MANAGEMENT (MGT)

MGT 110 Essent'ls of Organzational 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.
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Adult Learning Seminar

MGT 150 First Year Seminar (3 credits)
First-Year seminar course in Management
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 210 Business Stakeholders & Ethics (3 credits)
This course analyzes the question, "Does business have a social responsibility?" through the examination of various internal and external stakeholders of the contemporary business organization. Students will be introduced to frameworks and theoretical principles in ethics that may be used as foundations to the analysis of the question above. Students then will learn how stakeholder management relates to an organization's triple bottom line of people, planet, and profits. The course includes theoretical concepts and practical analysis, exposing students to some of the ethical dilemmas confronted by employees in the workplace, and serves to help students enhance their skills in resolving these types of dilemmas. CAS Students may take with Permission of Chair.
Prerequisites: PHL 154 and (MGT 110 or MGT 120 or MGT 121)
Attributes: Ethics Intensive, Justice Ethics and the Law , Undergraduate

MGT 211 Perspectives on Leadership (3 credits)
This course aims to increase students' knowledge and skills concerning effective leadership. Through a seminar format we will employ a historical perspective to investigate different approaches, models and contexts to leadership. We will then explore the contemporary role of leadership in work organizations. Through workshops, we will develop skill competencies critical to effective leadership. Students will have an opportunity to apply their knowledge and skills to a leadership experience they design and implement themselves. CAS Students may take with permission of Chair.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MGT 212 Organizational Sustainability (3 credits)
This course is an introduction to Organizational Sustainability in its broader sense and is primarily designed for the Leadership, Ethics, and Organizational Sustainability major and minor and those students interested in this area. For the organization, sustainability means the capacity to survive (to sustain itself) while contributing to the survival (the sustenance) of the various environments in which it finds itself, be these social, biological, economic, ecological, or other. The course offers a framework for understanding sustainability and introduces the concept of the triple-bottom line whereby corporate social responsibility and environmental protection are necessary conditions for business success in addition to profitability. It is not enough to fulfill only one or two of these three necessary conditions: organizations should be structured so all three are mutually reinforcing. The main objective of the course is to provide students with a broad context enabling them to develop the capacity for critical thinking and the skills necessary to understand the importance of sustainability. CAS students may take with permission of Chair.
Prerequisites: PHL 154 and (MGT 110 or MGT 120 or MGT 121)
Attributes: Ethics Intensive, Globalization Course, Undergraduate

MGT 220 Intro Human Resource Managemen (3 credits)
A survey of the functional areas of human resource management including: planning, staffing, training, compensation, performance appraisal, and labor relations. This course explores the growing importance of human resource management, emerging topics in the field, and techniques for effective management of human resources.
Attributes: Undergraduate

MGT 221 Diversity in the Workplace (3 credits)
This course will increase students' awareness of workforce diversity as both a challenge and opportunity for contemporary managers. Topics to be covered include demographic trends in the U.S., various models for understanding the importance of managing diversity, the differences between affirmative action and managing diversity, identity issues, real cultural differences vs. stereotyping, individual responses to diversity, organizational strategies for managing diversity and promoting positive organizational change, challenges inherent in managing diversity, and potential outcomes of successful diversity management.
Attributes: Diversity Course, Faith Justice Course, Undergraduate

MGT 222 Influence,Negotiation&Conflict (3 credits)
This course focuses on developing students' interpersonal and communication skills in order to increase influence, negotiation, and conflict resolution abilities in a fair and principled fashion. Students should obtain a theoretical understanding of influence and negotiation, and improve their ability to engage in negotiations and address conflict in an effective and ethical manner in a wide range of situations. CAS students may take with permission of the Chair.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Justice Ethics and the Law , Undergraduate

MGT 230 Intro:Entrepreneur/New Venture (3 credits)
This course explores the fundamental processes of entrepreneurship and new venture creation including: the development of innovative thinking, opportunity recognition, venture exploration which would ultimately lead to a new venture, and the skills that are necessary for successfully building a new venture team that possesses the appropriate attributes. The primary purpose of the course is to develop an innovative perspective, as well as an understanding of the integration of people in the entrepreneurial process. CAS Students may take this class with Permission of the Chair.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MGT 231 Family Business (3 credits)
This course explores the unique interpersonal and business issues associated with a family-owned and managed firm. Thus, the course is designed for those students who will be entering or establishing a family-owned business. The course will focus upon: the competitive strengths and weaknesses of a family firm; the dynamics of family interactions and the family business culture; conflict resolutions; estate planning; and planning for succession. The primary purpose of the course is to provide the tools and techniques that will provide an entrepreneur with the greatest opportunity for success within a family business framework.
Attributes: Undergraduate

