

COURSES FOR MANAGEMENT

General Business Administration Courses

GBA146 Professional Development Series I: Exploring Your Path

Hours 1

This course is open to incoming Culverhouse College of Business freshmen and provides an introduction to the nature of higher education and professional development competencies. This course also provides an introduction to the functions, resources, and activities of the University of Alabama. This course is designed to help students make the transition to a large comprehensive research university, develop a better understanding of the learning process, acquire academic success skills, and adopt methods for being successful in college. The goal of this course is to equip each student with the basic skills necessary for degree attainment and provide an introduction to professional competencies for student development and career success.

GBA171 STEM Business Honors I

UH

Hours 1.5

This course introduces STEM students to critical and innovative thinking as it pertains to the issues of today's business environment, while providing a modest introduction to basic economics and the global marketplace. The course begins to introduce business model design as a tool to better understand how businesses operate. In addition, the course will provide students with the opportunity to develop an appreciation and basic understanding of the importance of business skills in their STEM careers. It will also create opportunities to network with other students as well as other business faculty.

Prerequisite(s): Admission to the STEM Path to the MBA

University Honors

GBA172 STEM Business Honors II

UH

Hours 1.5

This course continues to build STEM students' critical and innovative thinking skills as they pertain to the issues of today's business environment, while providing a modest introduction to business ethics, business ownership structures, and entrepreneurship. The course continues to develop business model design as a tool to better understand how to operate. In addition, the course will provide students with the opportunity to work in teams with a goal of developing an appreciation and basic understanding of the importance of business skills in their STEM careers. It will also create opportunities to network with other students as well as other business faculty.

Prerequisite(s): Admission to the STEM Path to the MBA, GBA 171

University Honors

GBA245 Professional Development in Business

Hours 2

This course also provides an introduction to the functions, resources, and activities of The University of Alabama and an introduction to professional development topics. This course is designed to develop a better understanding of the learning process, acquire academic success skills, adopt methods for being successful in college, and provide an introduction to personal and professional development topics. The goal of this course is to equip each student with the basic skills necessary for degree attainment and provide an introduction to professional competencies for student development and career success. This course is a mandatory course for distance learning students and a required elective for transfer students.

GBA246 Professional Development Series II: Choosing Your Path

Hours 1

Building on the Freshman Compass course, this course will focus on choosing your path. Through this course, students will learn about professional interpersonal and team dynamics, how to work with others, self-awareness, professionalism, leadership skills. Through this course, students will learn how to choose their path through and after Culverhouse. Through the activities and topics in this course, students will continue to develop the professional competencies necessary for career success.

Prerequisite(s): GBA 145 or GBA 146

GBA271 STEM Business Honors III

UH

Hours 1.5

This course continues to build students' critical and innovative thinking skills as they pertain to the issues of today's business environment, while providing a modest introduction to management roles, teamwork, and productive systems. The course continues to develop business model design as a tool to better understand how businesses operate. In addition, the course will provide students with the opportunity to work in teams, with a goal of developing skills in their STEM careers. It will also create opportunities to network with other students as well as other business faculty.

Prerequisite(s): Admission to the STEM Path to the MBA, GBA 171, GBA 172

University Honors

GBA272 STEM Business Honors IV

UH

Hours 1.5

This course continues to build STEM students' critical and innovative thinking skills as they pertain to the issues of today's business environment, while providing a modest introduction to employee motivation, human resources management, and labor relations. The course continues to develop business model design as a tool to better understand how businesses operate, while introducing human centered design for designing business processes and products. In addition, the course will provide appreciation and basic understanding of the importance of business skills in their STEM careers. It will also create opportunities to network with other students as well as other business faculty.

Prerequisite(s): Admission to the STEM Path to the MBA, GBA 171, GBA 172, GBA 271

University Honors

GBA292 CBA Lower Division Internship

Hours 1-3

Students are selected through a competitive process for assignments in approved business or public sector organizations. This course is intended for Culverhouse College of Business lower division students.

