

# MANAGEMENT (MGMT)

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## MGMT 1000 - Introduction to Business (3 Credits)

The business and economic landscape is introduced illustrating the challenges and opportunities in today's business environment. A foundation of traditional business disciplines is introduced including the principles and terminology employed in Marketing, Management, Finance, Accounting, Operations, and Economics. Prereq: Open to freshman and sophomores, non-degree students and music majors at all levels. Cross-listed with BMIN 1000. Max hours: 3 Credits.

Grading Basis: Letter Grade

Typically Offered: Fall, Spring, Summer.

## MGMT 1111 - Business Freshman Seminar (3 Credits)

This course introduces students to the nature and role of business in our society. Career opportunities in business are also considered. This course is designed to assist first year students transition to life on campus.

The course content is integrated with various activities designed to familiarize 1st year students with school resources, develop critical thinking and writing skills and build relationships critical to ongoing academic success. Students are advised to take this course during the first semester of their freshman year. Note: Credit will not be given for both MGMT 1111 and MGMT 1000. Restriction: Restricted to Freshman level students. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to Freshman level students

Typically Offered: Fall, Spring.

## MGMT 2939 - Internship (1-3 Credits)

Repeatable. Max Hours: 3 Credits.

Grading Basis: Satisfactory/Unsatisfactory

Repeatable. Max Credits: 3.

## MGMT 3000 - Managing Individuals and Teams (3 Credits)

Focuses on helping students understand how to manage individuals and groups effectively. Students are encouraged to know themselves better and how their behavior affects how they deal with organizational situations; they also learn how individuals differ and how to design, manage and work in a team. Oral and/or written communication skills are applied in this course. This is a business core course therefore a grade of a 'C-' or better must be earned to satisfy graduation requirements.

Restriction: Restricted to undergraduate students with 45 credit hours or more. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate students with 45 credit hours or more.

Typically Offered: Fall, Spring, Summer.

## MGMT 3010 - Managing People for a Competitive Advantage (3 Credits)

Provides an overview of the management of human resources in organizations. Areas of study include recruitment, selection, training, career development, performance appraisal, compensation and employee or labor relations. Restriction: Restricted to undergraduate students with 45 credit hours or more. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate students with 45 credit hours or more.

## MGMT 3111 - Business Transfer Student Seminar (1 Credit)

This course is designed to assist first year transfer students transition to UC Denver. The course includes various activities designed to familiarize students with University and Business School resources, develop critical thinking, writing, time management and study skills, and build relationships critical to ongoing academic success. Students are advised to take this course during their first or second semester at UC Denver. Concurrent registration in MGMT 3000 is required. Cross-listed with MGMT 3000. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 1 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate Business majors with junior standing or higher

## MGMT 3420 - 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 6420, ISMG 4785, and ISMG 6885. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate Business majors with junior standing or higher

## MGMT 3830 - Business and Sustainability (3 Credits)

Business activity can have significant environmental and societal impacts. This course examines some of the ways that companies and consumers are reducing their impact on communities and the environment. Sustainability issues will be considered from a management, finance, marketing, and consumer perspective. Climate change and renewable energy will be featured topics in the class. Prereq: MKTG 3000. Cross-listed with MGMT 4830. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate Business majors with junior standing or higher

## MGMT 3939 - Internship (1-3 Credits)

Supervised experiences involving the application of concepts and skills in an employment situation. To enroll in an internship, students must work with the Experiential Learning Center on campus and have a 2.40 GPA or higher. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Repeatable. Max Hours: 9 Credits.

Grading Basis: Satisfactory/Unsatisfactory

Repeatable. Max Credits: 9.

Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4028 - 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 undergraduate Business majors with junior standing or higher. Cross-listed with MGMT 6028. Repeatable. Max Hours: 9 Credits. Grading Basis: Letter Grade  
Repeatable. Max Credits: 9.  
Restriction: Restricted to undergraduate Business majors with junior standing or higher  
Additional Information: Global Education Study Abroad.  
Typically Offered: Fall, Spring, Summer.

