

MANAGEMENT (MNGT)

MNGT 121 Introduction to Entrepreneurial Management

Crosslisted with: ENTR 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

Grading Option: Graded

MNGT 189H University Honors Seminar

Prerequisites: Good standing in the University Honors Program or by invitation.

Notes: University Honors Seminar 189H is required of all students in the University Honors Program. Topic varies.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

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

Grading Option: Graded

MNGT 300 Management Essentials For Contemporary Organizations

Prerequisites: For non-CBA students only; 2.5 GPA; Sophomore Standing

Notes: Credit towards the degree cannot be earned in both MNGT 300 and MNGT 320.

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.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

MNGT 301 Introduction to Management

Prerequisites: Sophomore standing; 2.5 GPA; Business Qualified (MATH104 or MATH106/106B or MATH107 or MATH208; BSAD220; ACCT201 and ACCT202; ECON211 and ECON212; ECON215 or equivalent.) Prereqs differ for RAIKES, ACTS, and ABUS majors - see bulletin for exceptions.

Notes: Credit toward the degree cannot be earned in both MNGT300 and MNGT301/MNGT301H.

Description: Nature of management - who managers are and what they do. Broad overview of best managerial practices. Framework for understanding contextual influences involved in both managing and being managed. Examines the multiple roles held by the manager: planning, organizing, controlling and leading an organization. Focus primarily on for-profit companies but also relevant to other types of organizations (non-profit and public sector).

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

MNGT 301H Honors Introduction to Management

Prerequisites: CoB Hon Acad students; Soph; 2.5 GPA; Business Qualified (MATH104 or MATH106/106B or MATH107 or MATH208; BSAD220; ACCT201&202; ECON211&212; ECON215 or equivalent.) Prereqs differ for RAIKES, ACTS, and ABUS majors - see bulletin for exceptions.

Notes: Credit toward the degree cannot be earned in both MNGT300 and MNGT301/MNGT301H. Cannot be taken Pass/No Pass.

Description: Nature of management - who managers are and what they do. Broad overview of best managerial practices. Framework for understanding contextual influences involved in both managing and being managed. Examines the multiple roles held by the manager: planning, organizing, controlling and leading an organization. Focus primarily on for-profit companies but also relevant to other types of organizations (non-profit and public sector).

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

MNGT 311 Leadership, Communication and Teams

Prerequisites: Sophomore Standing.

Notes: Credit towards the degree cannot be earned in both MNGT 311 and MNGT 467/867.

Description: Building on theory and historical and contemporary perspectives, this course will examine the process of leadership development, with a focus on relational models of leadership. The course will also focus on group dynamics and the promotion of optimum team performance. Students will learn the processes of group formation and how to take advantage of the talents of each group member to enhance the achievement of group objectives. The differences between groups and teams and how to structure work among group/team members to maximize learning and goal attainment will be emphasized. Learning and practicing new ways of communication will be a central component of this course.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

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.

Credit Hours: 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Prerequisite for:** ENTR 421, MNGT 421; ENTR 422, MNGT 422; ENTR 423, MNGT 423**MNGT 321B Entrepreneurship and Innovation in Organizations****Prerequisites:** Sophomore Standing. Acceptance into the Clifton Builders Program.

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.

Credit Hours: 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Offered:** FALL/SPR**Prerequisite for:** ENTR 421, MNGT 421; ENTR 422, MNGT 422; ENTR 423, MNGT 423**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**Grading Option:** Graded**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**Grading Option:** Graded**Offered:** FALL**MNGT 360 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**Grading Option:** Graded**Prerequisite for:** AECN 416; MNGT 461; MNGT 463; MNGT 464**MNGT 360B Managing Behavior in Organizations****Prerequisites:** Sophomore standing. Acceptance into the Clifton Builders Program.

Description: Foundations of organizational behavior. Provides the basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors. 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. Also includes two workshops created and delivered by Gallup Inc: Leading High Performance Teams and Creating an Engaging Workplace

Credit Hours: 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Offered:** SPRING**MNGT 360H Honors: Managing Behavior in Organizations****Prerequisites:** Open only to CoB 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**Grading Option:** Graded**Prerequisite for:** AECN 416; MNGT 461; MNGT 463; MNGT 464