Prerequisite(s): (GBA 145 or GBA 146) and GBA 246

GBA297 CBA Special Topics Lower Division

Hours 1-6

This course offers faculty a chance to present topics of interest in the lower division to Culverhouse freshmen and sophomores.

GBA300 Business Communications

W

Hours 3

This course introduces students to the concepts central to effective and efficient writing in the workplace. Students will learn to analyze the rhetorical context that gives rise to common business genres (e.g., meeting minutes, email requests, executive summaries, internal proposals, etc.). Based on rhetorical analysis, students will be able to develop content and manipulate organization and style, as well as use standard grammar and mechanics. Writing proficiency is required for a passing grade in this course. A student who does not write with the skill normally required of an upper-division student will not earn a passing grade, no matter how well the student performs in other areas of the course. Students are limited to three attempts for this course, excluding withdrawals.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104)

Writing

GBA310 Introduction to Corporate America

Hours 3

This course examines the concepts and principles of Corporate America. Students will research, study and present on the background and purpose of selected companies to understand their philosophy and practices in today's business community.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

GBA334 Introduction to Fraud Risk Management

Hours 3

This course provides a basic overview of fraud risk management in business, including the global fraud problem, fraud risk identification, assessment, prevention, detection, and follow-up.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

GBA346 Professional Development Series III: Pursuing Your Path

Hours 1

This course builds on the concepts from GBA 146, 245, and 246 and focuses on helping students pursue their path. The curriculum focuses on applying advanced professional development and leadership topics to cultivate a more prepared and well rounded student. This course focuses on the transition from the college environment to the workplace. Topics include: job negotiating process, resilience and grit (how to fail), strategies for communication, global engagement, and importance of a diverse workplace.

Prerequisite(s): GBA 246 or GBA 245

GBA371 STEM Business Honors V

UH

Hours 1.5

This course continues to build STEM students' critical and innovative thinking skills as they pertain to the issues of today's business environment, while providing a modest introduction to marketing, product and pricing issues, distribution and logistics, and customer communication. The course continues to develop business model design as a tool to better understand how businesses operate, and build an understanding of human centered design for designing business processes and products. In addition, the course will provide students with the opportunity to work in teams with a goal of developing an appreciation and basic understanding of the importance of business skills in their STEM careers. It will also create opportunities to network with other students as well as other business faculty.

Prerequisite(s): Admission to the STEM Path to the MBA, GBA 171, GBA 172, GBA 271, GBA 272

University Honors

GBA372 STEM Business Honors VI*UH*

Hours 1.5

This course continues to build students' critical and innovative thinking skills as they pertain to the issues of today's business environment, while providing a modest introduction to financial information and accounting concepts, financial management, financial markets & investment strategies and the money supply and banking systems. The course continues to develop business model design as a tool to better understand how businesses operate, and build an understanding of human centered design for students with the opportunity to work in teams with a goal of developing an appreciation and basic understanding of the importance of business skills in their STEM careers. It will also create opportunities to network with other students as well as other business faculty.

Prerequisite(s): Admission to the STEM Path to the MBA, GBA 171, GBA 172, GBA 271, GBA 272, GBA 371

University Honors

GBA471 Special Topics in STEM Business Honors*UH*

Hours 1-3

This course is for students participating in the STEM Path to the MBA. It provides students in that program with the opportunity to explore issues of special interest in technology and science businesses.

Prerequisite(s): GBA 371 and GBA 372

University Honors

GBA481 Business Honors Program*UH*

Hours 2

Introduce students to contemporary business issues over a wide spectrum of firms and academic disciplines. Develop critical thinking and communications skills through a two semester client project.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

University Honors

GBA490 Strategic Management*W*

Hours 3

Examination of the managerial tasks of crafting and implementing strategic plans and the tools of strategic analysis. Students gain hands-on experience with tools and concepts of strategic management by participating in a business strategy simulation exercise and by analyzing actual companies. Writing proficiency is required for a passing grade in this course. A student who does not write with the skill normally required of an upper-division student will not earn a passing grade, no matter how well the student performs in other areas of the course.

