

# Department of Management

- [Faculty](#)
- [Field Description](#)
- [The Majors and Specializations](#)
- [The Minors and Courses](#)
- [Minors for Non-Business Major](#)
- [Courses](#)
  - [Courses in Management \(MGT\)](#)
  - [Courses in Business Policy \(BPL\)](#)
  - [Courses in Business \(BUS\)](#)
- [Department of Management Site](#)

## 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.

[back to top](#)

## 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

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

Human Resource Management (HRM)

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

MGT 3300	Management: A Behavioral Approach	3 credits
MGT 3800	Management and Society	3 credits
MGT 4400	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:

MGT 4310	Organizational Design	3 credits
MGT 4330	Organizational Behavior: A Micro Perspective	3 credits
MGT 4340	Organizational Change	3 credits
MGT 4380	Management of Organizational Productivity	3 credits
MGT 4420	Management of Compensation	3 credits
MGT 4430	Employee Development and Training	3 credits
MGT 4460	Labor Relations and Collective Bargaining	3 credits
MGT 4480	Conflict Management Procedures	3 credits
MGT 4880	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**

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

[back to top](#)

Courses

Courses in Management (MGT)

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

[back to top](#)

#### 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

[back to top](#)

#### Courses in Business (BUS)

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

[back to top](#)