

MANAGEMENT (MGT)

MGT 2604 Legal and Social Responsibilities of Business 3 s.h.

Students will engage in an examination of the legal environment and corporate social responsibility expectations that decision makers must consider in today's business environment. Students will develop an understanding of how these factors can create complex challenges that must be navigated to ensure that organizations act in legally, ethically, and socially responsible ways.

Gen Ed: Social Science 2024.

MGT 2605 Collective Bargaining 3 s.h.

This course examines the legal framework of collective bargaining; the economic, technological and public policy environment influencing collective bargaining; preparation for bargaining; the dynamics of the collective bargaining process; costing wages and benefits; reaching a settlement and avoiding impasse; strikes, lockouts, and pressure tactics; and alternative dispute resolution strategies.

MGT 2606 Contract Administration 3 s.h.

This course examines the elements of effective contract administration including the rights and responsibilities of employees, stewards, supervisors, management, and unions; interpreting and applying contract language: managing the grievance procedure: administering discipline; the role of arbitration; and managing the labor-management relationship.

MGT 3705 Fundamentals of Occupational Safety 3 s.h.

Overview of the broad concepts of occupational safety and health that provide a proper foundation for understanding the basic principles of workplace safety and health programs. Analysis of the regulatory environment including OSHA and Workers' Compensation; the development of safety management programs; the evaluation of workplace hazards; and discussion of the economic, political, and societal implications involving workplace safety and health.

Prereq.: junior standing, 2.5 GPA.

MGT 3715 Managing Employee Relations 3 s.h.

Business success often hinges on an organization's most valuable resource: its employees. In today's dynamic business environment, effective leaders must prioritize positive employee relations practices to foster a workplace that minimizes conflict, enhances employee retention, and promotes satisfaction, all while upholding ethical standards. This course will explore how to develop and implement strategies that support healthy employee relationships, address challenging employment situations, and navigate issues such as labor organizations and current workplace trends.

Prereq.: 2.5 GPA.

Prereq. or Coreq.: MGT 3725.

MGT 3725 Fundamentals of Management 3 s.h.

Position yourself for management and leadership opportunities in your career. This course builds the foundation for developing the knowledge, skills, and mindset needed to succeed as a manager. Students learn how managers plan, organize, lead, and control to help organizations achieve their goals, while examining how organizational structure, culture, and decision-making shape effectiveness. Emphasis is placed on strengthening problem-solving, professional behavior, collaboration, and self-awareness, essential capabilities for contributing on teams today and growing into leadership roles tomorrow. Sophomore standing required.

Prereq.: BUS 1500 (C) or BUS 1500H (C) and 2.5 GPA.

MGT 3735 Communications for Management and Business 3 s.h.

Analyzes communication and information processes as means for coordinating and controlling organizational activities. Analytical writing activities required including a long, formal report.

Prereq.: ENGL 1551, MGT 3725, permission of instructor.

MGT 3750 Fundamentals of Human Resources 3 s.h.

This introductory course provides a comprehensive overview of the fundamental principles of Human Resource Management (HRM). Students will explore key concepts such as individual and group decision-making, motivation, perceptions, and attitudes, and their impact on HR processes. Topics covered include job design, employee selection, organizational development, total rewards, employee relations, and workplace health, safety, and security. This course serves as the first step in a series of HR courses, equipping students with the essential knowledge and skills needed for advanced HR studies.

Prereq.: 2.5 GPA.

Prereq. or Coreq.: MGT 3725 (may be taken concurrently).

MGT 3755 Managing Workplace Compliance 3 s.h.

This course explores current trends, events, and challenges shaping today's workplaces. Students will examine evolving employment laws, compliance requirements, workplace safety, and HR policies, while learning best practices to support ethical and legally sound decision-making in dynamic organizational environments.

Prereq.: 2.5 GPA.

Prereq. or Coreq.: MGT 3725 (C).

MGT 3761 Management Information Systems 3 s.h.

Study of information systems and their interaction with individuals and organizations, providing a basic understanding of hardware, software, and computer technology used in information systems.

Prereq.: 2.5 GPA and junior standing.

