Subtotal: 76

C. Operations Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 347 | Supply Chain Management | 4 | Annually |
| MGT 355 | Quality Assurance | 4 | Sp |
| MGT 455 | Global Logistics and Enterprise Management | 4 | As needed |

MGT 347: (Or MKT 347: Supply Chain Management)

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 449W | Introduction to Econometrics | 4 | F, Sp |
| MGT 331 | Occupational and Environmental Safety Management | 4 | F |
| MGT 335 | Process Management | 4 | Sp |
| MGT 349 | Service Operations Management | 4 | F |
| MGT 359 | Current Topics in Service Operations Management | 4 | As needed |
| MGT 427 | Principled Leadership | 4 | F |
| MGT 465 | Organizational Theory | 4 | As Needed |
| MGT 467 | Directed Internship | 4 | F, Sp, Su |
| MGT 490 | Directed Study | 4 | As needed |
| MGT 491 | Independent Study I | 4 | As needed |
| MGT 492 | Independent Study II | 4 | As needed |
| MKT 310 | Product Design and Development | 4 | As needed |
| MKT 322 | Services Marketing | 4 | As needed |

Subtotal: 76

# MGT - Management

MGT 100 - Introduction to Business (4)

Business concepts are introduced and the practices of management in both the business sector and nonprofit organizations. Topics focus on all of the management disciplines.

Offered: Fall, Spring.

MGT 201W - Foundations of Management (4)

Management concepts are explained, including planning, organizing, leading, and controlling. Students develop managerial communication skills by working with groups. This is a Writing in the Discipline (WID) course. (Formerly MGT 301)

Prerequisite: Completion of at least 45 college credits.

Offered: Fall, Spring, Summer.

MGT 249 - Business Statistics II (4)

A continuation of MATH 240 or MATH 248, emphasis is on applied statistics, both parametric and nonparametric. Students cannot receive credit for both MGT 249 and either MATH 241 or 445.

General Education Category: Advanced Quantitative/Scientific Reasoning

Prerequisite: MATH 240 or 248.

Offered: Fall, Spring, Summer.

MGT 306 - Management of a Diverse Workforce (4)

Topics include contemporary paradigms, cultural issues, and rationales for managing a diverse workplace. Individual approaches, conflicts, and organizational responses are examined.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall.

MGT 310 - Small Business Management (4)

Management concepts are applied to small businesses and a business plan is developed.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall.

MGT 311 - Entrepreneurship and New Ventures (4)

Venture initiation, development, and capital are discussed. Emphasis is on decision making in an environment of market and venture uncertainty.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Spring.

MGT 320 - Human Resource Management (4)

This is an overview of the role of the general manager and human resource specialist.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall, Spring, Summer.

MGT 322 - Organizational Behavior (4)

Students investigate how and why certain events and behavioral processes occur in organizations. They also explore the ways in which a manager can influence those processes.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall, Spring, Summer.

MGT 331 - Occupational and Environmental Safety Management (4)

Occupational safety and health and environmental problems are discussed from technical, social, managerial, and legal perspectives.

Prerequisite: Completion of at least 45 college credits.

Offered: Fall.

MGT 333 - Negotiation and Conflict Resolution (4)

Students are introduced to concepts in negotiation and organizational conflict resolution. Topics include negotiation strategies, conflict resolution approaches, communication (face to face, virtual, verbal/non-verbal), emotion/perception (psychological intangibles) and team negotiations.

Prerequisite: MGT 201 or MGT 201W, or MGT 301 and 60 credits.

Offered: As needed.

MGT 335 - Process Management (4)

The effectiveness and efficiency of business process design, implementation, and management are analyzed in manufacturing and service firms.

Prerequisite: MGT 249 and MGT 201 or MGT 201W or MGT 301.

Offered: Spring.

MGT 341W - Business, Government, and Society (4)

Focus is on dynamic social, legal, political, economic, and ecological issues that require socially responsible behavior on the part of individuals and organizations. This is a Writing in the Discipline course.

Prerequisite: Completion of at least 60 college credits.

Offered: Fall, Spring, Summer.

MGT 345 - Managing in the World’s Regions (4)

Students study issues relevant to managers of organizations in global settings and processes unique to those businesses. Focus on managerial challenges related to international cultures, markets, economics and governments. This is a Writing in the Discipline (WID) course. (Formerly International Business)

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Annually.

