

MANAGEMENT (MGMT)

MGMT 354 Starting a Small Business (Units: 3)

Prerequisite: Upper-division standing.

The process of starting and managing a successful small business. Students participate in a team project which takes them through an actual startup. (Plus-minus letter grade only)

MGMT 405 Introduction to Management and Organizational Behavior (Units: 3)

Prerequisite: Restricted to upper division standing in Business, Family and Consumer Studies, Apparel Design and Merchandising, Design and Industry, Gerontology, Hospitality Tourism Management, and Recreation, Parks, and Tourism majors.

Management and organizational behavior within domestic and international organizations. Functions of planning, organizing, directing, and controlling; managerial process of decision-making and communication; individual motivation and group dynamics within the organizational setting.

MGMT 430 Introduction to Entrepreneurship I (Units: 3)

Prerequisite: Entrepreneurship major or minor or consent of instructor.

The entrepreneurial process and the different kinds of entrepreneurial outcomes. Opportunity identification through analysis of industry niches. (Plus-minus letter grade only)

MGMT 433 Building the Entrepreneurial Venture (Units: 3)

Prerequisite: MGMT 430.

How entrepreneurs and owners of small businesses can keep their businesses alive and vital as they grow sales and expand to new markets. (Plus-minus letter grade only)

MGMT 435 International Entrepreneurship (Units: 3)

Prerequisite: Upper division standing or consent of instructor.

Introduction to entrepreneurship in international contexts and its role in economic development. Will help students understand how entrepreneurs in different cultures and economic systems create, find and use resources to build growth oriented ventures. (Plus-minus letter grade only)

MGMT 437 Entrepreneurial Internship (Units: 3)

Prerequisite: Upper-division standing; open to business and non-business majors.

Examination of how entrepreneurial principles play out in the real world. (Plus-minus letter grade, RP grading only) [CSL may be available]

MGMT 535 Selected Topics in Entrepreneurship (Units: 3)

Prerequisites: Upper division standing or consent of instructor; MGMT 405.

Topic to be specified in Class Schedule. May be repeated for a total of 6 units as topics vary. (Plus-minus letter grade only)

MGMT 567 Internship in Management (Units: 3)

Prerequisites: MGMT 405 with a grade of C- or better; consent of the instructor and department chair; business internship.

Experience in a business field. Individual conferences with the instructor. A major report is required. May be repeated for a total of 6 units. (Plus-minus letter grade, RP grading only) [CSL may be available]

MGMT 605 Seminar in Developing Management Skills (Units: 3)

Prerequisites: Restricted to Management majors; MGMT 405 with a grade of C or better.

Foundational course focusing on critical thinking and personal skills development in the essential areas of self-awareness/self-management, interpersonal skills, team and organizational management. (Plus-minus letter grade only)

MGMT 610 Human Resource Management (Units: 3)

Prerequisite: MGMT 405 with a grade of C- or better.

Policies and practices in human resource management. Department functions including law, planning, recruitment, selection, performance appraisal, information systems, and current issues. (Plus-minus letter grade only)

MGMT 614 Fundamentals of Recruiting (Units: 3)

Prerequisite: MGMT 610 with a grade of C- or better.

Effective employee staffing. Job search and choice, interviewing, assessment centers, mentorships, ethical/legal staffing considerations. (Plus-minus letter grade only)

MGMT 618 International Human Resource Management (Units: 3)

Prerequisites: IBUS 330 with a grade of C- or better, MGMT 405 and MGMT 610; or consent of the instructor.

International aspects of human resources including legal requirements, cultural issues, and the management practices and systems critical for success. (Plus-minus letter grade only)
(This course is offered as MGMT 618 and IBUS 618. Students may not repeat the course under an alternate prefix.)

MGMT 630 Managing Entrepreneurial Organizations (Units: 3)

Prerequisites: Restricted to upper division majors and minors in the College of Business.; MGMT 405 with a grade of C- or better;

The essential tools and know-how needed to build a strong financial and management foundation for a successful business start-up. (Plus-minus letter grade only) [Formerly a topic under MGMT 655]

MGMT 640 Managing Diversity in the Workplace (Units: 3)

Prerequisite: MGMT 405. Enrollment priority for management majors.

In-depth exploration of how gender, ethnicity, sexual orientation, age, physical ability and size impact employee experiences and management's challenges and opportunities for developing the talents of diverse workers. (Plus-minus letter grade only)

MGMT 648 Seminar in Leadership and Influence Skills (Units: 3)

Prerequisites: Restricted to Management majors; MGMT 405 with a grade of C or better;

Focus on developing the necessary skills to effectively lead and influence others; systematic approach to understanding and applying leadership practices and influence techniques within organizations. (Plus-minus letter grade only)

MGMT 650 Creativity and Innovation (Units: 3)

Prerequisites: Restricted to Management majors; MGMT 405 with a grade of C or better;

Building innovative skills by breaking out of limiting patterns; integrating intuitive, rational, associative, sensory, motivational, and emotional intelligences; managing innovation through negotiating, collaborating, creating future scenarios. (Plus-minus letter grade only)

MGMT 655 Seminar in Emerging Issues in Management (Units: 3)

Prerequisites: Upper division standing; restricted to Management majors and minors; MGMT 405 with a grade of C- or better.

