

BUSINESS & MANAGEMENT (MGT)

MGT-100 Introduction to Business & Mgt (3 credits)

In this foundation course, the student develops her analytic, problem-solving, valuing, effective citizenship, and self-assessment abilities as the basis for individual and team contributions to organizational goals. She studies successful local, national, and global organizations to develop her understanding of how businesses function and to identify contemporary management practices that lead to successful organizational performance. She learns to apply management frameworks to analyze and make improvements in organizations, and she participates in a team project for a global organization

MGT-197 Independent Study (0 credits)

Under the approval and direction of a faculty member, independent study is available to students.

MGT-201 Financial Accounting & Analysis I (3 credits)

This course emphasizes the integrated nature of management and accounting issues. The student learns the different functions of business and the types of financial and management reports that are provided by a company's accounting system. Key to the student's learning is understanding how financial information is used to make decisions. Basic spreadsheet skills are developed to present and analyze accounting data.

MGT-201D Financial Accounting & Analysis (3 credits)

This course emphasizes the integrated nature of management and accounting issues. The student learns the different functions of business and the types of financial and management reports that are provided by a company's accounting system. Key to the student's learning is understanding how financial information is used to make decisions. Basic spreadsheet skills are developed to present and analyze accounting data.

Prerequisite(s): CM-120 & QL-156 completed.

MGT-202 Managerial Accounting & Decision Making (3 credits)

In this course, the student develops the ability to use a computerized accounting system to apply generally accepted accounting principles (GAAP), concepts and procedures that satisfy an organization's financial reporting needs. She continues to develop her understanding of management's role in the selection of these principles and the impact of these choices on the financial statement.

Prerequisite(s): MGT-201 completed.

MGT-210 Economic Environment (3 credits)

In this study of economics the student learns the basic vocabulary for describing the elements of the economic environment. She develops a basic understanding of the components and functions of a market economy. Further, she learns to relate production and consumption decisions to a more comprehensive view of national economics; to relate economic frameworks to the financial management of an organization; and to analyze the interaction of contemporary social, political, environmental, and economic policies and their impact on the economy as a whole.

MGT-211 Microeconomics (3 credits)

Course Offered Fall Term only. The student develops her analytic and problem-solving abilities by learning and applying the basic theories and concepts of microeconomics to economic and social problems. She learns to analyze the economic behavior and decisions of individual markets, including consumers, firms, and resource owners. She researches and develops potential solutions to economic problems and, as part of a team, makes presentations to gain support for implementation of her solution.

MGT-212 Business Math (3 credits)

Prerequisite(s): QL-156 completed or concurrent registration

MGT-213 Business Communication (3 credits)

MGT-216 Information Technology (3 credits)

MGT-221 Managing in Organizations (3 credits)

As an employee engaged in some aspect of providing products or services to others, an individual acts in an organizational context, as one of many stakeholders. Through this course, the student better understands how organizations work and she learns how to apply this knowledge to creating a high-performance workplace. She explores human behavior factors that can influence an organization's overall productivity and that contribute to employees' effectiveness, job satisfaction, and organizational citizenship. Course content and ability development are focused on the workplace knowledge and skill development needed to deepen the student's understanding and appreciation of the complexity of human behavior in organizational settings. This enables her to diagnose issues in organizations and to develop practical, effective recommendations to resolve those issues. In addition, she develops her ability to collaborate effectively with others in the pursuit of individual and shared goals.

Prerequisite(s): MGT-100 completed.

MGT-250 Business Models & Quantitative Methods (3 credits)

Offered in WDC Spring Term only. The student develops her ability to use a variety of quantitative and statistical techniques to make and support sound business decisions in areas as diverse as marketing, human resources, and financial management. She uses descriptive and inferential statistics, correlation and regression analysis, and other quantitative methods to develop the analytic and problem-solving abilities she needs in today's business world. She also uses contemporary business software applications to analyze and communicate statistical and quantitative information.

MGT-255 Program Fund: From Data to Information (3 credits)

In this introductory programming course, students will learn to use the fundamentals of the current programming language(s) to solve problems from a variety of areas. We will cover language syntax and format to analyze its appropriate application to specific problems. Students will use structured and object oriented programming techniques as they define and implement a computer solution.

Prerequisite(s): Additional information: Offered in Spring terms only

MGT-275 Tax Accounting, Strategy & Planning (3 credits)

The student uses accounting information for strategic planning, decision making, and performance measurement, and as a means to understand the environment in which the company operates. She develops confidence in providing recommendations on a variety of topics, including business taxation principles and their impact on the choice of business entity; cost-volume-profit analysis and its impact on production and pricing decisions; cost behavior analysis and its impact on make-or-buy and sell-or-process decisions; and operations budgeting.

Prerequisite(s): MGT-201 completed. Offered Spring Term only.

