MANAGEMENT (MGT)

MGT 301. Organizational Behavior. 3 Credit Hours.
An introductory study of the individual, group and organizational determinants of behavior in organizations. Topics include motivation, individual differences, group dynamics, organizational design and structure, leadership, power and influence, and managing conflict and change. Cases and experiential exercises will be key vehicles for the students to apply the concepts and to discover which ones will be personally valid and useful.

MGT 310. Entrepreneurship I: What's the Idea?. 3 Credit Hours.
Students generate ideas for new business/social startups, and select the most viable ones for further works in teams. Practical business models involving details of product/service, customer segments, value proposition, revenue basis, and so on, are developed. Entrepreneurship is presented as a lifelong guide to thought-process and behavior.

MGT 311. Entrepreneurship II: Idea to Startup. 3 Credit Hours.
Creating an organization based on an invention or improved product or service, with a specific market in mind, is an action and process, which, though rooted in uncertainty, is vital to the health of an economy like that of the United States. This course views entrepreneurship as praxis, which involves careful thought in framing and refining the idea, developing a viable business model, and planning for product/service introduction. Among the other topics covered are projections of demand, operational details, market strategies, identifying salient external environmental factors (e.g. social/demographic, regulatory, etc.), forming a team and selecting the appropriate form of organization. Access to local community resources will be sought wherever feasible. Prequisites: MGT 310 or permission of instructor.

MGT 312. Entrepreneurial Strategy: The Innovative Firm. 3 Credit Hours.
The purpose of this course is to study how to manage early-stage companies and innovation based firms. Various types of innovation, such as Product, Process, Managerial, Business Model, and Technological innovation (and the appropriate timing for each) are analyzed. The formation of forward looking teams, the development of a flexible structure, and fostering a creative culture are bought into focus. Agility of response while maintaining stability in ongoing operations is emphasized. This course seeks to provide an effective framework for use by innovative managers in early stage organizations or in mature firms that are seeking to be innovative. Prerequisite: MGT 310.

MGT 450. Per/Intp Leadership Dimensions. 3 Credit Hours.
An advanced course aimed at the in-depth analysis of small group behavior and interpersonal relationships as they occur in organizations. Experiential exercises, cases and group work will help in building the skills to effectively deal with the dynamics of small groups and work relationships. Not open to students who have taken IRL 360. Prerequisite: MGT 301.

MGT 452. Organizational Development. 3 Credit Hours.
This course explores the goals, values and processes of bringing about change for the individual, the group and the large system. Students will explore the meaning of change for themselves, as well as study a range of techniques such as action research, team building and appreciative inquiry. Small groups also will design and conduct a change project in order to better grasp the complexities of personal and organizational development. Prerequisite: MGT 301.

MGT 454. Effective Supervision. 3 Credit Hours.
Effective Supervision is a practical course in how to lead others in organizations. From delegation and performance measurement to correcting unwanted behaviors, you will learn how to address workplace issues with efficiency and effectiveness. Course topics include interpersonal communications, motivation, delegation and negotiating conflict. The class is highly experiential, and will provide useful tools for your first supervisory experience. Prerequisite: MGT 301.

MGT 455. Leadership: Classic Perspectives from Literature/Film. 3 Credit Hours.
Our greatest texts and films have much to teach us about the theory and practice of managerial leadership. In this course, an understanding of managerial leadership is developed by comparing, contrasting and ultimately connecting the leadership themes in classic pieces of literature and film with the themes facing leaders in contemporary business organizations. Prerequisite: MGT 301.

MGT 457. Managing Multicultural Connections. 3 Credit Hours.
This course will explore the Human Resources implications of culture and multicultural communication from the conceptual, practical and human resources perspective. Students will inquire into their own culture and values, explore case studies, and engage in rich discussions with a number of speakers who have experience doing business outside our borders. Prerequisite: MGT 301.

