In concert with the Ignatian vision of intellectual excellence informed by conscience, our mission as the Department of Management is to develop leaders who have a broad, value-oriented perspective, and who are able to integrate many dimensions of organizations—behavioral, cultural, economic, environmental, ethical, historical, international, legal, and structural—in making balanced and responsible decisions that affect their organizations, their stakeholders, and themselves. We prepare students to continue in life as creative, highly skilled and intellectually curious learners who exhibit rigorous, moral, and stakeholder-based discernment in their actions and decision-making. Toward fulfilling our mission, the management faculty is committed to listen and advise you toward achieving your goals and objectives.

The Management Department offers four (4) majors and four (4) minors. Available are majors and minors in Family Business and Entrepreneurship, International Business, Leadership, Ethics and Organizational Sustainability and Managing Human Capital.

**Professor:** Claire A. Simmers, Ph.D.; John J. McCall, Ph.D.; João Neiva de Figueiredo, Ph.D.; Stephen J. Porth, Ph.D.

**Associate:** Alfredo J. Mauri, Ph.D.; David S. Steingard, Ph.D.; Elena Lvina, Ph.D.; Eric Patton, Ph.D.; Patrick Saparito, Ph.D.; Regina Robson, J.D.; Ronald L. Dufresne, Ph.D.; Tim Swift, Ph.D.; William J. McDevitt, J.D.

**Assistant:** C. Ken Weidner, II, Ph.D.; Kenneth Kury, Ph.D.; Lucy Ford, Ph.D.; Sangcheol Song, Ph.D.

**Visiting:** Lisa Nelson, D.Sc.; Michael Alleruzzo

**Instructor:** George A. Lutzow

Chair: Eric Patton, Ph.D.

### Undergraduate

- Family Business and Entrepreneurship ([https://academiccatalog.sju.edu/business/management/family-business-entrepreneurship-major](https://academiccatalog.sju.edu/business/management/family-business-entrepreneurship-major))
- International Business ([https://academiccatalog.sju.edu/business/management/international-business-major](https://academiccatalog.sju.edu/business/management/international-business-major))
- Leadership, Ethics and Organizational Sustainability ([https://academiccatalog.sju.edu/business/management/leadership-ethics-organizational-sustainability-major](https://academiccatalog.sju.edu/business/management/leadership-ethics-organizational-sustainability-major))

### Undergraduate Minors

- International Business ([https://academiccatalog.sju.edu/business/management/minor-international-business](https://academiccatalog.sju.edu/business/management/minor-international-business))
- Leadership, Ethics and Organizational Sustainability ([https://academiccatalog.sju.edu/business/management/minor-leadership-ethics-organizational-sustainability](https://academiccatalog.sju.edu/business/management/minor-leadership-ethics-organizational-sustainability))

### Graduate


### Adult Undergraduate

- International Business ([https://academiccatalog.sju.edu/business/management/bba-international-business](https://academiccatalog.sju.edu/business/management/bba-international-business))
- Leadership, Ethics, and Organizational Sustainability ([https://academiccatalog.sju.edu/business/management/bba-leadership-ethics-organizational-sustainability](https://academiccatalog.sju.edu/business/management/bba-leadership-ethics-organizational-sustainability))

**MGT 110 Essentials of Organizational Beh (3 credits)**

This course surveys the basic principles, concepts, and theories concerning organizations and groups and individuals within those organizations. The concepts and theories in this course concern individual behavior (e.g., perceptions, attitudes, and motivation), group and interpersonal processes (e.g., leadership, power, and conflict), and essential organizational theories. Students CAN take either MGT 110 or MGT 120 or MGT 121 to satisfy the HSB core Management requirement. Students who take MGT 110 cannot take MGT 120 or MGT 121 for credit.

**Attributes:** Undergraduate

**MGT 120 Essentials of Management (3 credits)**

This course surveys the basic principles, concepts, and theories concerning organizations and groups and individuals within those organizations. The concepts and theories in this course include the organizational environment, management functions (planning, organizing, leading, and controlling), and essential individual and interpersonal theories. Students CAN take either MGT 110 or MGT 120 or MGT 121 to satisfy the HSB core Management requirement. Students who take MGT 120 cannot take MGT 110 or MGT 121 for credit.

