

MANAGEMENT (MGMT)

MGMT 5800 - Special Topics in Management (3 Credits)

A number of different topics in management are offered under this course number. Consult the Schedule Planner for current course offerings.

Prerequisites vary depending on the topic and instructor requirements.

Cross-listed with MGMT 4950. Repeatable. Max Hours: 9 Credits.

Grading Basis: Letter Grade

Repeatable. Max Credits: 9.

MGMT 5939 - Internship (1-3 Credits)

Supervised experiences involving the application of concepts and skills in an employment situation. Prereq: 21 semester hours and 3.5 GPA.

Repeatable. Max Hours: 9 Credits.

Grading Basis: Satisfactory/Unsatisfactory

Repeatable. Max Credits: 9.

MGMT 6000 - Key Concepts and Issues in Sustainable Business (3 Credits)

Environment is foundational to sustainability, but sustainability, as described in this course, is much more than a focus on mitigating climate change. This course is an introductory exploration of a variety of key sustainable business concepts and issues. We will discuss the concepts of compliance, greening business, regeneration, and other contemporary sustainable business concepts and frameworks. The issues we will discuss range from environment and climate action, biodiversity, energy, transportation, the built environment and urbanism, community well-being, poverty alleviation, responsible consumption and production, water scarcity and quality, and more. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

Cross-listed with SUSB 6000. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6020 - Leadership in Difficult Times (3 Credits)

The test of a leader often is their ability to lead their organizations through difficult times and crises. Such situations could be downsizing, product defects, ethical violations, a terrorist attack or a natural disaster. Successful management of these situations can strengthen and renew the organization. Inability to manage these situations can tarnish the organization's reputation and threaten its survival. This course examines leadership under stress and provides frameworks for categorizing and analyzing these difficult situations. The course also addresses strategies that leaders can use to enable their organizations to manage, recover and learn from these difficult experiences. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6028 - Travel Study Topics (3 Credits)

Join your classmates in an international travel study course to understand the business operations of another culture. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Cross-listed with MGMT 4028. Repeatable. Max Hours: 9 Credits.

Grading Basis: Letter Grade

Repeatable. Max Credits: 9.

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

Additional Information: Global Education Study Abroad.

MGMT 6040 - Managing Global Talent (3 Credits)

This course has two objectives: (1) to understand the impact of cultural differences in the management of people in multinational firms; and (2) to compare and contrast critical human resource issues in the contexts of domestic and international operations. Topics include recruitment, staffing, training, performance appraisal, compensation, and labor and management relations in markets around the world. (This course qualifies as an international elective for the MS in International Business program). Restriction: Restricted to graduate Business majors and NDGR majors with a sub-plan of NBA or NBD, within the Business School. Cross-listed with INTB 6040. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School.

MGMT 6320 - Leading Organizational Change (3 Credits)

The course focuses on the tasks and skills of a leader that are important for leading organizational change. Topics include: diagnosing problems, creating urgency, building the change team, creating a vision, implementing change strategies, sustaining the momentum and making change stick. These tasks and skills are studied in various change contexts. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6360 - Designing Effective Organizations (3 Credits)

Examines how to design organizations within the context of environmental, technological, and task constraints. The emphasis is on learning how to recognize and correct structural problems through the analysis of existing organizations in which the students are involved.

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6380 - Managing People for Competitive Advantage (3 Credits)

Focuses on the management of human resources in organizations. Oriented toward the practical application of human resources management principles in areas such as: equal employment opportunity, affirmative action, human resources planning, recruitment, staffing, benefits and compensation, labor relations, training, career management, performance management, and occupational health and safety.

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School.

MGMT 6420 - Ethics: A Formula for Success (3 Credits)

Students will learn how to spot and address red flags that foster unethical behavior in both publicly-traded and privately-held businesses. Governance and stakeholder management techniques that incentivize ethical behavior will be highlighted using examples of companies that are financially successful by "doing the right thing." Principle-based ethics are emphasized, namely, integrity, trust, accountability, transparency, fairness, respect, viability, and compliance with the rule of law. Cross-listed with MGMT 3420, ISMG 6885, and ISMG 4785. Restriction: Restricted to graduate business school students. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate business school students.

