

# Management (MGMT)

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## Courses

### **MGMT 198. First Year Seminar. 3 Credits.**

First Year Seminar, topics vary.  
Reserved for New Incoming Freshman.

### **MGMT 370. Data Science for Managers. 3 Credits.**

The course helps students understand the fundamentals of using data to support their decision-making and to visually represent data. Students will develop visualization and decision models designed to effectively communicate the meaning of complex data sets in a business context. Students will also learn how Business Intelligence (BI) is used by organizations to make better business decisions, use fewer resources, and improve the bottom line. Students will learn numerous in-demand technical skills

P: Sophomore standing  
Fall and Spring.

### **MGMT 380. International Business Management. 3 Credits.**

The course takes both micro and macro-level perspectives of organizations and delves into the field of international business. It gives a student a fundamental understanding of the international operating context and looks at strategies, and structures for dealing with the challenges and opportunities arising in global markets.

P: Sophomore Status  
Fall Odd.

### **MGMT 389. Organizational Behavior. 3 Credits.**

A micro organizational behavior course examining motivation, leadership, job satisfaction, learning, group dynamics, and stress in the organizational setting.

P: Sophomore status  
Fall and Spring.

### **MGMT 452. Teams. 3 Credits.**

The course explores the design and management of organizational teams and work groups. It examines the components of effective teams and enhances teamwork skills and expertise. Topics include group composition, goals, processes, team behaviors, team leadership, team performance and technological tools.

P: MGMT 389  
Spring.

### **MGMT 460. Leading Innovation and Change. 3 Credits.**

The course helps students develop skills to lead teams and organizations to achieve innovative outcomes. Students will develop an understanding of the factors that lead to successful management of innovation including overcoming barriers to innovation, leading innovation and developing and nurturing an innovative culture. Students learn how organizations respond to change and how to manage change throughout different organizational levels. They will understand the role of change agents and all aspects of change management including planning and performance, communication structures, and politics, among others.

P: MGMT 389  
Spring.

### **MGMT 461. Diversity in Organizations. 3 Credits.**

The course introduces students to an overview of diversity in business and the issues, challenges, and opportunities presented by this diversity. It focuses on understanding, sensitivity, and appreciation for cultural differences. Students will learn about diversity in all forms including race, ethnicity, gender, religion, sexual orientation, appearance, age, ability and class. Additionally students will learn about the specific behaviors and skills needed to shape an inclusive climate and how to manage diversity as a leader.

P: Junior Status  
Fall Even.

### **MGMT 472. Leadership Development. 3 Credits.**

This course provides a framework for lifelong leadership development to ensure students can make an impact on both personal and organizational success. Students will build their leadership potential by developing critical leadership competencies needed to think strategically, coach and develop organizational talent, lead people through change, and influence people toward mutually beneficial outcomes. An emphasis will be placed on understanding that leadership development is an ongoing process throughout one's career.

P: MGMT 389 and Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5.  
Fall and Spring.

**MGMT 482. Strategic Management. 3 Credits.**

The course focuses on the formulation, selection and implementation of business strategies through assessment of organizational performance; competitive, market and industry analysis; development of strategic positions and identification of strategic opportunities. Students practice strategic thinking for a cross section of business types from small, closely held to corporate, publicly-held, multiple business enterprises. The concepts and ideas of the course are explored through the analysis of case studies.

P: 85-earned credits; ACCTG 202, ECON 203, MKTG 322, FIN 343, and MGMT 389 and Bus Adm major or Acctg major and an overall minimum GPA of 2.5

Fall and Spring.

**MGMT 489. Organizational Culture & Design. 3 Credits.**

A macro organizational behavior course examining organizational environments, structure, power and politics, conflict, innovation, technology, and culture.

P: MGMT 389 and Bus Adm major or minor or Acctg major or minor and an overall minimum GPA of 2.5.

Fall and Spring.