MANAGEMENT (MGT)

MGT 2000 - Legal Environment of Business I
Credit(s): 3 Credits
Introduction to the U.S. legal system and to specific areas of the law such as torts, contracts, the law of agency and of business organizations. The course also covers American public law affecting businesses, including securities regulations, antitrust law, consumer protection, employment and environment law. Global and ethical issues are considered throughout.
Attributes: Business Common Body Knowledge

MGT 2930 - Special Topics
Credit(s): 3 Credits (Repeatable for credit)

MGT 2980 - Independent Study
Credit(s): 1 or 3 Credits (Repeatable for credit)
Permission of the department chair.

MGT 3000 - Management Theory and Practice
Credit(s): 3 Credits
Topics covered include management using both classical as well as modern theories of organization; the functions of management, external, and/or environmental aspects bearing on managerial responsibility; development of practical management policy as guides to managerial decision-making and human aspects of management including motivation, workplace equity, and demographic diversity.
Prerequisite(s): Minimum Earned Credits of 30
Attributes: Business Common Body Knowledge

MGT 3100 - Organization Behavior
Credit(s): 3 Credits
A study of interpersonal relations between individuals and groups in an organizational setting. The social environment of the work situation, along with the need of understanding and working with this environment, is emphasized. Problems arising from such relations are analyzed and evaluated.
Prerequisite(s): MGT 3000
Attributes: HR Mgmt Minor Elective, L&HR Mgmt Major Requirement, Entrepreneurship Major Elec

MGT 3200 - Managing Ideas in Entrepreneurial Firms
Credit(s): 3 Credits
The course is intended as a general introduction to the models and applications of entrepreneurship, innovation, and creativity. The course will introduce the three major forms of entrepreneurship-independent (as in self-employment), corporate entrepreneurship, and social venturing. In addition, the course will educate students about the three key elements of modern entrepreneurship: the recognition and creation of opportunities, the development of strategies to realize those opportunities and the packaging of those opportunities for maximum impact in intended markets.
Prerequisite(s): MGT 3000
Attributes: L&HR Mgmt Major Breadth Req, Entreprnrshp Major Ideas Elec, Entreprnrshp Minor Ideas Elec, UUC:Collaborative Inquiry

MGT 3201 - Social Entrepreneurship
Credit(s): 3 Credits
This course is designed to introduce basic concepts and techniques of entrepreneurship applied to promote social good in all three sectors of the economy (for-profit, non-profit and government) to sophomores and juniors. The goal is to help students be better prepared for upper-level entrepreneurship and service leadership courses that build on social entrepreneurship knowledge. The course will cover the fundamentals of entrepreneurship with a particular focus on entrepreneurship in the pursuit of the greater good through charitable efforts, self-sustaining improvement efforts, and institutional efforts with a clear social benefit as part of the organization's mission.
Prerequisite(s): MGT 3000
Attributes: L&HR Mgmt Major Breadth Req, Entreprnrshp Major Ideas Elec, Entreprnrshp Minor Ideas Elec, UUC:Collaborative Inquiry

MGT 3210 - Managing Resources in Entrepreneurial Firms
Credit(s): 3 Credits
Managing Resources in Entrepreneurial Firms (MREF) is intended as the fundamental preparation for entrepreneurship majors in the analysis and management of key resources used to create and sustain firms-financial, human, operational, and legal. Topics will include the life-cycle of the entrepreneurial firm, entrepreneurial leadership, and the human resource function in the small or engaging firm, the analysis of financial and accounting information for daily cash management and the evaluation of business performance, sources of funds for emerging and small businesses, strategies for managing assets, operations, and intellectual property, as well as strategies for growing and harvesting firms.
Prerequisite(s): (MGT 3200 or MGT 3201); MGT 3000; ACCT 2200; MGT 2000
Attributes: Entreprnrshp Major Resources, Entreprnrshp Minor Resources

MGT 3300 - Management of Human Resources
Credit(s): 3 Credits
Overview of contemporary HR problems and practices as related to the management of individual firms; major topics include: employee selection, training and development, personnel appraisal, organizational morale and discipline, compensation administration, employee benefits and services, organizational communication.
Prerequisite(s): MGT 3000
Attributes: HR Mgmt Minor Requirement, HR Mgmt Minor Elective, L&HR Mgmt Major Requirement, Entrepreneurship Major Elec