MGT 347 - Supply Chain Management (4)

Emphasis is on the design and management of activities along the supply chain, from purchasing and materials management to distribution and transportation systems. Students cannot receive credit for both MGT 347 and MKT 347.

Prerequisite: MGT 201 or MGT 201W or MGT 301 and MKT 201 or MKT 201W or MKT 301.

Offered: Annually.

MGT 348 - Operations Management (4)

Techniques for the effective management of operations at both the strategic and operating levels are introduced.

Prerequisite: MGT 201 or MGT 201W, or MGT 301 and MATH 240 or MATH 248.

Offered: Fall, Spring, Summer.

MGT 349 - Service Operations Management (4)

Students develop, analyze, and implement strategies for a wide range of service organizations. Emphasis is on the particular challenges for managers in service organizations.

Prerequisite: MGT 201 or MGT 201W, or MGT 301

Offered: Fall.

MGT 355 - Quality Assurance (4)

The means and advantages of establishing an effective quality system in manufacturing and service firms are discussed. Students cannot receive credit for both MGT 355 and HCA 355.

Prerequisite: MGT 201 or MGT 201W, or MGT 301 and MATH 240 or MATH 248.

Offered: Spring.

MGT 359 - Current Topics in Service Operations Management (4)

Current trends in the management of service organizations are explored. Focus is on the design, implementation, and management of strategies specific to services, such as e-commerce, entrepreneurship, and technology management.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: As needed.

MGT 423 - Compensation and Benefits Administration (4)

The process of designing and managing a cost-effective, equitable, and legally acceptable total compensation package is examined. Topics include economic, social, and legal determinants of base pay; and incentives and benefits.

Prerequisite: MGT 320.

Offered: Fall.

MGT 425 - Recruitment and Selection (4)

Concepts and methods involved in designing and managing the recruitment and selection functions of management are examined.

Prerequisite: MGT 320.

Offered: Fall.

MGT 427 – Principled Leadership (4)

Students learn about leadership authenticity, communication transparency, full-range leadership and the ethical framework that fosters positive follower outcomes. Topics such as effecting change, power, and influence are also addressed.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall.

MGT 428 - Human Resource Development (4)

The concepts, programs, and practices that organizations use to train and develop its members are examined. Topics include learning, needs assessment, program design and implementation, evaluation, skills training, and coaching.

Prerequisite: MGT 320.

Offered: Spring.

MGT 430W - Strategic Human Resource Management (4)

Seminar focusing on timely challenges organizations face and the strategic role of human resource management in addressing them. This is a Writing in the Discipline course.

Prerequisite: MGT 320 and any two of MGT 423, MGT 425, MGT 428.

Offered: Spring.

MGT 455 - Global Logistics and Enterprise Management (4)

Emphasis is on the strategic integration of operations across functional areas to achieve sustainable competitive advantage in manufacturing and service organizations.

Prerequisite: : MGT 348 or MGT 348W, or consent of the director of the Master of Science in Operations Management program.

Offered: As needed.

MGT 461W - Seminar in Strategic Management (4)

Focus is on the formulation and implementation of organizational strategies and policies. The case method is used in integrating material from other management and economics courses. This is a Writing in the Discipline course.

Prerequisite: MKT 201 or MKT 201W, or MKT 301, MGT 348 or MGT 348W, and FIN 301.

Offered: Fall, Spring, Summer.

MGT 465 - Organizational Theory (4)

Students focus on organization theory concepts, including inter-organizational processes, and economic, institutional and cultural contexts in which organizations operate. Seminar entails student-led presentations and discussions. (Formerly MGT 329 Organizational Theory and Design.)

Prerequisite: MGT 201 or MGT 201W, or MGT 301 and 60 credits.

Offered: As Needed.

MGT 467 - Directed Internship (4)

Students are assigned to a business or nonprofit organization and earn three credits for topical course work, a two-hour biweekly seminar, and 120 hours of organization work, supervised by a mentor. Graded S, U.

Prerequisite: MGT 201 or MGT 201W, or MGT 301, completion of at least 60 college credits, a major or minor in a School of Business program, and consent of internship director and appropriate faculty member.

Offered: Fall, Spring, Summer.