MGT 3771 Social Media and E-Commerce 3 s.h.

Businesses rely on social media, digital platforms, and e-commerce to reach customers, build relationships, and create value. This course examines how organizations attract, engage, and convert connected customers through content, customer experience design, social media strategy, and search engine optimization (SEO). Students learn these practices from a managerial perspective, including how to develop insights and make recommendations. Industry-recognized certifications are incorporated to strengthen career readiness.

Prereq.: MGT 3725 OR MKTG 3703, 2.5 GPA.

MGT 3775 Database Management Systems 3 s.h.

Design and management of organizational data resources. Database issues include design, definition, creation, documentation update, maintenance, revision, selection, acquisition, and use. The implementation of the hierarchical, network, and relational models with emphasis on business applications.

Prereq.: MGT 3761 (C or better), 2.5 GPA.

MGT 3789 Operations Management 3 s.h.

Study of current operations management theories and practices with emphasis on direction, planning, and control of production systems. Includes detailed analysis in such areas as materials management, work measurement, quality control, scheduling, maintenance, and forecasting.

Prereq.: BUS 2600, 2.5 GPA.

MGT 4801 Leadership in Business and Society 3 s.h.

Leadership accounts for a significant part of the performance in business, non-profit organizations and government agencies. This course provides a broad understanding of leadership as phenomenon and its impact on the behavior of individuals in organizations and firm performance.

Prereq.: MGT 3725, 2.5 GPA.

MGT 4810 Compensation and Performance Appraisal 3 s.h.

Design and administration of compensation systems. Topics: pay equity, job evaluation, wage and salary structure, merit and incentive programs, benefits packages and compensation legislation. Emphasis on the role of performance appraisal in administration decision making.

Prereq.: MGT 3725, 2.5 GPA.

MGT 4818 Training and Development 3 s.h.

This course will examine the role and processes of employee development in order to maintain a productive workforce and stay competitive in today's environment. It will cover adult learning theories and principles of training and development. It will follow the training and development process from the needs assessment to the training evaluation. The course will also examine the training and development concerns such as maintaining a learning culture, ethical considerations, and future trends.

Prereq.: MGT 3725 (C or better), 2.5 GPA.

MGT 4819 Talent Selection & Acquisition 3 s.h.

The global, competitive business environment of today requires companies to look for every way possible to increase business performance. A key way to do this is by improving employee performance to gain competitive advantage. Having the right employees, in the right jobs, at the right time, will prove to increase business success. Therefore, careful selection of employees for positions becomes key for managers to succeed to at in order to exceed business goals. Employees, who have the talent to do their jobs, have been shown to perform at higher levels. This course includes an intensive analysis of programs used in talent acquisition. It will also include an overview of the human resources planning process, and how this process integrates with overall business planning & success.

Prereq.: MGT 3725 (C or better), 2.5 GPA.

MGT 4820 Supply Chain Management 3 s.h.

This course examines supply chain processes and decisions that enable coordination across functions and partners to achieve global competitive advantage. Students engage in news discussions, experiential learning, and case analyses while building skills with quantitative and analytical tools (e.g., spreadsheets, dashboards, enterprise information systems) to support decision making. Some focus areas include coordination, forecasting, strategic sourcing and global strategy, transportation and logistics, risk and resilience, sustainability, and digital tools for visibility and decision-making. Students develop an appreciation for strong supply chain partnerships and teamwork, which are essential to responding to global challenges, navigating uncertainty, and driving performance.

Prereq.: C or better in BUS 2600, 2.5 GPA.

MGT 4821 Business Process Integration 3 s.h.

This course examines the forces driving enterprise integration as well as the management decisions associated with the design and implementation of enterprise systems. Students successfully completing this course will have thorough understanding of enterprise integration as well as practical experience of configuring and using SAP.

Prereq.: 2.5 GPA.

Prereq. or Coreq.: MGT 3789.

MGT 4822 Scheduling and Inventory Management 3 s.h.

In this course, fundamental concepts of scheduling and inventory control such as loading, sequencing, service scheduling, economic order quantity, supply chain management, etc. will be introduced. Advanced topics e.g., efficient scheduling, delivery systems, contract management, etc. will be explored.