MGT 3301 - Negotiations and Conflict Resolution
Credit(s): 3 Credits
This course focuses on processes for conducting negotiations and resolving conflicts. The course will introduce different theoretical perspectives and help students understand their own attitudes and aptitudes regarding negotiations and conflict resolution. In addition, students will have the opportunity to put this knowledge into practice and reflect upon the outcomes.
Prerequisite(s): MGT 3000
Attributes: L&HR Mgmt Major Elective, Entrepreneurship Major Elec, Sports Businss Major Elective, Sports Businss Minor Elective

MGT 3400 - Intro to Sports Management
Credit(s): 3 Credits
This introductory course emphasizes basic management principles as they relate to the business of sports. Students are introduced to every aspect of sport business, which includes: ethics, management, marketing, law, media, economics, finance, events, facility management, governance, global industry and other related areas. There is an emphasis on developing and improving communication skills while interacting with senior executives from the industry. An overview is provided with regard to career opportunities in this field.
Prerequisite(s): MGT 3000; Minimum Earned Credits of 60
Attributes: L&HR Mgmt Major Breadth Req, Entreprnrshp Major Breadth Req, Sports Businss Major Requiremt, Sports Businss Minor Requiremt

MGT 3401 - Intercollegiate Athletics Mgmt
Credit(s): 3 Credits
The course will offer extensive management legal theory background and important rules' interpretation, as well as the application on a variety of issues arising in intercollegiate athletics. The student will learn to recognize, approach, and resolve NCAA and Conference rules-related issues. The course will promote the student's ability to deal with problems in intercollegiate athletics and encourage critical thinking and reasoning. As an upper level sports business course member, the student will be challenged to assume a critical stance on the issues under study, and will have to support their stance theoretically, conceptually and practically. MGT-3000 or Instructor approval of Student Athletes with junior status. (Offered in Fall and Spring)
Prerequisite(s): MGT 3000
Attributes: Sports Businss Major Elective, Sports Businss Minor Elective

MGT 3800 - Project Management
Credit(s): 3 Credits
Students in this course will learn that projects are the vehicles to introduce change into complex organizational systems and that managing that process requires business, technical and people skills. A growing number of industries are increasingly using project management as a way to manage organizational goals. Projects may involve disciplines such as information systems, accounting, operations management, marketing, and international business. The general course objective focuses on developing problem analysis/solution development skills related to project definition, planning, scheduling, organizing, managing and closing projects (a.k.a., the project management life cycle).
Prerequisite(s): Minimum Earned Credits of 60; BTM 2000
Attributes: L&HR Mgmt Major Breadth Req, Entreprnrshp Major Breadth Req, Sports Businss Major Elective, Sports Businss Minor Elective, Supply Chain Minor Elective

MGT 3930 - Special Topics
Credit(s): 1-3 Credits (Repeatable for credit)

MGT 3980 - Independent Study
Credit(s): 1 or 3 Credits (Repeatable for credit)
Permission of the department chair.

MGT 4000 - Strategic Management and Policy
Credit(s): 3 Credits
Capstone course to the business program; analysis of cases drawn from companies at different stages in the cycle of economic activities. Students develop approaches to corporate management functions and policy formulation at the top management level and an understanding of the strategic management process; application of the concepts of management, human relations, accounting, marketing, production, economics and financial analysis to real case situations.
Prerequisite(s): (ACCT 2200, ACCT 2220, ECON 1900, ECON 3120, ECON 3140, FIN 3010, IB 2000, MGT 2000, MGT 3000, MKT 3000, OPM 2070, OPM 3050, and BIZ 3000); (ITM 2000, ITM 2010, or BTM 2000); BIZ 4000*; Minimum Earned Credits of 90

* Concurrent enrollment allowed.
Attributes: Business Common Body Knowledge

MGT 4101 - Fundamentals of Leadership
Credit(s): 3 Credits
The purpose of this course is to provide students an opportunity to apply theories of leadership to everyday practice, to understand the history of the study of leadership, to explore the relationship between personal awareness and reflection on growth in their leadership development, and to provide feedback from others on perceptions of the student's leadership effectiveness.
Prerequisite(s): MGT 3100
Attributes: L&HR Mgmt Major Requirement, Entrepreneurship Major Elec

MGT 4102 - Failing Forward: Leadership in Turbulent Times
Credit(s): 3 Credits
This course will create an awareness of the reasons why organizations experience crises and what might be done to identify problems, to avoid potential failure and to transform the organization to enable it to succeed in the future. The symptoms and, more particularly, the causes of failure will be examined in depth, as well as techniques that may be used to identify the onset of difficulties as early as possible. Successful turnaround strategies will more likely be achieved if problems are recognized early.
Prerequisite(s): MGT 3100
Attributes: L&HR Mgmt Major Elective, Entrepreneurship Major Elec

