

MANAGEMENT (MGMT)

MGMT 201 Business Ethics and Social Impact (3 credits)

This course provides students with a basic understanding of the social impact of businesses as well as contemporary business ethics including, but not limited to, stakeholder management, sustainability, diversity, equality, and inclusion (DEI) and environmental, social, and governance (ESG). Students will examine ethical dilemmas and decision-making frameworks, and approaches to the individual and structural levels. Students will examine ethical theories and perspectives (e.g., utilitarianism, deontology, libertarianism, justice theory) and apply these to real-world situations through case analysis. Satisfies SEEDS Ethical Inquiry student learning outcome in alignment with Engagement, Agency and Leadership value.

MGMT 231 Management Processes (3 credits)

Restriction(s): Not open to Business Administration or Accounting majors. To provide undergraduate students a review of classical and modern approaches to the managerial process as it relates to the manager's functions of planning, organizing, communication, motivation, leading, controlling, and managing change. Emphasizing new forces in the managerial environment such as workplace diversity and economic globalization, these reviews will be tied to the open-system model and the contingency approach as overall frameworks for understanding organizations and management.

MGMT 250 Introduction to Neurodiversity and Neuroinclusive Practice (3 credits)

Students explore the concept of neurodiversity—the full range of human neurocognitive variation—discovering its benefits to individuals, organizations, and society. Students learn the history of the neurodiversity movement which rejects assumptions of pathology and fosters the emerging neurodiversity paradigm. The course shares neurodivergent voices, experiences, and perspectives, and encourages critical analysis of what is considered “normal” in school, at work, and in life. Students consider the implications of these concepts in business, education, clinical practice, employment, public policy, and other spheres of society. They also imagine what neuroinclusive practice could be within their own careers.

MGMT 295 Elements of Business (3 credits)

Prerequisite(s): ACCT 201, ACCT 204, ACC 201, or ACC 204; may be taken as a prerequisite or corequisite. The objective of this course is to familiarize students with key content knowledge and the skills required to understand and succeed in the business environment. They will explore the organization and operation of contemporary business. Students will be exposed to the elements of Business Strategy and the operation of key functional areas of business such as: production, R&D, marketing, finance and accounting, management, and human resources. They will develop an appreciation for the extent to which these functional areas are interdependent. In addition, this course emphasizes the leadership, teamwork and decision making skills necessary to be successful in business. Special fee. Equivalent course BUGN 295 equivalent through Summer 2024.

MGMT 300 Integrated Core: Management (3 credits)

Corequisite(s): FINC 300, MKTG 300 and INFO 300. Prerequisite(s): BCOM 280 may be taken as prerequisite or corequisite; and ACCT 201 or ACCT 204. Restriction(s): Business Administration or Accounting majors only. Management is viewed as a skill that goes into every function within organizations that involve people, be it marketing, finance or operations. Whether supervisory level management or top level management, students need to understand how organizations work, how to lead, work with, and motivate people within organizations, and how to integrate and manage the dynamic interrelationships among the functional areas of business such as marketing, finance, and operations. The course also stresses current management issues such as workplace diversity, globalization, and digitization of today's firms, and how these forces influence the manager's functions. Topics to be discussed will include manager's functions of planning, organizing, communicating, motivating, leading, controlling and managing change.

MGMT 305 Negotiations in the Workplace (3 credits)

Prerequisite(s): MGMT 201 or MGMT 231 or BCOM 280 or BUS 200. Restriction(s): Business Administration major or Bloomfield Business Student. This course is designed to help students better understand the theory, processes, and practices of negotiation, conflict resolution and relationship management so that students can be more effective negotiators in a wide variety of situations. It will examine the fundamentals of negotiating within today's business world. Topics include both distributive and integrative bargaining. Additionally, time will be spent on facilitating the best practices for communication.

MGMT 310 Human Capital Management Practicum I (1.5 credit)

Corequisite(s): MGMT 316. Prerequisite(s): INFO 240. Restriction(s): Business Administration major with concentration in Strategic Human Capital Management only. This hands-on lab practicum introduces ADP software as a means to understand the employee lifecycle. We have partnered with ADP to provide an experiential learning lab to bring theory to practice. Students will be provided their own account to use the ADP software and develop hands-on skills in moving candidates through a variety of personnel activities. The course also includes guest speakers from the Human Resources function of ADP, as well as occasional opportunities to be mentored by an ADP professional and serve as an intern.

