequisites: Junior standing; MNGT 360 or ECON 381
Description: Interdisciplinary approach to labor-management relations with emphasis on collective bargaining and grievance administration. Appreciation of collective bargaining process gained through actual negotiating of a labor-management contract. On-going union-management relationships explored.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 463 Compensation Administration
Prerequisites: Junior Standing; MNGT 360 and 361
Description: Design and administration of compensation systems. Deals with determinants of general level of pay, pay structures, wage and salary surveys, job analysis, job evaluation, performance evaluation, benefit plans, and financial incentive systems.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 464 Talent Acquisition and Staffing
Prerequisites: Junior Standing; MNGT 360 and 361
Description: This course will explain the process by which organizations forecast employment needs, recruit potential employees, select high potential candidates from applicant pools, assess job performance levels, give feedback, train and develop existing employees, and deal with voluntary and involuntary turnover. Students will be provided with examples of tools used by HR professionals in the staffing process. Students will also be expected to evaluate and suggest improvements to real HR recruiting and selection systems based on the information learned in the classroom.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 466 The Regulatory Environment for Employment and Labor
Crosslisted with: ECON 485, MNGT 866
Prerequisites: Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed) ECON 381 FOR ECON students
Description: Government regulation of employment and labor relations. Includes laws and agencies relating to employment practices, pay, hours, equal employment opportunity, labor relations, safety, health, pensions, and benefits. Social and economic implications of governmental regulation considered.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Groups: Labor Economics

MNGT 475 Business Policies and Strategies
Crosslisted with: MNGT 875
Prerequisites: Senior standing; 2.5 GPA; major in the College of Business Administration, BSAD220; ACCT201 and ACCT202, ECON211 and ECON212; FINA 361; SCMA350 and SCMA331; MNGT301; SCMA 331; MRKT 341; or equivalent.
Notes: Seniors graduating at the end of the current term will have first priority. Non-priority students may be dropped. Cannot be taken Pass/No Pass.
Description: Formulation and application of business policies and strategies; analysis of cases using knowledge acquired in basic courses in accounting, economics, finance, human resources, information systems, marketing, and operations. The "C" complexity of business problems and the interrelationship of business functions.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 10 Integrated Product

MNGT 475H Honors: Business Policies and Strategies
Crosslisted with: RAIK 476H
Prerequisites: Open CBA Hon, Raikes and Hon students in good & SR standing. 2.5 GPA; major in Col of Bus; BSAD220; ACCT201&202; ECON211&212; FINA361; SCMA350&331; MNGT301; MRKT341; or equiv. Prereqs differ for RAIKES, ACTS, & ABUS majors - see bulletin for exceptions.
Description: Formulation and application of business policies and strategies; analysis of cases using knowledge acquired in basic courses in accounting, economics, finance, human resources, information systems, marketing, and operations. The "C" complexity of business problems and the interrelationship of business functions.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 10 Integrated Product

MNGT 475L Business Policies and Strategies Corporate Partners Lab
Prerequisites: Open only to CBA Honors Academy students in good standing. Must be taken concurrently with MNGT475H.
Description: Application of strategic management theory and concepts to solve business problems for corporations.
Credit Hours: 2
Max credits per semester: 2
Max credits per degree: 2
Format: LAB
MNGT 499H Honors Thesis  
Description: Conduct a scholarly research project and write a University Honors Program or undergraduate thesis.  
Credit Hours: 3-6  
Min credits per semester: 3  
Max credits per semester: 6  
Max credits per degree: 6  
Format: IND