**MGMT 4100 - Leveraging Diversity and Inclusion in Business (3 Credits)**

Practical and policy issues that arise from living and working in a multicultural world in order to promote informed, effective management. Particular emphasis is given to the development of innovative approaches to managing the challenges posed by a work force that differs in characteristics, such as race, gender, ethnicity, age, lifestyle and disability. Restriction: Restricted to undergraduate students at a junior standing or higher. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Restriction: Restricted to undergraduate students at a junior standing or higher  
Additional Information: Denver Core Requirement, Cultural Diversity.  
Typically Offered: Fall, Spring.

**MGMT 4140 - Negotiation Skills/Property: Effective Strategies (3 Credits)**

Course covers real and personal property law, including ownership, title, landlord/tenant, easements, environmental law, and zoning. Emerging issues in intellectual property are also reviewed, including U. S. law and international treaties and agreements. Negotiation techniques through role-playing are emphasized. NOTE: This course is an elective course and may not be used to fulfill the CORE BLAW 3050 course. Meets concurrently with BLAW 4140. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4230 - Sports 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. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Restriction: Restricted to undergraduate Business majors with junior standing or higher  
Typically Offered: Fall, Spring.

**MGMT 4231 - Managing Sports Finance (3 Credits)**

This course explores the problems and solutions of financing in the sports industry. It focuses on stadium/venue financing, sports team valuation, event guarantee estimation, player salary issues, and managing disparate revenue streams. The course utilizes speakers, articles, problem sets, and cases. Prereq: DSCI/BANA 2010 and ACCT 2200 both with a grade of C- or higher, ECON 2012 and ECON 2022. Coreq: FNCE 3000. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Prereq: DSCI/BANA 2010 and ACCT 2200 both with a grade of C- or higher, ECON 2012 and ECON 2022 Coreq: FNCE 3000 Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4330 - Mastering Management (3 Credits)**

Experiential learning course designed to give students hands-on practice developing critical management skills such as: negotiation, conflict management, group consensus-building, and interpersonal feedback and communication. Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.

**MGMT 4350 - Leading Organizational Change (3 Credits)**

Focuses on the tasks and skills of a leader in leading organizational changes. 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 organizational change contexts. Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Term offered: fall, spring, summer. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.  
Typically Offered: Fall, Spring, Summer.

**MGMT 4370 - Organization Design (3 Credits)**

Examines how to structure organizations to perform effectively. Addresses the effects of computer-based information technologies (e.g. intranets, extranets, and the internet) on firm structure, strategy, and culture. Emphasis is placed on the role of the task, technology, and the environment as constraints on organizational design. Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Max hours: 3 Credits.  
Grading Basis: Letter Grade  
Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.

**MGMT 4400 - Environments of International Business (3 Credits)**

An overview of the environmental complexities that arise when business activities and firms cross national borders. Key international business environmental complexities associated with country differences, cross-border trade and investment, and global monetary system are examined. Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher and SPAN-BA majors with a SPP subplan at junior level. Cross-listed with INTB 4400. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: MGMT 3000 with a grade of C- or higher Restriction: Restricted to undergraduate Business majors at a junior standing or higher and SPAN-BA majors with a SPP subplan at junior level.

Additional Information: Denver Core Requirement, International Perspectives.

**MGMT 4410 - Operations of International Business (3 Credits)**

Focuses on the impact of environmental factors on international business operations and the identification and analysis of complex strategic and operational issues facing business firms in global markets.

The strategies and structures of international businesses, alternative foreign market entry modes, and the unique roles of various business functions at international business firms are explained and assessed.

Prereq: INTB 4400 or MGMT 4400 with a grade of C or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Cross-listed with INTB 4410. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: INTB 4400 or MGMT 4400 with a grade of C or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.

**MGMT 4420 - 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. Coreq: MGMT 3010. As a corequisite, MGMT 3010 can be taken concurrently or completed prior. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq or Coreq: MGMT 3010. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors with junior standing or higher.

