MANAGEMENT (MNGT)

MNGT 515 Global Business 3
An analysis of the vast external environment in which organizations operate today that provides students with principles and strategies for navigating the complexities of the global market. Students consider global economic, political, and social factors that affect daily organizational operations. Additionally, students explore ethical and justice-related questions and gain a broader understanding of the world and how business operates within it.

MNGT 538 The Legal Environment of Management and Organizations 3
This course examines the impact of business decisions, corporate governance and the manager's conduct on an organization's capacity to meet its obligations to stakeholders. Students will evaluate alternative courses of action and develop approaches for implementation that enhance corporate reputation and accountability, ensure legal compliance and provide effective leadership in pursuit of strategic and operational goals.

MNGT 540 Talent Sourcing and Development Organizations 3
Analyze Human Resource's strategic role in attracting, interviewing, and selecting individuals who will impact organization performance in a positive way. Discuss recent research and trends involving staffing. Explore the world of employee behavior and motivation to develop effective development plans. Learn about the latest programs to assess workplace learning needs and solutions. Discuss case studies that illustrate ways to design workplace learning interventions. Analyze career management and leadership development plans.
Prerequisites: BUSA 515

MNGT 572 The Project Manager As a Leader 3
Project managers must effectively and efficiently initiate, plan, execute, monitor, and complete projects across various industries by maximizing their managerial and leadership knowledge. This course explores the essential knowledge base and skill sets that are required of a Project Manager to successfully accomplish project outcomes. Capable Project Managers must adapt their leadership style to apply to each unique situation, supervise tasks, and communicate effectively with stakeholders. The goal is to deliver a project that is delivered on time, within budget, and to the scope requirements. Today's project managers must have an agile mindset and be prepared to work in a global marketplace. Finally, it is imperative that the Project Manager demonstrates honesty, integrity, and ethical conduct.

MNGT 580 Employment Law and Labor Relations Organizations 3
Apply current employment laws and their interpretations to Human Resources practices and programs to protect employees and ensure compliance of organizational policies. Investigate future challenges and develop a game plan for creating and managing Human Resources programs impacted by employment law. Explore trends for educating employees about sound employment practices, diversity issues, employee rights/employer responsibilities, and privacy issues. Analyze the goals and strategies of unions and management including the current trends in organization and collective bargaining. Discuss current case studies involving the labor relations process.
Prerequisites: BUSA 515

MNGT 592 Stakeholder and Team Engagement in Project Planning 3
Project Managers have the overarching responsibility for the success of a project, and they must make every effort to identify and communicate with the stakeholders, which include any person, group, organization that can have a positive or negative influence on the project. This course examines the importance of stakeholder and team engagement and focuses on effective communication styles used by Project Managers throughout the life cycle of a project. Further, this course explores the identification and planning aspects of Stakeholder Management, including team composition and structure, assignment of physical resources, change management, and performance metrics.

MNGT 605 Enterprise Management 3
In this course, students will examine the concepts and global best practices of public, private, social sector, and production organizations. It draws from modern research and presents enterprise operations with a practical focus on operations design and analysis, customer relations, service, adaptability and sustainability. Topics include management of business operations, production scheduling, facilities, supply chain, capacity planning, quality assurance and continuous improvement.

MNGT 612 Project Work, Delivery, and Measurement 3
Project management initiatives are strategically designed to address challenges efficiently and effectively or to generate value through unique products, services, and results. This course examines diverse aspects of project planning, including identification, planning, delivery, and measurement. It emphasizes how Project Managers must navigate competing constraints, motivating team members, engaging stakeholders, monitor changes, and evaluate outcomes to ensure they correspond with the project's scope, schedule, and budget, which enhances the likelihood of achieving success.

MNGT 615 Talent Management 3
A comprehensive survey of management practices that facilitate the development and maintenance of a sustainable talent pool. Students leave this course equipped with leadership and management strategies that improve organization member efficiency, motivation, satisfaction, and achievement in a way that helps the organization move toward its strategic goals.

MNGT 620 Total Rewards Systems Organizations 3
Explore how HR executives can be strategic partners with organization leadership by leveraging total rewards systems. Analyze methods to develop compensation and benefits plans, as well as non-traditional and non-monetary rewards, to complement an organization's goals. Learn from company examples and case studies to determine how strategic compensation and benefits initiatives can benefit an organization through increased levels of employee motivation, engagement, and retention of high performing employees.
Prerequisites: BUSA 515

MNGT 624 Executive Seminar in Management 3
As a culminating experience of their program of study, students will complete an applied learning project to demonstrate their management competency. Proposed by the student in consultation with faculty, the project will involve a product, service, organizational unit, market sector, innovative process/idea, or resolution to a significant business problem. Accordingly, students will formulate recommendations and an associated action plan that incorporates critical analysis, sound business principles, ethical standards, and best practices into their work.