MGMT 314 Corporate Social Responsibility: Global Strategies (3 credits)

Prerequisite(s): MGMT 201 or MGMT 231 or BUGN 295. Restriction(s): Majors within the School of Business; or Language, Business and Culture major. Corporate Social Responsibility (CSR) is the strategic business issue facing companies today. The unsustainability of our current industrial system is creating challenges and concerns about climate change, environmental degradation, loss of biodiversity, poverty, human rights, increasing wealth disparity and globalization. This is both an imperative as well as an opportunity. Stakeholders from employees, consumers, suppliers, regulators, activists to investors are demanding and asking for environmentally socially responsible products, services and policies from corporations. The changing market requires companies to create value and innovate new markets, processes, products and services to address the ongoing challenges and do more with less resources. The entities that take the lead in proactively developing sustainable strategies, systems and talent are positioning themselves to survive in an emerging global market. Developing this leadership and capacity is an imperative for corporations today and this course enables students to understand the CSR fundamentals while developing critical thinking skills and tools to be part of the solution.

MGMT 315 Organizational Behavior (3 credits)

Prerequisite(s): MGMT 201 or MGMT 231 or BUGN 295. Restriction(s): Business Administration major or Chemistry major with Concentration in Business only. Organizational behavior is the scientific study of human work behavior at the individual, interpersonal, team and organizational levels. The field of organizational behavior borrows many concepts and methods from the behavioral and social sciences, such as psychology, sociology, political science, and anthropology. As a result, issues and topics touching on many academic disciplines may become the subject of study in the field of organizational behavior. Emphasis of this course is on the development of interpersonal competencies to allow individuals to effectively work as managers or professionals in the rapidly changing, team-oriented, culturally diverse and technologically integrated global climate facing modern organizations. Topics include personality and values, perception and attribution, motivation, communication, team dynamics, leadership, decision making, conflict management, organizational culture and structure.

MGMT 316 Human Resource Management (3 credits)

Prerequisite(s): MGMT 231 or MGMT 201 or MGMT 295 or BUS 200; course may be taken concurrently. Restriction(s): Business Administration majors, Fashion Studies majors, and Bloomfield Business students only. This course focuses on strategic and effective use of human resources in the organization. Major topics include planning, staffing, developing, and motivating employees through the use of compensation as well as employee relations. The course also covers legal issues, managing diversity and ethical issues in various human resource processes.

MGMT 318 Leadership (3 credits)

Prerequisite(s): MGMT 201, MGMT 231, MGMT 295, or BUS 200. Restriction(s): Business Administration majors; Language, Business and Culture majors; and Bloomfield Business students only. The primary objective of this course is to improve students' understanding of leadership, leadership theories, and how leaders succeed and fail. At the end of this course students will understand the characteristics of effective leaders as well as describe the basic principles and theories of leadership.

MGMT 327 Training, Development, and Career Planning (3 credits)

Prerequisite(s): MGMT 201, MGMT 231, MGMT 295, or BUS 200. Restriction(s): Business Administration majors and Bloomfield Business students only. The purpose of this course is to help students understand the fields of employee training and management development, and enhance their training skills. Topics include training methods, organizational factors involved in choosing training modalities, new trends in corporate training, preferred traits of trainers, learning theories, training program costs, the impact of trainee background on the training process, management development philosophies and techniques, and related issues.

MGMT 332 Diversity In Business (3 credits)

Prerequisite(s): BSLW 235. Restriction(s): Business or Accounting majors only. This course provides students with the necessary insight, skills, concepts and tools essential for understanding diversity and inclusion management. Diversity-related issues with management implications to be examined include personal identity, recruitment and selection, work group interactions, leadership, career development and advancement, work and family, accommodation of people with disabilities, and organizational strategies for promoting equal opportunity and a positive attitude toward diversity among all employees. Meets World Cultures Requirement.

MGMT 335 Small Business Management (3 credits)

Prerequisite(s): MGMT 201 or MGMT 231 or BUGN 295. Restriction(s): Business Administration major or Chemistry major with Concentration in Business only. This course helps students to understand the problems and opportunities of starting and operating a small business. Topics include capital accumulation, adapting technologies to special needs, assessing local market opportunities, governmental aids, establishing working relationships with large organizations, and problems associated with growth.

