MNGT 198 Special Topics in Management
Prerequisites: Sophomore standing; 2.5 GPA; Business Qualified
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-CoB students only
Notes: Credit towards the degree cannot be earned in both MNGT 300 and MNGT 301. Letter grade only.
Description: Designed to be an introduction to the role of managers in various organizational structures and types for students from non-business fields. Explores how the practice of management is relevant to different fields of study or academic disciplines. Provides 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 for managing human capital.
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.
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
Prerequisite for: MNGT 342; MNGT 461; MNGT 463; MNGT 464

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
Prerequisite for: MNGT 342; MNGT 461; MNGT 463; MNGT 464

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 342 Introduction to Sports Management
Prerequisites: Sophomore standing and MNGT 300 or MNGT 301
Description: Provides an introduction to the sports industry and the factors that make it unique to other industries. Discuss basic management skills necessary in the operation of sports organizations. Examine social, behavioral, managerial, and strategic foundations of the sports industry.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Grading Option: Graded

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 475
Experiential Learning: Case/Project-Based Learning

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 475

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 395 Professional Internship
Crosslisted with: BSAD 395, ACCT 395, ACTS 395, ECON 395, FINA 395, SCMA 395
Prerequisites: An undergraduate major in the College of Business with at least sophomore standing and departmental consent and acceptance into an approved internship. Departmental credit for course cross-listings may have additional requirements for consent.
Notes: May be repeated.
Description: Provides an opportunity to study theories, principles, practices, techniques, and strategies utilized in the business field through an internship related to the major field of study and an integral or important part of their program of study. Reflect on classroom knowledge and develop practical experience in professional business situations through an approved internship.
Credit Hours: 0-3
Min credits per semester: 1
Max credits per semester: 3
Max credits per degree: 6
Grading Option: Graded with Option
Experiential Learning: Internship/Co-op
MNGT 398 Special Topics
Notes: Specific topic covered in any given term and credit awarded is to be determined by the instructor. Topic varies.
Description: Topics Vary
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 Philanthropy and Leadership
Prerequisites: Junior standing
Notes: Cannot be taken Pass/No Pass
Description: Significant community engagement by conducting an entire philanthropic grant process across the semester. Fosters understanding of how strategic giving has social impact. Examine the structure of projects. Refine leadership through applied group work. Focus on philanthropic environment and awareness of corporate and non-profit contributions as they create social change within the community.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Grading Option: Graded
Experiential Learning: Community Engagement
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 Sustainable Organizations
Prerequisites: Junior standing.
Notes: Credit toward the degree cannot be earned in both MNGT 413 and UHON 395H. 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
Max credits per semester: 3
Max credits per degree: 3
Grading Option: Graded
MNGT 414 International Management
Prerequisites: Junior standing
Notes: 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 451 Strengths Coaching, Theory and Practice
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/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
Experiential Learning: Student Teaching/Education Practicum

MNGT 461 Strategic Human Resource Management
Prerequisites: Junior Standing; MNGT 301 and MNGT 361
Description: Engage with the theory and practice of strategic human resource management in contemporary organizational settings. Examine the fundamentals of HRM strategic planning and scenario models. Learn the importance of evidenced based decision making, and using HRM analytics such as return on investment. Focus on 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 301 and MNGT 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 301 and MNGT 361
Description: 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. Examples of tools used by HR professionals in the staffing process are provided. 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
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/SPRING

MNGT 475 Business Strategies
Prerequisites: Open only to students in the College of Business. SR; 2.5 GPA; major in the College of Business; 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
Experiential Learning: Case/Project-Based Learning
MNGT 475H Honors: Business 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: 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
Experiential Learning: Case/Project-Based Learning

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