MNGT 625 Operations and Supply Chain Management 3
Gain the knowledge and skills necessary to manage organizational operations and supply chains to meet consumer demand. Students leave this course with strategies to create an efficient and effective supply chain and the confidence to make strategic supply chain decisions.

MNGT 632 Agile Project Management 3
Students will move beyond a basic understanding of agile project management by exploring various agile development philosophies and methodologies and how they can be applied to manage current projects. Students will learn how to utilize Scrum and several additional agile frameworks. They will also develop an understanding of when to use agile methodologies (and when not to) and how to tailor agile practices for maximum project success.

MNGT 640 Diversity in Organizations Organizations 3
Analyze and discuss the value and importance of a diverse and inclusive organization by exploring current research and legislation. Discuss implications for Human Resources practices in various organizations using case studies and examples. Explore global diversity and inclusion issues. Discuss ways that organizations can be more effective in staffing, developing, engaging, rewarding, and retaining employees of all backgrounds.
Prerequisites: BUSA 515

MNGT 665 Ethics and Social Justice 3
Designed to assist students in developing their skills in ethical analysis and moral discernment, this course utilizes an ethical decision-making framework that maps the ethical, legal and prudential dimensions of business decision making for the purpose of crafting responses that are consistent with one's own code of ethics and a life of integrity. The case method is used to explore the moral aspects of topics such as corporate social responsibility, consumer and employee protection, sexual harassment, human resource management, marketing and finance. Special attention will be devoted to the nurturing of ethical character, the importance of ethical leadership for the business community, and the role of the Christian faith as a transformational force in the workplace.

MNGT 675 Practicum 3
A student-directed applied learning project completed under faculty advisement designed to allow students to demonstrate their management competency. The project involves a product, service, organizational unit, market sector, innovative process/idea, or resolution to a significant organizational problem. Students demonstrate mastery of their program's material by formulating recommendations and an associated action plan that incorporates critical analysis, sound business principles, ethical standards, and best practices into their work.

MNGT 750 Organizational Design 3
This course examines contemporary organizational design and the view that organizations are living and dynamic systems. We seek to understand how to optimally configure organizational units to promote such things as innovation, productivity and values. We examine functional, divisional, and matrix organizations, and how to create competitive advantage through things such as democratic decision-making, crowd-based organizations, internal resource markets, and other aspects of collective intelligence. Students will examine competitive and dysfunctional aspects of leadership, workflow, procedures, and structures in systems that provide strategic advantage in effective and innovative organizations.

MNGT 765 Leading in Community: People, Problem-Solving and Conflict 3
Interpersonal relationships within an organization are critical to the success of the enterprise. Although leaders must often focus on articulating the mission and vision of an organization to external constituents, this emphasis may lead to underdeveloped structures and undernourished personnel within the organization. Leading in Community will provide students with multiple frameworks within which to analyze their own leadership styles, characteristics and effectiveness for the purpose of cultivating community within the organization. In addition, this course will focus on the role of Human Resources within an organization. By the completion of the course, students will develop an ethical framework to identify organizational systems and processes for increasing communication, solving problems, and reducing conflict.

MNGT 780 Training and Development 3
This course begins with an exploration of the difference between the notions of training as compared to human development in organizations. While addressing the former, this course focuses on the latter and builds upon the belief that people are an organization's greatest resource. This course also examines effective methods for providing employees with professional development experiences that facilitate alignment of purpose, values, and organizational goals and objectives. Students will engage with research and best practices related to Human Resource Development (HRD), Talent Development (TD) and Leader Development (LD) to propose a program and programmatic evaluation. By the completion of this course, students will be able to design and evaluate the effectiveness of HRD/TD/LD programs.

MNGT 880 Consulting Practice 3
This course examines the philosophy of consulting to include the 'main body of leadership mind'-ethics, courage, reality, and vision-as intelligence tools. It also analyzes the consulting domain as it relates to internal and external barriers of organizations, such as structural concerns, gaps in leaders' skills and knowledge, and effectiveness of collective intelligence. Students will learn to understand, apply, analyze, synthesize, and evaluate consulting principles and practices through a variety of instructional activities and to participate in the consulting process through case studies and research.