



MANAGEMENT (MNGT)

MNGT 101 Introduction to Business

Description: Introduction to each of the core business disciplines with a focus on developing critical thinking, problem-solving, and teamwork. Development of baseline skills in analyzing and solving business problems, working in teams, and communicating solutions professionally.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

Prerequisite for: ECON 211; ECON 212; MNGT 301H

MNGT 101T Introduction to Business for Transfer Students

Prerequisites: Open to CoB majors, sophomore standing

Description: Introduction to each of the core business disciplines with a focus on developing critical thinking, problem-solving, and teamwork. Development of baseline skills in analyzing and solving business problems, working in teams, and communicating solutions professionally.

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 191 Special Topics in Management

Description: Specific topic covered in any given term and credit awarded is to be determined by the instructor. Topic varies.

Credit Hours: 1-3

Min credits per semester: 1

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded with Option

MNGT 300 Management Essentials For Contemporary Organizations

Prerequisites: Open to non-CoB students. Credit toward the degree cannot be earned in both MNGT 300 and any of the following: MNGT 301 or MNGT 301H

Notes: Students who complete MNGT 300 prior to declaring a Business Major may substitute MNGT 300 for 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

Prerequisite for: MNGT 342; MNGT 430; MNGT 475; MNGT 475H, RAIK 476H

MNGT 301 Introduction to Management

Prerequisites: 12 hours credit, MNGT 101/101T (or 101T concurrent). Credit toward the degree cannot be earned in both MNGT 300 & any of the following: MNGT 301 or 301H

Notes: Students who complete MNGT 300 prior to declaring a Business Major may substitute MNGT 300 for MNGT 301. 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 430; MNGT 461; MNGT 463; MNGT 464; MNGT 475; MNGT 475H, RAIK 476H

MNGT 301H Honors Introduction to Management

Prerequisites: Open to CoB Honors Academy students; 12 hours credit, MNGT 101/101T (or 101T concurrent). Credit toward the degree cannot be earned in both MNGT 300 & MNGT 301 or 301H.

Notes: Students who complete MNGT 300 prior to declaring a Business Major may substitute MNGT 300 for MNGT 301. 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 430; MNGT 461; MNGT 463; MNGT 464; MNGT 475; MNGT 475H, RAIK 476H

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 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**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. Credit toward the degree cannot be earned in MNGT 360 and MNGT 360H.**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 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:** AECN 416; 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 391 Special Topics****Description:** 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 with Option

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:

Max credits per semester: 3

Max credits per degree: 6

Grading Option: Graded with Option

Experiential Learning: Internship/Co-op

MNGT 396 Independent Study

Prerequisites: Permission of department chair

Description: Faculty-supervised independent study

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 396H Honors: Independent Study

Prerequisites: Good standing in the University Honors Program or by invitation; permission of department chair. Credit toward the degree cannot be earned in both MNGT 396 and MNGT 396H.

Description: Faculty-supervised independent study

Credit Hours: 3-6

Min credits per semester: 3

Max credits per semester: 6

Max credits per degree: 12

Grading Option: Graded with Option

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 430 Human Resource Analytics

Prerequisites: MNGT 300 or MNGT 301; ECON 215 or equivalent

Description: An introduction to common analytical approaches used in human resource management. Various methods and analyses are helpful for HR professionals to evaluate questions and issues. Use real-world data to learn statistical techniques that are often used to interpret HR-relevant organizational situations and effectively communicate empirically-based solutions to decision-makers.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

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 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**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. Primary 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/SPR**MNGT 475 Business Strategies****Prerequisites:** Open to CoB majors, 2.5 GPA, ACCT 201 & 202, BSAD 261, ECON 211 & 212, FINA 361, MNGT 301, MRKT 341, SCMA 331, SCMA 350, or equivalent**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 475H Honors: Business Strategies**Crosslisted with:** RAIK 476H**Prerequisites:** Open to CoB Honors and Raikes students, 2.5 GPA, ACCT 201 & 202, BSAD 261, ECON 211 & 212, FINA 361, MNGT 301, MRKT 341, SCMA 331, SCMA 350, or equivalent. Credit toward the degree can only be earned in: MNGT475, MNGT 475H or RAIK 476H.**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