MGT 458. Effective Presentation and Facilitation. 3 Credit Hours.
This class will offer the skills to develop, design and deliver presentations using a model of competency assuring the diverse skills necessary for success. The second part of the class will explain the model and explore facilitation skills, offering tools and tactics to facilitate a positive group process to achieve desired results. The class will also cover presentation media, handling challenging participants and in depth audience analysis. The course will be rich with examples, and opportunities to present to a supportive and critical audience. Prerequisite: Senior standing or permission of instructor.
MGT 460. Managing Systems Projects. 3 Credit Hours.
This course focuses on introductory project management processes, technology and tools, utilizing the Project Management Institute's (PMI) Project Management Body of Knowledge (PMBOK) and the Software Engineering Institute's (SEI)'s Capability Maturity Model Integration (CMMI) processes and nomenclature. Students examine the processes and theory of project management as well as industry case studies, and will utilize project management software in support of their management activities. Guest speakers and field research provide students with access and information from industry and academia. Students are engaged in a semester-long project. Initially, they are required to identify the project scope and team charter for their project; subsequent assignments require them to prepare a business case, work breakdown structure, cost estimate, and final project documentation for their project. Prerequisite(s): MIS 201 or permission of instructor. Cross-listed Courses: MIS 460, CSC 460

MGT 482. Effective Supervision. 3 Credit Hours.
Special Topics: Effective Supervision is a practical course in how to lead others in organizations. From delegation and performance measurement to correcting unwanted behaviors, you will learn how to address workplace issues with efficiency and effectiveness. Course topics include interpersonal communications, motivation, delegation and negotiating conflict. The class is highly experiential, and will provide useful tools for your first supervisory experience. Prerequisite: MGT 301. Cross-listed Courses: MGT 454, HRM 454

MGT 483. Renewable Energy: Concepts & Bus Models. 3 Credit Hours.
Special Topics: The course provides an overview of methods by which energy is generated using fossil fuels, and investigates the resource-depletion and climate change reasons for shifting to renewable sources. The concepts of solar, biomass, and wind generation are discussed as are new sources of power for transportation. Business models, the role of government, technology development strategies, and other factors needed to facilitate the implementation of renewable energy are studied. Guest speakers from local public and private organizations, site visits, and case analyses are critical components of the course. Junior standing or permission of department chair.

MGT 601. Org Dynamics: Leadership. 3 Credit Hours.
A study of the individual, interpersonal, group and organizational and environmental factors that interact with the culture of an organization and together determine the quality of life and performance. Readings, cases, experiential exercises and group projects will be used to help students understand the concepts and discover which are personally valid for them.

MGT 703. Leadership and Culture. 3 Credit Hours.
The course studies the variations in management and leadership styles across national settings. Factors such as political and economic systems, technology, history and social forces are examined for their relationship to leadership style. Case studies on leadership are extensively used.

MGT 705. International Business Leadership. 3 Credit Hours.
Given today's extensive and intensive global interaction, a lack of understanding or misunderstanding of why our trading partners (or antagonists) behave as they do makes it difficult to successfully deal with them. A key to such an understanding (or avoidance of misunderstanding) is to obtain a better grasp of their antecedents and of how their business systems evolved. This course seeks to address that need. It traces the history of the business systems of Britain, Germany, Japan, and where relevant, those of emerging nations such as China, India and Mexico. We attempt to place matters in proper perspective and to gain a greater awareness of what our implicit and explicit beliefs are, why we espouse them, often unshakably, and in what light our ideologies, policies and actions might be perceived by the Japanese, Germans, Britons or Chinese. Prerequisite: MGT 601.

MGT 706. Leadership, Management & Humanities. 3 Credit Hours.
This course will examine models of leadership drawn from classic works of literature and film. Leadership topics will include charisma, crisis management, cultural diversity, ethics, female leadership, goal-setting, the language of leadership, motivation, servant leadership, strategy, team building and transformation leadership. We will discuss the practical and theoretical foundations for these leadership models by examining cases based on the following literary and film texts: All the King's Men, Antigone, The Bridge Over the River Kwai, Citizen Kane, Gandhi, Glengarry Glen Ross, Glory, Heart of Darkness, Henry V, The Iliad, A Jury of Her Peers, The Major of Casterbridge, Moby Dick, Norma Rae, The Odyssey, Twelve O'Clock High and Twelve Angry Men. Prerequisite: MGT 501.