Prerequisite(s): (AC 210 or AC 211) and (EC 110 or EC 112) and (EC 111 or EC 113) and (LGS 200 or LGS 201) and ST 260 AND (MATH 121 OR MATH 125 or MATH 145)

Prerequisite(s) with concurrency: MGT 300 and MKT 300 and GBA 300 and OM 300 and FI 302

Writing

GBA491 Independent Study

Hours 1-3

The course offers students interested in general business the opportunity to study in a particular area of the field, under the guidance of an individual faculty member. Open to juniors and seniors with advice and permission of the appropriate instructor and the approval of program chairperson. Students can apply a maximum of 3 credits of GBA 491 toward their degree.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

GBA515 Effective Negotiations

Hours 3

This course will employ negotiations exercises, expert guest speakers and additional readings to help students master negotiation skills.

GBA525 Business Policy

Hours 3

An integrative study of the manager's role as chief strategy maker and chief strategy implementer, using case analysis and management simulation techniques.

GBA526 Competitive Strategy

Hours 3

Examines conceptual tools for the in-depth analysis of industries and competitors; how to build and defend competitive advantages and how to formulate a successful competitive strategy. Usually offered spring semester.

GBA571 STEM Business Honors VII*UH*

Hours 1.5

This course is the seventh in a series of eight STEM Business Honors courses that students take in the STEM Path to the MBA. It is intended to be taken in the fall semester of the students' senior year. It will focus on a year-long (two semester) project.

Prerequisite(s): GBA 371 and GBA 372

University Honors

GBA572 STEM Business Honors VIII

Hours 1.5

This course is the last in a series of eight STEM Business Honors courses that students take in the STEM Path to the MBA. It is intended to be taken in the spring semester of the students' senior year. It will focus on a year-long (two semester) project.

Prerequisite(s): GBA 371, GBA 372, and GBA 571

GBA591 Independent Study

Hours 1-3

Open to all graduate students on an elective basis. This course offers students an opportunity to pursue a course of study that they design according to their own interests. Students may also work on a faculty-directed research project and receive credit.

GBA592 Managerial Internship

Hours 3

Open to all graduate students on an elective basis. Through the cooperation of participating organizations, students are exposed to actual management situations and are given an opportunity to apply classroom knowledge to practical decision problems.

GBA596 Capstone Project

Hours 1-3

The course requires the student to apply his/her knowledge of the field of General Business to recognize operational problems in the field. Further, the student must provide evidence of his/her abilities to communicate understanding of the problem, describe the analysis performed and organize this material effectively for both a written report and corresponding oral presentation.

Healthcare Analytics Courses

HCAN360 Introduction to Health Systems

Hours 3

Detailed study of components of the health care delivery system in the United States. The course emphasizes history, roles, and interactions of the various providers, consumers, and governments.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and EC 110 and EC 111 and AC 210 and LGS 200 and ST 260

Prerequisite(s) with concurrency: MGT 300

HCAN361 Healthcare Data Structures

Hours 3

This course aims to educate students on handling foundational analytic concepts and data structures germane to both privately own and government sponsored health care organizations.

Prerequisite(s): HCAN 360

Prerequisite(s) with concurrency: HCAN 362

HCAN362 Health Information Systems

Hours 3

Introduces students to healthcare databases and technologies. Key topics include the history and current status of information systems in healthcare, administrative and clinical applications, evidence-based medicine, information retrieval, decision support system, security and confidentiality, information system cycles, the electronic health record, key health information systems and standards, and medical devices.

Prerequisite(s): HCAN 360

Prerequisite(s) with concurrency: HCAN 361

HCAN463 Healthcare Systems Improvement

Hours 3

This course explores the application of business intelligence and the role of analytics in supporting a data-driven healthcare system using various technology platforms.

Prerequisite(s): HCAN 361 and HCAN 362

Prerequisite(s) with concurrency: HCAN 464

HCAN464 Healthcare Data Mining

Hours 3

This course provides an overview of the data mining process, data mining standards and output protocols, and common techniques used in mining healthcare data.

