Management (MGT)

MGT 501 - INTRODUCTION TO CONTRACT MANAGEMENT
Semester Hours: 3

General survey in contracting basics, covering procedures as described by Federal Acquisition Regulations, statutes, ethics, policies, and other pertinent authorities.

MGT 502 - CONTRACT EVALUATION & AWARD
Semester Hours: 3

This course introduces the student to topics related to the evaluation, award and post award portions of the contracting process. Elements of evaluation related to competitive acquisitions and past performance evaluation are reviewed. Steps related to the proposal receipt process such as contractor responsibility, debarred/suspended, and certificate of competency are covered. The award process is also covered by a discussion offeror, and preparation of award. Post award topics such as contract administration functions, contract closeout, contract modifications, remedies, claims, disputes and request for equitable adjustments are covered. Prerequisite: MGT 501.

MGT 503 - CONTRACT PRICING & COST ANALYSIS
Semester Hours: 3

Techniques for cost estimating, cost analysis, and price analysis. Sources of data, statutory requirements, rates, factors, and definitions, projection methods, factors affecting profit or fee, weighted guidelines technique, application of statistical analysis including regression analysis, and learning curve theory. Prerequisite: MGT 501 or ACC 540.

MGT 505 - NEW VENTURES STRATEGIES
Semester Hours: 3

Theory and application of both marketing and management strategies for start-up, operation and control of new ventures. The course also discusses the role of entrepreneurship in the economy.

MGT 508 - TEAMWORK & TEAM PROCESSES
Semester Hours: 3

This course provides an introduction to teams and teamwork processes. The foundation of the course is research-based; topics will be approached from the context of empirical research that has been conducted. The types of research designs that are typically used in team research are addressed. There are hands-on activities, so that students can put the theoretical material into context and into practice. This course is ideal for students who plan to work in business settings or in team-oriented fields (e.g., engineering, the military) or become involved in human resources or team training.

MGT 550 - INTERNATIONAL BUSINESS
Semester Hours: 3

This course combines theoretical and practical aspects of doing business in the global market. It addresses the complex environment of international business and the need to investigate its various economic, social, political, cultural, and legal dimensions from conceptual, methodological and applications perspectives. It then considers how these environmental factors would affect, and can be integrated into, business programs and strategies.

MGT 560 - EMPLOYEE STAFFING & DEVELOPMENT
Semester Hours: 3

Study of the fundamental concepts, issues and tools of employee staffing and development. Topics include forecasting staffing needs, recruitment strategies, development and validation of selection procedures, placement, socialization, and development of employees, and the utilization of contingent workers.

MGT 561 - STRATEGIC COMPENSATION MANAGEMENT
Semester Hours: 3

Introduction to the management of employees compensation. Provides an overview of compensation practices, behavioral and economic theories of compensation, and research on compensation programs.

MGT 562 - EMPLOYMENT LAW FOR MANAGERS
Semester Hours: 3

Analysis of the impact of government regulation on the management of human resources. Examines the implications for employer responsibilities and employee rights of evolving public policies pertaining to separations, discrimination, compensation, occupational safety and health, privacy, union-management relations, and other terms of employment.
MGT 570 - SPECIAL TOPICS SEMINAR IN MANAGEMENT OF TECHNOLOGY  
Semester Hours: 3
In depth study of a selected special topic relevant to the management of technology. Different sections of this course may address different topics.

MGT 595 - INTERNSHIP IN MANAGEMENT  
Semester Hours: 1-3
Under the direction of a faculty advisor, student gains experience with an entrepreneur in a small business firm or a manager in a large firm.

MGT 600 - ORGANIZATIONAL THEORY, BEHAVIOR, & ENVIRONMENT  
Semester Hours: 3
Provides the conceptual tools to analyze the behavioral and organizational influences on systematic outputs such as quality, profitability, and employee well-being. Focuses both on macro-level issues (e.g. organizational design, culture, power and politics, and strategic leadership) and on micro-level issues (e.g. motivation, decision-making, socialization, and diversity). Covers these topics in the broader social, legal, regulatory, environmental, and ethical context.

MGT 601 - TECHNOLOGY & INNOVATION MANAGEMENT  
Semester Hours: 3
This course covers the principles, theories, and practices to enhance an organization's competitive position through the management of technology and innovation. Topics include the environmental and industry drivers of technological change, organizational issues in the adoption of new technologies, innovation and disruption, development of technical core competencies, and leadership challenges posed by innovation and change. It includes readings, lectures, cases, and the completion of a major research/practical project.

