

MANAGEMENT (MGNT)

MGNT 3000. Principles of Management. (3 Credits)

Prerequisite: 45 credit hours with 3 credit hours in BUSA, ACCT, or ECON
Credit Hours: (3-0-3) An introduction to the management functions and processes as applied to organizations and individuals in organizations. The course will focus on both theories and applications of management to practical problems in planning, organizing, leading, and controlling. A survey of the history of management will provide context for current approaches and emerging concepts in both domestic and international organizations.

MGNT 3050. Human Resource Mgmt. (3 Credits)

Prerequisite: 45 credit hours with 3 credit hours in BUSA or Permission of the Instructor
Credit Hours: (3-0-3) This course examines the role of managers as human resource professionals. Key management functions of recruitment, selection, development, appraisal, retention, compensation, and labor relations are examined. Implications of legal and global environments are appraised and current issues such as diversity, discrimination, sexual harassment policies, and rising benefit costs are analyzed. The student will be exposed to practical situations, problem solving, and application of laws affecting human resource issues.

MGNT 3100. Marketing Mgmt Principles. (3 Credits)

Prerequisite: 45 credit hours with 3 credit hours in BUSA, ACCT, or ECON
Credit Hours: (3-0-3) An introduction to the principles of marketing and the marketing environment with a focus on development of an understanding of ethical planning for marketing and implementing, and controlling marketing activities on a local, national, and global scale.

MGNT 3200. Financial Management. (3 Credits)

Prerequisite: 45 credit hours including MATH 1111 and 3 credit hours in BUSA, ACCT, or ECON or Permission of the Professor.
Credit Hours: (3-0-3) Introduction to managing an organization's financial resources with the aim of achieving its business objectives, emphasis on defining objectives, understanding and evaluating resources, and making financial decisions in an environment of uncertainty.

MGNT 3250. Consumer Behavior. (3 Credits)

Prerequisite: ECON 2106 and BUSA 2106
Credit Hours: (3-0-3) This course will examine how consumers make their decisions to buy products for personal, family, or group use. Students in this course will study how to understand consumers, interpret the data behind consumer behavior, and engage in marketing strategies designed to help consumers make their decisions. The course will use a data-driven approach to gain consumer behavior insights that focus on understanding customer needs and values.

MGNT 3300. Perspectives of Service Indust. (3 Credits)

Credit Hours: (3-0-3) Perspectives of the Service Industry is a comprehensive exploration of the multifaceted world of service-oriented businesses. In this course, students will delve into the historical, social, economic, and cultural aspects that shape the service industry, gaining valuable insights into its evolution, current landscape, and future trends. Through a combination of theoretical frameworks, case studies, and real-world examples, students will develop a deep understanding of the diverse sectors comprising the service industry, including hospitality, tourism, healthcare, retail, finance, and more. They will analyze the unique challenges, opportunities, and dynamics within each sector, equipping them with the knowledge to navigate this complex and dynamic industry landscape.

MGNT 3341. Applied Statistics. (3 Credits)

Prerequisite: Minimum of 45 hours completed, including Area A mathematics requirement
Credit Hours: (3-0-3) This course is an introduction to managerial and administrative decision making utilizing statistical analysis. The emphasis will be on use of basic descriptive statistics, probability, and inferential statistics including estimation and hypothesis testing using contingency tables, analysis of variance, and regression. Specific examples will utilize Microsoft Excel, emphasizing decision making using datasets drawn from both business and non-profit environments.

MGNT 3400. Mgmt Information Systems. (3 Credits)

Prerequisite: 45 credit hours including BUSA 2101 or CSCI 1101
Credit Hours: (3-0-3) Introduces students to the study of organizations as systems supported by information processing. Students will learn to distinguish needs for information at different levels in organizations. They will learn to evaluate information system decisions. They will analyze business information problems using formal methods.

MGNT 3500. Entrepreneurship & Small Bus. (3 Credits)

Prerequisite: 45 credit hours with 3 hours in BUSA, ACCT or ECON or permission of professor
Credit Hours: (3-0-3) This course explores fundamentals of entrepreneurship and managing the small business operation, including management, marketing, and finance. The course is intended to prepare students to launch and manage new and existing small businesses with an emphasis on practical application. The course will include case studies, profiles of effective entrepreneurs, market research methods, and business plan development.

MGNT 3600. Managerial Economics. (3 Credits)

Prerequisite: 45 credit hours including ECON 2106
Credit Hours: (3-0-3) This course will introduce students to how firms make managerial decisions to maximize profits and will equip students to understand the problems faced by a manager as well as how to solve those problems strategically and efficiently. Students will evaluate the theory and application of economic concepts such as cost, production, markets, and pricing decisions undertaken by firms. The course will conduct an analysis of the structure and performance of the market by investigating the four market structures of perfect competition, monopoly, monopolistic competition and oligopoly. Students will gain a strong understanding of economic concepts and the application of these concepts in the real-world business environment through case studies.

MGNT 3601. Addiction Screening, Assessment. (3 Credits)

Prerequisites: HUSV 2101 and PSYC 1101
Credit Hours: (3-0-3) Addiction Screening, Assessment, and Diagnosis: Includes screening, assessment and diagnosis of substance related and addiction disorders (or potential for those disorders), as well as co-occurring disorders. Students will learn to use standardized biopsychosocial assessments and develop individualized treatment plans, and will demonstrate mastery of information management and record keeping.