MGMT 6610 - Business Strategy Lab (3 Credits)

Gain strategy experience collaborating with and consulting to Senior Executives of a client company. This is a hands on, project-based course. Students will analyze a strategic initiative as defined by and with the organization's leadership and provide their client with research, insights and actionable strategic ideas. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6620 - Strategic Management (3 Credits)

Concerned with the development of a general management perspective in establishing the strategic direction for an enterprise. Students gain an understanding of strategy formulation and implementation within the context of the global environment. Cross-listed with BUSN 6710.

Restriction: Restricted to graduate majors of ORMG within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors of ORMG within the Business School.

MGMT 6710 - HR: Talent MGT (3 Credits)

This course explores the many aspects of Talent Management including strategic talent planning, recruiting and acquisition, employee development, performance management, engagement and retention, succession planning, and compensation, with a strong focus on recruitment and acquisition. The course demonstrates how each aspect of Talent Management is interdependent. Prereq: MGMT 6380. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: MGMT 6380 Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6720 - Human Resources Management: Training (3 Credits)

Demonstrates the importance of aligning training initiatives to business strategy, while considering learning theories and learner preferences. Students practice planning, designing, developing, delivering, and evaluating a training course. Coreq: MGMT 6380. Cross-listed with MGMT 4430. Max hours: 3 Credits.

Grading Basis: Letter Grade

Co-req: MGMT 6380 Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6730 - Human Resources Management: Performance Management (3 Credits)

Focuses on the design and implementation of human resources management systems to assess and enhance employee performance. Areas of study include performance measurement, rater training, goal setting and feedback. Prereq: MGMT 6380. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: MGMT 6380 Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6740 - Human Resources Management: Compensation (3 Credits)

Develop and administer pay systems considering economic and social pressures, traditional approaches and strategic choices in managing compensation. Current theory research and practice. Students design a compensation strategy and a system that translates that strategy into reality. Prereq: MGMT 6380 and BUSN 6530. Cross-listed with MGMT 4450. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: BUSN 6530 and MGMT 6380 Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6750 - HRM: Investing in People: HR Analytics (3 Credits)

Managing talent-organization and deployment-and connections between talent and strategy in organizations. Rooted in a systematic, logical approach that challenges traditional ideas. Stresses the logical connections between progressive HR practices and firm performance and the use of data to demonstrate financial impact of the connections. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6760 - Employee Benefits and Workforce Risk Management (3 Credits)

The course surveys an array of popular employee benefit programs to attract, protect, and retain valued employees. It also focusses on risk management programs that invest in human capital and address the downside risks of employing a workforce. Cross-listed with MGMT 4460 and RISK 4409/6409. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6781 - Human Resources Management: Career and employment coaching (3 Credits)

Focuses on enhanced approaches to discovering employment opportunities and providing career coaching, with an emphasis on unemployed veterans. Topics include discovering the unique capabilities a job-seeking veteran possesses, addressing the barriers to employment he or she may face, and methods the job seeker can use to educate prospective employers about the contributions to organizational success he or she can make. Cross-listed with MGMT 4481. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6782 - Human Resources Management: Connecting talent with business needs (3 Credits)

Focuses on methods for connecting businesses and public-sector organizations with job seekers who possess the capabilities that will fuel profitable growth and mission success. Topics include networking to establish relationships with hiring decisions makers, exploration conversations to identify an organization's success factors, and identifying job seekers (with a special emphasis on unemployed veterans) with the requisite skills, knowledge, traits, and aptitudes. Cross-listed with MGMT 4482. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6800 - Special Topics in Management (3 Credits)

Current topics in management will be occasionally offered. Consult the 'Schedule Planner' for specific offerings or contact an advisor for information. Repeatable. Max hours: 6 Credits.

Grading Basis: Letter Grade

Repeatable. Max Credits: 6.