**MGMT 4430 - 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 3010. As a corequisite, MGMT 3010 can be taken concurrently or completed prior. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Cross-listed with MGMT 6720. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq or Coreq: MGMT 3010. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors with junior standing or higher.

**MGMT 4440 - Human Resource Management: Performance Management (3 Credits)**

Focuses on the design and implementation of human resource management systems to assess and enhance employee performance. Areas of study include performance definition and measurement, goal setting, feedback, employee development, rater training, and pay for performance. Coreq: MGMT 3010. As a corequisite, MGMT 3010 can be taken concurrently or completed prior. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq or Coreq: MGMT 3010. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors with junior standing or higher.

**MGMT 4450 - 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: DSCI 2010 or BANA 2010 with a grade of 'C-' or higher. Coreq: MGMT 3010. As a corequisite, MGMT 3010 can be taken concurrently or completed prior. If completed prior, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Cross-listed with MGMT 6740. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: DSCI 2010 or BANA 2010 with a grade of 'C-' or higher Prereq or Coreq: MGMT 3010. As prereq, must earn a D- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.

**MGMT 4460 - 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 6760 and RISK 4409/6409. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4481 - 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 6781. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4482 - 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 6782. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits. Grading Basis: Letter Grade  
Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4500 - Business Policy and Strategic Management (3 Credits)**

Emphasis is on integrating the economic, market, social or political, technological, and components of the external environment with the internal characteristics of the firm; and deriving through analysis the appropriate interaction between the firm and its environment to facilitate accomplishment of the firm's objectives. Oral and/or written communication skills are applied in this course. Open only to business students in their graduation semester. This is a business core course therefore a grade of 'C-' or better must be earned to satisfy Business graduation requirements. Prereq: ACCT 2200, ACCT 2220, BANA 2010, BANA 3000, BLAW 3050 (or BLAW 3000), FNCE 3000, ISMG 2050, ISMG 3000, MGMT 3000, MKTG 3000 all with a 'C-' or higher and senior standing. Max hours: 3 Credits. Grading Basis: Letter Grade  
Prereq: ACCT 2200, ACCT 2220, BANA 2010, BANA 3000, BLAW 3050 (or BLAW 3000), FNCE 3000, ISMG 2050, ISMG 3000, MGMT 3000, MKTG 3000 all with a 'C-' or higher and senior standing.  
Typically Offered: Fall, Spring, Summer.

**MGMT 4770 - Human Resource Information Systems (3 Credits)**

Focuses on the management of human resource information systems. It addresses how modern information systems tools can provide better human resource intelligence to users in today's enterprises, allowing them to make better decisions. It examines how information about workforce and human resource management processes can be collected and used to set targets to meet strategic objectives, monitor performance, receive notifications when performance is below expectations and respond immediately by taking corrective actions. Prereq: MGMT 3000. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Max hours: 3 Credits. Grading Basis: Letter Grade  
Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4780 - Preparing A Business Plan (3 Credits)**

Turn a new business idea into a viable new business by developing a comprehensive business plan including: analysis of the potential demand for the product or service and potential customers; identify competitive advantages and marketing strategies; generate pro forma financial projections; and, design the management team needed. Prereq: ENTP 3000 AND either ENTP 3500 with a grade of 'C-' or higher or BLAW 4120 or ENTP 3120 with a grade of 'C' or higher. For non-business majors only. Can be applied to Entrepreneurship Certificate. Business majors enroll in either MGMT 4780 or MKTG 4780. Come to first class meeting with a carefully considered business idea. Cross-listed with MKTG 4780 and ENTP 3780. Max hours: 3 Credits. Grading Basis: Letter Grade  
Prereq: ENTP 3000 AND either ENTP 3500 with a grade of 'C-' or higher or BLAW 4120 or ENTP 3120 with a grade of 'C' or higher.