MGT-279 Business Communication (3 credits)

This course is designed to help business students improve their writing and oral presentation and listening skills for effective communication in a variety of professional settings. Students learn "best practices" to create effective business writing using different professional modes (i.e. emails, memos, reports, proposals). They learn to identify the appropriate mode of written communication given the business situation. Students then apply their business writing skills to communicate information such as business concepts and frameworks, data, evaluations and recommendations in a direct yet meaningful manner targeted to their specific audience. They practice refining their speaking and listening in a variety of simulated business settings (i.e. business meetings, informal negotiations and formal presentations). The course culminates in a capstone experience where students apply business frameworks and integrated communication including information, media and technology in a professional setting.

Prerequisite(s): CM-225 and MGT-201 completed., MGT-221 completed or concurrent registration

MGT-280 Intro to Database: Mgt Organizing Data (3 credits)

In this introductory database course, the student works to understand the basics of data and data relationships, including tables, records, fields, data types, keys, and entity relationships. She learns how to analyze basic problems for a database solution, and she analyzes client needs and data to create a model for a database implementation. Using a case study, she works both collaboratively and independently to analyze, synthesize, and evaluate her database model.

MGT-297 Independent Study (3-4 credits)

Under the approval and direction of a faculty member, independent study is available to students.

MGT-300 Marketing Principles & Management (3 credits)

This course introduces a student to how organizations develop products and services to meet the needs and wants of customers. The student works in a simulated new product development team for a major company. She and her teammates invent a new product and present a comprehensive marketing plan via a written report and an oral presentation to the organization's simulated board of directors at the end of the semester. The team identifies and addresses problems ranging from production design to pricing to distribution to marketing communications and considers the product's impact in both domestic and global markets.

Prerequisite(s): CM-225 completed. BSC-215 completed. MGT-221 or CLD-220 completed.

MGT-304 Women in Careers and Leadership (4 credits)

In this course the student synthesizes contemporary literature on leadership and formulates her own definition and profile of effective leadership in various contexts. She takes on the formal leadership function of a group with specific tasks, accomplishes objectives effectively, and commits to an ongoing program of leadership self-development. The student learns how to initiate and manage her career and a job search. In reflecting on her academic and professional accomplishments, she sets a goal for her next professional step, prepares a portfolio with examples of abilities and achievements related to the goal, and prepares a comprehensive career action plan.

Prerequisite(s): For Associate to Bachelor of Arts in Management students only. LA-310 completed.

MGT-305 Technology & Mgt of Information Systems (3 credits)

This course provides the technical framework needed to understand the structure and operation of computer hardware and software. The student studies computer hardware and systems architecture from an advanced-user standpoint. She works in teams to disassemble and assemble a component computer, to install an operating system, and to troubleshoot both hardware and software problems. She also explores and learns the components of a home network, how they interact, and how to troubleshoot. Reflecting on academic and professional interests and strengths, she plans a course of study, and begins to develop an informational network among professionals in related fields.

MGT-306 Financial Analysis & Decision Making (4 credits)

The student learns the principles and skills that are necessary to develop, summarize, and present financial information to internal and external stakeholders for the purpose of making sound business decisions.

Prerequisite(s): For Associate to Bachelor of Arts in Management Students only. LA-310, LA-320 & MGT-304 completed.

MGT-310 Finance (3 credits)

Offered in WDC Spring Term only. The student is introduced to the basic concepts and skills required to manage an organization's assets for growth and survival. She learns problem-solving techniques used in the acquisition, control, and use of funds to finance current and future operations. She also learns to analyze a firm's financial strengths and weaknesses in order to more effectively manage the firm's operations.

Prerequisite(s): MGT-201, MGT-210 & MGT-250 completed. One Communication Level 3 ICM completed.

MGT-314 Operations and Logistics (3 credits)

MGT-315 Global Human Resource Mgt (3 credits)

Course Offered Fall Term only. In a continuum with MGT-370, Human Resource Management, this course continues to explore and examine the competitive challenges facing global organizations today, specifically the changing role of the human resources function in adding value to multiple stakeholders' needs and in contributing to high-performance global organizations. The course uses an integrated, conceptual framework for managing people, organizations, stakeholder needs and competitive advantage in global business environments. The student develops and demonstrates her understanding of the complexity of human resource management and overall international business management in a global context, including "Think globally, act locally," global leadership development, cultural due diligence and integration, and the emerging challenges of global knowledge management.

Prerequisite(s): MGT-221 completed.

MGT-335 Business & Economics in Asia (3 credits)

The rapid growth and dominance of Asia since the 1990s and the world movement toward global markets are important trends to understand for any student of business or Asian Studies. Today, China ranks as the second and Japan as the third largest economies in the world. This course serves to introduce students to the similarities and differences of doing business in different Asian countries. In this instance, the focus will be on China given the importance and size of this economy today. The course will also include comparisons and examples from other Asian countries. Students will develop their ability to research specific Asian economies and businesses and to identify and evaluate market opportunities. They will compare trade regulations, and business operations in Asia to those in the United States.

