

# Department of Management

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## Field Description

Management is the science and art of running an organization. It involves setting goals, planning, organizing human and other resources, implementing plans, and guiding the organization to achieve desired goals. Management applies to for-profit, not-for-profit, and governmental organizations; it applies to small and larger organizations, to family-owned and stockholder-owned firms, and to units within larger organizations. Management is interdisciplinary and integrates contributions from various fields of knowledge.

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## The Major and Specializations

The management major prepares the student for entry level positions in operations management or personnel administration; for the broader managerial responsibilities that usually come with promotion and continue to expand throughout ones career; or to start and manage an entrepreneurial venture. Courses are designed to develop the necessary skills, insight, and knowledge for dealing with the human and organizational aspect of management and also to develop the analytical, creative, and quantitative skills required for allocating and utilizing resources and for making managerial decisions.

The Department of Management (MGT) offers courses in the concepts and techniques for managing all kinds of organizations. The department offers three specializations: entrepreneurship (ENT), human resource management (HRM), and operations management (OM). Each is outlined in detail below.

- [Entrepreneurship \(ENT\)](#)
- [Human Resource Management \(HRM\)](#)
- [Operations Management \(OM\)](#)

## Entrepreneurship

### Required Courses

**12 credits**

<a href="#">MGT 3960</a>	Entrepreneurship Management ( <a href="#">MGT 3860</a> )	3 credits
<a href="#">MGT 4961</a>	Entrepreneurial Experiences ( <a href="#">MGT 4862</a> )	3 credits
<a href="#">MGT 4962</a>	Family Business Management ( <a href="#">MGT 4867</a> )	3 credits
<a href="#">MGT 4863</a>	Entrepreneurial Start-ups ( <a href="#">MGT 4861</a> )	3 credits

*Choose four courses from:*

**12 credits**

(In the event that a course is unavailable, contact a faculty advisor to secure approval for a substitution.)

<a href="#">CIS 3444</a>	e-Business Technologies	3 credits
<a href="#">FIN 3610</a>	Corporate Finance	3 credits

<a href="#">FIN 3620</a>	Financial Management for Small Business and Entrepreneurs	3 credits
<a href="#">LAW 3102</a>	Law of Business Organizations	3 credits
<a href="#">LAW 3106</a>	Law and Entrepreneurship	3 credits
<a href="#">LAW 3302</a>	The Law of Real Estate Transactions II	3 credits
<a href="#">MGT 3300</a>	Management: A Behavioral Approach	3 credits
<a href="#">MGT 4400</a>	Human Resource Management	3 credits
<a href="#">MGT 4420</a>	The Management of Compensation	3 credits
<a href="#">MGT 4967</a>	Technology, Innovation and Design in Entrepreneurship	3 credits
<a href="#">MGT 4968</a>	Critical Conversations for Entrepreneurs: Selling and Negotiating	3 credits
<a href="#">MGT 4969</a>	Social Entrepreneurship ( <a href="#">MGT 4864</a> )	3 credits
<a href="#">MGT 4970</a>	Creating Entrepreneurial Communities	3 credits
<a href="#">MGT 4971</a>	Women and Entrepreneurship	3 credits
<a href="#">MGT 4978</a>	Intrapreneurship: Managing Ventures Within the Corporation ( <a href="#">MGT 4863</a> )	3 credits
<a href="#">MKT 3400</a>	International Business Principles	3 credits
<a href="#">MKT 3600</a>	Marketing Research	3 credits
<a href="#">MKT 3605</a>	Consumer Behavior	3 credits
<a href="#">MKT 4151</a>	Direct and Interactive Marketing	3 credits
<a href="#">MKT 4152</a>	Direct Marketing II: Marketing and Managing the Creative Process	3 credits
<a href="#">MKT 4401</a>	International Trade Financing	3 credits
<a href="#">MKT 4511</a>	Marketing Channels	3 credits
<a href="#">MKT 4555</a>	Internet Marketing	3 credits
<a href="#">MKT 4700</a>	Business Marketing Management	3 credits
<a href="#">MKT 4910</a>	Selling and Sales Management	3 credits
<a href="#">MKT 4912</a>	Retail Management and Merchandising	3 credits
<a href="#">PAF 3015</a>	Qualitative Studies of Communities	3 credits
<a href="#">PAF 3040</a>	Information and Society	3 credits
<a href="#">PAF 3102</a>	Economic Analysis and Public Policy	3 credits
<a href="#">PAF 3601</a>	Programs, Policy and Evaluation Research	3 credits
<a href="#">PAF 3701</a>	Building Cities: Markets and Government ( <a href="#">RES 3650</a> )	3 credits
<a href="#">PAF 4250</a>	Nonprofit Housing Development ( <a href="#">RES 4650</a> )	3 credits

