MANAGEMENT (MGMT)

MGMT 602 CONFLICT RESOLUTION IN COMMERCE AND INDUSTRY (3)
An exploration of the causes of conflict and various approaches to its resolution. Conflict at the interpersonal level as well as the organizational level is examined. The focus is on avoiding litigation and using alternative methods used in common disputes in a variety of industries. Prerequisite: MNGT 601 and admission to a graduate degree program.

MGMT 605 LEADING WITH INTEGRITY (1.5)
Focuses on leadership, integrity, and core management principles. Provides an overview of concepts and practices essential to managerial effectiveness, including developing a vision for the organization in a complex business environment, setting objectives, planning, motivating others and managing for results. Prerequisite: Graduate standing.

MGMT 609 BUSINESS & SOCIETY (3)
An integrated view of the interrelationships between managing responsibility in a complex environment and stakeholders (the firm's many publics); corporate social performance; values and ethics in management, including a process of moral reasoning for managers; business-government relations; crisis management and managing corporate social performance. Prerequisite: Graduate standing.

MGMT 612 MULTINATIONAL MANAGEMENT OF INFORMATION TECHNOLOGY (3)
Information systems for multinational and international technologies. Strategic dimensions and international competition. Systems development strategies. Managing international information. Prerequisite: Admission to graduate program in Information Technology or Computer Science.

MGMT 613 APPLIED MANAGEMENT STATISTICS (3)
To provide students with an overview of the applications of statistical analysis to business decision making. Students will be exposed to statistical models, data warehousing, data mining and data models. Prerequisite: 3 units of statistics.

MGMT 614 SYSTEMS ENGINEERING MANAGEMENT (3)
Systems engineering process and design requirements, methods, tools, planning, organization, review and evaluation. Contracting for systems engineering and supplier management. Prerequisite: Admission to graduate program in Information Technology or Computer Science.

MGMT 615 MANAGING IN A DYNAMIC ENVIRONMENT (3)
Covers the processes and necessary skills for leading and managing people in organizations that compete in dynamic environments. Emphasizes leading and motivating diverse employee populations in global organizations, and human resource management issues, including evaluation, rewards, and employment law. Prerequisite: MGMT 605.

MGMT 625 COLLABORATION, NEGOTIATION, AND CONFLICT MANAGEMENT (3)
Addresses negotiation skills and the capacity to effectively resolve conflicts. Students apply theory and research to the practice of negotiation and conflict management through practical, hands-on experience including simple buyer-seller bargaining; labor-management negotiations; impasse resolution; and complex, multi-party, multi-issue negotiations. Prerequisite: MGMT 605.

MGMT 650 RESEARCH FOR STRATEGIC HUMAN RESOURCE MANAGEMENT DECISIONS (3)
Methods and tools used in business research are explored through such topics as locating sources of strategic human resource management information, developing a research project, processing and analyzing data, and organizing and presenting strategic human resource management reports. Prerequisite: OPRE 505, OPRE 506, MGMT 605 or equivalent.

MGMT 670 SPECIAL TOPICS IN MANAGEMENT (3)
Contemporary business issues as they affect management practice. Content varies with each topic. Prerequisite: Consent of instructor.

MGMT 695 INDEPENDENT STUDY IN MANAGEMENT (3)
Comprehensive paper on special topic in human resource management, organizational behavior or management. Prerequisites: 6 graduate units in business and consent of instructor.

MGMT 710 HUMAN RESOURCE AND COMPENSATION MANAGEMENT (3)
Covers human resource management issues including legal considerations, recruiting, selection, performance appraisal, development and health and safety. It will also cover strategic compensation issues including job evaluation, benefits administration and pay determination strategies. Additional emphasis will be placed on workforce diversity, international dimensions and ethical consideration. Prerequisite: Graduate Standing.

MGMT 712 EMPLOYMENT LAW AND THE HUMAN RESOURCE MANAGER (3)
Covers employment law as it applies to management decisions in recruitment and promotion as well as in terms of management’s responsibility to comply with federal laws. Topics include legal issues in employment law and the legal consequences of non-compliance, the regulatory model of government control over the employment relationship, equal employment opportunity, safety and health regulations, Americans with Disabilities Act, pay and benefits law, Employee Retirement Income Security Act, civil rights of employees (privacy and wrongful discharge), Family Leave Act, international comparisons and emerging regulatory issues. Prerequisite: MGMT 640.

MGMT 725 LABOR RELATIONS AND CONFLICT MANAGEMENT (3)
Focuses on the legal foundations of labor management relations and the collective bargaining process. It will also cover the basic principles of contract negotiation, administration, impasse resolution and comparative labor relations in cross-cultural contexts. The course will cover conflict management strategies applied to workplace setting for groups and individuals. Prerequisite: MGMT 504.

MGMT 730 LEADERSHIP, LEARNING AND CHANGE (3)
Based on the idea that the deeper we go into the exploration of organizational leadership, learning and change, the more we need to deal with the dimensions of sense-making, connection-building, choice making, vision-inspiring, reality-creating roles of leaders. The course involves a series of workshops designed to help students learn something that cannot be taught: leading, learning and changing “from within.” Readings, assignments and Web forum interactions are designed to inspire “practices of deep inflection,” storytelling, historical inquiry, reflective reading and writing, dialogue and action research.