MGT 240 Career & Personal Development (3 credits)
This course takes the student through a systematic and integrative process of examining eight research- supported "critical factors for success" as they apply to oneself and one's career. This course will be partially didactic, while being primarily small group oriented, experiential and self-reflective.
Attributes: Undergraduate

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 310 Breaking News in Bus. Ethics (3 credits)
Everyday business ethics uses real-time reporting of current events by credible media as the vehicle to help students connect the language of moral reasoning and business ethics to emerging ethical issues in the world of business, organizations, and leadership. The course will review the major theoretical basis for moral reasoning, e.g., deontological ethics, utilitarian ethics, and ethical relativism. A discussion of source credibility will also precede the second (main) portion of the course. Students will keep abreast of current events via daily reading of various media outlets. Students will be expected to (a) identify ethical issues, controversial decisions, and unethical conduct reported by journalists; (b) analyze the stakeholders and ethical issues identified in news reporting, and (c) identify potential resolutions or recommendations for action that might be taken by individuals involved in the decisions. The course will culminate in a research paper by each member of the class on a current business ethics issue of interest. CAS students may take with permission of Chair.
Prerequisites: PHL 154 and ENG 101
Attributes: Ethics Intensive, Justice Ethics and the Law , Undergraduate, Writing Intensive Course- GEP

MGT 311 Leading Teams (3 credits)
This course aims to increase students' understanding and skills required for effective team leadership. Through participating in experiential exercises, simulation, and team projects the course arms the students with an opportunity to develop skills and apply course material in building productive and happy teams. As leading teams involves learning about oneself, and understanding others, we will explore both in detail. Peculiarities of managing and leading diverse and virtual teams will also be addressed. The overarching course objective is to lead the students from identifying relevant group and leadership theories to integrating them into their team work.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MGT 320 Career Management (3 credits)
This course provides students with the knowledge and skills to understand and manage careers in organizations. Students will learn to help others manage their careers while also learning how to manage their own careers. Topics will include, but will not be limited to motivation theory, professional skill-development, career ladders, career coaching, labor market/occupational trends, market research, job search techniques, resume writing, interviewing skills, negotiating, and networking. CAS students may take with permission of Chair.
Prerequisites: MGT 110 or MGT 120 or MGT 121
Attributes: Undergraduate

MGT 321 International Talent Mgt (3 credits)
The purpose of this course is to develop knowledge for managing a global workforce, and to prepare students to encounter international business from an interpersonal standpoint. While expertise in international human capital and talent management is an important pathway to competitive advantage for organizations, the goal of this course is also to develop thoughtful managers and workers who will be cognizant of the challenges of an international career, and respectful of cross-cultural differences. CAS students may take with permission of Chair.
Attributes: Globalization Course, Undergraduate

MGT 322 Decision Making w/ Analytics (3 credits)
This course introduces students to the metrics that are essential to the strategic management of human capital. Human capital leaders help drive business performance by delivering competitive advantage through people. Performance relies on measures, so future leaders need to be adept at planning and interpreting those measures. The emphasis of this course will be on logical and strategic decision making through planning which measures to use, and using the resulting analytics to facilitate effective talent acquisition and retention, maximize the productivity and effectiveness of organizational human capital, and allocate limited resources effectively.
Prerequisites: MHC 220 or MGT 220
Attributes: Undergraduate

MGT 330 Social Enterprise & Soc Change (3 credits)
This course introduces students to the concepts of social enterprising as a means to promote social change. The course begins with a look at the ethical foundations inherent in the initiation of social change, namely moral rights and the justice perspectives on moral reasoning. The course then turns to an exploration into how social enterprising can be used as a vehicle to address injustice and promote social change. Topics in this section include recognizing opportunities for social change, planning and organizing the social venture, funding and scaling the social enterprise, and measuring social impact. Students will have the opportunity to interact with management of a social venture and apply the skills learned. CAS Students may take this class with Permission of the Chair.
Prerequisites: PHL 154 and (MGT 110 or MGT 120 or MGT 121)
Attributes: Ethics Intensive, Undergraduate