**Attributes:** Undergraduate

**MGT 121 Organizations in Perspc Honors (3 credits)**

This course explores the nature of the firm and the development of the employer-employee relationship in work organizations since the turn of the 20th century in the U.S. We will investigate and integrate the perspectives of various stakeholders (e.g., government, unions, community) as they relate to the manager-employee relationship, and demonstrate the effects of these stakeholders on individual and organizational well-being. University Honors students only. Students who take MGT 121 cannot take MGT 110 or MGT 120 for credit.

**Restrictions:** Enrollment limited to students with the Honors Program Student attribute.

**Attributes:** Honors Course, Undergraduate
MGT 140 Navigating the Road Ahead (3 credits)
This course focuses on positioning students for academic, career and personal excellence within the context of fostering an understanding of the adult student’s role in the learning/teaching process at Saint Joseph’s University. Its purpose is to enhance learning skills such as understanding material as it applies to oneself and others, applying concepts and ideas to real issues, thinking critically, analyzing text and ideas, and assessing progress. A key strength of this course is that it gives students the freedom to select and apply their own interests and academic pursuits to all of the assignments, thus making the course meaningful—as well as interesting and valuable—from both skill-building and content perspectives. HDC or PLS students ONLY
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate

MGT 150 Work is our Fire (3 credits)
Is our work who we are? Drawing from the social sciences, this seminar encourages students to approach work as the essence of being—our “fire”—and working as a journey of experience and expression of dignity and not solely as a burden or means to make a living. Students will isolate and interrogate social and economic class stereotypes, misconceptions, and attitudes concerning a variety of jobs and professions as well as possible origins for these perceptions. The concept of occupational identity is introduced to illustrate how work can consume us (positively and negatively), how we can assume our working role as part of our understanding of “self,” and how we see others based on our attitudes about their occupational roles. Discussions will tackle definitions of success, legacy, respectability, prestige, materialism, workaholism, stress, and professionalism and how our definitions are influenced by personal and cultural values. First Year Seminar only
Attributes: First-Year Seminar, Undergraduate

MGT 200 Intro to Project Management (3 credits)
Project Management is the application of knowledge and techniques to project activities in order to meet stakeholder needs. A project is an endeavor having a definite beginning and a definite end, undertaken to create a unique product or service. Key elements of Project Management will be introduced in this course: scope, schedule, budget, quality, human resources, communications, risk, and procurement. Through lectures, exercises and case studies, we will see how these elements fit into a project management plan, as well as how the plan is executed and controlled. Guidelines presented will be consistent with The Project Management Body of Knowledge (PMBOK) and be a step towards a possible Project Management Professional (PMP) certification.

MGT 260 Legal&Eth Iss in Supply Chain (3 credits)
The primary objective of this course is to give the student an overall understanding of the legal and ethical issues in supply chain management (assessed via cases and tests). The course is designed to provide a background on the legal and ethical issues affecting the supply chain management function within businesses and government and delve deeply into those issues throughout the course (assessed via Discussion posts, cases and tests). In so doing, the course will identify key legal and ethical issues in the supply chain management profession with an emphasis on navigating those legal and ethical issues in the performance of supply chain management duties.
Attributes: Undergraduate

MGT 360 Legal Environment of Business (3 credits)
This course introduces students to the study of law, particularly as it affects business organizations. Comprehensive in scope, it covers the court system and the judicial process, as well as areas of substantive law including torts, contracts, constitutional, administrative, employment, agency and international law. Various forms of business organizations are examined, and the interplay between law and ethics is addressed throughout.
Attributes: Undergraduate

MGT 361 Introduction to Law Honors (3 credits)
This course is an introduction to the legal system and some of the areas of the law that have a significant impact on our lives are presented. The structure of the legal system and how it operates is described. Areas of torts, contract, criminal, constitutional, family, employment and others are examined. Current legal issues will receive particular attention. A Moot Court exercise is included. This course is highly recommended for students who plan to attend law school. University Honors students only; satisfies MGT 360 for Business Majors.
Restrictions: Enrollment limited to students with the Honors Program Student attribute.
Attributes: Honors Course, Undergraduate

MGT 362 Legal Environ'nt of Business II (3 credits)
This course builds upon the students’ knowledge of law attained in the Legal Environment of Business I course. Areas of law such as product liability, sales, intellectual property, environmental, consumer, labor, securities and antitrust are examined. Accountants' liability is also covered. Highly recommended for students desiring to sit for the C.P.A. Exam or attend law school. Prerequisite: MGT 360 or MGT 361.
Prerequisites: MGT 1001 or MGT 1005 or MGT 360 or MGT 361
Attributes: Undergraduate

