MGT 0500. High-Performance Management. 3.9 Hours.
Designed to assist managers in becoming more effective and provides real-world solutions to common business problems. Managers must balance demands of resource allocation, make difficult decisions, adjust priorities on a moment’s notice, all while keeping their eyes on short- and long-term goals of the organization. Topics include the foundations of high-performance management and leadership, individual and organizational barriers to high performance, optimizing interpersonal intelligence in the workplace, optimizing productivity and work/life balance, employee assimilation, leading high performance teams, strategic planning and goal-setting, leveraging performance management to achieve corporate goals, running effective meetings, successfully managing change, elective consulting skills, and high-impact presentation techniques and skills.

MGT 0501. Supervisor Development. 3.6 Hours.
Offers new supervisors or existing managers an opportunity to obtain the essential skills and tools needed to be successful on the job. Topics include making the transition from worker to manager, communication, influencing without direct authority, hiring the right employee, managing performance, coaching and motivation strategies, managing conflict, building effective work teams, and time and task management. Supervisors today must have more than just exceptional technical knowledge in their industry. They need the interpersonal skills necessary to manage a diverse workforce, coach and mentor employees to perform to their potential, and learn the balance of delegating vs. doing.

MGT 0503. Biotech Management Certificate. 8.4 Hours.
Covers general management skills for students in the biotech field. Offers students an opportunity to experience and utilize skills back at their workplace. Includes project management, leadership, teamwork, accounting and finance, presentation skills, technical writing, patents, and intellectual property and ethics.

MGT 0504. Business Management Certificate. 3.6 Hours.
Offers students an opportunity to evaluate and strengthen their current business practices and to learn to adapt to the challenges of current business situations. Every manager should have a basic set of skills in their tool kit. Once those skills are mastered, it is essential for managers, whether functional or operational, to focus their skill development in business management. Uses minilectures, class discussion, experiential exercises, and feedback to cover the most compelling questions of business and create a clear pathway of action for applying learning toward real-world solutions to common business problems.

MGT 0505. Biotech Management Certificate. 5.6 Hours.
Covers general management skills for students in the biotech field. Offers students an opportunity to explore management topics and provides time for participants to experience and utilize these new skills back at their workplace. Topics include presentation skills, accounting and finance, project management, team building, strategic planning, business writing, and leadership.

MGT 0506. Supervisor Development. 1.8 Hour.
Offers new supervisors or existing managers an opportunity to acquire the essential management skills and tools needed to be successful on the job. Supervisors today must have the interpersonal skills to manage a diverse workforce, to improve and maximize employee performance, and much more. Designed to provide new supervisors or existing managers with the essential management skills and tools needed to be successful on the job.

MGT 1100. Introduction to Business. 3 Hours.
Offers students an opportunity to develop a business vocabulary, refine business decision-making skills, and foster critical and analytical thinking. Examines key external factors that influence business development, namely political, economic, legal, social, and technological forces. Explores the internal organization of business, analyzing major issues associated with the key management functions of marketing, strategy, finance, accounting, information systems, and operations.

MGT 1990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

MGT 2100. Principles of Management. 3 Hours.
Examines historical changes in workforce composition and the many effects of globalization, technological change, and new workforce arrangements. Offers students an opportunity to apply critical thinking to topics related to the managerial tasks of planning, organizing, leading, and controlling. Emphasizes discussions on diversity in organizations, social responsibility, managerial ethics, and the impact of globalization.

MGT 2210. Information within the Enterprise. 3 Hours.
Addresses the central role of information management (IM) and information technology (IT) systems in running and managing a business and in infusing it with competitive advantage. Business leaders must have ready access to timely, accurate, and relevant information if they are to manage and compete effectively in the global economy. Explores how a wide range of enterprises around the world employ IM to operate, to manage and control, and to plan and innovate. Focuses on real business issues, analysis and problem solving, and out-of-the-box thinking in creating value to the enterprise by effectively applying IM and IT. Rather than focusing on specific technical content or skills, this course is entirely case driven.

MGT 2220. Supply Chain Management. 3 Hours.
Explores the basic concepts of managing a supply chain that produces goods and/or services. Offers students an opportunity to examine the fundamental functions and processes of a fully integrated supply chain, identify the key business and economic drivers of supply chain performance, and understand the strategic decisions that enable a supply chain to directly support business objectives. Topics include basic functions within a supply chain—planning, sourcing, forecasting and demand planning, manufacturing, inventory management, logistics, just-in-time (JIT), lean, Six Sigma, outsourcing, and sustainability.

MGT 2310. Organizational Behavior. 3 Hours.
Studies psychological, sociological, and organizational theories and principles underlying interpersonal communication in the organization. Through written analysis of case studies and role-playing, offers students an opportunity to analyze the impact of varying organizational decisions and dynamics on employee and management behavior. Discusses how embracing human differences and implementing diversity initiatives contribute to both organizational performance and the advancement of the society as a whole.

