

MANAGEMENT (MGMT)

MGMT 130 - Dynamics of Global Commerce

Exploration of the challenges of business operations in the global marketplace. Topics discussed include the business, economic, social, and political aspects of the global marketplace. This may include, but not be limited to, topics such as e-commerce, entrepreneurship, sustainability, and business ethics.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Thematic Thread(s): Conservation, Technology & Imagination, Institutions & Human Innovations, Transfer Thread Completion Course, United States in Global Context

MGMT 139 - Foundations of Academic Discovery

Foundations of Academic Discovery serves as the entry point to the Rock Integrated Studies Program. With its strong faculty-student interaction, the course promotes intellectual inquiry, critical and creative thinking, and academic excellence. Through varied content, the course introduces students to academic discourse and information literacy while exploring topics such as diversity and inclusion and global awareness. This course will set students along the path to becoming engaged with issues and scholarship important to a 21st century education while they learn about themselves and their place in the world.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Enrollment limited to students with a semester level of Freshman 1 or Freshman 2.

Enrollment limited to students with the ROCK STUDIES 2 STUDENT or ROCK STUDIES STUDENT attributes.

MGMT 190 - Experimental

A unique and specifically focused course within the general purview of a department which intends to offer it on a "one time only" basis and not as a permanent part of the department's curriculum.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

MGMT 195 - Workshop

A workshop is a program which is usually of short duration, narrow in scope, often non-traditional in content and format, and on a timely topic.

Credits: 1-6

Term(s) Typically Offered: Offered as Needed

MGMT 198 - Selected Topics

A Selected Topics course is a normal, departmental offering which is directly related to the discipline, but because of its specialized nature, may not be able to be offered on a yearly basis by the department.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

MGMT 219 - Business Analytics I

Probability and statistics in a business environment, encompassing descriptive statistics, probability theory, hypothesis testing, linear regression and correlation. Cross-listed as ECON 219.

Credits: 3

Term(s) Typically Offered: Offered as Needed

MGMT 290 - Experimental

A unique and specifically focused course within the general purview of a department which intends to offer it on a "one time only" basis and not as a permanent part of the department's curriculum.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

MGMT 295 - Workshop

A workshop is a program which is usually of short duration, narrow in scope, often non-traditional in content and format, and on a timely topic.

Credits: 1-6

Term(s) Typically Offered: Offered as Needed

MGMT 298 - Selected Topics

A Selected Topics course is a normal, departmental offering which is directly related to the discipline, but because of its specialized nature, may not be able to be offered on a yearly basis by the department.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

MGMT 303 - Issues in Global Business

This course will focus on fundamental issues in the modern globalization of business. The topics covered will include the cultural environments in which business work, politics and law in global business, economic integration, global trade and investment, global finance, global operations and managing global businesses. A special emphasis will be placed on the challenges and opportunities presented to global businesses by the social, political and economic diversity encountered in the global marketplace.

Prerequisites: ECON 201^D and ECON 202^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Every Term

Thematic Thread(s): Citizenship & Social Problems, Cultural Literacy & Community Building, Conservation, Technology & Imagination, Institutions & Human Innovations, Transfer Thread Completion Course, United States in Global Context

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 319 - Business Analytics II

This course introduces various methods on how to analyze large sets of business data in order to uncover potential business opportunities. Students will learn both predictive analytics and prescriptive analytics. The predictive analytics include trend analysis, forecasting techniques, data mining, and spreadsheet modeling. Prescriptive analytics covers linear optimization and decision analysis. Business software such as productivity software, data visualization, and business intelligence software will be heavily used as a main focus of learning.

Prerequisites: (ECON 219^D or MGMT 219^D or STAT 152^D or BUSA 219^D) and (MATH 113^D or MATH 115^D or MATH 117^D or MATH 118^D or MATH 122^D or MATH 123^D or MATH 125^D or MATH 131^D or MATH 210^D or MATH 225^D)

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Enrollment limited to students with a semester level of Junior 1, Junior 2, Post Baccalaureate, Senior 1, Senior 2, Sophomore 1 or Sophomore 2.

MGMT 320 - Operations Management

Operations strategy and competition, production systems and processes, decision analysis and graphical linear programming, quality management and process control, facility location and layout, work methods and measurement, inventory management and project evaluation review technique (PERT).

Prerequisites: (MGMT 219^D or BUSA 219^D or ECON 219^D) or (MATH 152^D or STAT 152^D)

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Every Term

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 341 - Organizational Leadership

This course will include a combination of leadership theory, practice, and application to contemporary organizations. Major challenges will be discussed including the strengths and weaknesses of these firms and ways in which organizational effectiveness can be improved. We will discuss the inextricable relationship between leadership and diversity and the essential nature of a diverse workforce for maximum success through the empowerment of people. Concepts such as strategic thinking, self-leadership, change and globalization are included.

