

# MANAGEMENT (MGMT) CPSO

# Course numbers with the # symbol included (e.g. #400) have not been taught in the last 3 years.

## MGMT 410 - Principles of Management

**Credits:** 4

This course examines a wide range of business theories and practical applications related to effective management. In addition to learning about what management is and what managers do, students also explore and assess their own management skills and styles. Students apply critical thinking skills to core business functions. Focus is on contributing factors to management styles such as communication, the role of the manager, design of the organization, ethical issues, social responsibility and globalization. Course format may include the application of these management roles and competencies through experiential activities, group exercises and case analysis.

**Attributes:** Writing Intensive Course

**Equivalent(s):** MGMT 500G

**Grade Mode:** Letter Grading

## MGMT 544 - Special Topics: Lower Level

**Credits:** 1-4

A study of current and variable topics in Management. Course content changes from term to term.

**Repeat Rule:** May be repeated up to unlimited times.

**Equivalent(s):** MGMT 544G

**Grade Mode:** Letter Grading

## MGMT 566 - Organizational Behavior

**Credits:** 4

This course focuses on practical application of current research and concepts in human behavior in order to understand and analyze organizations. Interpersonal processes, problem-solving, and managerial decision-making are considered through examination of the roles of power, politics, ethics, and conflict in organizations. Topics may include individual behavior, motivation and performance, interpersonal relations, small group relations, the role of leadership, and organizational culture.

**Attributes:** Writing Intensive Course

**Equivalent(s):** MGMT 566G

**Grade Mode:** Letter Grading

## MGMT 569 - Budget Management

**Credits:** 4

One of the primary roles of a manager is to manage budgets and to communicate with accounting and finance professionals. This course is designed to provide budgeting skills to managers, enabling them to help in the decision-making process related to the financial health of their organizations. Students will have the opportunity to become familiar with processes related to development and management of the budgeting process, accounting practices, and financial oversight.

**Prerequisite(s):** CMPL 402 with a minimum grade of D- or CMPL 502G with a minimum grade of D- or MGMT 502G with a minimum grade of D- or CMPL 512 with a minimum grade of D- or CMPL 612G with a minimum grade of D-.

**Equivalent(s):** MGMT 569G

**Grade Mode:** Letter Grading

## MGMT 595 - Practicum in Management

**Credits:** 4

This project-based practicum is an entry-level field experience designed to assist Business Management majors in exploring career and vocational settings in which they can use and apply their business-related knowledge and skills. The nature of the practicum is exploratory in nature, involves extensive student initiative in designing and implementing the practicum, and is conducted under the supervision of the practicum mentor. A supplementary objective of the practicum is to explore and assess possibilities for settings and situations in which the learner may engage in an upper level Business Management Internship. Registration for this course is by permission of Academic Affairs. Earlier registration deadlines may apply.

**Prerequisite(s):** MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D-.

**Equivalent(s):** MGMT 540G

**Grade Mode:** Letter Grading

## MGMT 608 - Fostering Inclusion and Diversity in the Workplace

**Credits:** 4

Today's workforce is diverse; individuals are frequently interacting with peers, managers and customers, each with different backgrounds, experiences, group affiliations, neurodiversity, sexual orientations, religions, and identities. With equity and respect, these differences can enhance performance and creativity; workplace diversity can also help to increase employee and customer engagement, contentment, and inclusion. This course explores ways in which employees and managers can cultivate an inclusive workplace culture and offers means for expanding appreciation of each individual's uniqueness. This course may review paradigms that limit and promote inclusion, such as unconscious biases, behavioral change, leadership, acknowledgement of the dimensions of diversity, and enforcement of patterns by employers, employees, and society as a whole. Recommended: MGMT 566.