MNGT 361 Human Resource Management**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**Grading Option:** Graded**Prerequisite for:** MNGT 461; MNGT 463; MNGT 464**MNGT 365 Managing Diversity in Organizations****Description:** 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.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**ACE:** ACE 9 Global/Diversity**MNGT 398 Special Topics****Prerequisites:** Permission of department chair.**Notes:** Specific topic covered in any given term and credit awarded is to be determined by the instructor. Topic varies.**Credit Hours:** 1-6**Min credits per semester:** 1**Max credits per semester:** 6**Max credits per degree:** 12**Grading Option:** Graded**MNGT 399 Independent Study****Prerequisites:** Junior standing; permission of supervising instructor and department chair.**Description:** Special research project or reading program.**Credit Hours:** 1-6**Min credits per semester:** 1**Max credits per semester:** 6**Max credits per degree:** 12**Grading Option:** Graded with Option**MNGT 399H Honors: Independent Study****Prerequisites:** Good standing in the University Honors Program or by invitation; permission of instructor and department chair.**Description:** Special research project or reading program.**Credit Hours:** 3-6**Min credits per semester:** 3**Max credits per semester:** 6**Max credits per degree:** 12**Grading Option:** Graded**MNGT 411 Leading People and Projects****Crosslisted with:** MNGT 811**Prerequisites:** Junior standing**Notes:** Credit toward the degree cannot be earned in both MNGT411 and MNGT465/865**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**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**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**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**MNGT 413 Building Ethical and Socially Sustainable Organizations****Prerequisites:** Junior standing.**Notes:** Credit toward the degree cannot be earned in both MNGT413 and UHON395H.**Description:** Examines how ethical organizations are created to engage with and prosper in natural, economic, and social environments.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded

MNGT 414 International Management**Prerequisites:** Junior standing.**Notes:** Credit toward the degree cannot be earned in both MNGT428/828 and MNGT414. Cannot be taken Pass/No Pass.**Description:** Introduction to major management issues that companies face when doing business internationally. Prepare leaders to deal with a wide array of cultural, economic, legal, and technological differences. Deal with concepts, issues, and research in international management, with a focus on the international application of: (1) culture, communication, and leadership, (2) strategic management, and (3) development and coordination of international subsidiaries.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**ACE:** ACE 9 Global/Diversity**MNGT 421 Identifying and Exploring Entrepreneurial Opportunities****Crosslisted with:** ENTR 421**Prerequisites:** Junior Standing; ENTR/MNGT 321**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**Grading Option:** Graded**Prerequisite for:** ENTR 424**MNGT 422 Managing Rapid Growth and Change in Organizations****Crosslisted with:** ENTR 422**Prerequisites:** Junior Standing; ENTR/MNGT 321**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**Grading Option:** Graded**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**Grading Option:** Graded with Option**MNGT 423 Business Plan Development and Decision Making****Crosslisted with:** ENTR 423**Prerequisites:** Junior standing; ENTR/MNGT 421**Notes:** Cannot be taken Pass/No Pass.**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**Grading Option:** Graded**Prerequisite for:** ENTR 424**MNGT 451 Strengths Coaching, Theory and Practice****Crosslisted with:** MNGT 851**Prerequisites:** Accepted as a Student Strengths Coach**Notes:** Required course towards becoming a Certified Student Strengths Coach through the Clifton Strengths Institute.**Description:** Provides in-depth knowledge of strengths-based development and techniques to maximize the individual potential of others through the exploration and application of CliftonStrengths. Develops skills to be successful in coaching and positively impacting student development, engagement, and well-being in college and after graduation.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Offered:** SPRING**MNGT 461 Strategic Human Resource Management****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**Grading Option:** Graded

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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded**MNGT 466 The Regulatory Environment for Employment and Labor****Crosslisted with:** ECON 485, MNGT 866, ECON 885**Prerequisites:** Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed).**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**Grading Option:** Graded**Groups:** Labor Economics**MNGT 470 Leadership, Communication & Teams in the Virtual World****Prerequisites:** Junior or Senior standing**Description:** Build skills for working successfully in the virtual world. Focus on issues and skill development impacting leadership, communication, and teamwork in the virtual world and effective practice of these skills.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**Offered:** FALL/SPR**MNGT 475 Business Strategies****Crosslisted with:** MNGT 875**Prerequisites:** Open only to students in the College of Business Administration. SR; 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:** Learn the principal concepts, frameworks, and techniques of strategic management. Formulate and apply business strategies, analyze cases, explore business simulations, and gain an understanding and appreciation of how strategy affects careers, company performance, and industry attractiveness.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**ACE:** ACE 10 Integrated Product**MNGT 475H Honors: Business Policies and Strategies****Crosslisted with:** RAIK 476H**Prerequisites:** Open CoB 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**Notes:** 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**Grading Option:** Graded**ACE:** ACE 10 Integrated Product**MNGT 475L Business Policies and Strategies Corporate Partners Lab****Prerequisites:** Open only to CoB Honors Academy students in good standing. Must be taken concurrently with MNGT 475H.**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**Grading Option:** Graded

MNGT 499H Honors Thesis

Prerequisites: Good standing in the University Honors Program or by invitation, and permission.

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

Grading Option: Graded