Prerequisite: MGMT 351^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Summer & Winter Terms

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 351 - Organizational Behavior

Study of the satisfaction, motivation, learning, problem solving and growth of persons in organizational settings. Conceptual learning is combined with self-analysis in each area.

Credits: 3

Term(s) Typically Offered: Offered Every Term

Thematic Thread(s): Institutions & Human Innovations, Transfer Thread

Completion Course, United States in Global Context

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 352 - Supply Chain Management

Management science analysis and optimization techniques including linear programming, transportation algorithm, waiting line models, simulation processes, network models, materials requirement planning, and forecasting methods applied to a variety of business operations situations.

Prerequisite: MGMT 320^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Fall, Winter, & Summer

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 353 - Development of Management Thought

Contemporary management as the result of an evolutionary process involving the thoughts and writings of many famous management theoreticians and practitioners.

Prerequisite: MGMT 351^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 354 - Human Resources Management

A survey course emphasizing aspects of the basic processes of HRM including principles, policies, tools and techniques utilized in the human resource function in any organization. Managing human capital encompasses recruiting, hiring, training, development, compensation, and performance management. Managing individuals and groups that include a diversity of backgrounds throughout each function, are core human resource activities and are incorporated in this class through a variety of techniques.

Credits: 3

Term(s) Typically Offered: Offered Every Term

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 357 - International Operations Management

Issues critical to globalization of manufacturing operations including global planning and organization, comparison of operations, international operations strategy, managerial issues in global operations.

Prerequisites: MGMT 351^D and MGMT 320^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 360 - Total Quality Management

Managerial and technological issues that are necessary to understand and implement quality assurance programs including human resource development, strategic planning, management information systems, cost effectiveness, implementation procedures and statistical quality control.

Prerequisites: (MGMT 219^D or BUSA 219^D or ECON 219^D or MATH 152^D or STAT 152^D) and MGMT 351^D and (MRKT 230^D or MRKT 330^D)

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 364 - Recruitment and Selection

Components of an effective selection program including job analysis, employment testing, and selection interviews with emphasis on the legal issues and relevant federal regulations.

Prerequisite: MGMT 354^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 370 - Sustainable Entrepreneurship and Innovation

This integrative course introduces students to issues related to sustainable new venture creation. It includes topics such as the importance of innovation and creativity in opportunity recognition and the design of sustainable business models, industry/market analysis, resource acquisition and disposition, assessing a venture's financial strength, and ethical legal issues. Students will learn the entrepreneurial process while acknowledging multiple stakeholders and addressing social, economic and environmental concerns.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Thematic Thread(s): Conservation, Technology & Imagination, Transfer Thread Completion Course, United States in Global Context

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 390 - Experimental

A unique and specifically focused course within the general purview of a department which intends to offer it on a "one time only" basis and not as a permanent part of the department's curriculum.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 395 - Workshop

A workshop is a program which is usually of short duration, narrow in scope, often non-traditional in content and format, and on a timely topic.

Credits: 1-6

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 398 - Selected Topics

A Selected Topics course is a normal, departmental offering which is directly related to the discipline, but because of its specialized nature, may not be able to be offered on a yearly basis by the department.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 415 - Supply Chain Analytics

Supply chain analytics is the process of synthesizing massive amounts of data from procurement, production, warehouse, distribution, and consumption to assess and improve supply chain performance. Types of supply chain analytics included in this course are descriptive analytics, predictive analytics, prescriptive analytics, and cognitive analytics.

Prerequisites: MGMT 320^C and MGMT 352^{*C} (may be taken concurrently).
^C Requires minimum grade of C.

Credits: 3

Enrollment limited to students with a semester level of Junior 1, Junior 2, Post Baccalaureate, Senior 1 or Senior 2.

MGMT 449 - Sustainable Management Internship

Supervised placement, work, and research in selected public and private organizations.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2, Sophomore 1 or Sophomore 2 may **not** enroll.

Enrollment is limited to students with a program in Sustainable Management or Sustainable Management.

MGMT 450 - Internship

Supervised placement, work, and research in selected public and private organizations.

Credits: 1-12

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 451 - Employment Law

This course covers the law as it applies to all aspects of the employer - employee relation, including union activity, discrimination, selection, testing and employment contracts.