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6801 - Career Strategies (3 Credits)

The downsizing, restructuring, and re-engineering so prevalent in U.S. industries and companies have strongly affected the job and career market. Every individual must sharpen his/her competencies and skills in order to compete effectively in the changing job market. This course is designed to assist students in understanding and operating in this difficult job market. Using many of the concepts that organizations use in their strategy formulation process, and coupled with individual techniques and skills proven effective in job searches and career planning, this course prepares students to deal with the issues involved in finding a job and pursuing a career. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6803 - Visionary Leadership (3 Credits)

Examines the challenges faced by visionary leaders and the approaches used by these individuals (creation, articulation, and implementation of vision) to transform organizations. Participants utilize these approaches employed by effective leaders to develop plans for their own organizational success. Group experiences, applied readings, and videos are used to clarify the opportunities available. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6804 - Negotiation and Conflict Management. (3 Credits)

Designed as a seminar in negotiation and conflict management. Students will practice and develop negotiation and conflict management skills as they use them to craft deals and resolve differences. Students will learn how negotiation and conflict management strategies and tactics vary depending on the situation encountered. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6806 - Corporate Entrepreneurship (3 Credits)

Competitive performance in a global economy requires continuous innovation and new business growth. The creation and development of new ventures is a primary strategy for internally-generated growth. Managing innovation and new ventures requires attitudes, knowledge, and practices different from those usually required for the management of mature business units. This course provides the perspective, knowledge, and specific skills required for successful entrepreneurial management. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6808 - Leadership Development (3 Credits)

Instruction in the design and practice of leadership development. Case studies of effective organizations will be examined and a variety of assessment and development activities will be completed as part of the course. Students will learn how to develop others while experiencing the development techniques first hand. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6820 - Management Field Studies (3 Credits)

The objective of this course is to provide an opportunity for the in-depth examination of an actual management problem in a local organization. Much like an independent study conducted under faculty guidance, each student will execute a unique project suited to his or her interests. Priority is given to MGMT students. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6821 - Managing for Sustainability (3 Credits)

This course considers a variety of key management functions that are needed for sustainability-oriented businesses. The course considers effective organizational design and the power of smart, hardworking employees. Other topics that will be discussed include social entrepreneurship and the importance of teams and diversity for innovation. The basics of strategic management are introduced and used in accompaniment with visionary and ethical leadership as well as change management. In addition, corporate social responsibility is introduced with sustainability marketing to maintain a strong, positive reputation for a company. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. #Cross-listed with SUSB 6821. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6822 - Business Ethics and Corporate Social Responsibility (3 Credits)

Covers business ethics and corporate social responsibility in the global contexts of employment, marketing, product liability, the environment and other areas. Students compare ethical theories, including utilitarianism, Kantian, Rawlsian, stockholder, stakeholder and social contract and apply some or all of these theories to actual and hypothetical case studies. The doctrine of corporate social responsibility is defined and explored and diverging views of corporate social responsibility are discussed. Examples of how corporate social responsibility can increase a company's goodwill and net income are analyzed. Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Cross-listed with SUSB 6822. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6823 - The Sustainable Business Opportunity (3 Credits)

This course examines the negative impact of a rapidly growing global economy on the natural and human environment. It shows that the need to create a more sustainable global economy represents a huge opportunity for business and how sustainability-based strategies drive innovation, competitive advantage and improved financial performance. It will examine both environmental aspects of sustainability like green supply chains, lifecycle analysis, energy and water efficiency, as well as initiatives that nurture and enhance the value of our human resources such as community development, employee and customer relations, employee wellness, telecommuting, and other stakeholder engagement in sustainability. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

Typically Offered: Fall, Spring.

MGMT 6824 - Sustainable Business/CSR Field Study (3 Credits)

Gain practical, hands-on experience with aspects of sustainable business and/or corporate social responsibility. Work with a local company/non-profit/or government organization under the direction of an executive to conduct a sustainability-focused project which is important to the organization's sustainability initiative. Prereq: Completion of one or more sustainability focused courses or permission of instructor. Cross-listed with MGMT 4824. Max hours: 3 Credits.

