

# MANAGEMENT

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## Lam Family College of Business

Dean: Dr. Eugene Sivadas

### Department of Management

Business Building, Room 310

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Email: mgmtdept@sfsu.edu (mmi@sfsu.edu)

Chair: Dr. Robert Bonner

Undergraduate Advisors: Baack, Bonner, Desa, Dunham, Gaglio, Jeong, Joshi, Kleinrichert, Lamm, Li, Petkova, Purser, Rabelo, Sharifian, Stewart, Thomas, Trivedi, Walker

### Professor

Sally Baack (2000), *Professor in Management*. Ph.D. University of Southern California.

Geoffrey Desa (2008), *Professor in Management*. Ph.D. University of Washington.

Denise Kleinrichert (2007), *Professor in Management*. Ph.D. University of South Florida.

Eric Lamm (2007), *Professor in Management*. Ph.D. Boston College.

Antoaneta Petkova (2006), *Professor in Management*. Ph.D. University of Maryland.

Ronald E. Purser (1997), *Professor in Management*. Ph.D. Case Western Reserve University.

Tom Thomas (2002), *Professor in Management*. Ph.D. University of California, Berkeley.

### Associate Professor

Connie Marie Gaglio (1997), *Associate Professor in Management*. Ph.D. University of Chicago.

Veronica Rabelo (2017), *Associate Professor in Management*. Ph.D. University of Michigan.

Smita Trivedi (2014), *Associate Professor in Management*. Ph.D. George Washington University.

### Assistant Professor

Robert L. Bonner (2018), *Assistant Professor in Management*. Ph.D. University of Texas at San Antonio.

Ian Dunham (2017), *Assistant Professor in Management*. Ph.D. Temple University.

Ebru Ipek (2019), *Assistant Professor in Management*. Ph.D. Simon Fraser University.

Nara Jeong (2017), *Assistant Professor in Management*. Ph.D. Washington State University.

Priyanka Joshi (2018), *Assistant Professor in Management*. Ph.D. Marshall School of Business, University of Southern California.

Yeonka (Sophia) Kim (2022), *Assistant Professor in Management*. Ph.D. University of Minnesota.

Chenwei Li (2016), *Assistant Professor in Management*. Ph.D. The University of Alabama.

Manely Sharifian (2016), *Assistant Professor in Management*. Ph.D. University of Alberta.

Dayna Walker (2018), *Assistant Professor in Management*. Ph.D. Claremont Graduate University.

### Lecturer

Jason Harris-Boundy (2005), *Lecturer in Management*. Ph.D. University of Washington.

### Major

- Bachelor of Science in Business Administration: Concentration in Management (<http://bulletin.sfsu.edu/colleges/business/management/bs-business-administration-concentration-management/>)

### Minor

- Minor in Management (<http://bulletin.sfsu.edu/colleges/business/management/minor-management/>)

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

Prerequisite: Restricted to upper-division Business, Communication Studies, Family and Consumer Sciences, Apparel Design and Merchandising, Design and Industry, Gerontology, Hospitality Tourism Management, Recreation, Parks, and Tourism majors, Management minors, and Pre-MBA Certificate students.

Introduction to management and organizational behavior within domestic and international organizations. Exploration of the functions of planning, organizing, directing, and controlling. Discussion of the managerial process of decision-making and communication, as well as individual motivation and group dynamics within the organizational setting.

### MGMT 567 Internship in Management (Units: 3)

Prerequisites: MGMT 405 with a grade of C- or better; permission 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 and minors; 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 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 Business Administration: Concentration in Management and Business Administration: Concentration in General Business majors and Management minors; 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 Managing Creativity and Innovation (Units: 3)**

Prerequisites: Restricted to Management majors and minors; MGMT 405\* with a grade of C or better; or permission of the instructor.

Explores how to become a creative, innovative business person; establish a workplace culture that promotes creativity; lead team processes; and anticipate future changes requiring innovative initiatives. (Plus-minus letter grade only)

**MGMT 653 Seminar in Project Management Skills (Units: 3)**

Prerequisites: Restricted to Business Administration: Concentration in Management majors and minors; MGMT 405\* with a grade of C or better; or permission of the instructor.

Introduction to the knowledge and skills necessary for project design and management, as applied to developing and implementing major projects in business settings. Topics include program development, supervision, group processes, and staff and client relations. Learning methods include lectures, presentations, small group discussion, hands-on exercises, and weekly online group activities. (Plus-minus letter grade only)

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

Prerequisites: Restricted to upper-division Business Administration: Concentration in Management majors and minors; MGMT 405\* with a grade of C- or better.

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

**Topics:**

- a. Leading Edge Practices in Corporate Citizenship
- b. Job Search Skills: Gaining A Competitive Advantage
- c. Managing Professional Relationships

**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 permission 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 670 Managing Organization Development and Change (Units: 3)**

Prerequisites: Restricted to Business Administration: Concentration in Management majors and minors; MGMT 605\* and one of the following courses: MGMT 648\*, MGMT 567\*, MGMT 610\*, MGMT 640\*, MGMT 650\*, MGMT 655\*, MGMT 656\*, or MGMT 659\*/IBUS 659\*, with grades of C- or better.

Application of organization development principles to facilitate long-term change with a focus on designing and managing organizational change to respond and adapt to fast-moving global competitive demands. Emphasis on bottom-up approaches to change through maximum stakeholder participation; client ownership of the change process; and open dialogue, collaboration, trust, and appreciation for individuals, teams, and organizations as continuously 'in process'.

**MGMT 699 Independent Study (Units: 1-3)**

Prerequisite: Permission 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 788 Management Principles and Organizational Behavior (Units: 3)**

Prerequisite: Restricted to graduate Business students; graduate students in other programs permitted with the permission of the Faculty Director of Graduate Programs.

Management, organization theory, and behavioral analysis applied to conventional management problems in domestic and international environments. (Plus-minus letter grade only) [Formerly BUS 788]

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

Prerequisites: Restricted to graduate Business students; graduate students in other majors with the permission of the Faculty Director of Graduate Programs; ISYS 782 and MGMT 788.

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)**

Prerequisites: Restricted to graduate Business students; MGMT 788; graduate students in other majors with the permission 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: Restricted to graduate Business students; graduate students in other majors with the permission of the Faculty Director of Graduate Programs; BUS 788 or equivalent.

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, Computer Science, Philosophy, Ethics and Compliance Certificate, and Ethical Artificial Intelligence Certificate students; graduate students in other majors with permission of the instructor.

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)

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

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

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

**Topics:**

- a. Business, Energy, and Climate Change
- b. Business Models for Social Innovation

**MGMT 857 Leadership in Action (Units: 3)**

Prerequisite: Restricted to graduate Business students; graduate students in other majors with the permission of the Faculty Director of Graduate Programs.

Blend management and leadership theories with the real-world concerns and experiences of working executives. Opportunities to listen to and engage with various executives speaking about their career paths, management philosophies and styles, leadership challenges, issues, and lessons learned. Focus on the real-world effectiveness of leadership models in achieving organizations' strategic objectives. (Plus-minus letter grade only)

**MGMT 858 Innovation for Sustainability (Units: 3)**

Prerequisite: Restricted to graduate Business students; graduate students in other majors with the permission 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 899 Independent Study (Units: 1-3)**

Prerequisites: Restricted to graduate Business students; permission 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]