<a href="#">RES 3000</a>	Real Estate Law and Institutions ( <a href="#">LAW 3301</a> )	3 credits
<a href="#">RES 3200</a>	Property Investment and Financing	3 credits
<a href="#">RES 3300</a>	Real Estate Valuation and Feasibility Study	3 credits
<a href="#">RES 3400</a>	Real Estate Capital Markets	3 credits
<a href="#">RES 3550</a>	Analytical Skills in Real Estate	3 credits
<a href="#">RES 3700</a>	Real Estate Management	3 credits

#### Human Resource Management (HRM)

##### **Required Courses** **9 credits**

<a href="#">MGT 3300</a>	Management: A Behavioral Approach	3 credits
<a href="#">MGT 3800</a>	Management and Society	3 credits
<a href="#">MGT 4400</a>	Human Resource Management	3 credits

##### **Specialization Courses** **15 credits**

Students must take five additional management courses, at least four of which are to be chosen from the following list:

<a href="#">MGT 4310</a>	Organizational Design	3 credits
<a href="#">MGT 4330</a>	Organizational Behavior: A Micro Perspective	3 credits
<a href="#">MGT 4340</a>	Organizational Change	3 credits
<a href="#">MGT 4380</a>	Management of Organizational Productivity	3 credits
<a href="#">MGT 4420</a>	Management of Compensation	3 credits
<a href="#">MGT 4430</a>	Employee Development and Training	3 credits
<a href="#">MGT 4460</a>	Labor Relations and Collective Bargaining	3 credits
<a href="#">MGT 4480</a>	Conflict Management Procedures	3 credits
<a href="#">MGT 4880</a>	Management of Multinational Corporations	3 credits

The fifth specialization elective can be any Department of Management course or another course approved by a department advisor.

#### Operations Management (OM)

##### **Required Courses** **21 credits**

<a href="#">MGT 3300</a>	Management: A Behavioral Approach	3 credits
<a href="#">MGT 3500</a>	Introduction to Management Science ( <a href="#">OPR 3450</a> )	3 credits
<a href="#">MGT 3710</a>	Operations Planning Systems	3 credits



Students in the Weissman School of Arts and Sciences or in the School of Public Affairs who wish to take business courses may do so by declaring a minor in entrepreneurship or in human resources. Before declaring the minor, they must either complete BUS 1001 (1 credit) or have previously completed BUS 1000 (3 credits). To be awarded the minor, students must have a GPA of 2.0 or more in the courses included in the minor. Eligibility to declare such a minor is restricted to students who have an overall GPA of 2.0 or more at the time they declare the minor. Courses that apply to the minor may not be used for any other requirement. This minor does not fulfill the requirement to complete a Tier III minor.

Students must choose three courses (9 credits) from the following:

#### Entrepreneurship

<a href="#">MGT 3960</a>	Entrepreneurship Management ( <a href="#">MGT 3860</a> )	3 credits
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*plus* two of the following:

<a href="#">MGT 4961</a>	Entrepreneurial Experiences ( <a href="#">MGT 4862</a> )	3 credits
<a href="#">MGT 4962</a>	Family Business Management ( <a href="#">MGT 4867</a> )	3 credits
<a href="#">MGT 4968</a>	Critical Conversations for Entrepreneurs: Selling and Negotiating	3 credits
<a href="#">MGT 4969</a>	Social Entrepreneurship ( <a href="#">MGT 4864</a> )	3 credits