MGT 4103 - Current Problems in Management
Credit(s): 3 Credits
In-depth analysis and exposure to current problems and challenges facing today's manager. Subject matter will vary from semester to semester.
Prerequisite(s): MGT 3100
Attributes: L&HR Mgmt Major Elective, Entrepreneurship Major Elec

MGT 4200 - Business Plan Development
Credit(s): 3 Credits
Involves new business planning and analysis applied to developing and presenting financial and operational plans for new businesses. Topics include competitive analysis, strategic and managerial analyses, securing start-up financing and professional presentation methods. The class also provides interaction with entrepreneurs and local entrepreneurship professionals.
Prerequisite(s): (MGT 3200 or MGT 3201); MGT 3210
Attributes: Entreprnrshp Major Bus Plan, Entreprnrshp Minor Bus Plan

MGT 4301 - Talent Management
Credit(s): 3 Credits
Addresses human resource planning, recruitment policies and practices at all organizational levels, pre-employment selections, interviewing and testing techniques and tools, appraisals and development of employee resources, internal personnel administration and equal employment opportunity affirmative action programs.
Prerequisite(s): MGT 3300
Attributes: HR Mgmt Minor Requirement, L&HR Mgmt Major Elective

MGT 4302 - Compensation
Credit(s): 3 Credits
Addresses the purpose of compensation administration for the attraction of competent employees, retention of these employees, provision of incentives for effective employment and the rewarding of employees according to merit and accomplishment. The course presents the principles and concepts essential to establishing and maintaining adequate and equitable compensation for employees.
Prerequisite(s): MGT 3300
Attributes: HR Mgmt Minor Requirement, L&HR Mgmt Major Elective

MGT 4400 - Integrated Sports Business Planning
Credit(s): 3 Credits
The Integrated Sports Business Capstone ties together the concepts learned in all previous sports business courses and in the general business studies (Marketing, Finance, etc.). It allows students to apply that knowledge to a 'real world' sports business project for a client (team, sponsor, etc.). Because of the non-traditional, project-oriented nature of the course, a heavy emphasis will be placed on team-based, experiential learning.
Prerequisite(s): MGT 3400; (2 courses from MKT 3500, ECON 4500, ITM 3800, MGT 3301, MGT 4401, MGT 4402, MGT 4914, MGT 4403, MGT 3401, and MGT 3800); Minimum Earned Credits of 90
Attributes: Sports Businss Major Requiremt, Sports Businss Minor Requiremt

MGT 4401 - Legal Issues Sports and Entertainment
Credit(s): 3 Credits
This course aims to give the student an in-depth understanding of amateur and professional athletics, and the sports and entertainment industry in general, in relation to the American system of jurisprudence, statutory law, administrative law, constitutional law, and common law. It is intended to familiarize the student with legal concepts and analysis, which will be integral to the student's ability to recognize, approach and resolve sport and entertainment-related legal issues. Answers to legal questions will be pursued through critical thinking and reasoning, especially on matters of policy, legal and political philosophy, with an ultimate goal of gaining valuable insight on issues the student will be called to deal with in his/her ensuing academic and professional life.
Prerequisite(s): (MGT 2000 or PL 1000)
Attributes: Sports Businss Major Elective, Sports Businss Minor Elective

MGT 4403 - Sports Analytics
Credit(s): 3 Credits
Sports analytics refers to the use of data and quantitative methods to measure performance and make decisions to gain advantage in the competitive sports arena. This course is designed to help students to develop and apply analytical skills that are useful in business, using sports as the application area. The course will use extensive hands-on exercises with MS Excel (and its add-ins), Tableau, R, SQLite, and /or Power BI.
Prerequisite(s): OPM 2070
Attributes: Business Analytics Minor Elec, BTM Major Standard Elective, BTM Major AES Elective, Sports Businss Major Elective, Sports Businss Minor Elective

MGT 4500 - Legal Environment of Business II
Credit(s): 3 Credits
Advanced course for students (1) desiring to expand their knowledge of the legal and ethical environment of business and of issues in business law and/or (2) preparing to take the CPA examination. Topics covered include negotiable instruments, secured transactions, debtor-creditor relationships, property law, trusts and wills, business associations and other special topics such as accountants' liability and international legal problems.
Prerequisite(s): MGT 2000
Attributes: L&HR Mgmt Major Breadth Req

