MGT—MANAGEMENT

COLLEGE OF BUSINESS ADMINISTRATION

MGT U301 Legal, Ethical, and Social Issues 4 SH
Focuses on the legal, ethical, social, and economic influences as well as domestic and international cultural factors that affect business. Provides students with a general understanding of the many complexities involved with ethical decision making in the business arena. Enables students to develop a better understanding of moral philosophies and how they apply to business. Topics include the foundations of personal and managerial ethics; the business, government, and society interrelationships; the development of corporate codes of ethics; and the pressures of special-interest groups. Also exposes students to government regulations and legal scenarios that apply to management. Prereq. 64 SH toward degree.

MGT U303 Building Your Management Skills 4 SH
Focuses on skills important to managers by giving students the opportunity to conduct self-assessments, receive feedback, and develop other management skills. Emphasizes experiential exercises and ongoing practice to develop skills in becoming a better team member, presenting, writing, motivating, negotiating, and giving and receiving feedback. Prereq. HRM U201.

MGT U304 Business Law and Professional Ethics 4 SH
Covers business law, professional code of conduct, and the importance of ethical behavior in today’s business environment. Examines legal aspects of commercial transactions and business relationships. Specifically, laws relating to contracts and sale of goods under the Uniform Commercial Code, agency law, and product liability law are discussed. Same as ACC U304. Prereq. ACC U301; ACC concentrators only.

MGT U306 Organizational Change 2 SH
Designed to study organizational change and to examine the internal and external factors that create and facilitate change. Focuses on learning and understanding the dynamics of change management. Students are asked to identify an area for improvement in an organization and to conduct field research by collecting benchmarking or evidence from organizations of the same industry. Students are required to prepare a short persuasive paper to convince their hypothetical or real manager to implement change. The final product should be a rich learning experience for students to identify why, what, and how to implement change in organizations. Coreq. Must be taken concurrently with MGT U308. Prereq. HRM U201.

MGT U308 Introduction to Human Resources Management 2 SH
Designed to help students understand the key areas of human resource management (HRM), comprised of organizational policies and practices and such external factors as government legislation, unions, demographics, competition, and others that influence those practices and policies. Presents students with a general manager’s perspective on HRM that considers human resource management to be the responsibility of all managers, as well as of the organization’s HRM functional area. Topics include strategic HRM, employment laws and employee rights, recruitment, selection, training, development, performance measurement, rewards and compensation, benefits, employee communication, HR information systems, employee and labor relations, unions and collective bargaining, and international HRM. Discusses contemporary HRM issues including workforce diversity, organizational restructuring, globalization, executive compensation, affirmative action, and technology. Coreq. Must be taken concurrently with MGT U306. Prereq. HRM U201.

MGT U320 Negotiation 4 SH
Focuses attention on the strategies and techniques employed in the negotiations process. Includes familiarization with related literature, student role-play, and interaction with professionals involved in private- and public-sector negotiations. Prereq. HRM U201 and 64 SH toward degree.

MGT U404 Competitive HRM Practices 2 SH
Focuses on the strategic role of human resource management; that is, HRM’s contribution to the business strategy. How do HRM principles, policies, and practices increase the competitiveness of organizations? Topics include designing reward systems to foster the behavior you need, building teams that produce great results, helping individuals and organizations learn, building competitive cultures, and understanding the role of HRM in successful organizational change. Coreq. Must be taken concurrently with MGT U406. Prereq. HRM U201.

MGT U406 Leadership Seminar 2 SH
Explores the hallmarks of effective leadership in a wide variety of organizational settings, including not only the top echelon of leaders but also those lower in the hierarchy, who by developing an appropriate skill set can accrue personal power and influence those who outrank them. Designed to help students assess their own leadership style, thereby increasing the likelihood of career success. Coreq. Must be taken concurrently with MGT U404. Prereq. HRM U201.