MGT 340 Organization Development (3 credits)
A behavioral science perspective on the causes and outcomes of individual and group behavior in organizations, and of the behavior of organizations. Topics will include motivation, attitudes, interpersonal processes, leadership, and macro-organizational behavior.
Prerequisites: PSY 100 or PSY 101
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate

MGT 341 Group & Team Dynamics (3 credits)
Almost all of our behavior takes place in the presence of other people. A number of small group practitioners and researchers have presented explanations for the why and how of individual behavior in group and team settings. Through the vehicle of the class as laboratory students will experientially examine a number of theories and concepts about individual behavior in group/team settings. Students through class discussions will learn to observe, understand, examine and influence team and group development.
Prerequisites: PSY 100 or PSY 101
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate

MGT 342 Leadership & Development (3 credits)
In this course, participants will review and discuss current applicable social science literature in an attempt to answer some of the following questions: Who is a leader? What is leadership? Does effective leadership originate in a person or in a set of actions or behaviors? What do we know about developing leaders? How do the constraints of organizations inhibit or facilitate leadership development? What is your current leadership style? These and related questions will be examined by class members through lectures, case studies, self- assessments, and experiential activities.
Prerequisites: PSY 100
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate

MGT 343 Issues in OD (3 credits)
Selected issues in the field such as change agentry, emotional intelligence, assessment, group and interpersonal processes, job enrichment, selection, and placement will be discussed. Small groups, role-playing, and other experiential exercises will clarify important concepts in the field.
Prerequisites: ODL 300 or MGT 340
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate

MGT 344 Coaching & Consulting (3 credits)
Roles, functions, tools and settings that define a consulting psychologist will be explored with an emphasis on the corporate world. Small groups, role-playing, videos and other experiential exercises will clarify and supplement readings, research and discussion.
Prerequisites: (ODL 300 or MGT 340) and (ODL 320 or MGT 342)
Attributes: Undergraduate

MGT 350 Organizational Research (3 credits)
Working under the guidance of a faculty member, students engage in a semester-long research project in the domain of Management. Permission of Chair required.
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: Justice Ethics and the Law , 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. Satisfies MGT 360 for Business Majors.
Restrictions: Enrollment limited to students with the Honors Program Student attribute.
Attributes: Honors Course, Justice Ethics and the Law , Undergraduate

MGT 362 Legal Environ't 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.
Prerequisites: MGT 360 or MGT 361
Attributes: Justice Ethics and the Law , Undergraduate

MGT 363 International Business Law (3 credits)
The purpose of this course is to acquaint the student with the international legal environment in which businesses operate. It will introduce the students to international business, international law and organizations, and how international disputes are resolved. International sales, credits, commercial transactions will also be covered, as well as international and U.S. trade law.
Attributes: Globalization Course, Justice Ethics and the Law , Undergraduate

MGT 364 Bus Law-Entrepreneurial Firms (3 credits)
This course surveys and analyzes the legal issues faced by new entrepreneurs and entrepreneurial firms. The course covers issues facing the entrepreneur including: leaving your current employer, structuring the ownership of the new company, and obtaining appropriate legal, accounting and insurance advice. A number of issues facing entrepreneurial firms are covered, including: liabilities and insurance, raising capital, contracts and leases, licensing, intellectual property, human resource matters, e-commerce and the sale of goods and services, outsourcing, global entrepreneurship, changing between private and public ownership, and other relevant topics.
Attributes: Justice Ethics and the Law , Undergraduate

MGT 365 Employment and Labor Law (3 credits)
The purpose of this course is to acquaint the student with the legal aspects of human resource management. It will describe the sources of employment law and how those laws govern the hiring, promotion, evaluation and termination of employees, as well as the terms and conditions of employment in 21st century America. Attention will be given to current legal and ethical issues, including the challenges of managing an increasingly diverse workforce.
Attributes: Undergraduate

MGT 370 Special Topics I (3 credits)
Topics will vary according to the semester in which the class is offered.
Attributes: Undergraduate