MGT 4912 - Entrepreneurship Internship
Credit(s): 1-3 Credits
This course can be used as elective credit. Participants will have the opportunity to develop new skills through experiential learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.
Prerequisite(s): MGT 3000; (MGT 3200* or MGT 3201*); Minimum Earned Credits of 60

* Concurrent enrollment allowed.
Attributes: Entrepreneurship Major Elec, UUC:Reflection-in-Action

MGT 4913 - Leadership & Human Resource Management Internship
Credit(s): 1-3 Credits
This course can be used as elective credit. Participants will have the opportunity to develop new skills through experiential learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.
Prerequisite(s): MGT 3000; (MGT 3100* or MGT 3300*); Minimum Earned Credits of 60

* Concurrent enrollment allowed.
Attributes: HR Mgmt Minor Elective, L&HR Mgmt Major Elective, UUC:Reflection-in-Action

MGT 4914 - Sports Business Internship
Credit(s): 1-3 Credits (Repeatable for credit)
Participants will have the opportunity to develop new skills through experiential learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.
Prerequisite(s): MGT 3000; MGT 3400*; Minimum Earned Credits of 60

* Concurrent enrollment allowed.
Attributes: Sports Businss Major Elective, Sports Businss Minor Elective, UUC:Reflection-in-Action

MGT 4930 - Special Topics
Credit(s): 3 Credits (Repeatable for credit)

MGT 4980 - Independent Study
Credit(s): 1-3 Credits (Repeatable for credit)
Permission of the department chair.

MGT 5930 - Special Topics
Credit(s): 3 Credits (Repeatable for credit)

MGT 5980 - Graduate Reading Course
Credit(s): 1-3 Credits

MGT 6000 - Management
Credit(s): 3 Credits
Course is an attempt to teach a set of skills grounded in behavioral science theory and research that are essential for a successful career in management. It will integrate the management principles of planning, organizing, leading and controlling with the skills necessary to accomplish these principles with people.
Attributes: MBA Breadth

MGT 6003 - Legal, Ethical and Professional Environment of Business
Credit(s): 3 Credits
This course is directed at complex decision-making, requiring recognition and integration of legal, ethical and professional considerations in managing the socially responsible organization. It provides an overview of the relationship of the business organization to the legal system, including various modes of dispute resolution. In addition, the course addresses areas of legal risk and responsibility, encompassing how business is affected by, and interacts with, state and federal laws and regulations.
Attributes: MBA Required

MGT 6006 - Strategy and Practice
Credit(s): 3 Credits
Emphasizes strategic evaluation and the synergies required for effective managerial decision-making through the formulation, implementation, and assessment of cross-functional decisions that enable the achievement of organizational objectives. Utilizes cross-functional and team-based, experiential learning, and is designed around the elements of a strategic plan and specific issues identified by a 'real world' client organization. Discussion and analysis of the strategic concept culminate with the presentation of an existing strategic problem to be addressed by student teams.
Attributes: MBA Required

MGT 6100 - Failing Forward: Leadership in Turbulent Times
Credit(s): 3 Credits
This course should create an awareness of the reasons why organizations experience crises and what might be done to identify problems, to avoid potential failure and to transform the organization to enable it to succeed in the future. The symptoms and, more particularly, the causes of failure will be examined in depth, as well as the techniques that may be used to identify the onset of difficulties as early as possible. Successful turnaround strategies will more likely be achieved if problems are recognized early. (Offered every Fall)
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Management Conc

MGT 6101 - Executive Decision Making
Credit(s): 3 Credits
Oriented toward giving the student insight into the decision-making process in management. The nature of managerial decision-making, the environment for decision-making and the philosophy and selected techniques for decision-making offered modern managers by the management sciences will be considered.
Attributes: MBA Management Conc

MGT 6200 - New Venture Initiation
Credit(s): 3 Credits
The problems of starting a new service or manufacturing business. Entrepreneurship, characteristics of new ventures, raising capital and preparing business proposals.
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Project Managment Conc, MBA Management Conc, MBA Entreprnrshp Conc

