

# Management (MGMT)

---

## Courses

### **MGMT 5213. Business Foundations for Entrepreneurs. 3 Hours.**

Introduction to the fundamental business concepts an entrepreneur needs to know to evaluate and launch a successful new venture. Topic areas include recruitment, selection, motivation and management of employees, market analysis and the marketing mix, financial strategies and accounting for funds, economic considerations, and the management of operations. Prerequisite: Graduate standing.

### **MGMT 5223. Business Leadership and Ethics. 3 Hours.**

Management for a global environment. The class will cover interpersonal workplace skills such as leadership and motivation, along with the management of human capital through well designed recruitment, selection, performance evaluation, compensation, and quality control systems. May be repeated for degree credit.

### **MGMT 5313. Strategic Management. 3 Hours.**

Strategy formulation, strategy implementation, and other topics related to the long-term success of the firm. Includes role of the general manager, international issues, and the impact of management fads on decision making.

### **MGMT 5323. New Venture Development. 3 Hours.**

Focuses on the identification and analysis of new venture opportunities and how entrepreneurs acquire the human and financial resources needed to develop successful businesses. Topics include market analysis, development of products and services, negotiation, developing and executing business plans, and new venture financing. Students are required to complete summer assignments before the course begins in the fall semester. Prerequisite: MGMT 5213 or an undergraduate degree in business or permission of the instructor.

### **MGMT 5363. Innovation & Creativity. 3 Hours.**

This class will provide a framework for developing, assessing and implementing innovations in start-ups and established businesses. Focus is on creative decision making, managing for innovation, strategic analysis of innovations, and implementation of innovations. Aimed at entrepreneurs, brand managers, and managers in industries where innovation is a key strategic capability.

### **MGMT 537V. Global Business. 1-3 Hour.**

Integrated overview of the global business environment and the organizational challenges of a multinational firm. To enhance understanding of the business and cultural environment of prominent emerging markets, the course includes a 2-3 week overseas immersion project to fulfill a predefined goal. Project is integrated with global content upon return.

This course is cross-listed with ECON 537V.

### **MGMT 5391. Business History and Practice. 1 Hour.**

This course provides students with an overview of how businesses evolve over the years, and how they are run today. Using examples from research and practitioner articles, it allows students to learn about hands on concepts such as business models, Integrative Performance, Organization Structure, Competitive Advantage, Value Networks, and Business Obligations in an experiential manner.

### **MGMT 5413. New Venture Development II. 3 Hours.**

A large-scale, real world, 10 week project involving hands-on work addressing issues faced by managers in partnering firms. Corequisite: Instructor consent. Prerequisite: MGMT 5323.

### **MGMT 5602. Introduction to Strategy. 2 Hours.**

An introduction to the value chain concept, the underlying framework of the Managerial MBA program. Topics include the primary value chain activities of inbound logistics, operations, outbound logistics, marketing and sales, and service, as well as the support activities of procurement, technology development, human resource management and firm infrastructure.

### **MGMT 5613. Leadership and Organizational Behavior. 3 Hours.**

Managing in a global workforce, including human resource issues, motivation, performance evaluation, quality concepts, transformational leadership, and selection/recruitment/ development of employees.

### **MGMT 5993. Entrepreneurship Practicum. 3 Hours.**

Hands-on management of an actual on-going business. Students will gain experience working in, making decisions about, and managing a competitive business. Students will be required to analyze the business in a term paper or other integrative assignment. Entrance by application only.

### **MGMT 6011. Graduate Colloquium. 1 Hour.**

Presentation and critique of research papers and proposals. May be repeated for degree credit.

### **MGMT 6113. Seminar in Organizational Behavior. 3 Hours.**

Survey of theoretical and empirical literature in organizational behavior. Stresses critical evaluation of current writing in the field and its integration with prior research. Covers topics relating to motivation, individual differences, job attitudes, social influence processes, and group dynamics. Prerequisite: Admission to a Ph.D. program.

### **MGMT 6123. Seminar in Organization Theory. 3 Hours.**

This Ph.D.-level seminar presents an overview and introduction into organization theory literature. Emphasis on the development of relevant schools of thought, changes in the content of the traditional or 'mainstream' themes, current topics, schools of thought, and future directions are examined. Prerequisite: Admission to a Ph.D. program.

### **MGMT 6133. Seminar in Strategy Research. 3 Hours.**

This Ph.D.-level seminar presents an overview and introduction into the strategic management literature. Emphasis on both the content and process of the extant research. Relevant theory, methods, 'mainstream' themes, current topics, schools of thought, and future directions are examined. Prerequisite: Admission to a Ph.D. program.

### **MGMT 6213. Seminar in Research Methods. 3 Hours.**

Familiarizes students with the principles and techniques underlying research in management and organizations. Issues of basic philosophy of science and research methods are covered. Special attention given to the practical problems of research design, measurement, data collection, sampling, and interpretation in conducting research in management and in organizations. Prerequisite: Admission to a Ph.D. program.

### **MGMT 6223. Seminar in Management Topics. 3 Hours.**

Seminar in special research topics in management. Topics vary depending upon instructor. Prerequisite: Admission to a Ph.D. program. May be repeated for up to 3 hours of degree credit.

### **MGMT 6233. Seminar in Human Resource Management. 3 Hours.**

Provides an overview of major issues in human resource management. Designed to familiarize students with the seminal research in human resource management, and to provide them with the conceptual and methodological tools necessary to do research in the area. Prerequisite: Admission to a Ph.D. program.

### **MGMT 636V. Special Problems in Management. 1-6 Hour.**

Individual reading and research. May be repeated for up to 6 hours of degree credit.

### **MGMT 700V. Doctoral Dissertation. 1-18 Hour.**

Doctoral Dissertation. Prerequisite: Candidacy. May be repeated for degree credit.