**Equivalent(s):** MGMT 608G

**Grade Mode:** Letter Grading

## MGMT 625 - Legal and Ethical Issues in Business Management

**Credits:** 4

This course addresses the nature, functions, and operations of the legal system and how legal rules affect business operations. Students examine the legal framework of laws, rules, health and safety regulations, and judicial opinions that have direct and profound impacts on managerial decision-making and practice. Considerable emphasis is placed on the federal, state, and local regulations that directly impact business practice; consumer laws, labor and employment law; and the social and ethical environment of business policy and management practice.

**Prerequisite(s):** MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D- or PADM 500 with a minimum grade of D- or PADM 500G with a minimum grade of D- or MGMT 501G with a minimum grade of D- or MGMT 566 with a minimum grade of D- or MGMT 566G with a minimum grade of D-.

**Equivalent(s):** MGMT 625G

**Grade Mode:** Letter Grading

**MGMT 626 - Project Management Strategies****Credits:** 4

This course examines tools and methods used to manage projects of varying size and scope, and explores how these tools can be deployed to plan, schedule, execute, and assess projects from start to finish. Topics may include cost, risk, and quality management frameworks. While designed primarily for students in management-related and technology-related fields, the course takes a broad approach, recognizing the diversity of professions which require project management skills and knowledge. Students may be introduced to the roles and responsibilities of project and program managers in various settings, to the knowledge areas of the Project Management Institute, and to the significance of project management teams.

**Prerequisite(s):** MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D- or PADM 500 with a minimum grade of D- or PADM 500G with a minimum grade of D- or MGMT 501G with a minimum grade of D-.

**Equivalent(s):** MGMT 626G**Grade Mode:** Letter Grading**MGMT 634 - Contemporary Management Issues****Credits:** 4

In this course, students examine how such issues as globalization, technology, the environment, business ethics, and business-government relations impact how businesses are managed. They also examine how leaders manage leaner and flatter organizations comprised of diverse employees working in teams. Students may explore the broad impacts of these contemporary management issues through reading, research, case studies, and active discussions.

**Prerequisite(s):** MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D- or PADM 500 with a minimum grade of D- or PADM 500G with a minimum grade of D- or MGMT 501G with a minimum grade of D-.

**Equivalent(s):** MGMT 601G**Grade Mode:** Letter Grading**MGMT 642 - International and Cross-Cultural Management****Credits:** 4

Globalization, remote work environments, outsourcing, new technology, supply chains and current business practices require working across time zones, countries, and cultural norms, all of which challenge traditional assumptions about how to manage people and organizations. Students may study how growing worldwide interconnections impact globalization on managing organizations and people worldwide. This course reflects new and emerging individual and interrelated factors influencing international managers which may include legal, political, economic, competitive, socio/cultural, technological, and environmental factors. The class incorporates real-world examples, research, and practical application, allowing students to adjust, adapt, and navigate the changing global business landscape, assessing opportunities and addressing potential challenges.

**Equivalent(s):** MGMT 604G**Grade Mode:** Letter Grading**MGMT 644 - Special Topics: Upper Level****Credits:** 1-4

A study of current and variable topics in management. Course content changes from term to term. It is expected that the learner will have prior coursework or experience in the subject matter.

**Repeat Rule:** May be repeated up to unlimited times.**Equivalent(s):** MGMT 644G**Grade Mode:** Letter Grading**MGMT 680 - Global Business****Credits:** 4

This course introduces the concept of global business as a system and the theories which underlie it; institutions that are visual evidences of it; production, marketing, financial, legal, human resource management, culture, politics and other subsystems which comprise the total system. It also examines national governmental and international institutional controls and constraints, which impact the environment in which the system operates. Students may examine growing worldwide interconnections to gauge the impact of globalization on managing organizations and people worldwide. Global business has an impact on all businesses, regardless of size or location of your business.

