

# MANAGEMENT (MNGT)

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## **MNGT-P225 Career Transitions: Landing Your Ideal 0-3 Credits**

This course provides a comprehensive and strategic approach to the career search process. It follows a proven path of progressive steps to identify, plan, and achieve objectives in the chosen field. Included are approaches to connecting directly with hiring managers and demonstrating professional brand competence. The course provides students the tools needed to develop and promote individual competency that will set them apart from their competition. This course is offered Credit/Fail only.

## **MNGT-P310 Design Thinking and Innovation 3 Credits**

This course introduces students to the Design Thinking collaborative, multi-disciplinary and innovative human-centered approach to problem-solving. Examples from organizations that have successfully implemented the approach will be analyzed and the design thinking model will be applied as part of an experiential project.

Terms Typically Offered: Spring.

## **MNGT-P311 Talent Acquisition and Total Rewards 3 Credits**

This course examines the building blocks of a market-competitive compensation and benefits plan using industry best practices and addressing how employment laws, market forces, and labor unions impact compensation practices. Students learn how organizations create talent pipelines designed strategically to enhance business outcomes. Case studies are used to develop an effective recruiting, performance management, and succession plan process that evaluates employee contributions holistically.

## **MNGT-P312 Training/Development/Performance Mngt 3 Credits**

This course identifies the knowledge and skills needed for effective management of individual and team performance. Students gain hands on experience by designing a needs analysis plan and implementing and evaluating a training and development activity.

## **MNGT-P313 Team Dynamics and Leadership 3 Credits**

Study of group behavior and team leadership and how group dynamics affects performance, learning and organizational effectiveness. Emphasis is placed on building highly effective teams, resolving conflict, managing personalities, cultures, political agendas and varying skill levels while securing resources and managing stakeholder expectations. Students develop strategies for efficient and productive group management and participate in team-based activities.

Prerequisite: ENGL-220, MATH-109

## **MNGT-P325 Management Theory and Practice 3 Credits**

An overview of management and how leadership forms an integral part of it along with planning, organizing, staffing, leading and controlling/evaluating. An examination of the field of management from the perspective of a manager wishing to be more effective.

Terms Typically Offered: Fall and Spring.

## **MNGT-P330 Nonprofit Management 3 Credits**

This course explores the special challenges of management of a nonprofit organization. Through cases, description, and theoretical analysis, students learn about the defining characteristics of the nonprofit sector, major differences between nonprofit and profit-making organizations, and government and business involvement with the nonprofit sector. Students acquire skills focused on governance, financing, and management of nonprofit organizations.

Prerequisite: BUSN-P378

## **MNGT-P342 Human Resource Management 3 Credits**

An exploration of the values and perceptions of selected groups affecting social and economic life through an analysis of policies and procedures relating to recruitment, selection, training, development, and compensation of employees. Special attention is given to Equal Opportunity Employment and the Office of Safety and Health Administration legislation through a series of case studies and simulations.

Terms Typically Offered: Fall and Summer.

## **MNGT-P346 Organizational Behavior 3 Credits**

Study of group behavior and how group functioning affects organizational effectiveness. Emphasis is placed on decision making and resolving conflict in groups. Students develop strategies for efficient and productive group management and determine which tasks are handled by groups and individuals.

Terms Typically Offered: Fall and Spring.

## **MNGT-P411 Managing Organizational Change 3 Credits**

This course examines the facets of organizational change and provides students with the theoretical framework and practical skills for developing, implementing, and evaluating effective change. Focus is also given to analysis of an organization's structure, strategy, and resources as well as the cultural, legal, and technological context within which the organization functions.

Terms Typically Offered: Fall and Summer.

## **MNGT-P412 Leadership Theory and Practice 3 Credits**

Students examine historical and contemporary leadership theories, assess their own personal leadership styles and apply leadership concepts and skills through experiential activities.

## **MNGT-P413 Managerial Leadership 3 Credits**

This course introduces students to the similarities and differences between management and leadership and identifies the best practices of both. Students learn how to develop and apply effective skills designed to make positive differences in their organizations and communities. Students assess their own managerial and leadership styles as part of an experiential project.

Terms Typically Offered: Fall and Spring.

## **MNGT-P457 Management Information Systems 3 Credits**

Introduction to the Fundamentals of computing technology and the knowledge required to sufficiently understand the management of information systems in business organizations.

Terms Typically Offered: Fall and Spring.

**MNGT-P464 Principles of Management 3 Credits**

(This course number is in teach-out during the 23-24 academic year. The new number is MNGT-P325.) An overview of management and how leadership forms an integral part of it along with planning, organizing, staffing, leading and controlling/evaluating. An examination of the field of management from the perspective of a manager wishing to be more effective.

Terms Typically Offered: Fall and Spring.

**MNGT-P470 Special Topic in Management 1-3 Credits**

Study of a special topic in one of the fields of management. May be repeated for credit provided topics are dissimilar.

Terms Typically Offered: Fall and Summer.

**MNGT-325 Management Theory/Practice 3 Credits**

An exploration of managerial and leadership roles as they relate to pursuing organizational goals in an efficient and effective capacity. Focuses on the four functions of managing organizations: planning, organizing, leading and controlling.

Terms Typically Offered: Fall and Spring.

**MNGT-330 Nonprofit Management 3 Credits**

Integrates research, theory, and application into an overview of the management of non-profit organizations, including the scope and structure of the non-profit sector, fundraising and earned income strategies, non-profit lobbying and advocacy, managing international and global organizations, and social entrepreneurship. This course is open to all students with Sophomore, Junior, or Senior standing.

Terms Typically Offered: Fall.

**MNGT-342 Human Resource Management 3 Credits**

Designed to address how organizations can gain a sustainable, competitive advantage through people. This course focuses on recruiting, selecting, and training a diverse workforce; appraising and improving performance; managing compensation and benefits; and enhancing employee-management relations in a global economy. This course is open to students with Sophomore, Junior or Senior class standing.

Terms Typically Offered: Spring.

**MNGT-346 Organizational Behavior 3 Credits**

Integrates the psychological and sociological aspects of human behavior as they relate to management of domestic and global organizations. Focus is on individual, group, and organizational behavior. Topics include communication, motivation, group dynamics, leadership, power, reward systems, organizational structure, and managing conflict and change. This course is open to students with Sophomore, Junior or Senior class standing.

Terms Typically Offered: Fall.

**MNGT-347 Leadership & Quality Mngt 3 Credits**

Explores the multifaceted world of leadership problem-solving and operations management together with their contemporary application. It focuses on the ongoing developments of analytical and strategic thinking and its relevance from a Quality Management perspective. This course is open to students with Sophomore, Junior or Senior class standing.

Terms Typically Offered: Fall.

**MNGT-420 International Management 3 Credits**

Focuses on the management of international enterprises. Topics include globalization and worldwide developments; the political, legal, and technological environment; international strategic management; and communication, motivation, and leadership across cultures.

Terms Typically Offered: Fall.

**MNGT-470 Special Topic in Management 1-3 Credits**

Study of a special topic in one of the fields of management. May be repeated for credit provided topics are dissimilar.

Terms Typically Offered: On Demand.

**MNGT-490 Seminar. 1-3 Credits**

Mutual investigation of one topic in management of particular relevance to upper division majors. May be repeated for credit provided topics are dissimilar.

Terms Typically Offered: On Demand.