Prerequisite(s): AS-200 or MGT-210 completed.

MGT-340 Business Systems Integration (3 credits)

Course Offered Fall Term only. In this practicum, the student makes practical application of previously studied theories, processes, frameworks, and technologies. She explores integrative systems in computing - the process of linking together different technologies and software applications physically or functionally, to act as a coordinated whole.

MGT-354 Adult Ed Hr Principles & Philosophy Trng (3 credits)

Using varied frameworks for observation in adult-education settings, the student identifies and reflects on components of instructional design. In the seminar held on campus, she uses skills of analysis, valuing, and social interaction in her development of the theory and practice of teaching adults.

Prerequisite(s): MGT-221 completed.

MGT-360 Marketing Research (3 credits)

The course provides an introduction to the principles and techniques of quantitative and qualitative marketing research, including formulation of a marketing problem through research-instrument design and reporting of results, especially focusing on the use of technology solutions to assist in design and implementation of such research. Methods include focus groups, survey research, electronic database research, and other approaches.

Prerequisite(s): CM 114 or CM-225 completed. MGT 120 or BSC-215 completed.

MGT-361 Understanding Person & Professional Selling (3 credits)

This sales course presents theory, practice and sales experiences within the framework of a partnership/relationship approach to the selling environment. From practicing business-to-business selling activities, including identifying buying influences, buying behaviors and the buying process, to developing principles of partnership/relationship building, prospecting, planning the sales call, presenting the solution, responding to objections, obtaining commitment, and formal negotiating, this course offers the required fundamentals of personal and professional selling.

Prerequisite(s): CM 114 or CM-225 completed. MGT 120 or BSC-215 completed.

MGT-362 Integrated Marketing Communications (3 credits)

Offered Fall Term only. This course integrates and applies elements of the global promotional marketing mix, including advertising, public relations, sales, sales promotion, direct marketing, and Internet and electronic business elements, focusing on future trends in the development and delivery of these elements through technology. It also studies these elements in relation to nonprofit and service organizations.

Prerequisite(s): CM-225 completed. BSC-215 completed.

MGT-363 Social Media Marketing (3 credits)

This course focuses on the social media aspects of marketing within the strategic marketing planning framework from a technological and target market perspective. Areas of focus include the Internet, the use of social media tools in marketing strategy, including promotion, product design and development and customer relationship management. The course includes a simulation allowing the students to gain experience in developing a strategic social media marketing plan as well as actual development of social media marketing elements, aimed at a specific target market.

Prerequisite(s): CM 114 or CM-225 completed. MGT 120 or BSC-215 completed.

MGT-364 Global Marketing (3 credits)

Offered in Spring Term only. This course prepares the student to apply marketing theory using global frameworks and strategic marketing planning in major world commerce markets. She analyzes global markets, external environmental factors, competitors, and organizations, understanding and taking into account values inherent when operating within varying cultures. Trade areas examined may include the European Union, MERCOSUR, NAFTA, FTAA, and Asian markets. The student is introduced to exporting, importing, and sourcing models, and studies and understands the difference in applying global market-entry strategies, including licensing, investment, and strategic alliances. Global implications of product, pricing, placement, and promotion elements are studied and applied through individual case analysis. The student also learns to act with an understanding of and respect for the economic, social, and biological interdependence of global life. She works in teams to develop and in-depth analysis for potential corporate product or service expansion into two global markets, focusing on cultural differences in consumers, external environmental variables, and markets.

Prerequisite(s): CM 114 or CM-225 completed. MGT 120 or BSC-215 completed.

MGT-367 Practicing Professional Selling (3 credits)

Students create value improvement proposals that support new business to business (B2B) sales process paradigms. The proposals offer unique selling propositions to customers resulting in win-win results for all stakeholders, specifically for buying and selling entities. Students research external environments and entities to discover market problems and opportunities. They design new value propositions to solve market problems using creative and imaginative processes. Students assess their personal behavioral styles using a variety of methods enabling them to better understand their own behavioral styles and how to effectively communicate and negotiate with others. They use state-of-art customer relationship management technologies, data mining techniques and social media channels to create and enhance relationships with customers, sales support teams, and organizations.

Prerequisite(s): CM 114 or CM-225 completed. MGT 120 or BSC-215 completed.

MGT-370 Human Resource Management (3 credits)

The student studies and practices how to make decisions involving selection, placement, training, compensation, and evaluation of human performance. This course provides learning experiences designed to develop an understanding of the typical functions associated with human resource management in organizations; to build skills needed to analyze human behavior in organizational settings in order to make human resource decisions; and to further develop interactive skills.

Prerequisite(s): MGT-221 completed. One Communication Level 3 ICM completed.