MGT 471 Practicum in Management (1 credit)

MGT 496 Management Honors Capstone (3 credits)
This course is the second semester of the senior year Honors strategy capstone experience. The learning objectives of this course include leveraging the case method of investigation to evaluate strategic management concepts and theories, finding solutions to complex, real-world business problems, and enhancing critical thinking skills by engaging in real-time debate and by engaging in detailed case study research.
Prerequisites: BUS 495
Restrictions: Enrollment limited to students with a class of Senior.
Attributes: Honors Course

MGT 499 Business Strategy Simulation (3 credits)
This course is restricted to Haub Degree Completion students and can be substituted for BUS495. This is the capstone course for the undergraduate curriculum in the Haub Degree Completion Program. It is designed to integrate previous learning across business disciplines. The course will focus on applying knowledge in a dynamic global setting. It utilizes a strategy simulation software-based game within which teams create virtual firms and compete in a simulated industry. Prerequisites: ACC 101, ACC 102, ECN 101, FIN 200, MGT 110 or MGT 120 or MGT 121, and MKT 201. HDC or PLS students ONLY.
Prerequisites: (ACC 101 or ACC 1011 or ACC 1015) and (ACC 102 or ACC 1021 or ACC 1025) and (ECN 101 or ECN 1011 or ECN 1015) and (FIN 200 or FIN 1341 or FIN 1345) and (MGT 110 or MGT 1011 or MGT 1015 or MGT 2025 or MGT 120 or HON 1723 or MGT 121) and (MKT 201 or MKT 1011 or MKT 1015 or MKT 211)
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate
MGT 500 Managing Work Organizations (3 credits)
This course focuses on both the behavioral and technological aspects of work organizations. The behavioral aspects of organizations are discussed at three different levels. On a societal level, the place of work organizations relative to other institutions in contemporary society will be considered using a stakeholder model of the firm. On an organizational level, the concepts of organizational structure, technology, job design, and culture will be examined, emphasizing the importance of each to the goal of organizational effectiveness. On an individual level, the roles and responsibilities of the manager will be analyzed, helping students to recognize the critical managerial practices for achieving organizational effectiveness.
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharmaceutical Marketing. Enrollment is limited to Graduate level students.

MGT 509 Curricular Practical Training (1 credit)

MGT 510 Empowering Work Organizations (2 credits)
This course examines the impact of individual, group and organizational behavior on the performance of an organization. Topics include leadership, motivation, group and team dynamics, organizational change, communication, and conflict management.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment limited to students in the MBAEX program. Enrollment is limited to Graduate level students.

MGT 512 Empower Human Cap: Legal & HR (2 credits)
The Human Resource Management course is designed to introduce graduate students to the key concepts and practices in human resource management (HRM). As part of the six seminars that make up this course, students will be exposed to the support and functional activities involved in the management of human resources. This exposure will also involve an overview of the relationships that these activities have to various outcomes that organizations seek to achieve through HRM, and the strategic role HRM can (and should) play in organizational development. Aimed at the graduate student who sees him/herself as either a future (or current) general manager or a specialist who deals with general managers, the course forces the student to struggle in a realistic and practical way with human resource policy and administration issues that top managers face today. The course also consists of students performing a HRM Audit and Evaluation study of an actual company’s human resource strategies and activities.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to Graduate level students.

MGT 520 Empowering Individuals & Grps (2 credits)
This course focuses on an organization's most salient resource, the power of its human capital. It investigates the foundation of, and strategies for, empowering organizational members to manage organizational transformation processes from an executive perspective. Empowering individuals and groups requires an understanding of how to manage oneself and collectives effectively, creatively, and ethically in work organizations. This course investigates executive strategies for enhancing individual and collective performance through learning about motivation, perception, individual differences, organizational culture, teams, and change management. No prerequisites
Restrictions: Enrollment is limited to students with a major in Pharmaceutical Marketing. Enrollment is limited to Graduate level students.