MGT 2330. Business Law. 3 Hours.
Examines and applies principles, practices, and current issues facing organizations as related to attracting, selecting, motivating, and keeping the most talented organizational members in today’s competitive environment. Focuses on human resource management strategy, organizational staffing, employee and labor relations, and organizational safety and security. Emphasizes current legal considerations and issues.
MGT 2820. Operations Management. 3 Hours.
Studies the flow of inputs of people, materials, information, and technology as they are transformed into useful goods and services. Topics include types of production processes, process flow analysis, capacity analysis, inventory, and quality management. Emphasizes problem formulation, managerial implications, and the impact on operations strategy.

MGT 2990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

MGT 3220. International Business. 3 Hours.
Focuses on the principles and practices of international business, comparing domestic and international activities and managerial responsibilities. Examines the major facets of the international management environment (legal, political, economic, and cultural). Explores international strategies by assessing the main factors determining success and failure of international companies. Offers students an opportunity to describe and compare domestic and international management operations and issues such as managing a multicultural workforce, designing and executing global marketing strategies, designing global products and services, and managing global R&D.

MGT 3444. Resource Planning and Scheduling. 3 Hours.
Focuses on techniques for material and capacity scheduling. Topics include detailed coverage of enterprise resource planning (ERP), capacity requirements planning (CRP), inventory management practices, and procurement and supplier planning. Analyzes techniques and practices of inventory management, the mechanics of the detailed material-planning process, operations planning to support the priority plan, planning procurement, and external sources of supply.

MGT 3451. Purchasing. 3 Hours.
Addresses the strategic and operational role of purchasing and its impact on the supply chain. Topics include organization of the function, procedures, supplied selection, negotiation, buyer-supplier relationships, quantity, quality, and cost/price considerations for the purchase of goods and services.

MGT 3990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

MGT 4210. Project Management. 3 Hours.
Focuses both on the analytical tools to manage projects as well as the people-management tools necessary for project success. Examines the entire process of implementing a project, from project definition to the evaluation of feasibility, scheduling, quality criteria, and financial and budgetary factors. Offers students an opportunity to apply contemporary management techniques based on Project Management Institute (PMI) current practices and to become familiar with current software options.

MGT 4220. Innovation and Change Management. 3 Hours.
Offers students an opportunity to discuss and apply principles, tools, and methods to successfully implement change and innovation within organizations. The use of multiple perspectives to assess organizational performance seeks to ensure that students are not trapped by a “one-best-way” approach to change management. Discusses strategies to design, implement, communicate, and sustain change; techniques for mapping and assessing when and where change is needed in an organization; organizational development techniques; as well as barriers and enablers to fostering an environment conducive to change and innovation.

MGT 4230. New Venture Creation. 3 Hours.
Examines the theory and practice of developing and managing innovations in startups and in already established firms. Offers students an opportunity to apply frameworks, strategies, business models, idea-generation techniques, and funding methods for introducing new products and services. Examines such topics as the creative process, the formulation of a business plan, and the execution of the plan itself.

MGT 4850. Business Strategy. 3,4 Hours.
Examines how companies in different industries choose goals and strategically position themselves in the business environment. Examines the total management process from planning to execution. Offers students an opportunity to critically reflect about issues, including long-term planning, corporate social responsibility, diversification, and building dynamic capabilities through the application of strategic frameworks. As a capstone course, it relies on and combines skills from several business disciplines—marketing, finance and accounting, organizational behavior, operations, and management information systems.

MGT 4896. Experiential Education Directed Study. 1-4 Hours.
Draws upon the student’s approved experiential activity and integrates it with study in the academic major.

MGT 4950. Seminar. 1-4 Hours.
Offers an in-depth study of selected topics.

MGT 4955. Project. 1-4 Hours.
Focuses on in-depth project in which a student conducts research or produces a product related to the student’s major field. May be repeated without limit.

MGT 4983. Topics. 1-4 Hours.
Covers special topics in management. May be repeated without limit.

MGT 4990. Elective. 1-4 Hours.
Offers elective credit for courses taken at other academic institutions. May be repeated without limit.

MGT 4991. Research. 1-4 Hours.
Offers students an opportunity to conduct research under faculty supervision.

MGT 4992. Directed Study. 1-4 Hours.
Offers independent work under the direction of members of the department on a chosen topic.

MGT 4993. Independent Study. 1-4 Hours.
Offers students an opportunity to undertake special research.

MGT 4994. Internship. 1-4 Hours.
Offers an opportunity for students to obtain supervised professional experience (related to course work) at an on-site location.

MGT 4995. Experiential Management Practicum. 3 Hours.
Offers students an opportunity to test-drive a potential career, acquire marketable skills, and practice typical obligations of the professional work environment. Students apply knowledge and skills gained through their management degree program to work on challenging short-term projects under faculty supervision. Students are matched with discipline-specific consulting projects provided by a wide range of sponsoring organizations in the private and nonprofit sectors. Examples of projects include developing a project plan, conducting market research, and developing and delivering managerial recommendations to sponsoring organizations. Requires an application process through the experiential network platform.