MGT-374 Operations Mgt & Financial Modeling (2 credits)

Organizations must make multiple data-driven decisions every day that are critical to strategically sustain their future and to achieve efficiency within day-to-day operations. But how do organizations use such data to make those decisions? In this course, students will learn a variety of operational and financial models to address real-world complex business problems that occur throughout an organization. Students will learn how to use the data from their models in the decision-making process. The operational and financial models will address such business problems relating to quality control, risk management, budgeting and forecasting, project planning, and resource allocation. Students will use spreadsheet applications as the data analysis tool and will learn how to use and interpret quantitative data to make sound operational and financial business decisions.

Prerequisite(s): MGT-250 and MGT-310 completed. Other information: Contact instructor to receive permission to register for the course

MGT-375 Intermediate Financial Accounting I (3 credits)

Offered Fall Term only. The student continues to develop her ability to provide recommendations on complex management accounting and reporting issues of a growing business. She gains a clear understanding of the different inventory costing systems for manufacturing entities, and uses comprehensive variance analysis to measure and evaluate performance from one accounting period to the next. She also uses various capital budgeting techniques to evaluate proposed acquisitions and improvements.

Prerequisite(s): MGT-201 completed. Offered in fall terms only.

MGT-376 Intermediate Financial Accounting II (3 credits)

Offered Spring Term only. Analysis and communication are at the heart of accounting issues related to growth and expansion of a business. The focus is on external reporting (i.e., audited financial statements that are prepared in accordance with generally accepted accounting principles [GAAP]). The student takes on the role of consultant to provide guidance in accounting, financial, and tax matters as they relate to balance-sheet valuation, income recognition, and disclosure adequacy.

Prerequisite(s): MGT-375 completed. Offered Spring Term only.

MGT-380 Business Law (3 credits)

The student gains an overview of the legal environment of business by examining the impact of a variety of legal principles on managerial decision making. She further develops her analytic and problem-solving abilities by applying legal frameworks to business problems. Elective course offered on a rotating basis.

Prerequisite(s): MGT-221 completed; One Communication Level 3 ICM completed.

MGT-384 Experiential Learning Seminar (2 credits)

In this seminar, the student learns how to initiate and manage her career and job search. In reflecting on her academic and professional accomplishments, she sets a goal for her next professional step, prepares a portfolio with examples of abilities and achievements related to the goal, and prepares a comprehensive career action plan. These skills can be used throughout her professional life.

Prerequisite(s): MGT-221, MGT-300 and one Communication Level 3 ICM completed.

MGT-395 Topics-Management:Women & Economy (3 credits)

This course provides the theoretical background needed for the analysis of the data and the debates concerning men's and women's economic behaviors and experiences in terms of such variables as the division of labor, the labor force, participation rate, and the wage differential between women and men. In the context of economic history, specific economic issues facing women workers are examined and the merits of different economic theories and their policy prescriptions are debated.

Prerequisite(s): Communication Level 3 ICM completed. Analysis Level 3 completed. Social Interaction Level 3 completed. Dev a Global Perspective Level 2 completed. Effective Citizenship Level 2 completed.

MGT-396 International Economics (3 credits)

Offered Fall Term only. The student studies the growth and development of the international economy, developing her ability to analyze international economic theories in the context of various phases of world history. She identifies economic and organizational problems, analyzes international business issues and practices, evaluates policies and practices, and communicates her analyses and evaluations in a variety of professional contexts.

Prerequisite(s): MGT-210 completed.

MGT-397 Independent Study (2 credits)

Under the approval and direction of a faculty member, independent study is available to students.

MGT-399 Formal Introduction to Advanced Work (0 credits)

The Advanced-Level Event marks a significant accomplishment for each student as she proceeds into the work of her major department. When a department determines that a student is ready for advanced work within a discipline, the student is invited to participate in a ceremony that is both a celebration and an explanation of future requirements of the major and support areas. She registers for this experience at a point determined by her major department: for most majors the registration is connected to the taking of a particular course. Students and faculty gather for an afternoon during Mid-semester Assessment Days. Following a general program, students meet in departmental sessions with their faculty to discuss advanced outcomes, department courses, advising procedures, and so on.

MGT-400 Small Business Mgt/Decision Making (3 credits)

Offered in WDC Fall Term only. In this upper-level course, the student develops her ability to identify new business opportunities, as well as her understanding of the small-business environment and entrepreneurship. Over the semester, she creates a business plan for a new venture as a way to integrate and apply the abilities and knowledge learned in previous courses. She has the opportunity to present her business plan to a professional banker for feedback. The enterprising ability that she develops in this course is a skill she can use throughout her personal and professional life.

Prerequisite(s): MGT-300 and MGT-310 completed.