Prerequisite(s): HCAN 361 and HCAN 362

Prerequisite(s) with concurrency: HCAN 463

HCAN465 Healthcare Analytics Project Course

Hours 3

Integrates knowledge from previous healthcare courses and applies managerial and research skills to analyze data and related insights through working on practical issues with healthcare organizations.

Prerequisite(s): HCAN 463 and HCAN 464

HCAN491 Independent Study

Hours 1-3

The course offers students interested in health care management the opportunity to study in a particular area of the field, under the guidance of an individual faculty member. Open to juniors and seniors with advice and permission of the appropriate instructor and the approval of the program chairperson.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

HCAN492 Internship

Hours 3

Supervised administrative work experience in the health care industry.

Management Courses

MGT286 Entrepreneurship, Creativity and Ideation

Hours 3

Provide students with the skills necessary to apply business creativity in developing innovative solutions to problems in uncertain and dynamic business environments.

MGT300 Organizational Theory & Behavior

Hours 3

A course designed to help students understand organizational theory, interpersonal communication, and other behavioral science concepts and then integrate them into managerial tools for effective use in business, industry, and public-sector organizations. Students are limited to three attempts for this course, excluding withdrawals.

Prerequisite(s): EC 110 or EC 112

MGT301 Intro to Human Resources Management

Hours 3

Introductory course surveying problems and issues in labor economics, personnel management, and labor relations. Emphasis is placed on public policies affecting management and union representatives and on the role of the human resources manager in the organization.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

Prerequisite(s) with concurrency: MGT 300

MGT310 Practicum in Management

Hours 3

Students develop further knowledge, skills, and abilities in the functional areas of management introduced in MGT 300.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

Prerequisite(s) with concurrency: MGT 300

MGT320 Leadership and Ethics

Hours 3

This course focuses on the interpersonal dynamics of managers, professionals, and entrepreneurs at work. Case analysis and simulation of problem solving and decision making are used to develop insight into human relations in organizations as well as to develop the personal and interpersonal skills needed in leadership roles. This course will emphasize ethical decision making particularly in challenging business environments.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

MGT341 Business Ethics

Hours 3

Systematic examination of current issues and problems in the organization and management of business enterprises. The course combines readings, cases, and lectures that focus on the roles, activities, and ethical choices of managers as they direct organizations within the context of our contemporary society.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and (MGT 300 minimum grade of C-)

MGT386 Foundations of Entrepreneurship

Hours 3

Survey course describes entrepreneurs, different types of opportunities, how entrepreneurs creatively discover or recognize them, and exposes students to each stage of the new venture start-up process. Reviews special issues pertaining to different types of small businesses.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 AC 211) and (LGS 200 or LGS 201) and ST 260

MGT387 Creating, Recognizing, Evaluating and Pitching Opportunities

Hours 3

First of two courses that go in-depth through each start-up stage, including creativity, opportunities, business models, feasibility, and pitching. Emphasizes personal selling and presentation skills.

Prerequisite(s) with concurrency: MGT 386 (Grade of C- or better)

MGT388 Starting, Growing, and Harvesting New Ventures

Hours 3

Second of two courses describes in-depth each start-up stage, including legal forms, regulatory obligations, negotiating inputs, leadership, building a team, managing growth, and harvest strategies.

Prerequisite(s): MGT 386 (Grade of C- or better)

Prerequisite(s) with concurrency: MGT 387 (Grade of C- or better)

MGT406 Family Business Management

Hours 3

MGT 406 will offer: 1) several perspectives on family business and 2) address the challenges and opportunities unique to the management of family businesses.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

Prerequisite(s) with concurrency: MGT 386

MGT412 Management Presentations

Hours 3

Instruction and practice of information presentation in a business environment. Topics include conference room presentations, media briefings, team presentations, television interviews and audiovisual development.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

MGT420 Organizational Change

Hours 3

An investigation of structural, technological, humanistic, and task approaches to organizational change; the resistance to change; and the implementation of change in business and in private- and public-sector organizations.