MGT 490 - Directed Study (4)

Designed to be a substitute for a traditional course under the instruction of a faculty member.

Prerequisite: Consent of instructor, department chair and dean.

Offered: As needed.

MGT 491 - Independent Study I (4)

The student will select a research topic and under the mentorship of a faculty advisor, will conduct comprehensive research on the selected and approved topic.

Prerequisite: Admission into management honors program and consent of instructor, department chair and dean.

Offered: As needed.

MGT 492 - Independent Study II (4)

This course continues the development of research begun in MGT 491. The honors research is completed under the consultation of a faculty advisor. A research paper and presentation are required.

Prerequisite: MGT 491 and consent of instructor, department chair and dean.

Offered: As needed.

MGT 501 - The Strategic Nature of Operations Management (2)

This course examines the overall domain of the role of the operations manager. Particular emphasis is on enhancing existing skills in process analysis, demand forecasting and Supply Chain metrics.

Prerequisite: Consent of department chair.

Offered: Fall, Spring, Summer.

MGT 515 - Leading Change and Innovation (3)

This course covers the theory and practice underlying successful organizational change. Topics include assessment of organizational effectiveness/performance, organizational development techniques, change methodologies and individual, group and organizational change processes.

Prerequisite: Graduate status, program admission or consent of instructor.

Offered: Fall, Spring.

MGT 520 - Developing High-Performance Teams (3)

This course examines skills necessary to manage organizational relationships. Particular attention is given to relationship management issues, such as team building, negotiation and conflict and development of emotional intelligence skills.

Prerequisite: Graduate status, program admission or consent of instructor.

Offered: Fall, Spring.

MGT 530 - Analytics, Data Analysis and Decision Making (4)

This course examines a variety of data analysis methods. Particular attention is given to regression modeling, time series modeling and analytics using simulations.

Prerequisite: Graduate status.

Offered: Annually.

MGT 535 - Project Management (3)

Students explore concepts and solutions that support the selection, planning, execution, control, management, performance responsibility, and measurement activities required for successful project completion.

Prerequisite: Graduate status, program admission or consent of instructor.

Offered: Fall, Spring.

MGT 536 - Creating and Leading High-Performance Teams (4)

This course will give students an understanding of work design principles that lead to productive workplaces, effective change management and enhanced team collaboration and innovation.

Prerequisite: Graduate status.

Offered: Annually.

MGT 537 - High Performance Project Management (4)

Students learn project planning, execution, management and measurement techniques, with an emphasis on the completion of projects on-time and within budget.

Prerequisite: Graduate status.

Offered: Annually.

MGT 542 - Project Risk and Cost Management (4)

Students learn to identify and analyze project risk and to select an effective response strategy. Topics include cost management, cost estimation and cost control.

Prerequisite: Graduate status, MGT 537.

Offered: Annually

MGT 543 - Project Communications Management (4)

This course examines various styles of communication and conflict resolution. Students will develop communication, conflict management and negotiation skills.

Prerequisite: Graduate status, MGT 537.

Offered: Annually.

MGT 544 - Program Management (4)

Students learn how managers support successful project-level activity with a focus on decision-making capacity and understanding requisite systems.

Prerequisite: Graduate status, MGT 537.

Offered: Annually.

MGT 545 - Production and Inventory Management (4)

Students learn the design and management of manufacturing, service and distribution processes, including the interrelationship of demand, planning and an introduction to the transportation of goods.

Prerequisite: Graduate status, MGT 536.

Offered: Annually.

MGT 546 - Logistics (4)

Students examine the process of moving raw materials and finished products in an optimal way. Topics include distribution, transportation, global issues and inventory controls.

Prerequisite: Graduate status, MGT 536.

Offered: Annually.

MGT 547 - Supply Chain Management (4)

Students examine the role of supply chain managers in manufacturing, retail, transportation, government agencies and service firms.

Prerequisite: Graduate status, MGT 536.

Offered: Annually.

MGT 591 - Directed Research Capstone (4)

Students identify an applied/action research project that provides a culminating experience and applies principles learned to a business process. The project is conducted in a local manufacturing and service company.

Prerequisite: Graduate status, permission of instructor, completion of a minimum of 22 credit hours in M.S. Operations Management Program.

Offered: Fall, Spring, Summer.