MGT-400D Small Business Mgt/Decision Making (3 credits)

Offered in WDC Fall Term only. The student develops her enterprising ability as a foundation for ongoing personal and professional growth. She also develops her understanding of the small business environment and entrepreneurship. Over the semester, she creates a business plan for a new venture as a way to integrate and apply the abilities and knowledge learned in previous courses.

Prerequisite(s): MGT-300 & MGT-310 completed.

MGT-402 Marketing, Branding & Customer Relat Mgt (4 credits)

Through analysis of and engagement with the Marketing Strategy Formation framework and its key elements, students learn how organizations develop effective marketing strategy. Working directly with a local small business, student marketing management teams engage in substantive consumer research and data gathering/analysis to develop actual branding, customer relationship and promotional strategies for these businesses. Students engage in analysis of demographic, psychographic and SWOT analyses in the context of the 5 C's (customer, company, competition, collaborators, context) to come to a deep and broad understanding of the critical nature of customer knowledge in supporting effective marketing decisions. Students will demonstrate ability to understand the impact of aspiration and action (4P's) decision in the context of marketing strategy formation and in alignment with organizational goals and objectives toward meeting specific outcomes: acquisition, buy rate, retention, sales profits, franchise. Working with these small businesses, student marketing management teams also work on brand development/enhancement that includes customer relationship management strategies such as service-profit-chain and gap analysis to identify and manage customer expectations.

Prerequisite(s): For Associate to Bachelor of Arts in Management Students only. MGT-304 & MGT-306 completed. LA-310 & LA-320 completed.

MGT-404 Innovative Business Development (4 credits)

This course provides you with an opportunity to explore a business idea and evaluate it as a business opportunity. During the course, you will research your business idea and develop a comprehensive business plan. As you complete your plan, you will evaluate being in business for yourself and develop the skills needed to manage a complex project. Even if you do not start or work in a small business when you graduate, these project skills of evaluating new business opportunities will be invaluable in any organization.

Prerequisite(s): For Associate to Bachelor of Arts in Management Students only. MGT-304, LA-320, MGT-306, MGT-402 completed. Other Information: Fall 2017: this course will be offered fully online

MGT-405 Women & Leadership (2 credits)

In this course the student synthesizes contemporary literature on leadership and formulates her own definition and profile of effective leadership in various contexts. She takes on the formal leadership function of a group with specific tasks, accomplishes objectives effectively, and commits to an ongoing program of leadership self-development.

Prerequisite(s): One Communication Level 3 ICM completed. CLD-220, MGT-221 or WGS-200 completed.

MGT-406 Global Business Environments & Strategies (4 credits)

This is a capstone business courses on policy and strategy development. The course includes how to analyze and develop the mission and objectives in an organization; how to evaluate the external and industry environment to identify opportunities and threats; and how to formulate policies and strategies to maximize opportunities and monitor implementation of policies and procedures.

Prerequisite(s): MGT-404 completed.

MGT-410 Business Policy & Strategy (3 credits)

The student learns the principles and frameworks of business policy and strategy formulation and applies these to selected business problems. She is asked to analyze problems from the perspective of top management and trace the impact of decisions made on the total organization.

Prerequisite(s): MGT-300 & MGT-310 completed.

MGT-410D Business Policy & Strategy (3 credits)

Offered in WDC Spring Term only. The student learns the principles and frameworks of business policy and strategy formulation and applies these to selected business problems. She is asked to analyze problems from the perspective of top management and trace the impact of decisions made on the total organization.

Prerequisite(s): Open only to WDC Students. MGT-300, MGT-310 & MGT-400 completed.

MGT-412 Business Practicum (3 credits)

Offered in WDC Fall Term only. The student integrates her learning and refines her ability to function effectively in new organizational settings as a project manager. AS part of a team, she serves as an external student business consultant for a community organization, providing deliverables that can include business plans, marketing research, and event design and management. She applies business project management methods and processes to meet the expectations of multiple stakeholders. Drawing on her project experience, she produces a comprehensive self- and team assessment that describes her progress and unique characteristics as a learner, team member, and project manager.

Prerequisite(s): MGT-300 & MGT-310 completed., MGT-400 completed or concurrent registration.

MGT-412D Business Practicum (3 credits)

Offered in WDC Spring Term only. In this course the student integrates her learning and refines her ability to function effectively in organizational settings. She uses cocurricular, consulting, and other applied business settings to explore the transition from classroom to workplace, and develops the knowledge and abilities she needs to serve as change agent, internal consultant, and project manager. She completes a comprehensive self-assessment, mapping her progress and unique characteristics as a learner and business and management graduate.

Prerequisite(s): For WDC students only. MGT-300 & MGT-310 completed; MGT-400 completed or concurrent registration.

MGT-415 Project Management (3 credits)

In this capstone course, the student manages a final semester-long project in which she synthesizes her learning in the major. The course follows Project Management Institute guidelines for project management, giving the student a comprehensive overview of the components that encompass information technology project management. She defines, controls, and manages her project. She investigates project organization and structures while working on financial issues in project management. She becomes familiar with and applies terms, definitions, and common acronyms used in project management to her own capstone project. She also researches project management career paths, professional organizations, and national certifications.

