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.
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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

MGT 2980 - Independent Study
Credit(s): 1 or 3 Credits (Repeatable for credit)

MGT 3000 - Management Theory and Practice
Credit(s): 3 Credits
Studies 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: Sophomore standing.
Prerequisite(s): Minimum Earned Credits of 30
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 3200 - Managing Ideas in Entrepreneurial Firms
Credit(s): 3 Credits
This 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. Students cannot take both MGT 3200 and MGT 3201.
Prerequisite(s): MGT 3000
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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. Students cannot take both MGT 3200 and MGT 3201.
Prerequisite(s): MGT 3000

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

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
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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
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
Restrictions:
Enrollment limited to students with a semester level of Junior or Senior.

Students in the Schl for Professional Studies college may not enroll.

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)

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. BIZ 4000 and MGT 4000 must be taken concurrently.
Prerequisite(s): (ACCT 2200; ACCT 2220; (DSCI 2070 or OPM 2070); (DSCI 3050 or OPM 3050); ECON 1900; ECON 3120; ECON 3140; FIN 3010; IB 2000; (ITM 2000 or ITM 2010); MGT 2000; MGT 3000; MKT 3000); Minimum Earned Credits of 90
Corequisite(s): BIZ 4000
Restrictions:
Enrollment limited to students with a semester level of Senior.

Students in the Schl for Professional Studies college may not enroll.

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 student's leadership effectiveness.
Prerequisite(s): MGT 3100
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 4102 - 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.
Prerequisite(s): MGT 3100
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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 entrepreneur professionals. A one-hour lab required with the course focuses on entrepreneurial financial analyses and computer applications in new business development and operation.
Prerequisite(s): (MGT 3200 or MGT 3201); MGT 3210
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 4201 - Introduction to Family Business
Credit(s): 3 Credits
Explores family business topics such as growth and expansion, professionalization, succession and family dynamics, conflicts, and relationships relative to the business. Also provides an overview of families who own businesses and profiles of those businesses relative to the stages of business activity.
Prerequisite(s): (MGT 3200 or MGT 3201)
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 4301 - Talent Management
Credit(s): 3 Credits
Addresses human resource planning, recruitment policies and practices at all organizational levels, preemployment 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
Restrictions:
Students in the Schl for Professional Studies college may not enroll.
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
Restrictions: Students in the Schl for Professional Studies college may not enroll.

MGT 4400 - Integrated Sports Business Planning
Credit(s): 3 Credits
The Integrated Sports Business Capstone ties together what you have learned in all previous sports business courses and in your 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, and SPBZ 4910); Minimum Earned Credits of 90
Restrictions: Enrollment limited to students with a semester level of Senior.
Students in the Schl for Professional Studies college may not enroll.

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)

MGT 4402 - Intercollegiate Athletics Management
Credit(s): 3 Credits
The course will offer extensive and 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 sport business course member, the student will be called to assume a critical stance on the issues under study, and will have to support theoretically, conceptually, and practically.
Prerequisite(s): MGT 3000

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 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
Restrictions: Students in the Schl for Professional Studies college may not enroll.

MGT 4501 - Cyberlaw
Credit(s): 3 Credits
This course will focus on the legal and ethical environment relevant to the Internet and E-Commerce. Recent developments, court decisions, federal and state statutes, administrative rulings and the legal literature will be explained and analyzed.
Prerequisite(s): MGT 2000
Restrictions: Students in the Schl for Professional Studies college may not enroll.

MGT 4910 - Management Internship
Credit(s): 1-3 Credits (Repeatable for credit)
This course can be used as elective credit or as concentration credit. Participants will have the opportunity to develop new skills through experimental 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
Restrictions: Enrollment limited to students with a semester level of Junior or Senior.
Students in the Schl for Professional Studies college may not enroll.