MGNT 3700. Personal Finance Plan for Prof. (3 Credits)

Prerequisite: 45 credit hours with a grade of C or better in MATH 1001 or higher, ACCT 2101, and ECON 2105 or ECON 2106
Credit Hours: (3-0-3) This course is designed as an introductory course to the personal finance profession. In addition to covering an overview of the profession, the course will focus on time value of money, personal financial statement analysis, cash and debt management, housing, and education funding. An overview of other areas of the profession will be provided in order to provide students a comprehensive understanding of the overall personal financial planning process.

MGNT 3800. Introduction to Logistics. (3 Credits)

Prerequisite: BUSA 2106, MGNT 3000, MGNT 3341, and MGNT 3400
Credit Hours: (3-0-3) This course offers an overview of logistics and supply chain management fundamentals. Students will explore essential aspects such as inventory management, transportation, and distribution networks for both merchandise and services. Emphasizing problem-solving and analytical thinking, the course prepares students to address logistical challenges and improve organizational efficiency.

MGNT 3810. Principles of Supply Chain Mgt. (3 Credits)

Prerequisite: BUSA 2106, MGNT 3000, MGNT 3341, and MGNT 3400
Credit Hours: (3-0-3) This course introduces students to the networks of organizations that supply and transform materials into goods and distribute final products to customers. Students will study the movement of products through vertical channels, effective use of business resources, flow of information, deployment of services in the value chain, and role of supply chain in the overall business strategy. Topics include SCM history, purpose, principles, models, and tools Managers use, key terms and concepts for 350 Updated August 28, 2024 communicating with supply chain personnel, and career opportunities.

MGNT 3900. Principles of Leadership. (3 Credits)

Prerequisites: PSYC 1101; POLS 1101; BUSA 1105, 2101, 2105, or 2106
Credit Hours: (3-0-3) An applied course designed to familiarize students with the principles and process of leadership and the interactions among leaders, followers, and the situation. Topics include historical perspectives of leadership research, building blocks of the leadership process, and delegation of authority and responsibility in leader-follower processes. Students will have the opportunity to apply knowledge learned to their specific career interests.

MGNT 4000. Intro to Supply Chain Tech. (3 Credits)

Prerequisites: ECON 2105, MGNT 3000, and MGNT 3400
Credit Hours: (3-0-3) This course examines information technology applications for supply chain management in the areas of manufacturing, procurement, logistics, product design, planning, and the distribution of goods and services. Students will learn about the digital equipment and technologies that enhance the management of supply chains, including the internet of things (IoT), Blockchain, AI, machine learning, and analytics.

MGNT 4080. Special Topics in Mgmt & Admin. (3 Credits)

Prerequisites: 45 credit hours with 3 of these hours in BUSA, ACCT or ECON
Credit hours: (3-0-3) This course provides for the advanced study of emerging issues or specialized content in areas of management, leadership, economics, finance, entrepreneurship, technology and other topics related to Management & Administration. Course may be repeated when topics are different for a maximum of six credit hours towards graduation.

MGNT 4200. Risk Assessment & Management. (3 Credits)

Prerequisites: BUSA 2106, MGNT 3000, MGNT 3400, MGNT 3600
Credit Hours: (3-0-3) This course prepares students to anticipate, identify, measure, manage, mitigate, and communicate risk exposures in organizations. Topics include Risk Identification, Assessment, Prioritization, and Mitigation; Risks and Information, Finance, Technology, and Operations; Risk Auditing; and Risk Remedies.

MGNT 4300. Labor and Industrial Relations. (3 Credits)

MGNT 4400. International Economics. (3 Credits)

Prerequisite: 45 credit hours and ECON 2105
Credit Hours: (3-0-3) This course will introduce students to basic global economics issues and their applications. Students will gain an understanding of global economics issues and markets such as international trade, trade deficits, exchange rates, capital flows, etc; look at the role of various organizations and international institutions in the global economy; and examine the impact, integration and markets of Latin American countries and countries such as India and China in the world economy.

MGNT 4500. International Management. (3 Credits)

Prerequisite: 45 credit hours with ECON 2105
Credit Hours: (3-0-3) An introduction to globalization and the cultural, economic, political, and legal environments of international business including an overview of risks, challenges, and opportunities of competing in the global marketplace. This course will introduce students to the theory and applications of international management. The students will advance their understanding of global firms and markets so that they can make managerial decisions and solve problems strategically and efficiently. The course will analyze the structure of multinational businesses and markets.

MGNT 4900. Mgmt & Admin Senior Seminar. (3 Credits)

Prerequisite: Completion of 90 credit hours toward the BSMA degree with grades of C or higher.
Credit Hours: (1.5-6.5-3.0) The senior seminar provides a forum for carrying out the BSMA degree requirement for either an internship or research project in a rigorous academic and intellectual framework.

MGNT 4990. Independent Study in MGNT. (1-3 Credits)

Prerequisite: Requires prior approval of the supervising instructor and the department head
Credit Hours: 1-3 credit hours (0-3-1) or (0-6-2) or (0-9-3) Independent investigation of a topic through a research project or a program of directed readings. Topics will be developed by the student and the sponsoring faculty member.