MGT-425 Business Process Control & Governance (3 credits)

The student takes a practical approach to study and apply established principles of analysis and design of information systems by learning how profiles and models represent business functions and operations. Using interview techniques, process charting, screen and report design, communication documentation, program specifications, and process walkthrough, she designs an information system for a client and presents her documentation to the class

MGT-470 Advanced Database (3 credits)**MGT-475 Advanced Financial Accounting (3 credits)**

Offered Fall Term Only. As the business continues to expand and grow, the student learns to deal with advanced accounting issues related to business acquisitions, going public, and doing business internationally to meet corporate objectives. She builds on financial concepts from prior accounting courses to respond to strategic and financial issues related to these activities.

Prerequisite(s): MGT-376 completed.

MGT-480A Management Portfolio (0 credits)

Students are introduced to the leadership and managerial development strategy that will serve as the foundation for the Management Portfolio project. They begin to build their portfolio drawing on the self-leadership and career development work in MGT-304-Women in Careers and Leadership.

MGT-480B Mid Program MGT Portfolio (0 credits)

Students continue to build their portfolio drawing from their learning in MGT-306-Financial Analysis and Decision Making and MGT-402-Marketing, Branding and Customer Relationships. Students present their developing portfolios to a group of business professionals.

MGT-480C Final Management Portfolio (1 credit)

Students continue to build their portfolio drawing on learning from MGT-404-Innovative Business Development and MGT-406-Global Business Environments and Strategy. They individually present their final portfolios and receive feedback from an external professional assessor.

MGT-483 Advanced Internship Seminar (2 credits)

Offered Spring Term only. With the approval of the major department as well as the off-campus business contact, the student engages in a major task or a project that assists her to develop new knowledge and skill that reinforces significantly the business knowledge and skill she has gained in her coursework.

Prerequisite(s): MGT-310 completed or concurrent registration.

Departmental consent, confer with advisor. Preplacement workshop required. Contact Internship Office for details.

MGT-487 Auditing (3 credits)

Course offered Fall Term only. This course introduces the student to the roles, responsibilities, professional standards, and relationships that exist between management and an organization's external and internal auditors. The student uses auditing concepts to evaluate accounting and management information systems to ensure compliance with organizational policies and external reporting requirements.

Prerequisite(s): MGT-376 completed.

MGT-488 Adult Education Hr Program Training (3 credits)

In this course the student learns the educational principles, methods, and strategies to effect human-resource development programs in her specific profession. By implementing these concepts into practical adult-development programs, she enhances her management and supervisory skills and her training and teaching competence. She analyzes how she applies her social interaction, communication, problem-solving, and analytical abilities to supervisory and training situations.

Prerequisite(s): Analysis level 3 completed.

MGT-497 Independent Study (1-4 credits)

Under the approval and direction of a faculty member, independent study is available to students.

MGT-600 Integrated Management (6 credits)

This course is interdisciplinary and organized around the Core Knowledge Areas emphasized in the MBA program. Students use discipline knowledge from the Core Knowledge Areas to integrate their prior learning and business experience and develop the cross-functional approach to business problem solving that is required for the 21st century. Through simulations, case studies, projects, and personal experience students connect knowing and doing and create a cohort and learning community that continues throughout the program.

MGT-605 Introduction to Accounting (2 credits)

The student is introduced to the nature of accounting within a business context. The student learns the different functions of business, and the types of information, management reports, and financial statements that are provided by a company's accounting system. The course emphasizes the integrated nature of management and financial accounting issues. It provides the student with an overview of the judgements and estimates the accountant must make and how financial information is used as part of an organization's information system to make decisions.

MGT-606 Business Models & Quantitative Analysis (2 credits)

The student develops the ability to use a variety of quantitative and statistical techniques to make and support sound business decisions in areas as diverse as marketing, human resources, and financial management. The student uses descriptive and inferential statistics, correlation and regression analysis, and other quantitative methods to develop the analytic and problem-solving abilities they need in today's business world. The student also uses contemporary business software applications to analyze and communicate statistical and quantitative information.

MGT-607 Marketing Principles & Mgt (2 credits)

This course introduces the student to how organizations develop products and services to meet the needs and wants of customers. The student works in a simulated new product development team for a major company. The student and teammates invent a new product and present a comprehensive marketing plan via a written report and an oral presentation to the organization's simulated board of directors at the end of the semester. The team identifies and addresses problems ranging from production design to pricing to distribution to marketing communications and considers the product's impact in both domestic and global markets.