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

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

MGT 4914 - Sports Business Internship
Credit(s): 3 Credits
This course can be used as elective credit or as concentration credit. Participants will have the opportunity to develop new skills through experimental learning under the direction of a skilled practitioner. The arrangements for the working relationship must be established prior to the assignment.
MGT 4930 - Special Topics
Credit(s): 3 Credits  (Repeatable for credit)
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 4980 - Independent Study
Credit(s): 1-3 Credits  (Repeatable for credit)
Permission of the department chair.
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 5930 - Special Topics
Credit(s): 3 Credits  (Repeatable for credit)
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

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.

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.

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.

MGT 6060 - 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.

MGT 6080 - 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.

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

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.
Restrictions:
Students in the Schl for Professional Studies college may not enroll.

MGT 6102 - Current Issues in Management
Credit(s): 3 Credits
Comprehensive in-depth analysis of current management problems and issues. Focus of the course will be contemporary topics facing the executive in today's organization and society. Issues will vary, but may include such topics as corporate social responsibility and governance, ethical challenges, corporate culture and organizational politics, and selected workplace issues.

MGT 6103 - Value Based Organizational Design
Credit(s): 3 Credits
The study of organizations is integrated units and subunits that must effectively define and interact with key stakeholder groups in their internal and external environments. Topics will include organizational effectiveness, environmental scanning and management, design and structure, organizational change, communication systems, conflict and politics, stakeholder management, and organizational culture.
Prerequisite(s): MGT 6000
MGT 6104 - Strategic Management  
**Credit(s): 3 Credits**  
**Prerequisite(s):** MGT-6050.

MGT 6105 - Management of Change  
**Credit(s): 3 Credits**  
Discover and discuss change in relation to the complexities of organizational life. In attempting to fulfill this goal, the class takes both theoretical and practical approaches as it seeks to meet both the academic and applied aims of most business and management courses.

MGT 6130 - Value Based Organizational Design  
**Credit(s): 3 Credits**  
The study of organizations is integrated units and subunits that must effectively define and interact with key stakeholder groups in their internal and external environments. Topics will include organizational effectiveness, environmental scanning and management, design and structure, organizational change, communication systems, conflict and politics, stakeholder management, and organizational culture.  
**Prerequisite(s):** MGT 6000

MGT 6140 - 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.  
**Restrictions:** Students in the Schlo Professional Studies college may not enroll.

MGT 6150 - Current Issues in Management  
**Credit(s): 3 Credits**  
Comprehensive in-depth analysis of current management problems and issues. Focus of the course will be contemporary topics facing the executive in today's organization and society. Issues will vary, but may include such topics as corporate social responsibility and governance, ethical challenges, corporate culture and organizational politics, and selected workplace issues.

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 or MBA 6270)

MGT 6201 - Corporate Entrepreneurship  
**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 or MBA 6270)

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.

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

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)

MGT 6220 - 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; (MGT 6200 or MGT 6201)

MGT 6230 - Corporate Entrepreneurship  
**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 or MBA 6270)
MGT 6240 - 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

MGT 6280 - Legal and Ethical Environment  
Credit(s): 3 Credits  
Directed at managerial decision-making, requiring recognition and integration of legal and ethical considerations in managing complex organizations. Introduces students to ethical issues and analytical frameworks as a foundation for an understanding of the legal system and its operations to establish laws and resolve disputes. Looks at the business and organizational impact of state and federal laws and regulations.

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.

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

MGT 6350 - Management of Change  
Credit(s): 3 Credits  
Discover and discuss change in relation to the complexities of organizational life. In attempting to fulfill this goal, the class takes both theoretical and practical approaches as it seeks to meet both the academic and applied aims of most business and management courses.

MGT 6410 - 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

MGT 6500 - Legal and Ethical Environment  
Credit(s): 3 Credits  
Directed at managerial decision-making, requiring recognition and integration of legal and ethical considerations in managing complex organizations. Introduces students to ethical issues and analytical frameworks as a foundation for an understanding of the legal system and its operations to establish laws and resolve disputes. Looks at the business and organizational impact of state and federal laws and regulations.

MGT 6930 - Special Topics  
Credit(s): 3 Credits (Repeatable for credit)

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