

MANAGEMENT (MNGT)

MNGT 511 Global Perspectives of Management Leadership, and Ethical Issues 3

This course introduces the social, moral and ethical demands and responsibilities of corporate leaders in the global marketplace. Today, the social consciousness of an organization must be articulated, via a deliberate strategy, including, but not limited to, influences from business law, ethical theories, biblical standards, and regulatory compliance. Students will investigate the definition of professional conduct.

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 550 Management Communication 3

This course studies the critical role of effective communication in business, including such issues as successful negotiation, intercultural protocol, cross-gender relationships, and conflict resolution.

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 610 Talent Development and Performance Management 3

This course examines management practices that facilitate the development and maintenance of a sustainable talent pipeline. Students will explore how execution-capable organizations identify core competencies and infuse those competencies throughout the workforce, the role and impact of organization member motivation in executing strategy, and how opportunity for meaningful contribution advances organization achievement.

MNGT 613 Managing Project Teams 3

This course examines the behaviors and practices of managers that foster a norm of successful project execution across the organizational ecosystem. Theories and processes related to group behavior and interpersonal dynamics will be introduced along with an overview of proven project management methodologies. Major topics include determining project scope through problem identification, risk assessment and mitigation, virtual working, and the manager's role in sustaining healthy organizational environments that maximize stakeholder engagement and team outcomes.

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 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 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 695 Internship 3

Each internship credit represents 40 hours of professional work experience.

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.