MGT-608 Finance (2 credits)

The student is introduced to the basic concepts and skills required to manage an organization's assets for growth and survival. The student learns problem-solving techniques used in the acquisition, control, and use of funds to finance current and future operations. The student also learns to analyze a firm's financial strengths and weaknesses in order to more effectively manage the firm's operations.

MGT-610 Assess Self, Organization & Operating Envr (6 credits)

This course lays the foundation for the student as reflective practitioner: someone who uses her/his performance on the job for reflective learning that improves future performance. Students further develop their discipline knowledge from the Core Knowledge Areas and use it as a framework for guided, structured reflection. Students begin by assessing their impact as managers and leaders. They then extend the application of their discipline knowledge to the assessment of others, their organizations, and the operating environment to create value for customers and other stakeholders.

Prerequisite(s): MGT-600 completed.

MGT-620 Bldg Processes, Relationships& Resource (6 credits)

Students focus on their ability to effectively manage processes, relationships, and organizational resources to enhance organizational capability, results, and agility. With a focus on process management, customers and continuous improvement as central themes, students use a variety of analytic frameworks, best practices, and discipline content from Core Knowledge Areas as tools for understanding the complex issues managers face and developing the organizational processes, relationships, and resources needed to address them.

Prerequisite(s): MGT-610 completed.

MGT-630 Acting W/Innovation, Creativity& Imagina (6 credits)

Students expand their discipline knowledge in the Core Knowledge Areas to create business models that are responsive to the diversity and global nature of today's business. Students participate in global, worldly, multicultural, and interdisciplinary experiences that foster the development of the new attitudes, mindsets, and values required of today's manager-leaders. Students view their work and workplaces through the lens of other cultures and peoples. The course provides a unique foundation for managing and developing people as well as understanding the more macro forces that shape the context of business in the 21st century.

Prerequisite(s): MGT-620 completed.

MGT-640 Creating Agility in Dynamic Environments (6 credits)

Students continue to grow as worldly managers by developing the abilities, thinking, and discipline knowledge from the Core Knowledge Areas needed to build enduring, agile organizations. By focusing on agility as successful adaptation at both personal and organizational levels, students develop the ability to anticipate and respond to changing markets, global operating environments, and unforeseen events.

Prerequisite(s): MGT-630 completed.

MGT-640B Change Management (6 credits)

Students continue to grow as worldly managers by developing abilities, ways of thinking, and multi-disciplinary knowledge needed to build enduring, agile environments. This course focuses on change leadership, management-leadership, teamwork and collaboration to develop each student's ability to anticipate and respond to changing markets, global operating environments, and unforeseen events. Students also study legal, regulatory, and ethical issues confronting today's organizational leaders, and use value-based decision-making frameworks to develop their ability to successfully navigate an ever-changing operating environment. Students apply theories and concepts through case study analysis, simulations, and a semester-long immersion experience.

Prerequisite(s): MGT-630 completed.

MGT-647 Adult Learning & Workplace Competency (3 credits)

Work settings inevitably and necessarily comprise adult learners who are developing both work and life skills within the context of the workplace. They bring with them experiences that contain cognitive, emotional, and motivational challenges and strategies. They come with particular, preferred learning styles that affect everything from training for new technology to successfully negotiating team processes. In this course, students consider these adult learner needs and abilities as they explore the connections between theories of adult learning, workplace competencies, and resources for supporting adult learning in workplace settings. Learners in this course participate in an overview of adult learning theory and its roots in education, psychology, and organizational behavior and explore the theoretical roots of adult learning practices in the workplace.

Prerequisite(s): MGT-600 or concurrent registration and permission of department.

MGT-650 Graduate Seminar (3 credits)

This course provides students with the opportunity to explore new business topics, issues, or practices as they emerge in an ever-changing business environment, or to focus on advanced topics in any of the core knowledge areas. Seminar topics rotate on a regular basis, and multiple sections provide students with a variety of choices to meet their academic and professional needs. For specific course descriptions on courses offered each semester, contact the Registrar's Office.

Prerequisite(s): MGT-600 completed.

MGT-650A Operations Mgt & Decision-Making Models (3 credits)

Organizations make multiple decisions every day. Many of those decisions are critical to achieve efficiency within the day-to-day operations. But how do organizations make those decisions? In this course, students will learn a variety of quantitative models that are used in the decision-making process to solve complex business issues relating to quality control, cost management, forecasting, project planning, resource allocation, and production processes. Technology will be used in the application and solution of the different models. Students will learn how to use and interpret quantitative data to make sound operational business decisions.

Prerequisite(s): MGT-600 completed

MGT-650B Business Analyst Basics (3 credits)

Skills a business analyst needs to capture critical data and process flows to develop documentation that leads to a successful project completion and transfer to the project manager. This course can be applied as an elective for a business analytics certificate.

Prerequisite(s): MGT-600 completed.

