

COURSES FOR MANAGEMENT

General Business Administration Courses

GBA515 Effective Negotiations

Hours 3

This course will employ negotiations exercises, expert guest speakers and additional readings to help students master negotiation skills.

GBA525 Business Policy

Hours 3

An integrative study of the manager's role as chief strategy maker and chief strategy implementer, using case analysis and management simulation techniques.

GBA526 Competitive Strategy

Hours 3

Examines conceptual tools for the in-depth analysis of industries and competitors; how to build and defend competitive advantages and how to formulate a successful competitive strategy. Usually offered spring semester.

GBA571 STEM Business Honors VII

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Hours 1.5

This course is the seventh in a series of eight STEM Business Honors courses that students take in the STEM Path to the MBA. It is intended to be taken in the fall semester of the students' senior year. It will focus on a year-long (two semester) project.

Prerequisite(s): GBA 371 and GBA 372

University Honors

GBA572 STEM Business Honors VIII

Hours 1.5

This course is the last in a series of eight STEM Business Honors courses that students take in the STEM Path to the MBA. It is intended to be taken in the spring semester of the students' senior year. It will focus on a year-long (two semester) project.

Prerequisite(s): GBA 371, GBA 372, and GBA 571

GBA591 Independent Study

SP

Hours 1-3

Open to all graduate students on an elective basis. This course offers students an opportunity to pursue a course of study that they design according to their own interests. Students may also work on a faculty-directed research project and receive credit.

Special Topics Course

GBA592 Managerial Internship

Hours 3

Open to all graduate students on an elective basis. Through the cooperation of participating organizations, students are exposed to actual management situations and are given an opportunity to apply classroom knowledge to practical decision problems.

GBA596 Capstone Project

Hours 1-3

The course requires the student to apply his/her knowledge of the field of General Business to recognize operational problems in the field. Further, the student must provide evidence of his/her abilities to communicate understanding of the problem, describe the analysis performed and organize this material effectively for both a written report and corresponding oral presentation.

Management Courses

MGT512 Management Presentations

Hours 3

Instruction and practice of information presentation in a business environment. Topics include conference room presentations, media briefings, team presentations, television interviews and audiovisual development.

MGT517 Leadership & Ethics

Hours 3

This course is an overview of leadership theory and models including discussions of ethical issues that corporate decision makers face.

MGT520 Change Management

Hours 3

The major objective of the course is to introduce students to the most recent thinking about strategic change, its drivers, and the techniques that are currently used for its management.

MGT522 Leadership Communication

Hours 3

Analysis of the role of communication in effective leadership for all management situations.

MGT523 Effective Negotiations

Hours 3

This course will employ negotiation exercises, expert guest speakers and additional readings to help students master negotiation.

MGT526 Strategic Analytics

Hours 3

Students learn to design and execute data analysis methods and solutions to support managers in developing organizational strategies grounded in evidence-driven decision-making.

MGT531 Employee Recruitment, Selection, and Placement

Hours 3

A course designed to acquaint the student with a scientific approach to the selection, training, and placement of employees. Validation of selection practices and evaluation of training programs are emphasized.

MGT534 Training and Development

Hours 3

This course examines how organizations expend considerable sums to attract talented employees. Students learn how Training and Development helps employers to motivate employees and tailor their skills sets to organizational needs. The course will focus less on basic training methods and more on advanced topics in workforce development as well as making the case to skeptical executives on the value of these methods.

Prerequisite(s): MGT 301

MGT537 Strategic Human Resources Management

Hours 3

An analysis of methods and techniques used in the management of human resources.

MGT539 Work Flow Analytics

Hours 3

An analysis of the application of advanced data analytic tools to help address human resources concerns.

Prerequisite(s) with concurrency: ST 560

MGT542 Management Communication

Hours 3

Methodology for understanding both written and oral presentations. Students develop a language to use to manage written and oral verbal skills in specific business environments.

MGT552 Project Management and Consulting

Hours 3

Demonstrate communication effectiveness in a business context by completing a team project for a client, using written, oral, visual and interpersonal skills.

MGT556 Data Visualization

Hours 3

This course is designed to teach students the principles behind analyzing data and communicating it visually with Tableau software.

Prerequisite(s): GBA 300

MGT582 New Venture Development

Hours 3

This course provides an opportunity to develop a business plan for a new venture or for expansion of an existing company. Students are expected to acquire skills in evaluating business ventures; to learn alternative financing sources; to develop ideas for differentiating products; and to develop an understanding of what is required to harvest the profits of a growing business.

MGT586 Small Business Consulting

Hours 3

This course is designed to offer education and training in the art of management consulting as it applies to smaller firms. The overall purpose of the course is the acquisition of knowledge and skills that will enable students to provide management advice to entrepreneurs and businesspersons to improve the performance of smaller organizations.