Prerequisite(s): MGT 300 (Grade of C- or better) and MGT 301 (Grade of C- or better)

MGT421 Corporate Entrepreneurship & Innovation

Hours 3

This course uses a case analysis method to examine the development and implementation of managerial actions in modern organizations.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

MGT422 Leadership Communication

Hours 3

Analysis of the role of communication in effective leadership for all management situations.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

MGT423 Effective Negotiations

Hours 3

Negotiations are pervasive in all aspects of life. Having the ability to effectively negotiate can provide you with a competitive advantage in many situations. This course will employ negotiations exercises, expert guest speakers and additional readings to help students master negotiation skills.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

MGT431 Employee Recruitment, Selection, and Placement

Hours 3

The main purpose of this course is to provide students with detailed knowledge of an organization's staffing function. The knowledge includes, but is not limited to, understanding how to conduct a job's analysis, how to write a job description and the specifications of that job, how to choose appropriate recruitment and selection methods, how to structure and execute valid job interviews, how to write job offer letters, and how to evaluate the overall effectiveness of an organization's staffing strategy and policies.

Prerequisite(s): MGT 301 (Grade of C- or better)

MGT432 Employee Relations

Hours 3

A critical examination of the factors that condition employee relations in both the private and public sectors.

Prerequisite(s): MGT 300 (Grade of C- or better) and MGT 301 (Grade of C- or better)

MGT433 Compensation and Performance Management

Hours 3

This course will enable students to identify the components of a total reward system, understand the major compensation system design issues, become familiar with the provisions of the FLSA, and understand the relationship between compensation and performance management.

Prerequisite(s): MGT 301 (Grade of C- or better)

MGT434 Training and Development

Hours 3

This course examines both the theory and practice of training and development in organizations. Topics covered will include organizational, task, and individual needs assessment, training design and implementation, and evaluation techniques. This course will draw upon research and theory from management, psychology, and other relevant domains. Application of the text/lecture materials will be reinforced through class exercises, group assignments, guest lectures, and presentations.

Prerequisite(s): MGT 300 (Grade of C- or better) and MGT 301 (Grade of C- or better)

MGT437 Strategic Human Resource Management

Hours 3

This course is designed to provide a broad, strategic overview of human resource management with practical applications. It will define and describe strategic HRM and identify the specific HR issues within organizational strategies, goals, and tasks. This class is designed to prepare students to sit for the SHRM college level certification exam.

Prerequisite(s): MGT 301 (Grade of C- or better)

Prerequisite(s) with concurrency: Three of the four HR concentration classes (MGT 431, MGT 432, MGT 433, MGT 434)

MGT452 Project Management Communication

Hours 3

Demonstrate communication effectiveness in a business context by completing team project for a client, using written, oral, visual, and interpersonal skills.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and EC 110 and EC 111 and AC 210 and LGS 200 and ST 260

MGT456 Data Visualization

Hours 3

This course is designed to teach students how to analyze data and communicate it visually with Tableau software.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and GBA 300

MGT481 New Venture Finance

Hours 3

Provide students with working knowledge of financing mechanisms such as venture capital, angel investments, and debt instruments for creating and operating a new venture.

Prerequisite(s): MGT 386 (Grade of C- or better)

Prerequisite(s) with concurrency: MGT 387 (Grade of C- or better)

MGT482 New Venture Development

Hours 3

This course provides an opportunity to develop a business plan for a new venture or for expansion of an existing company. Students are expected to acquire skills in evaluating business ventures; to learn alternative financing sources; to develop ideas for differentiating products; and to develop an understanding of what is required to harvest the profits of a growing business.

Prerequisite(s): (EN 101 or EN 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or 112) and (EC 111 or 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

MGT483 Technology Commercialization

Hours 3

This course focuses on getting ideas, innovations, or discoveries into the marketplace in the form of products or services, or into the value chain at any step, to increase the competitive advantage of the enterprise.

The course offers an overview of the technology commercialization process. But more importantly, the course provides opportunities to assess technologies for commercialization. Indeed, the most useful description of the course is as a practicum in technology assessment. Throughout the course, students are engaged in technology assessment projects. This course links the activities of research and development, product and process design, technology transfer and marketing, new venture financing, technology entrepreneurship and intrapreneurship, protection of intellectual property, and management.