Topic to be specified in Class Schedule. May be repeated as topics vary. (Plus-minus letter grade only)

MGMT 656 Seminar in Managing Teams (Units: 3)

Prerequisite: MGMT 405 with a grade of C or better; enrollment priority for management majors.

Design, facilitate, and manage teams. Focus on skills related to team effectiveness. (Plus-minus letter grade only)

MGMT 659 Introduction to International Business Negotiation (Units: 3)

Prerequisites: IBUS 330 and MGMT 405 with a grade of C- or better; or consent of the instructor.

Exercises involving various protagonists, organizational contexts, and situations to strengthen intercultural negotiating skills, which are becoming more essential as business grows more global and participative.

(Plus-minus letter grade only) (This course is offered as IBUS 659 and MGMT 659. Students may not repeat the course under an alternate prefix.)

MGMT 660 Perspectives on Mergers and Acquisitions (Units: 3)

Prerequisites: Restricted to Management majors; MGMT 605 with a grade of C or better or consent of instructor.

Human, cultural and organizational aspects of mergers and acquisitions and the role managers or supervisors may play during these events. (Plus-minus letter grade) [Formerly a topic under MGMT 655]

MGMT 670 Seminar in Organization Design and Change (Units: 3)

Prerequisites: Restricted to Management majors; MGMT 605 and MGMT 648 with grades of C- or better, and one elective (from elective list); or MGMT 605 and two electives from elective list. (Electives: MGMT 567, MGMT 610, MGMT 630, MGMT 650, MGMT 655, MGMT 656, MGMT 659, or MGMT 660).

Culminating experience for management majors building on knowledge and skills from previous management courses. Emphasizes applied organization theory, strategies and techniques that organizations can use to assess and respond to global competitive demands, and the process of implementing organizational change. (Plus-minus letter grade only)

MGMT 699 Independent Study (Units: 1-3)

Prerequisite: Consent of the instructor, adviser, and department chair. Open only to students that have demonstrated the ability to work independently.

Intensive problem analysis under the direction of a management faculty member. (Plus-minus letter grade, RP grading only) [CSL may be available]

MGMT 831 Overview of the Entrepreneurial Process (Units: 3)

Prerequisites: BUS 782, BUS 784, and BUS 788; restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

The entrepreneurial approach to business decision-making. Stages in the process. Types of entrepreneurial outcomes, including new venture creation. (Plus-minus letter grade only)

MGMT 842 Seminar in Organization Design and Change (Units: 3)

Prerequisite: BUS 788; restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Complex organizations: analyzing interrelationships among structure, strategy, systems, people, and management style. Concepts, practices, and problems related to organization effectiveness impacted by changing domestic and international environments. (Plus-minus letter grade only)

MGMT 848 Seminar in Leadership (Units: 3)

Prerequisites: BUS 788 or equivalent; restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Analysis of leadership patterns and opportunities in increasingly complex organizational environments. (Plus-minus letter grade only)

MGMT 850 Ethics and Compliance in Business (Units: 3)

Prerequisite: Restricted to graduate business students or students in the Ethics and Compliance Certificate program; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Focus on integrity, understanding and applying managerial ethical decision-making; understanding regulatory compliance as it relates to organizational functions; developing ethics training, and evaluating stakeholder impacts. Use of decision-making application models through case studies and interactive exercises. (Plus-minus letter grade only) [Formerly MGMT 855, topic "Ethics Decision Making"]

MGMT 855 Seminar in Emerging Issues in Management (Units: 3)

Prerequisites: BUS 788 or consent of instructor; restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Topic to be specified in Class Schedule. May be repeated when topics vary. (Plus-minus letter grade only)

MGMT 856 Managing the Sustainable Business (Units: 3)

Prerequisite: Restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Skills and perspectives required to manage and operate a sustainable business. Focus on the tools necessary to perform each business function (such as marketing, manufacturing, distribution, purchasing, HR, R&D, information systems, finance, accounting) taking environmental and social implications into account. (Plus-minus letter grade only)

MGMT 857 Leadership in Action (Units: 3)

Prerequisites: four 800-level business courses; restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

The boardroom—overview from the top executive's perspective. Conducted by corporate CEO. Students function as a board of directors. Managerial functions and operations. "Bottom-line" concept. (Plus-minus letter grade only)

MGMT 858 Innovation for Sustainability (Units: 3)

Prerequisites: BUS 784; restricted to graduate business student; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Focus on business innovation to meet society's emerging needs. Practical knowledge and experience in understanding needs not met effectively by current business practices and in developing innovative business strategies to address them. (Plus-minus letter grade only)

MGMT 863 Seminar in Social Entrepreneurship (Units: 3)

Prerequisite for FCS 863: Graduate standing.
Prerequisite for MGMT 863: Restricted to graduate Business students; graduate students in other majors with the consent of the Faculty Director of Graduate Programs.

Exploration of how entrepreneurial individuals and companies find innovative methods to leverage scarce resources in the pursuit of social values. Special focus on socially responsible business practices used in the apparel industry. (AB/NC grading only) [CSL may be available]
(This course is offered as FCS 863 [Formerly CFS 863] and MGMT 863. Students may not repeat the course under an alternate prefix.)

MGMT 899 Independent Study (Units: 1-3)

Prerequisites: Restricted to graduate Business students; consent of the instructor, adviser, and department chair; open only to graduate students who demonstrate the ability to work independently.

Intensive study of a particular problem under the direction of a management faculty member. (Plus-minus letter grade only) [CSL may be available]