

MGMT - Management

Courses numbered 500 to 799 = *undergraduate/graduate*. (Individual courses may be limited to undergraduate students only.) Courses numbered 800 to 999 = *graduate*.

MGMT 662. Managing in Diverse Organizations (3).

Organizations face the challenge of managing employees with diverse backgrounds and talents to provide products and services to diverse customers. Students learn how to effectively build diverse and inclusive companies, how to manage in multicultural work environments, and how to overcome barriers and biases that affect the productivity and well-being of people in organizations. *Course includes diversity content*. Prerequisite(s): junior standing, advanced standing.

MGMT 680. Making Effective Decisions (3).

Improves a student's ability to make effective decisions in their career and in their personal life. This class challenges students to learn and apply an effective decision-making process that makes them aware of factors – such as cognition, emotions, motivations, politics, intuition, ethics and evidence – that influence decision making. Prerequisite(s): MGMT 360, junior standing, advanced standing.

MGMT 681. Strategic Management (3).

Choosing and executing the right strategy at the right time in the right way is the most important element of business success. This is a capstone course which integrates the functional areas of business, including management, marketing, finance, accounting and production. Students learn the tools to develop and implement strategies in organizations. Students are challenged through various projects, simulations and case studies to explore domestic and international policy issues, large and small firms, various sources of competitive advantage, and learn to effectively implement a successful strategy. For undergraduate credit only. Prerequisite(s): DS 350, FIN 340, MKT 300, MGMT 360, senior standing, advanced standing.

MGMT 690. Seminar in Selected Topics (1-5).

An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 690A, 690B). Not all subtopics are offered each semester – see the course schedule for availability. Students enroll in the lettered courses with specific topics in the titles rather than in this root course. Prerequisite(s): junior standing, advanced standing.

MGMT 690AA. Change Management in the Digital Age (3).

Cross-listed as ENTR 690AA. In the dynamic landscape of contemporary business, organizations grapple with challenges that demand an accelerated pace, heightened volume and increased complexity of organizational changes. This course places a significant emphasis on artificial intelligence (AI) and aims to deepen students' comprehension of the challenges, techniques and responsibilities associated with instigating and executing major changes within an organization. Tailored for those aspiring to careers in management consulting, general management, and entrepreneurship or intrapreneurship, the course focuses on preparing individuals for the evolving landscape of business. The course's perspective on change asserts that in today's competitive environment, gaining an edge is not merely about formulating the right strategy but hinges on executing it with greater speed and seamless efficiency than competitors. Consequently, the curriculum centers on the processes involved and explores how change can be most effectively implemented, especially with the increasing dominance of AI. Real-life examples drawn from diverse organizations across various business contexts are dissected in class discussions, emphasizing the intricate nature of initiating and implementing change.

MGMT 690N. How to Manage a Remote (Distributed) Workforce (3).

The course addresses part-time and full-time remote workers, distributed work groups and virtual teams. Topics include: What is the current and future status of remote workforces? What are the benefits to employers and employees? How to communicate and collaborate with remote workers. What engages remote workers? How to measure work product and accountability. How to create trust in a virtual environment. How to handle distractions.

MGMT 690R. Cracking the Code of Power and Influence (1-5).

Integrates foundational theories and practical strategies for inspiring others and creating meaningful impact. Students explore key leadership theories and emotional intelligence (EI) principles, learning how self-awareness, empathy, and relationship-building shape successful influence in personal and professional settings. Students develop strategies for improving emotional intelligence and transformational leadership skills. For undergraduate credit only. *Course includes diversity content*. Prerequisite(s): MGMT 360.

MGMT 690Y. Destructive Behavior in the Workplace (3).

Students review the antecedents and consequences of various types of destructive behaviors that may take place in the work environment. Practical solutions to mitigate these behaviors are discussed. Topics covered in the course include workplace deviance, destructive voice, quiet quitting, workplace politics and destructive leadership.

MGMT 690Z. Contemporary Issues in Global Business (3).

Cross-listed as IB 690N. Covers emerging topics within the field of international business. *Course includes diversity content*. Prerequisite(s): IB 333.

MGMT 803. Business Decision Making and Analysis (3).

A study of business decision making and problem solving methodologies including problem definition, research design, data gathering techniques, analytical techniques, reporting strategies and communication issues. Prerequisite(s): ECON 231 or equivalent, MBA 801 or equivalent.

MGMT 862. Organizational Behavior (3).

The study of individual and group behavior as it impacts organizational effectiveness and employee well-being. Applies concepts such as motivation, personality, job attitudes, interpersonal relations, teams, organizational culture and leadership/influence to organizational settings, emphasizing integration and application of concepts. Prerequisite(s): MBA 801 or equivalent.

MGMT 885. Advanced Strategic Management (3).

An analysis of business problems from a strategic perspective. Builds on prior coursework to focus on a firm's ability to develop a sustainable competitive advantage. Firms studied represent a broad range of manufacturing and service, global and domestic, entrepreneurial and mature issues. Prerequisite(s): to be taken during last semester of student's program, or departmental consent.

MGMT 885G. Global Strategic Management (3).

This course draws from the knowledge base that students accumulate in their accounting, economics, finance, management, operations, IT, and marketing classes. Knowledge from all the business disciplines and students' "real world" experiences are integrated in the course. The course emphasizes strategy formulation and implementation. The perspective taken is that of an organization's general manager. The general manager may be a corporate CEO, a divisional chief executive, the head of an operating unit, or an owner/manager of a small business. This focus will be beneficial to both those that will function as general managers, and those that are and will be functional specialists. Any organizational position requires successful coordination and integration of activities and decisions to achieve organizational goals. Therefore, a

thorough understanding of strategic issues allows functional managers to perform their tasks better.

MGMT 891. Directed Studies (1-5).

Arranged individual directed study in specialized content areas under the supervision of a faculty member. Prerequisite(s): departmental consent.