MGT 6201 - Corporate Innovation
Credit(s): 3 Credits
This course focuses on the corporate venturing process, which leverages the processes of internal entrepreneurship, working with universities and licensing new technology to promote the continued growth and learning of the organization. Topics include the strategic analysis of growth and innovation opportunities of the firm, reviewing the forms of corporate venturing (new markets, new product, commercialization, M&A, restructuring, etc.), and developing the skills of structuring and managing business innovations in complex existing systems in a manner which is exploratory, integrative, fast-paced, and resource-conscious.
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Project Managment Conc, MBA Management Conc, MBA Entreprnrshp Conc

MGT 6202 - Family Business
Credit(s): 3 Credits
Focuses on the unique challenges facing family business: succession planning, managing change and development, managing role demands and conflicts at the family/firm interface. Students learn fundamental issues facing family firms through readings, lectures by experts, and presentations by members of local family businesses.
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Management Conc

MGT 6204 - Special Topics in Entrepreneurship
Credit(s): 3 Credits (Repeatable for credit)
Designed to bring emerging and varying entrepreneurial business issues and practices before graduate business students so that they may begin to better recognize, create, and capitalize on evolving business opportunities. Guest speakers and readings are supplemented with cases and projects involving 'real and live' entrepreneurial topics for examination of various issues in innovative business planning, corporate ventures, business growth, venture capital, emerging technologies; and other areas of entrepreneurial concern. Course study is intended to emphasize cross functional analysis of rapidly changing business environments to enable identification of entrepreneurial opportunities and the creation and successful management of innovative operations.
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Management Conc

MGT 6209 - Managing Resources in Startups
Credit(s): 3 Credits
This course is designed to help students understand the process and analytic techniques tied to the management of financial and legal resources of the emerging organization. The goals are: (1) to help students understand how to craft and analyze financial statements in support of the startup process and the ongoing management of the firm and (2) recognize the key legal issues involved in the creation and operation of organizations, and the alternatives for handling such issues. The course will focus on the accounting process in emerging organizations, with particular attention to the creation and analysis of financial statements, the models and options for financing emerging organizations, and legal issues including licensing, intellectual property, litigation and contracting in the creation of the firm.
Prerequisite(s): MGT 6200; (ACCT 5010 or (BIZ 6402 and BIZ 6403))
Attributes: MBA Management Conc, MBA Entreprnrshp Conc

MGT 6210 - Advanced Business Plan - New Ventures
Credit(s): 3 Credits
Provides in-depth involvement in the development and presentation of a professional business plan. Topics include competitive analysis, strategic and managerial analysis, securing start-up financing, and professional presentation methods. Selected guest lecturers will include entrepreneurs and entrepreneurship experts from the region.
Prerequisite(s): MGT 6000; (MGT 6200 or MGT 6201)
Attributes: MBA Management Conc, MBA Entreprnrshp Conc

MGT 6300 - Management of Human Resources
Credit(s): 3 Credits
Current topics and problems of human resources and personnel practices. Objectives consist of investigation and discussion of selected topics in recruiting, utilization, conservation, and development of human resources within the context of the individual firm and the labor market.
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Management Conc

MGT 6301 - Employee Performance & Turnover Management
Credit(s): 3 Credits
In this course students will learn advanced conceptual frameworks and practical approaches to managing employee job performance and voluntary turnover. This is a readings-based course with an emphasis on real-world management problem-solving, which assumes some basic human resource management knowledge.
Prerequisite(s): MGT 6000 with a grade of C or higher
Attributes: MBA Management Conc

MGT 6400 - Ethics and Professional Development
Credit(s): 3 Credits
A framework of Ethical Leadership provides the structure of the course, with professional development concepts embedded. The resulting course walks students through their own personal and professional development while considering business ethics as the foundation. The course is framed in three parts (1) Awareness, 2) Decision Making & Intention, and 3) Action.

MGT 6800 - Project Management
Credit(s): 3 Credits
This course provides an overview of the roles, responsibilities, and management methods of the project manager from project concept to closeout and the structure of project management within an organization. Content may include project selection, quality, scope, time, cost, human resources, communications, risk, procurement and integration management. Topics selected are based on the educational requirements for the Certified Associate in Project Management curriculum (CAPM) as prescribed by the Project Management Institute and complement the information technology management curriculum. This course uses techniques such as simulation, team projects, case studies and interactive discussions to facilitate application of the concepts. (Offered occasionally)
Attributes: MBA Project Managment Conc, MBA Management Conc

MGT 6930 - Special Topics
Credit(s): 3 Credits (Repeatable for credit)
Attributes: MBA Management Conc

MGT 6980 - Graduate Reading Course
Credit(s): 1-3 Credits (Repeatable for credit)