MGMT 731 LEADERSHIP SEMINAR (3)
Focuses on the critical issues pertaining to success in operating at the executive level in business and other organizations. Topics include vision, values clarification, knowing the customer, communications for internal motivation and public awareness, ethical responsibilities, decision-making, resource decisions, performance maximization, human asset activities and individual lender behaviors for effectiveness.
MGMT 732 LEADERSHIP: SELF-ORGANIZATION IN THE FIRM (3)
Covers self-organizing systems, complexity theory in management, dialogue as a management tool, leadership in a complex system, pursuing a personal discovery process, and growing new knowledge and innovation. A major objective of this course will be to discover the management principles and processes that promote and foster self-organization as an alternative to command and control hierarchies. This course will also draw on the profound implications of self-organization for growing new knowledge and innovation. A second major objective of this course has to do with the process of personal discovery. Parallel principles of spontaneous order operate at the level of the organization and at the level of the individual. As a result, a highly leveraged form of change in an organization is leadership through personal growth and discovery.

MGMT 742 Social and Ethical Issues in Sport (3)
Social and Ethical Issues in Sport - UB/TUMBA.

MGMT 745 MANAGING THE SUSTAINABLE ENTERPRISE (3)
Sustainability is a modern business concept that offers avenues of win-win business strategies that respect people, profit and planet (the "triple bottom line"). Course will incorporate the history of business, capital, and environmentalism and the triple-bottom-line concept. It will enable managers to incorporate sustainability into every phase of the business process and develop appreciation for the competitive implications of a sustainable business strategy. Prerequisites: Graduate standing.

MGMT 757 E-COMMERCE & SUPPLY CHAIN MANAGEMENT (3)
Provides an overview of e-commerce and supply chain management. It then covers in detail the role of e-commerce in design, integration and management of supply chains: logistics networks, business-to-business and business-to-consumer supply chains, decision support systems for supply chain management, strategic alliances, internet strategy, e-business models, e-markets including auctions and exchanges, internet retailing, dynamic pricing, distribution networks, internet-based integration of value chains the role of the internet in infrastructure (banks, utilities, and so forth), decision technologies, information goods, the status of brands in the internet economy, mass customization and various technologies related to e-business.

MGMT 760 LEADING ORGANIZATIONAL CREATIVITY AND INNOVATION (3)
Focuses on strategy and techniques for successfully introducing change to formal organizations. Covers the role of power, influence and communication in the change process, confrontation and effective intervention, concepts and techniques of organizational development, frameworks for creativity and acceptance of innovation. Included are individual and group research and experiential exercises. Prerequisite: MGMT 640.

MGMT 765 SOCIAL AND ETHICAL ISSUES IN SPORT (3)
Exploration of the incontrovertible link among sport, commerce, and culture. Understanding sport forms as cultural and intertwined with business will be accomplished through the sociological and philosophical analysis of several sport related topics. Specific topics covered will include, but not be limited to, sport as a mediated spectacle, factors such as race, gender, and class, the negotiation of sporting spaces, and human rights. Knowledge of these social and ethical issues will be discussed in terms of its practical application to the sport industry setting. Prerequisites: None.

MGMT 770 PLANNING, PREVENTION AND MANAGEMENT OF RISK (3)
Explores technology and management of holistic information security and risk with respect to U.S. Homeland Security and specific technologies and techniques used by terrorists, hackers, crackers, spies, and thieves. Prerequisites: Graduate Standing.

MGMT 775 SPORT IN THE GLOBAL MARKETPLACE (3)
Using theories from a number of disciplines, students in this course will consider issues related to sport commerce in global marketplace, including; market saturation, just in time manufacturing of sporting goods, global sport branding, labor conditions in developing nations, sport in core periphery economies, international sport regulation, post industrial sporting economies, sport in the global popular, sport labor migration, sport and the culturalization of economics, global Fordism, and the challenger facing global the business of sport. Prerequisites: None.

MGMT 780 LEADING ACROSS CULTURES (3)
Focuses on management challenges and dilemmas associated with business activity in multicultural environments within the United States and among other countries, and provides the knowledge and sensitivities to more effectively identify, understand and manage the cultural components of organizational and business dynamics. Topics include cultural value awareness, cross-cultural communication skills, cross-cultural management skills (strategic planning, organizational design, leadership), and creating and managing a globally competent workforce. Prerequisite: MGMT 640.

MGMT 781 INTERNATIONAL BUSINESS STRATEGY (3)
Draws on the framework of global strategic management to help students integrate the concepts of economics, finance, marketing, technology and operations in a global context. It focuses on market entry issues, transnational structures, operational issues and leadership in cross-cultural settings, and provides the framework for a real-world international business project to be completed by student teams. Offers the option for a study/analysis trip to another country. Prerequisites: All MBA 500-level courses or equivalent.

MGMT 790 STRATEGIC MANAGEMENT CAPSTONE (3)
An experiential capstone in which students assume the perspective of general managers facing decisions of strategic importance to their organizations. Emphasizes the critical functions of goal-setting, strategy formulation, implementation, and control processes. Prerequisites: ACCT 605, ECON 605, ENTR 605, FIN 605, INSS 605, MGMT 605, MKTG 605, OPRE 605.

MGMT 796 GLOBAL BUSINESS PRACTICUM (3)
The Global Business Practicum is designed to provide students with opportunities for real-world experience working with companies on international projects of real value and priority to the companies. Students choose an international study experience selected from among the participating School of Business specializations and companies. Student consulting teams will work together on a specific corporate project, focusing on a particular country or region of interest to the company. Projects may focus on market analyses, feasibility studies, distribution analyses or a variety of other specific company needs. Students register for this course as a 3-unit elective.

MGMT 797 SPECIAL TOPICS IN MANAGEMENT (3)
An intensive exploration of topics in the areas of management. Topics include e-commerce, e-commerce and supply chain management, e- venturing, leadership, organizational theory or best business practice. Refer to term class schedule for title of topic offered. May be repeated for credit when the topic varies. Prerequisites: Will be determined by the instructor.