MGMT 350 Neuroinclusive Workplaces and Professional Practice (3 credits)

Prerequisite(s): TLRN 250 OR MGMT 250. Students build on their understanding of neurodiversity by learning about practices intended to create inclusive and supportive environments in various work settings, including businesses, educational institutions, and community organizations. This course covers such topics as personal identity, legal implications, neurodivergent talent, recruitment and selection, onboarding, accommodations, work group interactions, performance management, leadership, career development, and advancement. Students explore how professionals can create neuroinclusive environments for the people they serve, including sensory friendly spaces, flexible policies and procedures, respectful client/customer communication, and other neurodivergent-affirming practices. Students will get ready to practice inclusion in neurodiverse work environments as a client-facing professional, colleague, team member, and manager within their chosen careers.

MGMT 355 Neuroinclusive Leadership Development (3 credits)

Prerequisite(s): TLRN 250 or MGMT 250. Students explore how they can foster neuroinclusive practices by acting as advocates and leaders in their chosen careers. Neuroinclusive leadership drives organizational excellence through enabling the talents, interests, and capabilities of everyone in an organization. Building on their understanding of critical neurodiversity studies, students practice ways to adopt a strengths-based approach to their own work, collaborate effectively with colleagues, and manage direct reports and teams to leverage the full range of human neurodiversity to achieve strategic goals. In this course, students develop their own leadership skills, facilitating cross-neurotype communication, cultivating compassion and intercultural competence, generating insights and ideas, and practicing advocacy. Students will analyze workplaces in businesses, nonprofits, and a range of clinical and educational settings and recommend neuroinclusive practices, policies, cultures, and structures.

MGMT 356 Cross-Cultural Behavior and Management (3 credits)

Prerequisite(s): MGMT 201, MGMT 231, INBS 250, BUGN 280, or BUS 200. Restriction(s): Business Administration major; or Language, Business and Culture major; or Spanish and International Business minor; or Bloomfield Business student. Managing organizations in foreign markets is much more complex than managing them in the domestic market. This course emphasizes international/cross-cultural management, including the impact of the foreign country's culture, legal system, government, economics, technology, and political system on entry strategies, organizational structures, leadership styles, motivation techniques, human resources management, and controls. The major objective of the course is to create a global mindset and provide a thorough understanding of the problems and challenges that organizations and managers face in the international context. The course weaves together conceptual and practical considerations to enhance students' capacity to function more effectively in the international business environment. This is intended to be a very participative class. Each of you as individual students and members of a team will have the opportunity to make major contributions towards the success of the course.

MGMT 363 Business and Society (3 credits)

Prerequisite(s): MGMT 201 or MGMT 231 or BUGN 295. Restriction(s): Business Administration major; or Language, Business and Culture major; or Chemistry major with Concentration in Business only. The objective of this course is to examine business organizations in the greater context of society as a whole. Topics presented include ethics of business, market structure, corporate governance, the environmental movement, consumerism, and the international dimensions of business-society relationships.

MGMT 392 Management Cooperative Education (3 credits)

Prerequisite(s): Departmental approval; BUGN 295 or MGMT 231. Restriction(s): Major within School of Business. The Management Co-op Ed posts the student to a real business to perform actual management tasks in a going business concern. The student focuses on the practical needs of the business while maintaining liaison with a course coordinator in the Department of Management. Compensation for the assignment is at the discretion of the firm. The firm will assign and monitor meaningful intern tasks and achievements. The primary evaluator of student achievement is the host business. It provides students with a professional work experience before completing their degree. Enables students to apply their course work knowledge to a professional work setting. Students gain work experience in the areas of oral and written communication, critical thinking, global awareness, leadership, technology, self-directed learning, career readiness, decision-making, social responsibility and responsiveness.

MGMT 410 Human Capital Management Practicum II (1.5 credit)

Corequisite(s): MGMT 327. Prerequisite(s): MGMT 310 and MGMT 316. Restriction(s): Business Administration major with concentration in Strategic Human Capital Management only. This hands-on lab practicum utilizes ADP software to enable students to put theory to practice. Students will extend the skills developed in HCM Practicum I to gain an overall view of HR key functions within a fictional company. We have partnered with ADP to provide an experiential learning lab to bring theory to practice. Students will be provided their own account to use the ADP software and gain experience in running and interpreting computer-generated reports to evaluate the company processes of recruitment, hiring, learning and development, performance management, and employee relations to determine if they are both competitive and serve diversity, equity and inclusion goals. They will develop a strategic view for how and when data can be utilized to inform organizational decision-making. The course also includes guest speakers from the Human Resources function of ADP, as well as occasional opportunities to be mentored by an ADP professional and serve as an intern.