#### Human Resources

***Psychology majors*** must take:

<a href="#">MGT 3120</a>	Fundamentals of Management	3 credits
<a href="#">MGT 4400</a>	Human Resource Management	3 credits

*plus* one of the following elective courses:

<a href="#">MGT 4420</a>	The Management of Compensation	3 credits
<a href="#">MGT 4430</a>	Employee Development and Training	3 credits
<a href="#">MGT 4460</a>	Labor Relations and Collective Bargaining	3 credits
<a href="#">MGT 4480</a>	Conflict Management Procedures	3 credits

***Other non-business majors*** take:

<a href="#">MGT 3120</a>	Fundamentals of Management	3 credits
<a href="#">MGT 3300</a>	Management: A Behavioral Approach	3 credits
<a href="#">MGT 4400</a>	Human Resource Management	3 credits

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Courses

Courses in Management (MGT)

<a href="#">MGT 3120</a>	Fundamentals of Management	3 hours; 3 credits
<a href="#">MGT 3121</a>	Service Operations Management	3 hours; 3 credits
<a href="#">MGT 3300</a>	Management: A Behavioral Approach	3 hours; 3 credits
<a href="#">MGT 3500</a>	Introduction to Management Science	3 hours; 3 credits
<a href="#">MGT 3710</a>	Operations Planning Systems	3 hours; 3 credits
<a href="#">MGT 3730</a>	Analysis of Management Processes	3 hours; 3 credits
<a href="#">MGT 3800</a>	Management and Society	3 hours; 3 credits
<a href="#">MGT 3960</a>	Entrepreneurship Management	3 hours; 3 credits
<a href="#">MGT 4091</a>	Special Topics in Management	1 hours; 1 credits
<a href="#">MGT 4092</a>	Special Topics in Management	2 hours; 2 credits
<a href="#">MGT 4093</a>	Special Topics in Management	3 hours; 3 credits
<a href="#">MGT 4094</a>	Special Topics in Management	1.5 hours; 1.5 credits
<a href="#">MGT 4310</a>	Organizational Design	3 hours; 3 credits
<a href="#">MGT 4330</a>	Organizational Behavior: A Micro Perspective	3 hours; 3 credits
<a href="#">MGT 4340</a>	Organizational Change	3 hours; 3 credits
<a href="#">MGT 4380</a>	The Management of Organizational Productivity	3 hours; 3 credits
<a href="#">MGT 4400</a>	Human Resource Management	3 hours; 3 credits
<a href="#">MGT 4420</a>	The Management of Compensation	3 hours; 3 credits
<a href="#">MGT 4430</a>	Employee Development and Training	3 hours; 3 credits
<a href="#">MGT 4460</a>	Labor Relations and Collective Bargaining	3 hours; 3 credits
<a href="#">MGT 4480</a>	Conflict Management Procedures	3 hours; 3 credits
<a href="#">MGT 4500</a>	Cases in Operations Management	3 hours; 3 credits
<a href="#">MGT 4510</a>	Operational Systems Management	3 hours; 3 credits
<a href="#">MGT 4515</a>	Dynamic Systems Management	3 hours; 3 credits
<a href="#">MGT 4550</a>	Managerial Decision Making	3 hours; 3 credits
<a href="#">MGT 4551</a>	Service Operations Strategy	3 hours; 3 credits
<a href="#">MGT 4560</a>	Management Information Systems I	3 hours; 3 credits
<a href="#">MGT 4750</a>	Materials Management	3 hours; 3 credits
<a href="#">MGT 4760</a>	Facilities Management	3 hours; 3 credits
<a href="#">MGT 4780</a>	Quality Assurance Management	3 hours; 3 credits