Prerequisites: MGMT 351^D or MGMT 250^D or MGMT 251^D
^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offerings Vary

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 452 - Management-Labor Relations

Modern industrial relations from the perspective of both management and labor, including the historical development of large-scale business and organized labor.

Prerequisite: MGMT 351^D
^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 453 - Collective Bargaining

The major issues in the negotiation process: bargaining, public policy implications, impasse resolution, strikes, and legislation affecting collective bargaining.

Prerequisite: MGMT 351^D
^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 454 - Management Seminar

Contemporary methods and theories of management are discussed in terms of current organizational practice.

Prerequisites: MGMT 320^D and MGMT 354^D
^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Fall & Spring Terms

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 455 - Compensation Management

Rationale, composition and administration of employee reward systems considering both the internal organizational factors and external environmental factors. Contemporary issues such as comparable worth, CEO salaries, and the rising cost of benefits are included.

Prerequisite: MGMT 354^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 456 - Management and Society

This course will engage students in exploring the social, ethical, environmental, economic, and political/legal restraints on organizational decision-making that managers face today. Students will develop critical thinking, communication and managerial skills necessary to be effective in a business world, where multiple stakeholder interests must be addressed.

Prerequisite: MGMT 351^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Fall & Spring Terms

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 457 - International Management

Examination of environments, resources, strategies and models of managerial functions in international organizations.

Prerequisite: MGMT 351 (may be taken concurrently)^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Fall & Spring Terms

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 458 - Business Capstone

Business Capstone uses a web-based business simulation as a learning tool to enhance student understanding of the interaction and influence of an organization's competitive strategy and policy on the functional area of business. Course material includes the sources of competitive advantage, cross-functional integration and management's commitment to ethics and diversity.

Prerequisites: ACCT 209^D and (ACCT 210^D or ACCT 310^D or ACCT 322^D) and ECON 201^D and ECON 202^D and FIN 320^D and (ECON 219^D or BUSA 219^D) and MGMT 320^D and MGMT 351^D and (MRKT 330^D or MRKT 230^D) and (ECON 319 (may be taken concurrently)^D or MGMT 319 (may be taken concurrently)^D or MATH 123 (may be taken concurrently)^D or MATH 125^{*D} or MATH 225^{*D}) and (ACCT 340 (may be taken concurrently)^D or BUSA 340 (may be taken concurrently)^D) and (FIN 303 (may be taken concurrently)^D or MRKT 303 (may be taken concurrently)^D or BUSA 303 (may be taken concurrently)^D or MGMT 303 (may be taken concurrently)^D) and (CPSC 365 (may be taken concurrently)^D or MIS 365 (may be taken concurrently)^D or MIS 265^{*D}) (may be taken concurrently).

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered Every Term

Enrollment limited to students with a semester level of Senior 1 or Senior 2.

MGMT 459 - Sustainable Business Consulting

In this course student teams engage in field-based consulting to analyze actual problem situations involving sustainability for regional businesses.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Thematic Thread(s): Conservation, Technology & Imagination, Transfer Thread Completion Course

Enrollment limited to students with a semester level of Senior 1 or Senior 2.

MGMT 460 - Training and Development

Training and development as a human resource management function supporting organizational strategic planning including: training needs analysis, training program objectives, training methods, management and organization development methods, program evaluation and cost-benefit analysis, and training budgeting. Current trends in training and development will be covered including computer based training, competency based training and cross cultural training.

Prerequisite: MGMT 354^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 465 - Management of Information Technology

Management and specific technical concepts and techniques applied to the function of providing information technology services to the organization.

Prerequisite: MGMT 351^D

^D Requires minimum grade of D.

Credits: 3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 490 - Independent Study

In-depth reading and/or research with the guidance of a faculty member in an area selected by the student. Prerequisites: 12 credits in major courses, application, and permission of the instructor, departmental chairperson, and dean of the college where the study will be conducted. Independent Study courses give students the opportunity to pursue research and/or studies that are not part of the university's traditional course offerings. Students work one on one or in small groups with faculty guidance and are typically required to submit a final paper or project as determined by the supervising professor.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 495 - Workshop

A workshop is a program which is usually of short duration, narrow in scope, often non-traditional in content and format, and on a timely topic.

Credits: 1-6

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.

MGMT 498 - Selected Topics

A Selected Topics course is a normal, departmental offering which is directly related to the discipline, but because of its specialized nature, may not be able to be offered on a yearly basis by the department.

Credits: 1-3

Term(s) Typically Offered: Offered as Needed

Students with a semester level of Freshman 1, Freshman 2 or Sophomore 1 may **not** enroll.