Prerequisite(s): MGT 386 (Grade of C- or better) and MKT 410 (Grade of C- or better)

Prerequisite(s) with concurrency: MGT 387 (Grade of C- or better), MGT 388 (Grade of C- or better), and MGT 481 (Grade of C- or better)

MGT484 Small Business Management

Hours 3

Detailed review of aspects of managing and growing a small business, including evaluating and purchasing a small businesses, managing banking relationships, hiring and managing small workforces, legal and regulatory constraints, government resources, common accounting software, and creative ways to market with little money. Students will also learn project management as it pertains to small businesses.

Prerequisite(s): MGT 386 (Grade of C- or better)

Prerequisite(s) with concurrency: MGT 387 (Grade of C- or better), MGT 388 (Grade of C- or better) and MGT 481 (Grade of C- or better)

MGT486 Small Business Consulting

Hours 3

This course is designed to offer education and training in the art of management consulting as it applies to smaller firms. The overall purpose of the course is the acquisition of knowledge and skills that will enable students to provide management advice to entrepreneurs and businesspersons to improve the performance of smaller organizations.

Prerequisite(s): MGT 386 (Grade of C- or better) and MGT 484 (Grade of C- or better)

MGT491 Independent Study

Hours 1-3

The course offers students interested in management the opportunity to study in a particular area of the field, under the guidance of an individual faculty member. Open to juniors and seniors with the advice and permission of the appropriate instructor and the approval of the program chairperson. Students can apply a maximum of 3 credits of MGT 491 toward their degree.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

MGT492 Internship In Human Resources Management

Hours 1-3

Students are selected through a competitive process for assignments in approved business or public sector organizations. Students can apply a maximum of 3 credits of MGT 492 toward their degree.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260 and MGT 300

MGT497 Special Topics

Hours 3

Courses that offer the faculty a chance to present topics of interest to themselves and to management students. Students can apply a maximum of 9 credits of MGT 497 toward their degree.

Prerequisite(s): (EN 101 or 120) and (EN 102 or EN 121 or EN 103 or EN 104) and (MATH 121 or MATH 125 or MATH 145) and (EC 110 or EC 112) and (EC 111 or EC 113) and (AC 210 or AC 211) and (LGS 200 or LGS 201) and ST 260

MGT512 Management Presentations

Hours 3

Instruction and practice of information presentation in a business environment. Topics include conference room presentations, media briefings, team presentations, television interviews and audiovisual development.

MGT517 Leadership & Ethics

Hours 3

This course is an overview of leadership theory and models including discussions of ethical issues that corporate decision makers face.

MGT520 Change Management

Hours 3

The major objective of the course is to introduce students to the most recent thinking about strategic change, its drivers, and the techniques that are currently used for its management.

MGT522 Leadership Communication

Hours 3

Analysis of the role of communication in effective leadership for all management situations.

MGT531 Employee Recruitment, Selection, and Placement

Hours 3

A course designed to acquaint the student with a scientific approach to the selection, training, and placement of employees. Validation of selection practices and evaluation of training programs are emphasized.

MGT534 Training and Development

Hours 3

This course examines how organizations expend considerable sums to attract talented employees. Students learn how Training and Development helps employers to motivate employees and tailor their skills sets to organizational needs. The course will focus less on basic training methods and more on advanced topics in workforce development as well as making the case to skeptical executives on the value of these methods.

Prerequisite(s): MGT 301

MGT537 Strategic Human Resources Management

Hours 3

An analysis of methods and techniques used in the management of human resources.

MGT538 Workforce Planning

Hours 3

An analysis of the internal and external factors impacting an organization's ability to implement its mission through its workforce.

MGT539 Work Flow Analytics

Hours 3

An analysis of the application of advanced data analytic tools to help address human resources concerns.

Prerequisite(s): ST 550 or ST 560, ST 521, ST 531

MGT542 Management Communication

Hours 3

Methodology for understanding both written and oral presentations. Students develop a language to use to manage written and oral verbal skills in specific business environments.

MGT552 Project Management Communication

Hours 3

Demonstrate communication effectiveness in a business context by completing a team project for a client, using written, oral, visual and interpersonal skills.