<a href="#">MGT 4815</a>	Management of Community Organizations	3 hours; 3 credits
<a href="#">MGT 4845</a>	Contemporary Management Problems	3 hours; 3 credits
<a href="#">MGT 4880</a>	Management of Multinational Corporations	3 hours; 3 credits
<a href="#">MGT 4961</a>	Entrepreneurial Experiences	3 hours; 3 credits
<a href="#">MGT 4962</a>	Family Business Management	3 hours; 3 credits
<a href="#">MGT 4963</a>	Entrepreneurial Startups	3 hours; 3 credits
<a href="#">MGT 4965</a>	Leadership Development and Entrepreneurial Applications	3 hours; 3 credits
<a href="#">MGT 4966</a>	Social Business: Social Networking for Entrepreneurs	3 hours; 3 credits
<a href="#">MGT 4967</a>	"Technology, Innovation, and Design in Entrepreneurship"	3 hours; 3 credits
<a href="#">MGT 4968</a>	Critical Conversations for Entrepreneurs: Selling and Negotiating	3 hours; 3 credits
<a href="#">MGT 4969</a>	Social Entrepreneurship	3 hours; 3 credits
<a href="#">MGT 4970</a>	Creating Entrepreneurial Communities	3 hours; 3 credits
<a href="#">MGT 4971</a>	Women and Entrepreneurship	3 hours; 3 credits
<a href="#">MGT 4978</a>	Entrepreneurship: Managing Ventures Within the Corporation	3 hours; 3 credits
<a href="#">MGT 5110</a>	Management Internship	3 hours; 3 credits
<a href="#">MGT 3120H</a>	Hon Fund of Mgt	3 hours; 3 credits
<a href="#">MGT 3121H</a>	Hon Serv Opr Mgt	3 hours; 3 credits
<a href="#">MGT 3300H</a>	Hon Mgt Behavior	3 hours; 3 credits
<a href="#">MGT 3960H</a>	Entrepreneurship Management Honors	3 hours; 3 credits
<a href="#">MGT 6001H</a>	Hon Management I	3 hours; 3 credits
<a href="#">MGT 6002H</a>	Hon Management II	3 hours; 3 credits

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#### Courses in Business Policy (BPL)

<a href="#">BPL 5100</a>	Business Policy	3 hours; 3 credits
<a href="#">BPL 5100H</a>	Business Policy	3 hours; 3 credits

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#### Courses in Business (BUS)

<a href="#">BUS 1000</a>	Introduction to Business	3 hours; 3 credits
<a href="#">BUS 1001</a>	Introduction to Business for Non-Business Majors	1 hours; 1 credit
<a href="#">BUS 3001</a>	Business Internship I	10 work hours per week for 15 weeks; 1 credit each
<a href="#">BUS 3002</a>	Business Internship II	10 work hours per week for 15 weeks; 1 credit each
<a href="#">BUS 3003</a>	Business Internship	10 work hours per week for 15 weeks; 1 credit each
<a href="#">BUS 3004</a>	Business Internship	10 hours per week; 1 Credit
<a href="#">BUS 3333</a>	Case Studies in Business	"3 hours, 3 credits"
<a href="#">BUS 5000</a>	Independent Study in Business Administration	3 hours; 3 credits
<a href="#">BUS 5001</a>	Advanced Independent Study in Business Administration	3 hours; 3 credits
<a href="#">BUS 1000H</a>	Honors Intr Business	3 hours; 3 credits
<a href="#">BUS 4093H</a>	Special Honors Topics in Business	3 hours; 3 credits
<a href="#">BUS 4111H</a>	Fin Report & Analysis	3 hours; 3 credits
<a href="#">BUS 4112H</a>	Industry and Competitive	3 hours; 3 credits
<a href="#">BUS 4113H</a>	ADVANCED ORGANIZATIONAL BEHAVIOR	3 hours; 3 credits
<a href="#">BUS 4114H</a>	Hon Glob Bus & Eco	3 hours; 3 credits
<a href="#">BUS 4444H</a>	Case Studies in Business	3 hours; 3 credits
<a href="#">BUS 6100H</a>	BUSINESS CONSULTING	3 hours; 3 credits
<a href="#">BUS 6300H</a>	ENTREPRENEURIAL VENTURE CREATION	3 hours; 3 credits
<a href="#">BUS 6901H</a>	HONORS THESIS IN BUSINESS	6 hours; 6 credits
<a href="#">BUS 6902H</a>	HONORS THESIS IN BUSINESS	6 hours; 6 credits

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