MGT 545 Management Gateway Course (3 credits)
What will the world be like in 2025? What are the global challenges and opportunities that businesses will face in the future and how might business organizations respond? This course, Global Revolutions and Business, examines the global trends and forces that are shaping our world and the impact of those trends and forces on business organizations. In particular, we will focus on the global forces driving revolutionary changes such as Population, Resources, Information, Technology, Economic Integration, and Governance. Focusing on the future, this course seeks to develop and hone your strategic thinking skills, in considering the near-term and long-term impact of the global changes on organizations. Pre-requisite: Completion or waiver of MGT 500. Gateway course.
Restrictions: Enrollment is limited to Graduate level students. Enrollment limited to students in a Master of Bus Administration or Master of Science degrees. Enrollment limited to students in the Haub School of Business college.
Attributes: Gateway Course (Grad HSB)

MGT 551 Empower Human Potntl at Wrk (3 credits)
This course focuses on an organization’s most salient resource—its human capital. It investigates the foundation of, and strategies for, empowering organizational members to manage organizational transformation processes in a national and global environment. Empowering human potential requires an understanding of how to manage one’s self, other individuals, and groups effectively, creatively, legally, and ethically in work organizations. Done well, empowered workers can help to achieve both personal and organizational objectives. To accomplish this goal, the course investigates strategies for enhancing individual performance (e.g., perceptions and motivation) and facilitating interpersonal processes (e.g., leadership and power). We will also explore ways of managing human resource issues (e.g., recruitment, selection, employee development), especially from a legal perspective. Prerequisite: Completion or waiver of MGT 500. Students count either MGT 551 or MGT 553 towards their degree.
Prerequisites: MGT 500 or HSB Waiver with a score of MG500
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharmaceutical Marketing. Enrollment is limited to Graduate level students.

MGT 552 Stakeholder Theory & Soc Resp (3 credits)
This course addresses corporate social responsibility through a stakeholder theory of business. The course will center on the question, "Which interests of which stakeholders impose obligations on business?" The internal and external stakeholders addressed include investors, employees, customers, and the natural environment, among others. Some issues will be analyzed by exploring international differences in the treatment of stakeholders The course exposes students to some of the ethical dilemmas confronted by employees in the workplace, and serves to enhance student skills in resolving these dilemmas. Prerequisite: Completion or waiver MGT 500. Students count either MGT 552 or MGT 554 towards their degree.
Prerequisites: MGT 500 or HSB Waiver with a score of MG500 or MGT 500 Waiver Score with a score of 1
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharmaceutical Marketing. Enrollment is limited to Graduate level students.
MGT 553 Excellence in Organizations (3 credits)
This online course focuses on the dynamics of organizations, with special attention to those that have achieved a distinguished level of excellence in their fields. It examines theories for analyzing an organization's current stats and strategies as seen by its stakeholders. A variety of organizational contexts will be analyzed including individual motivation and behavior, team dynamics, organizational conflict and crisis, power and leadership, managing talent, culture, change management and communication. Prerequisite: Completion or waiver MGT 500. Students count either MGT 551 or MGT 553 towards their degree.
Prerequisites: MGT 500 or MBA 3515 or MBA 3515 Placement Score with a score of 1 or HSB Waiver with a score of MG500 or MGT 500 Waiver Score with a score of 1
Restrictions: Enrollment is limited to Graduate level students.

MGT 570 Business Ethics (3 credits)
This course develops foundational concepts in ethical theory that are necessary tools for a systematic and disciplined evaluation of business practice. Central attention is given to the use of rights and the common good in moral arguments. Ethics I also begins to apply these conceptual tools to specific issues in business ethics.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment limited to students in the MBAEX program. Enrollment is limited to Graduate level students.

MGT 571 Ethics II (1 credit)
This course continues the application of theoretical tools developed in Ethics I and it requires students to prepare a team-based case analysis.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to Graduate level students.

MGT 572 Leadership and Development I (2 credits)
What makes a leader? How does one realize her or his leadership potential? This course is designed for professionals who want to develop their leadership skills in work organizations. Through written self-assessments, leadership plans, self-generated cases, live workplace feedback (360 degree process), executive coaching, and theoretical grounding in leadership studies, students will learn how to become more successful leaders.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to Graduate level students.

MGT 573 Leadership and Development (2 credits)
Students will assess their leadership development progress between courses, learn and apply new material about leadership, and further refine their practice of leadership.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to Graduate level students.