**Attributes:** Writing Intensive Course**Equivalent(s):** MGMT 633G**Grade Mode:** Letter Grading**MGMT 685 - Global Innovation****Credits:** 4

This course recognizes the deep connection between global trade, technology, and innovation. Combining studies in global business and its responsible management with the specialized knowledge of technology and global innovation management gives students the opportunity to prepare for successful careers in a global environment for firms that compete on the basis of innovation in products and services. Students may learn how the product life-cycle influences the commercialization of new technology products in a diverse and ever-changing global market.

**Prerequisite(s):** MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D-.

**Equivalent(s):** MGMT 632G**Grade Mode:** Letter Grading**MGMT 695 - Internship in Management****Credits:** 4

The upper level Business Management Internship is a field-based experience designed to develop and hone the practical application skills of a Business Management major. Students apply for an internship at a self-selected site and negotiate the terms of the internship experience with a site supervisor under the general auspices of their faculty internship mentor. The internship requires documented evidence of eighty hours of supervised experience and practice in a field setting where business management-related knowledge and skills are applied. NOTE: It is recommended that learners have completed the majority of upper level course work in their major prior to enrolling in this course. Registration for this course is by permission of Academic Affairs. Earlier registration deadlines may apply.

**Equivalent(s):** MGMT 640G**Grade Mode:** Letter Grading**MGMT 706 - Fundraising and Resource Development****Credits:** 4

Fundraising is the act of soliciting for contributions or pledges. Development, on the other hand, refers to nurturing and building relationships over time between donors/philanthropists and organizations. The purpose of this course is to differentiate fundraising, grant writing, and development strategies in organizations. Students will examine the roles and responsibilities of the individuals within an organization that motivate, nurture, engage, and maintain donor relationships. This course may review ethics and transparency within fundraising, technology to facilitate resource development, social and business trends, and organizational adaptation.

**Attributes:** Writing Intensive Course**Equivalent(s):** MGMT 605G**Grade Mode:** Letter Grading

**MGMT 707 - Nonprofit Management****Credits:** 4

This course guides participants in understanding nonprofit organizations and their management. Topics may include motivations for starting nonprofit organizations as well as theories and strategies to balance the unique needs of nonprofits within market economies. This course covers considerations for staffing and volunteer management, funding sources, asset management, program evaluation and leadership structures as elements of identifying qualities of successful nonprofit organizations at various stages of development. Projects may include interviewing, building a nonprofit business plan, and presentations.

**Prerequisite(s):** MGMT 410 with a minimum grade of D- or MGMT 500G with a minimum grade of D- or MGMT 566 with a minimum grade of D- or MGMT 566G with a minimum grade of D-.

**Equivalent(s):** MGMT 638G

**Grade Mode:** Letter Grading

**MGMT 715 - Financial Management for Nonprofit Organizations****Credits:** 4

Nonprofit management is becoming a recognized specialty, with a growing number of individuals and entities specializing in nonprofit financial management. Concepts cover financial management considerations related to ethics, governance, policy and mission frameworks that are unique to nonprofit organizations and practices.

**Prerequisite(s):** (ACCT 532 with a minimum grade of D- or ACCT 511G with a minimum grade of D- or MGMT 511G with a minimum grade of D-) and (MGMT 707 with a minimum grade of D- or MGMT 638G with a minimum grade of D-).

**Equivalent(s):** MGMT 639G

**Grade Mode:** Letter Grading

**MGMT 795 - Integrative Capstone: Industry-Based Internship****Credits:** 4

This capstone course is a field-based internship designed to develop and hone the practical application skills of a Business Management major. The course requires students to integrate the knowledge and skills gained from other courses in the program and to demonstrate the ability to apply their knowledge to new subject matter and practical situations. Students apply for an internship at a self-selected site and negotiate the terms of the internship experience with a site supervisor under the auspices of their faculty mentor. The internship requires documented evidence of eighty hours of supervised experience and practice in a field setting where management-related knowledge and skills are applied. Students will also be required to submit professional documents such as a cover letter, resume, and professional portfolio as part of the course. NOTE: Registration for this course, an internship, is by permission of Academic Affairs. Early registration deadlines may apply. Prior to capstone enrollment, students are expected to complete the majority of their required major courses. Students should consult with their advisor regarding specific major courses that may be completed with their capstone. NOTE: Students who were admitted to the college before Fall 2019 and have remained active in their original catalog year are not required to take IDIS 601.

