

MGMT - Management

Courses numbered 100 to 299 = *lower-division*; 300 to 499 = *upper-division*; 500 to 799 = *undergraduate/graduate*.

MGMT 190. Selected Topics (1-3).

An umbrella course created to explore a variety of subtopics differentiated by letter (e.g., 190A, 190B). 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.

MGMT 190D. Business Certificate Completion (0).

After completing the coursework for a business certificate, students enroll in this course to complete the certificate's final reflection paper. Repeatable.

MGMT 360. Principles of Management (3). ▸

Successful managers focus on planning, organizing, leading and controlling. Through these four functions of management, students learn about the relationships between organizational goals, corporate strategy, structure, decision making, leadership, motivation, communication, group dynamics, organizational change and the international dimension of business. This is a Kansas Systemwide Transfer Course. Prerequisite(s): ENGL 101 or ENGL 100.

MGMT 430. Business, Government and Society (3).

For managers to be successful, they need to understand the environment in which their business operates. In this course, students study economic, political, social/cultural, technological, ecological, legal and international elements of the business environment, including business-government relations, social responsibility and business ethics, government regulation, legal frameworks, and international business. Prerequisite(s): MGMT 360.

MGMT 450. Successful Negotiation (3).

Cross-listed as IB 450. Regardless of role or responsibility, title or tenure in an organization, people continually negotiate. The better people understand themselves and the parties with whom they negotiate, the more effectively they negotiate. In this course, students learn bargaining and negotiating principles and skills in a wide variety of settings including everything from simple buyer/seller transactions to multiple-issue/multiple-party/multiple culture negotiations. Students also learn principal differences among cultures and how those differences may affect negotiations. This course is hands-on, applied learning with weekly negotiations, performance assessment and feedback. Prerequisite(s): IB 333, junior standing, advanced standing.

MGMT 460. Designing Successful Organizations (3).

How an organization is structured determines its success. Learn how work can be structured to best accomplish the goals of an organization by exploring the relationships and interactions of strategy, business models, design, technology, systems, processes and the business environment. The course emphasizes frameworks and models that promote change, growth, market responsiveness, innovation and global competitiveness. Prerequisite(s): MGMT 360.

MGMT 462. High Performance Leadership (3).

Learn to more effectively influence others by studying leader styles, vision and mission, objectives, selection, motivation, interpersonal communication, negotiation, conflict resolution, change, teamwork, engagement, morale and attitudes. Prerequisite(s): MGMT 360.

MGMT 462H. High Performance Leadership Honors (3).

Learn to more effectively influence others by studying leader styles, vision and mission, objectives, selection, motivation, interpersonal

communication, negotiation, conflict resolution, change, teamwork, engagement, morale and attitudes. Prerequisite(s): MGMT 360.

MGMT 463. Building Remarkable Teams (3).

"People with teamwork skills!" is one of the most common answers employers give to the frequently asked question, "What are you looking for in employees?" Students learn critical principles and skills about building and managing effective teams by engaging in a service learning project that provides experience they can capture on their resume. Prerequisite(s): MGMT 360.

MGMT 464. Communicating Effectively in Organizations (3).

Examination of the design of organizational communication systems. Includes an introduction to communication models and the analysis of the interpersonal communication process. Prerequisite(s): MGMT 360.

MGMT 481. Cooperative Education (1-3).

Academic program that expands a student's learning experiences through paid employment in a supervised educational work setting related to the student's major field of study or career focus. Repeatable for credit. Prerequisite(s): junior standing, advanced standing, and 2.250 GPA.

MGMT 481N. Internship (1-3).

Complements and enhances the student's academic program by providing an opportunity to apply and acquire knowledge in a workplace environment as an intern. Prerequisite(s): departmental consent.

MGMT 491. Independent Study/Project (1-3).

Courses may be of two general types. The first consists of doing research, readings or other scholarly investigation in a subject area that is coordinated by a faculty member. The topic and scope would be mutually agreeable to the student and the faculty member. The second consists of doing a specific project for an organization, which might require the student to do research. The student may be embedded in an organization (either with or without pay) and under the direction of an organizational representative and a faculty member in order to accomplish a specific project. In either case, the course cannot be used to substitute for a regular departmental course. Repeatable for credit. Prerequisite(s): 2.750 GPA in the academic area, junior standing, advanced standing, departmental consent.

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.