MGT 574 Leadership and Development (2 credits)
This course explores and challenges the use of influence, effective negotiation, conflict resolution, and decision-making in organizational settings. Focus is on basic principles, concepts, and theories. The course goal is for students to obtain a theoretical understanding of influence, negotiation, and improve their ability to engage a wide range of situations. Moreover, the course is highly interactive, involves a series of negotiation, and conflict resolution exercises. These exercises are framed, and analyzed in terms of readings, and in-class discussions.
Restrictions: Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to students in the MBAEX program. Enrollment is limited to Graduate level students.

MGT 575 Teams & INC (2 credits)
This course provides the opportunity to apply this knowledge by practicing strategic decision-making and by formulating policy through the use of cases with a focus on globalized firms. This course is usually taken in the last semester of study. Prerequisites: Completion of all foundation courses and eight or more 545 and above level core and concentration area courses. Permission of Program Director.
Restrictions: Enrollment is limited to Graduate level students.

MGT 576 Leadership & Development (2 credits)
What is leadership? How do I realize my leadership potential? This course is designed for executives who want to develop and hone their leadership skills and approaches. Successful completion of the course will enable participants to (1) identify and understand the keys to successful leadership, (2) analyze their own leadership styles and behaviors and receive feedback on the appropriateness and effectiveness of their styles, (3) develop the decision-making skills needed for leadership, (4) understand approaches for developing and empowering employees, and (5) inspire organizational change. Prerequisite: Waiver or completion of MGT 520
Prerequisites: MPE 6000 or MGT 520 or HSB Waiver with a score of MG520 or MPE 600 Waiver Score with a score of 1 or MGT 520 Waiver Score with a score of 1
Restrictions: Enrollment is limited to students with a major in Pharmaceutical Marketing. Enrollment is limited to Graduate level students.

MGT 577 Global Bus Strategy Simulation (3 credits)
This course deals with the strategic management of firms that operate in a global environment. It is the capstone class of the online professional MBA and allows you to integrate your previous learning across business disciplines. The course will focus on applying knowledge in a dynamic global setting. It utilizes a strategy simulation software-based game within which teams create virtual firms and compete in a simulated industry. Prerequisites: Completion of all foundation courses and eight or more 545 and above level core and concentration area courses. Permission of Program Director.
Restrictions: Enrollment is limited to Graduate level students.

MGT 578 Global Business Strategy (3 credits)
The capstone course is designed to provide the student with knowledge of the strategic management and organizational policy processes. This course provides the opportunity to apply this knowledge by practicing strategic decision-making and by formulating policy through the use of cases with a focus on globalized firms. This course is usually taken in the last semester of study. Prerequisites: Completion of all foundation courses and eight or more 545 and above level core and concentration area courses and permission of the Program Director.
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharmaceutical Marketing. Enrollment is limited to Graduate level students.
MGT 796 Strat Man of Hlth Care Organ (3 credits)
This course is the capstone experience for students selecting the health and medical administration specialization. This course provides the healthcare students with knowledge regarding the formulation and implementation of organizational strategy and business policy processes focused on the healthcare system/industry. Students will be required to apply strategic management principles through the analysis of cases and the health care industry environment. This course is usually taken in the last semester of study. Prerequisites: Completion of all foundation courses and eight or more 545 level and above core and healthcare concentration courses.

*Prerequisites:* HMS 5015 and HMS 5045 or PMK 600

*Restrictions:* Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharmaceutical Marketing. Enrollment is limited to Graduate level students.

MGT 797 Strat Hum Res Mang: Degn & Imp (3 credits)

MGT 798 Capstone (2 credits)
This course is a computer simulation experience designed to integrate and apply knowledge gained throughout the EMBA Program. The focus is on strategic analysis and choice in a team-based and competitive learning environment. Student teams vie for competitive advantage in the industry. The simulation includes a realistic treatment of market and competitive dynamics and is completed over the course of multiple days during the students’ final residency in the program.

*Restrictions:* Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to Graduate level students.

MGT 799 Business Policy (2 credits)
These seminars will serve as a capstone course for the EMBA Program, focusing on the Strategic Management Process. The seminars will provide an opportunity to learn strategic management concepts and to analyze and develop strategic recommendations using the case study method. The seminars will culminate in an in-class "live case". It is best described as a CEO Intervention.

*Restrictions:* Enrollment is limited to students with a major in Executive MBA Program (1-year) or Executive MBA Program. Enrollment is limited to Graduate level students.