**Attributes:** Writing Intensive Course

**Prerequisite(s):** (CRIT 602 with a minimum grade of D- or CRIT 602G with a minimum grade of D- or CRIT 02G with a minimum grade of D-) and (IDIS 601 with a minimum grade of D- or IDIS 601G with a minimum grade of D-).

**Equivalent(s):** MGMT 651G

**Grade Mode:** Letter Grading

**MGMT 796 - Individualized Studies Capstone****Credits:** 2-9

This course is an independent learning experience used to satisfy the integrative requirement. The purpose of the integrative experience is to provide the learner with a capstone project in which to reflect on and synthesize his or her prior learning and apply it at a new, higher level of understanding. It is the final learning experience of your degree program and is undertaken after all other coursework is completed. This capstone may incorporate some new aspects of learning, but the project must integrate foundation and specialized coursework into the experience. No transfer, assessment or validation credit may be used to fulfill this requirement. Course content is approved by Academic Affairs.

**Prerequisite(s):** (CRIT 602 with a minimum grade of D- or CRIT 602G with a minimum grade of D- or CRIT 502G with a minimum grade of D-) and (IDIS 601 with a minimum grade of D- or IDIS 601G with a minimum grade of D-).

**Equivalent(s):** MGMT 670AG

**Grade Mode:** Letter Grading

**MGMT 797 - Integrative Capstone: Industry-Based Project****Credits:** 4

This capstone course builds on all previous coursework. By completing a course project, students synthesize practical knowledge and academic theories to develop and implement effective managerial strategies in their own field of professional interest. Students will have the opportunity to explore current research in the field of management to meet their personal professional goals and goals of their organizations. Professional documents such as a cover letter, resume, and professional portfolio are developed by students in this course. Prior to capstone enrollment, students are expected to complete the majority of their required major courses. Students should consult with their advisor regarding specific major courses that may be completed with their capstone. NOTE: Students who were admitted to the college before Fall 2019 and have remained active in their original catalog year are not required to take IDIS 601.

**Attributes:** Writing Intensive Course

**Prerequisite(s):** (CRIT 602 with a minimum grade of D- or CRIT 602G with a minimum grade of D- or CRIT 502G with a minimum grade of D-) and (IDIS 601 with a minimum grade of D- or IDIS 601G with a minimum grade of D-).

**Equivalent(s):** MGMT 660G

**Grade Mode:** Letter Grading

**MGMT 798 - Integrative Capstone: Strategic Management Experience****Credits:** 4

This capstone course focuses on the concepts and techniques of business management. It analyzes the process of developing and executing strategies designed to maximize a company's competitive advantage. With this information, students will develop skills to determine the appropriate strategy to fit the company's unique resources and environment. Students will have the opportunity to participate in experiential learning that will allow them to apply previous learning and degree content by crafting and executing strategy. They will also apply their knowledge of strategic management to their own field of professional interest by completing a course project. Students will also be required to submit professional documents such as a cover letter, resume, and professional portfolio as part of the course. Prior to capstone enrollment, students are expected to complete the majority of their required major courses. Students should consult with their advisor regarding specific major courses that may be completed with their capstone. NOTE: Students who were admitted to the college before Fall 2019 and have remained active in their original catalog year are not required to take IDIS 601.

**Attributes:** Writing Intensive Course

**Prerequisite(s):** (CRIT 602 with a minimum grade of D- or CRIT 602G with a minimum grade of D- or CRIT 502G with a minimum grade of D-) and (IDIS 601 with a minimum grade of D- or IDIS 601G with a minimum grade of D-).

**Equivalent(s):** MGMT 650G**Grade Mode:** Letter Grading