MGT-650C Data for Business (3 credits)

The amount of data available to businesses and other organizations is expanding every day. Innovative "big data" applications capture headlines and market share, but how can you use data to improve your projects and operational performance? Improve your understanding of data and statistics by learning about and discussing the essentials of data, analyzing data and making business decisions with data. Explore application examples and a case study. Talk about information on scorecards and dashboards. This course can be applied as an elective for a business analytics certificate.

Prerequisite(s): MGT-600 completed.

MGT-650D Intro to Project Management (3 credits)

The purpose of this online course is to introduce students to Project Management and its principles in a contemporary project environment. It aims to introduce students to the language used by practitioners in conjunction with the terminology recognized by the Project Management Institute (PMI) and in the PMBOK Guide. The course reviews the general stages of a project and describes how the stages interrelate. Basic concepts and tools of project management, such as work breakdown structure, scheduling, earned value analysis, and risk management, are introduced. The elements of project management critical to the success of a project also are identified and explained. At the end of this course, students should be able to develop, execute, and control a project for supporting business objectives linked to measures of success.

Prerequisite(s): MGT-600 completed. Other information: This class is offered fully online.

MGT-650E Grant Writing (3 credits)

In this class students will learn how to use data to propose grants for the ongoing work of organizations or initiatives. Students will engage with a variety of perspectives and methods regarding grants and grant writing. They will learn the skills associated with grant writing and fund development requests. As a part of the class, students will write a grant associated with a community agency or project.

Prerequisite(s): MGT-600 completed.

MGT-650F Graduate Seminar Independent Study (3 credits)

This course in an independent study Graduate Seminar

Prerequisite(s): MGT-600 completed.

MGT-650G Social Media in Learning Environment (3 credits)

In this course, candidates develop the skills and knowledge for becoming a technology director in a school or other learning environment. They learn to design and manage technological learning environments through planning, budgeting, making decisions, and implementing technology support. As a means for facilitating and maintaining the environment, they develop effective strategies for supervising, training, and evaluating technical staff, as well as acquiring knowledge of appropriate technology resources.

Prerequisite(s): MGT-600 completed. Additional information Summer 2018: this class will be fully online

MGT-650H Scope, Time Cost & Quality Management (3 credits) (need)

Prerequisite(s): MGT-650D completed Other information: This class is offered fully online.

MGT-651 Managing Global Competitive Advantage (3 credits)

Our world economy is local as well as global. From small craft shops selling to world markets to large organizations that operate in six continents, business, humanitarian organizations and other not-for-profits require managers and leaders who are culturally sensitive, act with integrity, can build and maintain relationships with key stakeholders and are capable of dealing with complex and multidimensional environments. The opportunity to study and analyze a business operating in its national context and to interact with managers and executives rooted in their home cultures provides a unique setting to experience and explore different perspectives. Designed as a short-term study abroad, this course is intended to meet that need.

Prerequisite(s): MGT-600 completed.

MGT-667 Managing Consulting Process (3 credits)

Managing the Consulting Process enables students to function responsibly as beginning consultants or midlevel practitioners depending on each student's experience as they learn to apply consulting skills and strategies to their own professional context. Course content focuses on current consulting theory and practice to develop a solution focused approach to intervening in organizations that are experiencing difficulty. Students will work with client organizations in the community, dealing with real consulting situations, forming a consulting company in the classroom. Collaboration and case consultation will be emphasized. Past students will serve as mentors. Students will learn strategies for building effective relationships and diagnosing, designing, implementing, and evaluating appropriate organizational interventions.

Prerequisite(s): MGT-600 completed.

MGT-677 Group & Team Facilitation (3 credits)

Collaborative management of the work team culture is a fundamental aspect of developing organizations. In this course, students learn strategies to effectively build and lead high-performance work groups and teams. Learners examine the use of diagnostic and intervention techniques to focus on inter-team and group relations. They learn how to design strategies to assess and diagnose individual and team effectiveness, build trust within teams, and guide team interventions. They also learn techniques for coaching and mentoring teams and team members.

Prerequisite(s): MGT-600 completed.

MGT-687 Tools & Processes-Organizational Intervention (3 credits)

Organizational development (OD) interventions are sets of structured activities designed to move the organization from its current state to a desired state. This course focuses on applying conceptual knowledge to equip students to plan and implement OD interventions. Students learn how to diagnose organizational issues and design appropriate interventions that target specific workplace or competitive environment needs. They also learn the underlying causal mechanisms of intervention to ensure the change initiative fits the desired outcome. Students learn a range of strategies to support organizational development, such as process consultation, planning and goal setting, cultural analysis, work redesign, and organizational restructuring.

Prerequisite(s): MGT-600 completed.

MGT-697 Independent Study (3 credits)

Independent study is available to graduate students who seek unique and specialized professional development learning opportunities that are not available through existing MBA elective courses. It requires students to independently design, implement, and manage their learning with the guidance of a School of Business faculty member. Approval is subject to faculty availability.