MGT U410 Legal Aspects of Business 4 SH
Examines the legal aspects of business transactions and business relationships involving contracts and sale of goods under the Uniform Commercial Code, as well as product liability and agency law. Prereq. 64 SH toward degree.
MGT U501 Strategy in Action 4 SH
Provides for the integration and application of administrative theory, knowledge, skills, and experiences for effective strategic performance in an organization. Enables students to acquire a better understanding of the relevance and limitations of business and management concepts and techniques when making and implementing strategic decisions. Prereq. Senior standing; CBA students only.

MGT U510 Advanced Strategic Management 4 SH
Emphasizes the systems designed by managers to facilitate organizational change and effective strategy implementation. Develops a framework for understanding and managing the complex interrelationships that exist among strategy, structure, culture, control systems, and management style, and their impact on the organization's performance, through readings and case discussions. Explores current strategic management issues such as global expansion, corporate renewal, quality assurance, innovation and technology, strategic alliances, project management, and functional perspectives integration, through discussion of current and classic strategic management writings. Prereq. MGT U501 or taken concurrently and senior standing.

MGT U602 Managing in a Digital Economy 4 SH
Examines the legal aspects of business transactions and business relationships involving contracts and sale of goods under the Uniform Commercial Code, as well as product liability and agency law. The course is the honors equivalent of MGT U410. Prereq. Honors program participation.

MGT U604 Managing Legal Liabilities: High Tech 4 SH
Focuses on the legal liabilities of a (fictitious) small biotechnology company intent on developing therapies to inhibit the growth and metastases of cancerous tumors. Many rapidly growing companies in novel industries discover they are subject to unforeseen legal and environmental forces. Managing the risks and legal liabilities for these organizations is made difficult since specific case law may be only emerging in the courts. As this case-based course progresses, we follow the company as it faces numerous potential legal and ethical hurdles. Includes guest appearances from corporate, government, and nongovernment legal, scientific, and managerial personnel. Prereq. Honors program participation.

MGT U606 Cross-Cultural Management through Literature 4 SH
Focuses on helping students develop skills in cross-cultural management using recent articles from business journals as well as short stories from authors around the world. Discusses these stories using the management articles as an analytical framework. Topics include culture shock, repatriation, the meaning of work and personal values, power and authority, status and hierarchy, ethics, and change. Prereq. Honors program participation.

MGT U608 Integrating Academics and Co-op 4 SH
Draws upon cases, case research, library research, field research, and interviewing experts in the field to build a framework for implementing an interdisciplinary curriculum. Student teams conduct library and field research at local universities to identify factors that contribute to or inhibit the implementation of an interdisciplinary curriculum. Factors analyzed include framework, leadership, technology, global, and communications. Prereq. Honors program participation.

MGT U610 Understanding Consulting 4 SH
Focuses on learning about the field of consulting—through both practice and reading. Students assist freshman teams in CBA U101 in the process of developing a business plan, presenting the plan to executives at the end of the course, and increasing their team effectiveness. Examines different types of consulting, selected topics in consulting, and analyzes the consulting industry and its impact on the business community. Prereq. Senior standing and honors program participation.

MGT U612 Consulting Field Practicum 4 SH
Places students in teams under the guidance of assigned faculty to work directly with host organizations to help them analyze, understand, and resolve current problems and issues of concern. Focuses on understanding the industry, identifying and evaluating organizational problems, and providing the organization with actionable solutions. Emphasizes the development of teamwork skills. Culminates with a presentation of each project to the host organization, faculty, and students. Prereq. Senior standing and honors program participation or permission of instructor.

MGT U921 Directed Study 1 SH
MGT U922 Directed Study 2 SH
MGT U923 Directed Study 3 SH
MGT U924 Directed Study 4 SH
Allows students who have received approval to undertake independent study in lieu of any course required in the various concentrations. Students present proposals to an Independent Studies Committee for evaluation and approval. Every proposal requires a detailed outline of the objectives and plan of study and must be accompanied by a supporting statement from the supervising faculty member under whose direction the study takes place. A copy of the final report prepared by the student is presented to the appropriate Independent Studies Committee. Further information about the Independent Studies Program can be obtained from concentration coordinators. Prereq. Permission of instructor.