MGT 622 - MANAGING HUMAN CAPITAL  
Semester Hours: 3
An organization's people are one of the most important resources that affect organizational performance. This course examines techniques to manage a firm's human capital resources. Topics include organizational culture, incentive systems, employee motivation, team decision-making, job design, evaluating performance, information systems for managers, employment law, selection, managing innovation, and career development.

MGT 629 - LEADERSHIP: THEORY & PRACTICE  
Semester Hours: 3
The course explores what is known about leadership with particular emphasis on those attributes and skills that allow leaders to be effective in a variety of organizational situations. The theories of leadership are explored in a framework that includes the relationship of the leader to followers and situations. Frequent appearances by guest speakers who are themselves leaders provide the critical linkage to real world practice and allow for student interaction.

MGT 631 - HUMAN RESOURCE MANAGEMENT & ORGANIZATIONAL BEHAVIOR  
Semester Hours: 3
The major functions of human resource management are reviewed, including performance management, employment law, staffing, HR planning, compensation, labor relations, and training. Behavioral management topics include motivation, leadership, communication, managing conflict, and managing teams.

MGT 640 - PRINCIPLES OF PROJECT MANAGEMENT  
Semester Hours: 3
Conceptual foundation and organization of project management. The project life cycle, planning, control, marketing, utilization of human resources, and financial management.

MGT 650 - SELECTED RESEARCH TOPICS  
Semester Hours: 3
Research in a particular topic relevant to a business discipline by one student or a group of students. The research paper must be an original contribution showing a research design and results that meet the highest standards of social science research. Permission of instructor required.

MGT 690 - SEMINAR IN TECHNOLOGY MANAGEMENT  
Semester Hours: 3
Practical management of technology methods and techniques from current research and successful industrial practice. Examines the state of the art in industrial new product development management. Lectures, cases, readings, and an emphasis on student discussions, presentations and interactions. The course has a strong research orientation while at the same time focusing on management policies and principles.
MGT 693 - SUPPLY CHAIN STRATEGY & PRACTICE
Semester Hours: 3

This integrative course discusses the strategic role of supply chain management in organizations and develops a working knowledge of the process of formulating and implementing supply chain strategies to gain competitive advantage in a global environment. Topics covered include the linkage of supply chain strategies with corporate strategy, customer relationship and supplier relationship strategies, outsourcing strategies and related infrastructure needs to implement supply chain strategies. A team based practicum project helps students apply concepts and methods to real world problems. Prerequisites: MGT 611, ACC 600 and MSC 605. Normally taken the last semester of the program. Must be completed with a grade B or higher.

MGT 694 - MANAGEMENT PRACTICUM
Semester Hours: 3

This course will serve as the capstone for the M.S. in Management degree. Students will work with faculty on either a research or consulting project which will allow the student to explore an area of interest in greater depth or gain additional experience by applying the concepts they have learned in the degree program to a real world challenge faced by an organization. Prerequisites: Completion (or concurrent enrollment in) all other required courses. Normally taken during the last semester of the program. Must be completed with a B grade or higher.

MGT 695 - STRATEGIC HUMAN RESOURCE MANAGEMENT
Semester Hours: 3

This course will serve as the capstone for the M.S. in Management degree. This integrative course discusses the strategic role of human resources in organizations and teaches students how to formulate and implement HR strategies to gain competitive advantage. Topics covered include strategic management, labor relations, global HRM, social responsibility and HRM, and evidence-based HRM. A team based project helps students apply concepts and methods to real world problems. Normally taken during the last semester of the program. Must be completed with a B grade or higher.

MGT 698 - STRATEGIC MANAGEMENT
Semester Hours: 3

Administrative decision-making with emphasis on analyzing a complex business situation, evaluating historical trends, current operational conditions, and environmental settings, in order to establish a unifying strategy; implementation of integrated functional policies; and a plan of action to achieve established objectives. Normally taken during the last semester of a student's program. Prerequisites: ACC 602, ECN 626, FIN 601, and MSC 600.

MGT 699 - MASTER’S THESIS
Semester Hours: 1-3

Required each semester that student is working and receiving direction on a masters thesis. A maximum of 6 hours credit may be applied toward degree.

MGT 770 - ORGANIZATIONAL RESEARCH METHODS
Semester Hours: 3

Theory and practice of research methodology for study of administrative, industrial, and consumer behavior and organizations; questionnaire, field, and laboratory experimentation and statistical analysis of pre-gathered time-series and cross-sectional data; and examples of good and poor research in business disciplines. A completed project of potentially publishable nature is formally presented in class.