MGT556 Data Visualization

Hours 3

This course is designed to teach students the principles behind analyzing data and communicating it visually with Tableau software.

Prerequisite(s): GBA 300

MGT582 New Venture Development

Hours 3

This course provides an opportunity to develop a business plan for a new venture or for expansion of an existing company. Students are expected to acquire skills in evaluating business ventures; to learn alternative financing sources; to develop ideas for differentiating products; and to develop an understanding of what is required to harvest the profits of a growing business.

MGT586 Small Business Consulting

Hours 3

This course is designed to offer education and training in the art of management consulting as it applies to smaller firms. The overall purpose of the course is the acquisition of knowledge and skills that will enable students to provide management advice to entrepreneurs and businesspersons to improve the performance of smaller organizations.

MGT591 Independent Study

Hours 1-6

Open to all graduate students on an elective basis. This course offers students an opportunity to pursue a course of study that they design according to their own interests. Students may also work on a faculty-directed research project and receive credit.

MGT592 Internship In Human Resources Management

Hours 3

Open to graduate students with the approval of the chairperson of the human resources management program. Graduate students receive on-the-job experience in human resources management in actual organizational settings, under the joint guidance of the cooperating organizational officials and faculty members.

MGT596 Capstone Project

Hours 1-3

This course requires the student to apply his/her knowledge of the field of Management to recognize operational problems in the field. Further, the student must provide evidence of his/her abilities to communicate understanding of the problem, describe the analysis performed and organize this material effectively for both a written report and corresponding oral presentation.

MGT597 Special Topics

Hours 3

This course is devoted to the study of current topics of interest in management.

MGT598 Research In Management

Hours 3

A supervised study of specific issues and problems in management. The course is open to students in their final semester of coursework leading to the completion of a master's degree in management.

MGT599 Thesis Research

Hours 1-6

Thesis Research.

MGT610 Professional Development I

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT611 Professional Development II

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT612 Professional Development III

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT613 Professional Development IV

Hours 1

Provides doctoral students with an introduction to the academic community.

MGT620 Organizational Behavior

Hours 3

A course designed to develop thorough understanding of individual behavior within formal organizations. Consideration is given to a number of important behavioral processes, including learning, perception, attitudinal structuring, conflict, motivation, and social reinforcement. Attention is devoted to the individual's effect on the organization and the way behavior affects the achievement of organizational goals.

MGT621 Organ Behav Group Perf

Hours 3

A study of human interaction and interpersonal behavior within working relationships. Emphasis is given to findings of the behavioral sciences as related to management problems. Theoretical and empirical approaches to issues such as communication, socialization, and role theory are presented.

MGT622 Current Topics in Human Resources Management

Hours 3

A course that gives special attention to the human aspects of problems that arise in technical, social, and organizational arenas faced with the need to change. The course includes detailed analyses of organizations as systems and of organizational leadership, change, and development.

MGT623 Contemporary Issues in Organizational Theory

Hours 3

This course deals with the definition and grouping of work units, the relationships between work units, and the assignment of decision-making authority to units within a contingency framework. Special emphasis is placed on the influence of the external environment on the structure and design of the organization.

MGT625 Foundations of Strategic Management

Hours 3

This seminar provides students with the theoretical foundation necessary to conduct empirical research in strategic management through the study of seminal works and current literature.

MGT690 Research Methods I

Hours 3

The purpose of this class is to build skills in the design, conduct and evaluation of research. Students are introduced to the basics of designing studies to test hypotheses and research.

MGT691 Research Methods II

Hours 3

Research Methods II.

MGT698 Research in Management

Hours 3

A supervised study and investigation of specific problems in management. Open to students nearing the completion of coursework for the PhD.

MGT699 Dissertation Research

Hours 1-15

This independent research course partially fulfills required doctoral-level research dissertation hours toward the doctoral degree. Under the guidance of their dissertation advisor, students conduct research toward the completion of their doctoral dissertation. Employing various research techniques and methodologies, students work on theoretical and/or applied research topics with the aim of making a novel contribution to the field.