MGMT 415 Organizational Theory: Macro Approaches (3 credits)

Prerequisite(s): MGMT 231 or MGMT 315. Restriction(s): Business Administration majors only. A detailed analysis using the most up-to-date theories in the field of organizational analysis as it pertains to the management of organizations. Emphasis is placed on the application and understanding of macro models of human behavior in organizations to include such approaches as natural, rational and open systems models.

MGMT 416 Global Talent Management (3 credits)

Prerequisite(s): MGMT 316. Restriction(s): Business Administration major. Global Talent Management course focuses on designing, developing and implementing talent management strategies for organizational effectiveness in the highly competitive and global business environment. The course will have a global perspective in talent management and topics covered in this course include talent analysis, talent acquisition strategies, onboarding, talent development, succession planning, talent retention, talent engagement and the use of data analytics for talent management.

MGMT 417 Total Rewards: Compensation and Benefits (3 credits)

Prerequisite(s): MGMT 316 or BUS 200. Restriction(s): Business Administration majors and Bloomfield Business students only. This course examines the full range of compensation topics with emphasis on how compensation and total reward systems will likely impact productivity, equity, and the firm's ability to recruit and keep highly skilled and motivated employees. Topics include job description, analysis and evaluation systems; equity issues and requirements; design and use of wage and salary surveys; performance, merit and incentive pay systems; statutory and non-statutory employee benefit packages and systems; and administration of compensation systems.

MGMT 431 Strategic Business Execution (3 credits)

Prerequisite(s): MGMT 300 or departmental approval. Restriction(s): Business Administration major. This course is an advanced management course that provides students with the principal challenges of strategic business execution (SBE) in contemporary business. Strategic business execution is an emerging field of Strategy Implementation that focuses on the discipline, competency, enabling processes, and culture and behavior required to achieve execution excellence. As an extension of strategy implementation, SBE provides concrete and relevant steps that organizations and managers can take to enable business execution and achieve sustainable execution excellence.

MGMT 433 Entrepreneurship and Innovation (3 credits)

Prerequisite(s): MGMT 300. Restriction(s): Business Administration major. Attitudes and perspectives for effecting meaningful and profitable change. Concepts of creativity, optimum use of resources, and the impact of technological change. Anticipating needs and wants of all groups influenced by the enterprise; examples of successful entrepreneurship, role-playing and situational exercises.

MGMT 436 Strategic Project Management (3 credits)

Prerequisite(s): MGMT 300 or BUS 200. Restriction(s): Business Administration majors and Bloomfield Business students only. This course provides students with the principal challenges of managing projects across a wide range of industries based on case studies, latest research and project management toolkit to manage the issues, risks, changes confronted throughout the course. Designed as an integrated course, students will exercise their strategic thinking as well as practical use of project management tools. As a part of the analysis, the course will discuss multiple project management approaches and methodologies and its application in today's competitive environments and how organizations execute its strategies.

MGMT 439 Applied Business Strategy (3 credits)

Prerequisite(s): MGMT 300, FINC 300, INFO 300 and MKTG 300. Restriction(s): Business Administration majors only. This is the capstone course in the business curriculum that requires students to integrate and build on the knowledge and skills acquired in the business core courses. The course emphasizes the use of business skills in the formulation and implementation of strategy through processes such as industry analysis, value chain analysis, SWOT analysis, and analysis of strategic success including financial performance.

MGMT 485 Strategic Human Resource Analytics (3 credits)

Prerequisite(s): MGMT 310, MGMT 316 and MGMT 410. Restriction(s): Business Administration major with concentration in Strategic Human Capital Management only. This course is a hands-on experiential learning course that utilizes ADP software to guide students on the strategic design of HR systems. Students will work in groups to develop the HR system for a fictional company, including workforce analysis, sourcing candidates, designing jobs, developing hiring assessments, determining compensation strategies, conducting learning needs analysis, and managing performance. Students will conduct data analysis to evaluate their company and decisions against industry benchmarks. Particular focus will be given to designing systems that serve diversity, equity, inclusion, and belonging.