MGT 708. Lessons in Leadership. 3 Credit Hours.
This course explores the primary ideas, values and competencies required for modern corporate and community leadership. This course will also challenge students to use what they have learned in readings and discussions to analyze both themselves and well known leaders. Prerequisite: MGT 601.

MGT 711. Leading Organizational Change. 3 Credit Hours.
This course will tackle three basic questions: What is an organization? What is change? and How to lead organizational change? We will explore the evolving role of leadership, various metaphoric and systems views of organizations and the values and methods of organizational change and development. Student teams will also design and conduct organizational inquiries. Prerequisite: MGT 501.

MGT 712. Career Self-Assessment. 3 Credit Hours.
This course will cover a wide range of issues and theories of adult and career development and will involve the students in small group and class discussion as they process an extensive set of self assessment instruments and activities intended to culminate in both short- and long-term career and life plans.
MGT 715. The Emotionally Intelligent Leader: Exploring Emotional and Social Competence in Leaders. 3 Credit Hours.
The concept of Leadership has been examined and dissected since ancient times, in search of a replicable process which could be somehow infused to create great leaders. From classic theories to situational explorations, the power to lead can create a better town, a more successful company, a more equitable world. In the 1990's a new voice joined the chorus of Leadership influence as Daniel Goleman spoke to the ideas of emotional intelligence- the ability to identify, assess and control emotions. This course will explore the writings, papers and presentations of Daniel Goleman in a blended format, inviting students to assess their own strategies as colleagues and leaders have a better understanding of the human side of leadership.
Prerequisite: MGT 601 or permission of instructor.

MGT 721. Chaos in Health Care: Directing the Evolution. 3 Credit Hours.
This introductory course explores the interconnectedness of the Health Care System in America. The class uses a multi approach system to investigate the business and social forces that generate the need for creative and revolutionary approaches to healthcare, exploring the field both within the traditional walls of healthcare institutions; and in the outpatient and home care settings. The class will explore emerging trends which are changing this landscape. Attention will be paid to the new practices in health care insurance, and how it impacts delivery systems.

MGT 722. The Strategic and Creative Leader. 3 Credit Hours.
This course is one of two leadership courses in the certificate program which invite students to explore the practices of exceptional leaders in the Health Care field. The design of the course supports and guides the student's ability to discover, explore and assess issues in their field and to recognize opportunities which will continue to maximize their strengths as health care leaders. Conversations with numerous leaders in the health care community highlight this unique class which will enhance the student's network and introduce a diverse palette of leadership thought and action.

MGT 723. Making Leadership Contagious. 3 Credit Hours.
This course is one of two leadership courses in the certificate program which invite students to explore the practices of exceptional leaders in the Health Care field. The design offers a highly introspective approach to each student's leadership style, capacity and development opportunities. Through a series of leadership instruments, highlighted by the Situational Leadership Assessment, students will take part in a reflective journey of what it means to be a leader in the health care field.

MGT 724. The Process of Health Care: Patient Centered Management. 3 Credit Hours.
This course surveys the unique, systematic directives and outcomes within the process of Health Care delivery. Students will explore focus, alignment, expectations, evaluation and incentives which lead to optimum patient care. Leaders must drive the vision which promises timely access, quality care and patient satisfaction in a turbulent environment.

MGT 725. The Business of Healthcare: Connecting the Dots. 3 Credit Hours.
The concept of healthcare within a business model was foreign until recent decades, when costs of health services came to the forefront for organizations committed to providing the best possible care in the face of diminishing resources. This course seeks to explore ethical principles, sound personal and company values, and socially responsible management practices in the interests of responsible and feasible health care delivery as students build a business model for the health care organization.
Prerequisites: Bachelor's degree.