

# MANAGEMENT - MGT

## MGT 101 Introduction to Management 3 Credits

Overview of the managerial functions and processes, including planning, organizing, leading and controlling, addressed from behavioral, economic, historical, and other perspectives. Restricted to Business majors and/or minors, and Sport Management majors

**Offered:** fall & spring.

## MGT 325 Operations Analysis for Business 3 Credits

Production/operations management and management science. Decision areas include Operations strategy, process management, quality management, facilities layout, inventory management, aggregate planning and just-in-time systems. Problem-solving techniques include forecasting, linear programming and decision analysis. This is NOT a MGT elective.

**Prerequisite:** MAT 106 or equivalent (or permission of the instructor).

**Offered:** fall & spring.

## MGT 337 Special Topics in Management 3 Credits

Special topics in management

**Prerequisite:** MGT 101.

**Offered:** occasionally.

## MGT 338 Managerial Analytics 3 Credits

Managerial analytics addresses the various frameworks and terminology that managers use in business analytics and in decision-making. Various quantitative techniques and software programs to assist them in decision-making through descriptive, predictive and prescriptive analytics will be reviewed.

**Prerequisite:** ECO 255.

**Offered:** every fall.

## MGT 353 History of American Capitalism 3 Credits

This course explores the development of American capitalism and business system in the United States from Colonial America to the present. Major themes will include the development of the business firm, business-government relations, marketing and advertising, employment relations, and the financial system. Key figures in business and their contributions also will be explored. The study of history will help students gain a richer understanding of the complexities of the business system and help to prepare them for the future as business professionals.

**Offered:** occasionally.

## MGT 360 Organizational Behavior 3 Credits

Organizational functioning at the individual, group, and system levels. Topics include social perception, communications, leadership and motivation, and organization design. Course includes experiential practice of related managerial skills.

**Prerequisite:** MGT 101 & sophomore standing.

**Offered:** fall.

## MGT 364 Human Resources Management 3 Credits

Focuses on a firm's human-resources management activities. Topics include contemporary approaches to strategy, staffing, training & development, performance evaluation, compensation and labor and employee relations.

**Prerequisite:** MGT 101 & junior standing.

**Offered:** spring.

## MGT 367 Employee and Labor Relations 3 Credits

Understanding power relationships in the world of work. Formal relationships between management and unions representing employees. Topics include labor history, negotiating, labor/management relations including adversarial as well as labor/management collaboration and managing grievances. Some emphasis on skill development. Counts as a MGT elective.

**Prerequisite:** MGT 360 & junior standing.

**Offered:** occasionally.

## MGT 370 Managerial Environment 3 Credits

MGT 370 provides students with decision making frameworks within which to structure their understanding of the responsibilities and obligations they will have as managers to the multiple stakeholders who entrust them with the ethical and rightful management of the organization. Students are introduced to the theories and principles underlying sound management and then they are tasked with analyzing management challenges, designing fair and equitable evaluations of those challenges and presenting their solutions in a coherent fashion.

**Prerequisite:** MGT 101.

**Fulfills College Core:** Ethics

**Offered:** every fall & spring.

## MGT 373 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 Corporation in order to demonstrate their understanding of the skill sets required.

**Offered:** every summer.

## MGT 430 Sustainability and Supply Chains 3 Credits

Key approaches and issues relating to sustainable operations and supply chain management including analysis of the social and environmental impacts of supply chains, the triple bottom line (people-planet-profit), lean operations, closed-loop supply chains, design for the environment (DFE), remanufacturing, and reverse logistics. Counts as a MGT elective.

**Prerequisite:** MGT 101.

**Offered:** occasionally.

## MGT 433 Negotiation Theory and 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. Counts as a MGT elective. Pre-requisite: MGT 101

**Offered:** occasionally.

## MGT 435 Project Management 3 Credits

Coming from Lynn Fish

**Offered:** occasionally.

**MGT 440 Global Supply Chain Management****3 Credits**

This course examines procurement and outsourcing strategies, network configuration, inventory management, supply chain integration, strategic alliances, international issues, coordinated product and supply chain design, demand forecasting, ERP systems, quality and JIT issues and performance measurement in a global supply chain. Counts as a MGT elective.

**Prerequisite:** MGT 325 or MGT 336.

**Offered:** every fall.

**MGT 446 Managerial Policy and Strategy****3 Credits**

The MGT 446 course provides business students the opportunity to explore ways in which the four core attributes – ethics, justice, diversity, and global awareness – are enacted in strategic decision-making, involving all of the business disciplines – i.e., accounting, finance, management, and marketing – and integrating them into guiding principles for sustainable strategic planning. Cases provide decision-making experiences that integrate all business disciplines into discussions of goals, strategies, policies, planning, and evaluation leading to solutions that reflect explicit consideration of the core attributes.

**Prerequisite:** ACC 201, ECO 101, ECO 102, ECO 255, FIN 201, MGT 101, AND MKT 201.

**Fulfills College Core:** Core Capstone

**Offered:** every fall & spring.

**MGT 451 Corporate Entrepreneurship****3 Credits**

Corporate Entrepreneurship

**Prerequisite:** MGT 101.

**Offered:** occasionally.

**MGT 460 Ethical Power and Influence for Leaders****3 Credits**

Power and influence permeate our everyday lives and are important processes within organizations. Whether it be a company you founded, one you might be working with, or a company you work for, it is vital to understand how power and influence can be used to get things done even if there are barriers in your way. Technical expertise is important, but understanding how to achieve buy-in for your initiatives and goals is vital to your success. This course is about understanding power and influence and learning to use them effectively to achieve your goals. Through self-assessments, you will come to understand your own beliefs and tendencies regarding power and influence. Using this as a starting point, conceptual models are explored to give you real-world approaches in how to use ethical power and influence to become effective leaders. Counts as a MGT elective.

**Prerequisite:** MGT 101 or permission of instructor.

**Offered:** every spring beginning spring 2018.

**MGT 472 Comparative Management Systems****3 Credits**

International business emphasizing institutional and cultural differences. Understanding the nuances of regional differences through social, political, economic, technological, legal and environmental analysis. Development of strategic orientations for doing business within and across many regions, or countries. Project based learning environment.

**Prerequisite:** MGT 101 or permission of instructor.

**Offered:** spring.

**MGT 486 Doing Business in the EU****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.

**Offered:** occasionally.

**MGT 492 Internship in Global Supply Chain Management****3 Credits**

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

**Prerequisite:** student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.

**Offered:** fall & spring.

**MGT 493 Internship in Human Resource Management****3 Credits**

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

**Prerequisite:** student must complete a WSB Internship Application and obtain the approval of a faculty supervisor, department chair, & associate dean.

**Offered:** fall & spring.

**MGT 496 Management Internship****3 Credits**

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

**Prerequisite:** student must complete a WSB Internship Application and obtain the approval of a faculty supervisor, department chair, & associate dean.

**Offered:** fall & spring.

**MGT 499 Management Independent Study****6 Credits**

Counts as an MGT elective. Independent studies require an application and approval by the associate dean.

**Prerequisite:** student must complete a WSB Independent Study Application Form and obtain the approval of a faculty supervisor, department chair, & the associate dean.

**Offered:** fall & spring.