MGMT 491 Business Consulting (3 credits)

Prerequisite(s): MGMT 300; departmental approval. Restriction(s): Business Administration major. Students learn the principles of management consulting from how companies frame business problems, select outside consulting partners, and work together to achieve the organizational goals of the consulting assignment. The course combines lectures, case studies, and may include experiential-based learning in a real-world field environment that provides hands-on, tangible business consulting experience to our business school students including sponsor company site visits. This course is not for everyone, it requires a commitment to work hard, to invest time and energy required to address and solve business problems, and to overcome obstacles that are inherent in the contemporary business today.

MGMT 492 Special Topics in Management (1-3 credits)

Prerequisite(s): Departmental approval; and MGMT 315 or MGMT 316 or MGMT 318. Restriction(s): Business Administration major. The content of this course varies with each offering. Its purpose is to provide for the comprehensive development and study of an advanced topic of current interest not covered in-depth in the regular curriculum. This course may be repeated for credit as long as the "special topic" in each course differs from topics previously taken. May be repeated for a maximum of 15 credits as long as the topic is different.

MGMT 499 Honors Seminar (3 credits)

Prerequisite(s): Departmental approval; and MGMT 315 or MGMT 316 or MGMT 318. Restriction(s): Business Administration major. Opportunity for a select number of students to study management issues in a small, intimate classroom environment. Students will be given a broad range of opportunities for exploration of the literature as well as of investigation of the problems selected out for detailed study.

MGMT 550 Introduction to Critical Neurodiversity Studies (3 credits)

Restriction(s): Graduate standing. Students critically explore the concept of human neurodiversity—the full range of human neurological and neurocognitive variation. The course foregrounds neurodivergent perspectives, experience, and authorship, and critically examines the dominant and underexamined perspectives of neuronormativity, framing cross-neurotype communication and interaction as forms of intercultural competence that can be developed. Students critically analyze neuronormativity and actively explore the benefits of neurodivergent experience, innovation, and leadership—to individuals, organizations, workplaces, and society. Students develop critical understandings of the history of the neurodiversity movement, the neurodiversity paradigm, and the scholarly field of Critical Neurodiversity Studies, and also explore the implications of these concepts for developing and applying neuroinclusive practice in business, education, clinical practice, employment, public policy, and other spheres of society.

MGMT 560 Business Essentials (1.5 credit)

The objective of this course is to empower students with key content knowledge and practical skills essential for navigating and succeeding in the business environment. It lays the groundwork for excelling in more advanced MBA courses. Students will be exposed to topics such as the macro business environment, business ethics, business strategy, and the key functional areas of business, including production, finance, accounting, management information systems, management, leadership, human resources, and marketing. They will be equipped with the essential tools to appreciate the intricate connections between these functional areas. This course also emphasizes the leadership, teamwork and decision-making skills that play vital roles in achieving success in the highly dynamic and competitive business environment.

MGMT 561 Achieving Competitive Advantage (1.5 credit)

This course provides students with a basic understanding of competitive strategy and the role of a general manager in an organization. The focus of this course is on strategy at the business level and how firms achieve a competitive advantage in head-to-head competition with rivals in the same industry. It provides a rigorous examination of the tools of strategy analysis. The course is application oriented and integrative in nature, emphasizing the linkages among the various functional areas of an organization. The course focuses on developing student skills in analytic thinking, international business considerations, Presentation development, teamwork and leadership. This is accomplished by student teams analyzing an industry and global companies based on the academic principles in the text and lectures.

MGMT 562 Foundations of Teamwork and Leadership (1.5 credit)

Restriction(s): MBA, MS in Digital Marketing Analytics, MS in Human Resource Analytics, or certificate students only. This course delves into the complex and dynamic world of Organizational Behavior with a fresh perspective. Organizational behavior is the scientific study of human work behavior at the individual, interpersonal, team and organizational levels. Designed for aspiring leaders and managers, it equips students with both theoretical knowledge and practical skills essential for navigating and excelling in modern business environments. Emphasis of this course is on the development of interpersonal competencies to allow individuals to effectively work as managers or professionals in the rapidly changing, team-oriented, culturally diverse and technologically integrated global climate facing modern organizations. Topics include personality and attitudes, perception and attribution, motivation, team dynamics, leadership, decision making, ethics, job and organization design, organizational culture and politics, and organizational change.

MGMT 565 Project Management (1.5 credit)

Restriction(s): MBA or Certificate students only. This is an introductory course to project management with an emphasis on Project Management Institute's latest Project Management Body of Knowledge (PMBOK® Guide), strategic alignment with organizational objectives, agile principles as applied in project management, and contemporary development in global and virtual project management. Throughout this course, we will introduce project examples from a wide variety of industries and functions including information technology, marketing, organization capability enhancement, training, etc.

