MANAGEMENT - MGT

MGT 502 Leadership in Organizational Behavior 3 Credits
This course is designed to enrich students’ understanding of behavior in organizations. Course study draws on the behavioral and social sciences to explore organizational phenomena in terms of individuals, groups and total organizational systems. The course stresses the role leadership plays in creating effective organizations, meeting employee needs, managing power relationships and revealing meaning in contemporary organizations.
Offered: every fall, spring, & summer.

MGT 507 Operations Planning and Control 3 Credits
Operations management involves the planning, coordinating and executing of all activities that create goods and services. The subject matter includes, but is not limited to, productivity, competitiveness, operations strategy, quality management, facility layout, new technologies, inventory management, just-in-time, demand and capacity planning within the firm.
Prerequisite: ECO 503.
Offered: every fall, spring, & summer.

MGT 510 Managerial Environment and Ethics 3 Credits
Relationships of business and society with an emphasis on management and the integration of ethics and social issues in daily business practices.
Offered: occasionally.

MGT 512 Principles of Management 1.5 Credits
Overview of key management principles and frameworks in planning, organizing, leading and controlling an organization. Topics covered include, but are not limited to: developing a strategy, ethical decision-making, innovation and change management, managing in a global environment, organizational structures and authority, managing teams and human resources, theories on leadership, motivation and communication, and operations processes, will be introduced.
Offered: every fall, spring, & summer.

MGT 582 Doing Business in Latin America 3 Credits
This course is designed to provide an introduction into the Latin American business environment and its impact on management practices. Latin America is a region of resource-rich, with rapidly developing economies with enormous potential for business. Some Latin American countries have experienced, and still are undergoing, drastic political and economic transformation. This course will help students understand the opportunities and business potential as well as risks and barriers of doing business in Latin American countries. This course uses cases that focus on managerial aspects relevant to investment, risk management, and Latin America cultural issues.
Offered: occasionally.

MGT 605 Organizational Behavior 3 Credits
As individuals who are working or expect to work in organizations, and those potentially interested in management positions, exploring and understanding the multitude of ways employees behave in organizations is vital. As noted in our textbook, “the people make the place” (section 1.1). As a current and/or future decision maker in an organization, improving your managerial skills is critical. In fact, Peter Drucker has written that as individuals move up the organizational ladder, human relations skills (leadership, teamwork, motivation, etc.) become paramount. This course will sharpen your knowledge about how to become a better manager/leader by helping you understand yourself and the behaviors of employees within organizations. We accomplish this by concentrating on three different perspectives: individuals in the organization, groups in the organization, and the organizational system.
Offered: every fall, spring, & summer.

MGT 607 Operations Management & Sustainability 3 Credits
Operations management involves the planning, coordinating and executing of all activities that create goods and services while taking into account the Triple Bottom Line. This course will examine the economic, environmental, and social impacts of decision-making in the following areas: operations strategy, process strategy, quality management, facilities layout, inventory management, lean systems, and demand and capacity planning.
Offered: every fall, spring, & summer.

MGT 633 Global Logistics and Transportation 3 Credits
Organization of export and import operations in support of marketing, distribution, production and other global business functions, freight forwarding, shipping procedures and selecting transportation modes and documentation. Special attention is given to the logistics of humanitarian relief and the efforts of Catholic Relief Services and other global agencies.
Prerequisite: MBA 507 or MGT 507 and MBA 506 or MGT 506.
Offered: every spring.

MGT 641 Human Resource Management 3 Credits
This course examines the critical functions and roles of human resource management (HRM) in complex organizations. Topics include the legal implications of HRM, job analysis and design, HR planning, recruitment and selection, training and development, performance management, compensation and benefits, and employee and labor relations. Most significantly, the course looks at managing people and the employment relationship from a strategic perspective.
Prerequisite: MBA 502 or MGT 502 or MBA 825.
Offered: every fall & spring.

MGT 642 Global Supply Chain Management 3 Credits
Supply Chain Management addresses the integrated management of the set of value-added activities from product development, through material procurement from vendors, through manufacturing and distribution of the good to the final customer. The course will address inventory movement within the supply chain, network configuration and location, capacity and demand management, the value of information, strategic alliance, new product development and technology and information impact in a global environment.
Prerequisite: MBA 507 or MGT 507 or MBA 843.
Offered: every fall.

MGT 645 Fundamentals of International Business 3 Credits
This course introduces students to the aspects of business that change when an international border is crossed. Students examine the functional areas of business -- accounting, finance, economics, marketing and management -- and develop an understanding of the nature of competition in this complex environment.
Offered: fall.

MGT 649 Labor Relations 3 Credits
This course introduces the student to the development, structure and process of labor relations in the United States. While the main focus will be on the private sector, some attention will be paid to the public sector, especially in the areas of the law and dispute settlement. Topics covered are labor history, labor law, union administration, the organizing process, collective bargaining, contract administration, labor disputes and their resolution, labor-management cooperation, and current issues. Prerequisite: MBA 502.
Prerequisite: MBA 502 or MGT 502.
Offered: occasionally.

MGT 651 Corporate Entrepreneurship 3 Credits
Corporate Entrepreneurship.
Offered: occasionally.
MGT 653 History of American Capitalism  3 Credits
This course examines how business leaders and others have responded over time to the environment in which their organizations are embedded. Among these external forces are the political and legal systems, culture, labor and consumers. The focus of this course will be on US Business History from the late 18th century to the present. Larger themes include the development of the business firm—from small to large—business-government relationships (the legal and regulatory system), work relations, consumer culture, the financial system, and other related topics.
Offered: occasionally.