**MGMT 4824 - 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. Students may petition to use previous coursework or experience in sustainability to fulfill the prerequisite. Please contact the undergrad.advising@ucdenver.edu for more details. Prereq: MGMT 3830 or MGMT 4110 with a C or higher or department consent. Restriction: Restricted to undergraduate majors within the Business School. Cross-listed with MGMT 6824. Max hours: 3 Credits. Grading Basis: Letter Grade  
Prereq: MGMT 3830 or MGMT 4110 with a C or higher or department consent. Restrictions: Restricted to undergraduate majors within the Business School.

**MGMT 4830 - Business and Sustainability (3 Credits)**

Business activity can have significant environmental and societal impacts. This course examines some of the ways that companies and consumers are reducing their impact on communities and the environment. Sustainability issues will be considered from a management, finance, marketing, and consumer perspective. Climate change and renewable energy will be featured topics in the class. Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Cross-listed with MGMT 3830. Max hours: 3 Credits. Grading Basis: Letter Grade  
Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.

**MGMT 4832 - Law & Negotiation in the Sports and Entertainment Industry (3 Credits)**

This course 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, copyright, trademark, employment and tort law principles relevant in the sports and entertainment fields. Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher. Max hours: 3 Credits. Grading Basis: Letter Grade  
Prereq: MGMT 3000 with a grade of C- or higher. Restriction: Restricted to undergraduate Business majors at a junior standing or higher.  
Typically Offered: Fall, Spring, Summer.

**MGMT 4834 - London Calling: Global Sports & Entertainment Management (3 Credits)**

Through 2 weeks of visiting organizations with industry elite in London a broader perspective on the sports and entertainment industry is gained. Students will be asked to do advance 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. Prereq: MGMT 3000. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Cross-listed with MGMT 6834, MKTG 4834, and MKTG 6834. Max hours: 3 Credits.

Grading Basis: Letter Grade

Restriction: Restricted to undergraduate Business majors with junior standing or higher

Additional Information: Global Education Study Abroad.

Typically Offered: Summer.

**MGMT 4840 - Independent Study (1-8 Credits)**

Restriction: Restricted to undergraduate Business majors with junior standing or higher. Repeatable. Max Hours: 8 Credits.

Grading Basis: Letter Grade

Repeatable. Max Credits: 8.

Restriction: Restricted to undergraduate Business majors with junior standing or higher

**MGMT 4900 - Project Management and Practice (3 Credits)**

Covers the factors necessary for successful management of system development or enhancement projects. Both technical and behavioral aspects of project management are discussed. The focus is on management of development for enterprise-level systems. Topics include: managing the system life cycle; requirements determination, logical design, physical design, testing, implementation; system and database integration issues; network and client-server management; metrics for project management and system performance evaluation; managing expectations: superiors, users, team members and others related to the project; determining skill requirements and staffing the project; cost-effectiveness analysis; reporting and presentation techniques; effective management of both behavioral and technical aspects of the project; change management. Oral and/or written communication skills are applied in this course. Note: Successful completion of this course meets the educational requirements to sit for both the PMP and CAPM exams. Prereq: Students must be a junior status and have completed either: 1. ISMG 3000 or ACCT 4054 and MGMT 3000 and MKTG 3000, OR 2. ISMG 3000 and ISMG 3500 and ISMG 3600.

Restriction: Restricted to undergraduate students in the Business School.

Cross-listed with ISMG 4900. Max hours: 3 Credits.

Grading Basis: Letter Grade

Prereq: Students must be a junior status and have completed either:

1. ISMG 3000 or ACCT 4054 and MGMT 3000 and MKTG 3000, OR 2.

ISMG 3000 and ISMG 3500 and ISMG 3600. Restriction: Restricted to undergraduate students in the Business School.

**MGMT 4950 - 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 5800. Restriction: Restricted to undergraduate Business majors with junior standing or higher. Repeatable. Max hours: 9 Credits.

Grading Basis: Letter Grade

Repeatable. Max Credits: 9.

Restriction: Restricted to undergraduate Business majors with junior standing or higher