MGMT 566 Negotiation in the Workplace (1.5 credit)

This course will examine the fundamentals of negotiating within today's business world. Topics include both distributive and integrative bargaining. Additionally, time will be spent on facilitating the best practices for communication.

MGMT 567 Business Growth Strategy (1.5 credit)

This course offers students a theoretical framework for understanding strategy and introduces them to the practical application and implementation of strategy by business leaders in business organizations. This course primarily emphasizes advanced business strategy and explores how companies achieve and sustain competitive advantage in competition with their rivals. It offers a rigorous examination of the tools used in strategic management and analysis. This course focuses on practical application and integration, highlighting the connections across different functional areas within a business organization. This course aims to enhance students' capabilities in analytic thinking, decision-making in a globalized world, oral and written communications, teamwork, and leadership. Students will achieve those goals by completing individual and group assignments that require the analysis of companies and industries using the theoretical and practical perspectives gained from the text, case studies, and lectures.

MGMT 569 Business Communications (1.5 credit)

Restriction(s): MBA degree students or MS Human Resource Analytics students only. This course is an overview to the business principles with respect to communication. Topic include: the basic principles of communication, style and impact. One on one communication, communication in a group or team, communication within a meeting, virtual and email communication. The interactive session will involve the participants to learn and apply and develop better skills and to evaluate the impact they can have moving forward as business. Equivalent course MGMT 579 effective through Spring 2019.

MGMT 570 Strategic Human Resource Management (1.5 credit)

Restriction(s): MBA degree students, MS Human Resource Analytics students, or graduate Human Resource Management Certificate students only. This course examines how managers can utilize modern Human Resource practices in order to improve company performance and efficiencies. Topics include staffing for quality, outsourcing, use of core and contingent work force, managing workforce commitment and performance, legal issues, managing careers, and reward systems.

MGMT 571 Leadership (1.5 credit)

Restriction(s): MBA degree students, MS Human Resource Analytics students, or graduate Project Management Certificate students only. Successful leaders must understand how to influence individuals in order to meet organizational goals. This course reviews classical and modern approaches to leadership with a focus on the application of these theories to organizations. Among topics discussed are: leadership development motivation, influence, power, decision making, and leadership effectiveness.

MGMT 574 Business Leader Perspectives (1.5 credit)

Restriction(s): MBA degree students only. Successful leader must understand how to influence individuals in order to meet organizational goals. This course reviews classical and modern approaches to leadership with a focus on the application of these theories to organizations. Among topics discussed are: leadership development, motivation, influence, power, decision making, and leadership effectiveness.

MGMT 575 Independent Study in Management (1-3 credits)

Prerequisite(s): Departmental approval. Restriction(s): MBA degree students only. Under faculty guidance and supervision, this tutorial course is open to students who wish to pursue individual study and research in a particular discipline.

MGMT 576 Advanced Project Management (1.5 credit)

Prerequisite(s): MGMT 565. Restriction(s): MBA degree students or graduate Project Management Certificate students only. This is an advanced course in Project Management focusing on the intricacies of managing projects in today's competitive environment. This course is built on MGMT 565 Project Management. Topics in this course include project organization, stakeholder analysis, communication planning, risk and issue management, quality management, procurement, and leading projects. This course is further aligned within the broader context of business execution, which includes program and portfolio management, organization change, strategic business implementation, and project management office. Collectively these disciplines strive to achieve tangible business results. The approach of this course combines theories and concepts with industry best practices and real-life applications. As time permits, this course will also consider guest speakers to enrich the student's experience with project management.

MGMT 577 Special Topics in Management (1-3 credits)

Restriction(s): MBA or Certificate students only. An in-depth study of a selected topic, issue, problem or trend in management. The specific subject matter is not offered as an existing regular course or deserves more time-emphasis than is possible in a regular course. May be repeated eight times for a maximum of 12 credits as long as the topic is different.

MGMT 582 Contemporary Developments in Project Management (1.5 credit)

Prerequisite(s): MGMT 565. Restriction(s): MBA degree students or graduate Project Management Certificate students only. This course explores contemporary topics in project management collectively representing the latest challenges and opportunities in project management. These topics include, but are not necessarily limited to: strategic business execution, program management office, organization change and transformation, working in virtual teams, managing conflicts, and enterprise project management.