Grading Basis: Letter Grade

Pre: ACCT 6285orBUSN 6826or6830or6850or6870orDSCI 6826/BANA 6730orENTP 6642 or 6644or6808or6858or6860orINTB 6870orMGMT 6821or6822or6823orMKTG 6830 Restriction: Grad and NDGR majors with a sub-plan of NBA within the Business School.

Typically Offered: Fall.

MGMT 6825 - Transformative Leadership for Sustainability (3 Credits)

Today's businesses need transformative leaders who can design and lead adaptable organizations to thrive in rapidly changing social, political, economic, and environmental conditions. Learn and apply sustainability, resilience, and leadership concepts. This course also develops transformative leadership skills to become an agent of change to create enduring solutions to sustainability challenges. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School. Cross-listed with SUSB 6825. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA or NBD within the Business School.

MGMT 6826 - Environmental Sustainability and Stewardship (3 Credits)

This course will introduce the following environmental sustainability concepts and theories within a business context: business impact on the environment, the tragedy of the commons, systems thinking, context-based sustainability, environmental governance and stewardship, water resource management and sustainability, corporate water strategy and disclosure, and environmental stewardship and collaboration. The course culminates with the development of a corporate water or sustainability strategy for a business. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Cross-listed with SUSB 6826. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6827 - Global Climate Change (3 Credits)

Global climate change poses existential threats to cities, ecosystems, businesses, and humanity. This course will build the knowledge and skills necessary to help companies develop and implement a climate transition plan to drawdown carbon emissions while building a thriving business in the process. We will review climate change basics, the business risks of a changing climate, relevant government regulations and standards, cutting-edge climate solutions, conduct a greenhouse gas emissions inventory, and learn how companies are measuring, monitoring, offsetting, and disclosing their carbon emissions. Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Cross-listed with INTB 6870, SUSB 6870. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6830 - Sports and Entertainment Management (3 Credits)

This course is designed as a speaker series of sports and entertainment industry elite focusing on: industry trends, strategic planning, managing revenue streams, managing media, managing for effectiveness, managing post-merger integration, leadership and leading change. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6832 - Law and Negotiation in the Sports/ Entertainment Industries (3 Credits)

Provides an overview of major legal issues in the sports and entertainment industries. Students develop the skills required to negotiate contracts in these industries. Topics include contracts with athletes (agency, player and sponsorship), stadium financing and sports franchises, labor law and collective bargaining agreements, entertainment contracts in the music, film and live theater fields and copyright, trademark and tort law principles in the sports and entertainment industries. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6834 - London Calling: Global Sports and Entertainment Management (3 Credits)

Through 2 weeks of visiting organizations and talking with industry elite in London a broader perspective on the Sports and Entertainment Industry is gained. Students will be asked to do advanced reading, participate in discussions, keep a journal and write a reflection paper at the end of the experience. Site visits (to be confirmed) include: Arsenal Football Club, Premier League, the O2 Arena, NHL and NBA regular season games in London, 2012 Olympics Committee, Formula One, Hollywood Studio-International Finance Office, Theatre, Lord's Cricket Ground, All England Lawn Tennis Club/Wimbledon and the office of the Minister of Sport. Cross-listed with MGMT 4834, MKTG 4834, and MKTG 6834. Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

Typically Offered: Summer.

MGMT 6840 - Independent Study (1-8 Credits)

Instructor approval required. Allowed only under special and unusual circumstances. Regularly scheduled courses cannot be taken as independent study. Repeatable. Max Hours: 8 Credits.

Grading Basis: Letter Grade

Repeatable. Max Credits: 8.

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

MGMT 6950 - Master's Thesis (1-8 Credits)

Repeatable. Max hours: 8 Credits.

Grading Basis: Letter Grade with IP

Repeatable. Max Credits: 8.

Restrictions: Restricted to graduate majors and NDGR majors with a sub-plan of NBA within the Business School.

Additional Information: Report as Full Time.