Prereq.: 2.5 GPA and MGT 3725.

MGT 4844 Strategic Human Resource Management 3 s.h.

Capstone course of the human resource (HR) major and should be taken in students' last semester. Purpose is to integrate knowledge within HR and across disciplines in developing and implementing HR strategy. Special focus will be given to developing the proficiencies necessary to serve as an HR consultant, especially in quantifying the impact of HR practices.

Prereq.: 2.5 GPA, OR special approval.

Prereq. or Coreq.: MGT 4810.

MGT 4844C CE Strategic Human Resource Management 3 s.h.

Capstone course of the human resource (HR) major and should be taken in students' last semester. Purpose is to integrate knowledge within HR and across disciplines in developing and implementing HR strategy. Special focus will be given to developing the proficiencies necessary to serve as an HR consultant, especially in quantifying the impact of HR practices.

Prereq.: 2.5 GPA, OR special approval.

Prereq. or Coreq.: MGT 4810.

MGT 4850 Strategic Management 3 s.h.

Analysis of problems and issues faced by organizations operating in today's dynamic environment interspersed with multiple stakeholders. Students integrate concepts and techniques learned from a range of disciplines and apply them to all levels of firms functioning in a wide variety of industries.

Prereq.: MKTG 3703, MGT 3725, FIN 3720, senior standing, 2.5 GPA, and graduation evaluation.

Gen Ed: Capstone 2024.

MGT 4880 Special Topics in Management 1-4 s.h.

Subject matter, credit hours, and specific prerequisites to be announced in advance of each offering.

Prereq.: 2.5 GPA, special approval required.

MGT 4881 Project Management 3 s.h.

Study of project management topics regarding project planning, work breakdown structure, scheduling, PERT/CPM, controlling and managing the costs, resource allocation, project control, and project termination. Includes the environment in which project managers work and its organizational structures: functional, project, and matrix organizations. Computer-based project management software is also introduced.

Prereq.: MGT 3725, 2.5 GPA.

MGT 4882 Seminar in Logistics 3 s.h.

In-depth study of selected topic(s) in logistics. Application to practical logistics problems culminating in a written report and an oral presentation. Intended for students in the logistics minor.

Prereq.: Senior status and completion of 9 s.h. in the minor.

MGT 4883 Project Scheduling and Controlling 3 s.h.

This course will help prepare a student to manage, coordinate, and supervise the planning and scheduling process from concept development through project completion on timely and economic bases. This instruction will help facilities management, project planning; budgeting and cost control; logistics and materials management; personnel management, processes, and techniques; organization and scheduling.

Prereq.: MGT 3725; 2.5 GPA.

MGT 4895 Management Internship 3 s.h.

Offers the student the opportunity to relate theory to practice through on-the-job work experience with participating organization. Mandatory bi-weekly meetings with faculty advisor to insure maximum learning from the experience. Offered all three semesters each year based on the availability of internships. A written evaluation of the job experience is required.

Prereq.: junior standing, 2.5 GPA and special approval required, OR special approval required.

MGT 4897 Management Internship 2 3 s.h.

Offers the student the opportunity to relate theory to practice through on-the-job work experience with participating organization. Mandatory bi-weekly meetings with faculty advisor to insure maximum learning from the experience. Offered all three semesters each year based on the availability of internships. A written evaluation of the job experience is required.

Prereq.: 4895 (B or better), junior standing, 2.5 GPA AND special approval required, OR special approval required.

MGT 4899 Independent Study 1-3 s.h.

Development of a special topic of interest to the student under the direct supervision of a management faculty member. Credit hours vary according to the nature of the project.

Prereq.: 2.5 GPA, special approval required.

MGT 6968 Special Topics in Management 1-3 s.h.

Topics may vary from semester to semester and will be announced along with prerequisites and hours. May be repeated.

MGT 6996 Research Problems 1-3 s.h.

Special research project under the supervision of a graduate faculty member. Credit will be determined in each case in light of the nature and extent of the project.

Prereq.: Fifteen hours of level II MBA courses or permission of MBA director.