MGT591 Independent Study

SP

Hours 1-6

Open to all graduate students on an elective basis. This course offers students an opportunity to pursue a course of study that they design according to their own interests. Students may also work on a faculty-directed research project and receive credit.

Special Topics Course

MGT592 Internship In Human Resources Management

Hours 3

Open to graduate students with the approval of the chairperson of the human resources management program. Graduate students receive on-the-job experience in human resources management in actual organizational settings, under the joint guidance of the cooperating organizational officials and faculty members.

MGT596 Capstone Project

Hours 1-3

This course requires the student to apply his/her knowledge of the field of Management to recognize operational problems in the field. Further, the student must provide evidence of his/her abilities to communicate understanding of the problem, describe the analysis performed and organize this material effectively for both a written report and corresponding oral presentation.

MGT597 Special Topics

SP

Hours 3

This course is devoted to the study of current topics of interest in management.

Special Topics Course

MGT598 Research In Management

Hours 3

A supervised study of specific issues and problems in management. The course is open to students in their final semester of coursework leading to the completion of a master's degree in management.

MGT599 Thesis Research

Hours 1-6

Thesis Research.

MGT610 Professional Development I

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT611 Professional Development II

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT612 Professional Development III

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT613 Professional Development IV

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT620 Organizational Behavior

Hours 3

A course designed to develop thorough understanding of individual behavior within formal organizations. Consideration is given to a number of important behavioral processes, including learning, perception, attitudinal structuring, conflict, motivation, and social reinforcement. Attention is devoted to the individual's effect on the organization and the way behavior affects the achievement of organizational goals.

MGT621 Organ Behav Group Perf

Hours 3

A study of human interaction and interpersonal behavior within working relationships. Emphasis is given to findings of the behavioral sciences as related to management problems. Theoretical and empirical approaches to issues such as communication, socialization, and role theory are presented.

MGT622 Current Topics in Human Resources Management

Hours 3

A course that gives special attention to the human aspects of problems that arise in technical, social, and organizational arenas faced with the need to change. The course includes detailed analyses of organizations as systems and of organizational leadership, change, and development.

MGT623 Contemporary Issues in Organizational Theory

Hours 3

This course deals with the definition and grouping of work units, the relationships between work units, and the assignment of decision-making authority to units within a contingency framework. Special emphasis is placed on the influence of the external environment on the structure and design of the organization.

MGT625 Foundations of Strategic Management

Hours 3

This seminar provides students with the theoretical foundation necessary to conduct empirical research in strategic management through the study of seminal works and current literature.

MGT633 Entrepreneurship Research

Hours 3

This course offers a systematic overview of the research literature on entrepreneurship. As is the case with the academic field of entrepreneurship, the course takes an interdisciplinary approach, building on research in economics, sociology, psychology, geography, and other academic disciplines.

MGT690 Research Methods I

Hours 3

The purpose of this class is to build skills in the design, conduct and evaluation of research. Students are introduced to the basics of designing studies to test hypotheses and research.

MGT691 Research Methods II

Hours 3

Research Methods II.

MGT698 Research in Management

Hours 3

A supervised study and investigation of specific problems in management. Open to students nearing the completion of coursework for the PhD.

MGT699 Dissertation Research

Hours 1-15

This independent research course partially fulfills required doctoral-level research dissertation hours toward the doctoral degree. Under the guidance of their dissertation advisor, students conduct research toward the completion of their doctoral dissertation. Employing various research techniques and methodologies, students work on theoretical and/or applied research topics with the aim of making a novel contribution to the field.

International Business Administration Courses

IBA550 Global Business

Hours 1-3

A seminar emphasizing the environmental factors affecting international business operations, and studying different economic, social, cultural, legal, and other environmental conditions and their influence on both the formulation and execution of business policy of firms engaged in multinational business.

IBA555 Global Market Management

Hours 3

The object of this course is to investigate the effects of cultural similarities and differences on marketing practices worldwide. Also examined are the effects of market idiosyncrasies on globally oriented products, promotion, pricing, and distribution strategies.

IBA560 Advanced Import/Export Strategy

Hours 3

This course will provide a detailed overview of marketing, management, and logistics issues relative to setting up and operating an import/export firm or engaging in these activities in an existing firm.

IBA596 Capstone Project

Hours 1-3

This course requires the student to apply his/her knowledge of the field of International Business Administration to recognize operational problems in the field. Further, the student must provide evidence of his/her abilities to communicate understanding of the problem, describe the analysis performed and organize this material effectively for both a written report and corresponding oral presentation.

IBA597 Special Topics: Independent Study

SP

Hours 3

This course offers faculty a chance to present topics of interest to themselves and to students with interests in international business.

Special Topics Course