MGMT 583 Managing Global Workforce (1.5 credit)

Restriction(s): MBA degree students, MS Human Resource Analytics students, or graduate Human Resource Management Certificate students only. The objective of the course is to increase knowledge about managing a global workforce. The course provides a framework for understanding how individual, group and organization factors impact global businesses and how organizations respond to them. Some focus will be placed on understanding cross-cultural issues within this context. Practical application, case analysis, and effective management practices of international companies are emphasized.

MGMT 584 Talent Management (1.5 credit)

Restriction(s): MBA degree students, MS Human Resource Analytics students, or graduate Human Resource Management Certificate students only. Talent Management course focuses on designing, developing and implementing talent management strategies for organizational effectiveness in the highly competitive and global business environment. The course will have a global perspective in talent management and topics covered in this course include talent analysis, talent acquisition strategies, onboarding, talent development, succession planning, talent retention, talent engagement and the use of data analytics for talent management.

MGMT 585 Human Resource Analytics (1.5 credit)

Restriction(s): MBA degree students, MS Human Resource Analytics students, or graduate Human Resource Management Certificate students only. The course provide a solid foundation for the systematic collection, analysis and interpretation of data designed to improve decisions about people in organizations with a view to improve organizational effectiveness. The course takes a strategic view of how data about people in organizations can be used to make predictive decisions about human resources for achieving the company's objectives.

MGMT 586 Contemporary Themes in Human Resource Management (1.5 credit)

Restriction(s): MBA degree students, MS Human Resource Analytics students, or graduate Human Resource Management Certificate students only. The course focuses on current topics in HRM such as legal issues, knowledge management, employee relations, managing temporary employees and work family balance. Other topics will be added as needed based on the changing environment.

MGMT 587 Risk Analysis and Management (1.5 credit)

Restriction(s): MBA degree students or graduate Project Management Certificate students only. Risk analysis and management focuses on planning for risks and evaluating probability consequences in the business setting. The class will cover wide array of business decision problems with the help of computation models, and available data. We will use solver and simulation tools that will help us analyze the complex business problems in an intuitive, informative manner. You will be able to make managerial decisions that are based on cutting edge analytics modeling. Equivalent course INFO 580 effective through Spring 2020.

MGMT 588 Complex Project and Program Management (1.5 credit)

Prerequisite(s): MGMT 565. Complex Project and Program Management refers to the strategic oversight and coordination of large-scale, high-stakes programs composed of multiple interdependent projects, often involving numerous stakeholders, cross-functional teams, complex functionality, and significant organizational change. These programs typically span extended timeframes, involve high levels of uncertainty, and require dynamic adaptation to evolving business, technological, or regulatory environments. Managing such complexity demands advanced leadership, systems thinking, and a strong focus on risk management, governance, stakeholder alignment, and strategic value delivery. In the context of this course, Complex Program Management emphasizes not only technical execution but also the ability to navigate ambiguity, lead transformational initiatives, and ensure alignment with long-term business goals.

MGMT 589 Agile Project Management (1.5 credit)

Prerequisite(s): MGMT 565. Restriction(s): MBA degree students or graduate Project Management Certificate students only. The global and dynamic world that we live in requires organizations to respond and adapt to changing business conditions. This online course provides a foundational introduction to agile methods, with an overview of a number of prevalent methods of agile. Agile is an iterative or incremental approach to project management, which is a great approach for some types of projects. The course explores the differences between the principles and practices of Agile versus traditional project management techniques. Agile is an approach and a shift in mindset from traditional project management. It is a practice and set of principles which require some level of project or organizational transformation. Agile is significantly dissimilar from other popular product delivery methods.

MGMT 595 Advanced Human Resource Data Analytics (3 credits)

Prerequisite(s): MGMT 585, INFO 583 and INFO 584. This course is a hands-on experiential learning course that utilizes ADP software to guide students on the strategic design of Human Resources systems. Students will work in groups to develop the Human Resources system for a fictional company, including workforce analysis, sourcing candidates, designing jobs, developing hiring assessments, determining compensation strategies, conducting learning needs analysis, and managing performance. Students will conduct data analysis to evaluate their company and decisions against industry benchmarks. Particular focus will be given to designing systems that serve diversity, equity, inclusion, and belonging. Students will learn how to use data to re-imagine job qualifications, validate assessments, ensure equitable pay, create multiple learning pathways, and minimize bias in performance evaluations.