MGT 664 Global Marketing Strategy  3 Credits
This course provides students the opportunity to deepen their understanding of the design and implementation of a global strategy by concentrating on the decision areas most impacted by a firm’s activities in the global marketplace. The course first explores how decisions on product, pricing, promotion and distribution are shaped by the international environments. Those decision areas are then integrated into an overall global strategy.
Offered: occasionally.

MGT 666 Negotiation Theory & Practice  3 Credits
Explores formal and informal ways that managers negotiate differences. The course considers negotiation with peers, supervisors, subordinates, suppliers, customers, outside agencies and others as a key managerial process and a component of effective leadership. It takes a broad view of negotiations, examining the links between effective negotiation processes and influence, communication and relationship-management. We will examine research and concepts developed in a number of academic fields, and look closely at personal skills and experiences. The course requires intense involvement in negotiation simulation exercises, and thoughtful application of theory and research.
Offered: occasionally.

MGT 667 Negotiation Theory & Practice  3 Credits
Explores formal and informal ways that managers negotiate differences. The course considers negotiation with peers, supervisors, subordinates, suppliers, customers, outside agencies and others as a key managerial process and a component of effective leadership. It takes a broad view of negotiations, examining the links between effective negotiation processes and influence, communication and relationship-management. We will examine research and concepts developed in a number of academic fields, and look closely at personal skills and experiences. The course requires intense involvement in negotiation simulation exercises, and thoughtful application of theory and research.
Offered: occasionally.

MGT 668 IT Tools & Supply Chain Management  3 Credits
The course is intended to provide the graduate business student with an understanding of key concepts and range of automated tools employed in solving supply chain management problems. MS Excel is stressed.
Prerequisite: MBA 506 or MKT 506.
Offered: occasionally.

MGT 669 Multicultural Leadership  3 Credits
This course emphasizes the understanding of the skills that ethical and effective global business leaders need to have in order to manage the multiple cultural environments of international corporations. Students are tasked with the design of global leadership development programs for Graduate Business Programs and Corporations in order to demonstrate their understanding of the skills sets required.
Offered: every summer.

MGT 673 Comparative Management  3 Credits
This course emphasizes the students’ development as international managers and their understanding of the various environments within which they will be competing. Students study the impact of culture and value differences on the functional aspects of management -- communication, negotiation, decision making, control, and human resources -- and develop strategies for managing them in the international marketplace.
Offered: every spring.

MGT 680 International Business Seminar  3 Credits
Two to three weeks of travel in Europe, either between the fall and spring semesters or in the summer. Gives exposure to the international business environment and to business practices outside the U.S.A. Each of these trips involves programmed visits to international businesses, government agencies, and/or nonprofit organizations, as well as substantial free time. Contact the Management/Marketing department at 888-2640 for details of each trip. The course grade depends on the student’s participation in question and answer sessions at the presentations as well as the quality of a paper to be written upon the student’s return.
Offered: every spring.

MGT 686 Doing Business in the European Union  3 Credits
This course is designed to prepare students to do business in the EU. Students examine the forces leading to the development and the implementation of the unique economic and political unit called the European Union. Students use their understanding of the history and the current issues impacting the continuing development of the European Union to develop strategies for doing business in the European Union.
Restriction: includes a one-week field experience in Europe during spring break.
Offered: every spring.

MGT 690 Strategic Management and Leadership  3 Credits
Strategic Management can be characterized as a set of managerial decisions and actions that determines the long run performance of a corporation. It includes environmental scanning (external and internal to the corporation), strategy formulation, strategy implementation and evaluation and control. Using cases drawn from actual business situations, the course develops skills in (1) diagnosing the overall condition of a company or organization, with emphasis on its financial situation; (2) perceiving and analyzing evolving environmental trends, seeking new opportunities for the organization and new threats against it; (3) understanding those specific company skills that give it advantages over the competition and weaknesses that hinder its competitive position; (4) identifying and evaluating the strategic alternatives that are feasible for a given situation; (5) matching skills with opportunities, and relating them to one or more strategic alternatives in determining strategy and setting objectives; and (6) developing detailed policies and plans, and implementing them. The study of strategic management, therefore, emphasizes the monitoring and evaluating the external opportunities and threats in light of a corporation’s strengths and weaknesses.
Prerequisite: MBA 504, MBA 506, MBA 507, MBA 508, OR ECO 504, MKT 506, MGT 507, FIN 508.
Offered: every fall, spring, & summer.

MGT 699 Management Independent Study  3 Credits
Management Independent Study
Offered: occasionally.
MGT 825 Leadership in Organizational Behavior  
This course is designed to enrich students’ understanding of behavior in organizations. Course study draws on the behavioral and social sciences to explore organizational phenomena in terms of individuals, groups and total organizational systems. The course stresses the role leadership plays in creating effective organizations, meeting employee needs, managing power relationships and revealing meaning in contemporary organizations.  
Offered: every fall.

MGT 847 Operations Planning and Control  
Operations management involves the planning, coordinating and executing of all activities that create goods and services. The subject matter includes, but is not limited to, productivity, competitiveness, operations strategy, quality management, facility layout, new technologies, inventory management, just-in-time, demand and capacity planning within the firm.  
Prerequisite: ECO 822 OR ECO 503.  
Offered: every spring.

MGT 890 Strategy Management and Leadership  
Students complete this course before MBA 897. The course lays the foundation to developing strategies for successful business operation and hands-on business analysis focusing on problem solving; student teams work with current business problems using analytical tools and skills developed from other courses. Students in One Year MBA Program only  
Prerequisite: ECO 822, ECO 823, ACC 824.  
Offered: every spring.

MGT 897 Strategic Management & Leadership  
Developing strategies for successful business operation and hands-on business analysis focusing on problem solving; student teams work with current business problems using analytical tools and skills developed from other courses.  
Offered: every summer.