

# 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 298. Independent Study. 1-4 Credits.**

Independent study is offered on an individual basis at the student's request and consists of a program of learning activities planned in consultation with a faculty member. A student wishing to study or conduct research in an area not represented in available scheduled courses should develop a preliminary proposal and seek the sponsorship of a faculty member. The student's advisor can direct him or her to instructors with appropriate interests. A written report or equivalent is required for evaluation, and a short title describing the program must be sent early in the semester to the registrar for entry on the student's transcript. Course is repeatable for credit.

P: fr or so st with cum gpa > or = 2.50; or jr or sr st with cum gpa > or = 2.00.

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: 15 credits completed and an overall minimum GPA of 2.5

Spring.

### **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.

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. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: MGMT 389 and an overall minimum GPA of 2.5

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 and an overall minimum GPA of 2.5

Fall and 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: MGMT 389 and an overall minimum GPA of 2.5

Fall Only.

### **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. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: MGMT 389 and an overall minimum GPA of 2.5

Fall and Spring.

**MGMT 478. Honors in the Major. 3 Credits.**

Honors in the Major is designed to recognize student excellence within interdisciplinary and disciplinary academic programs.

P: min 3.50 all cses req for major and min gpa 3.75 all UL cses req for major.

Fall and Spring.

**MGMT 479. Organizational Culture & Design. 3 Credits.**

A macro-organizational course examining the use of organizational design as a tool for organizing business processes and developing organizational capabilities. The course focuses on organizational environments, structure, power and politics, conflict, innovation, technology, and culture.

P: MGMT 389 and an overall minimum GPA of 2.5

Fall and Spring.

**MGMT 482. Capstone in Business Strategy. 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. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: 95 credits; and ACCTG 202; ECON 202, ECON 203, or ECON 208; MKTG 322 or ECON 303; FIN 343 or ECON 330; MGMT 389 or ECON 485; and Accounting, Business Administration, Finance, HR Management, Management, Marketing, Economics major; and a min GPA of 2.5

Fall and Spring.

**MGMT 495. Teaching Assistantship. 1-6 Credits.**

The student and supervising teacher must prepare a statement that identifies the course with which the assistantship will happen, objectives for the assistantship, and expectations in order to fulfill the course objectives. Students are not eligible to receive credit in both the course they assist the instructor with and the teaching assistantship in the same semester. Typically student has previously taken the course prior to enrollment in the assistantship. Course is repeatable for credit. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.

**MGMT 496. Project/Research Assistantship. 1-6 Credits.**

The student must prepare a research proposal, and both parties should identify the research arrangement and how the student will complete the work to fulfill the course objectives within the assigned term. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.

**MGMT 497. Internship. 1-12 Credits.**

Supervised practical experience in an organization or activity appropriate to a student's career and educational interests. Internships are supervised by faculty members and require periodic student/faculty meetings. Course is repeatable for credit. This course has been identified as a Cofrin School of Business High Impact Practice (HIP) course. HIPs are rigorous courses that include engaging teaching methods such as regular feedback, peer and faculty interaction, structured reflection, and application of knowledge.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.

**MGMT 498. Independent Study. 1-4 Credits.**

Independent study is offered on an individual basis at the student's request and consists of a program of learning activities planned in consultation with a faculty member. A student wishing to study or conduct research in an area not represented in available scheduled courses should develop a preliminary proposal and seek the sponsorship of a faculty member. The student's advisor can direct him or her to instructors with appropriate interests. A written report or equivalent is required for evaluation, and a short title describing the program must be sent early in the semester to the registrar for entry on the student's transcript. Course is repeatable for credit.

P: Junior standing and an overall minimum GPA of 2.5

Fall and Spring.