MGT 398 Neurodiversity at Work Interns (3 credits)
The purpose of this internship is to provide the student with an opportunity to utilize the managing neurodiversity knowledge and skills acquired in previous coursework in a "real world" setting under the tutelage of the course instructor and/or workplace supervisors. The student will provide peer support and job coaching, and will play an active role in managing the performance, integration, and experience of an individual on the autism spectrum in the workplace. The student will interact with the administration and staff at the internship site to accomplish these goals and associated tasks, as assigned by the internship coordinator.
Prerequisites: ABA 100 and (MHC 220 or MGT 220)
Attributes: Undergraduate

MGT 400 Capstone Project - OD (3 credits)
This course serves as a senior-level, research-based capstone in which organizational development students complete a research project typically developed in the Issues in Organizational Development course. Students will present and orally defend their research project to the Organizational Development and Leadership faculty.
Prerequisites: ODL 330 or MGT 343
Restrictions: PLS/HDC level students may **not** enroll.
Attributes: Undergraduate

MGT 415 Applied Ldrshp & Sustain Capst (3 credits)
This course is an integrative course in which students (either individually or in teams) undertake an action- learning project in an organization under the direction of a faculty member with the objective of applying leadership and sustainability concepts developed throughout the program. Students will work with live clients (e.g., non-profit organizations or for-profit businesses) to help them improve their triple bottom-line performance along the people, planet, and profits dimensions and test their leadership skills as they do so. Senior standing.
Prerequisites: (LEO 210 or MGT 210) and (LEO 211 or MGT 211) and (LEO 212 or MGT 212) and (MGT 110 or MGT 120 or MGT 121)
Attributes: Undergraduate

MGT 425 Managing HR: Resrch/Appl (3 credits)
This course focuses on critical thinking skills, research skills, and applied human capital issues. Students will learn and work on HR metrics (assessing, measuring, and valuing employee behaviors and attitudes). Substantive topics will be of interest to both people-oriented future managers and those who aspire to a career in human resources. This offering focuses on critical thinking, research and metrics relating to motivation (the OB side) and compensation (the HR side). There will also be a strong emphasis on the strategic importance of human capital in all organizations. Senior standing.
Prerequisites: (MHC 220 or MGT 220) and (MHC 221 or MGT 221) and (MGT 110 or MGT 120 or MGT 121)
Attributes: Undergraduate

MGT 435 Family Bus &Entrepren Capstone (3 credits)
This is a capstone course that integrates the various concepts of the core Family Business and Entrepreneurship courses to develop a comprehensive business plan to either create a new venture or to grow an existing family business. Students are responsible for assessing opportunities, collecting and interpreting relevant data to exploit the identified opportunity, and to craft a plan that supports the market need, identifies the target market, and is financially viable.
Prerequisites: (ACC 101 and ACC 102) and (FBE 230 or MGT 230) and (FBE 231 or MGT 231) and (FBE 360 (may be taken concurrently) or MGT 364 (may be taken concurrently)) and FIN 200 and MKT 201 and (MGT 110 or MGT 120 or MGT 121)
Attributes: Undergraduate

MGT 470 Special Topics II (3 credits)
Topics will vary according to the semester in which the class is offered.
Attributes: Undergraduate

MGT 471 Practicum in Management (1 credit)
This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.
Attributes: Undergraduate

MGT 490 Internship I (3 credits)

MGT 491 Internship II (3 credits)

MGT 493 Research I (3 credits)

MGT 494 Research II (3 credits)

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, Undergraduate

MGT 499 Business Strategy Simulation (3 credits)
This course can be substituted for BUS 495. 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 and ACC 102 and ECN 101 and FIN 200 and MKT 201 and (MGT 110 or MGT 120 or MGT 121)
Restrictions: Enrollment is limited to PLS/HDC level students.
Attributes: Undergraduate

MGT 509 Curricular Practical Training (1 credit)

MGT 550 Leadership and Ethics (3 credits)
This course focuses on the responsibilities of effective, ethical leaders to others, their organizations, their communities, and the natural environment in which their organization operates. Focusing on leadership at the intrapersonal, interpersonal, organizational, and societal levels, this course equips students with the skills and knowledge to address contemporary management and leadership issues in a critical and sustainable manner. Topics include ethical frameworks, stakeholders, individual value systems, decision-making, power, leadership, motivation, and organizational culture. This course exposes students to types of ethical issues that arise in the workplace and serves to enhance students' skills in addressing those issues.
Prerequisites: HSB Foundation with a score of MG500
Restrictions: 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.
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharm. Healthcare Business. Enrollment is limited to Graduate level students.

MGT 554 Ethical Practices in Business (3 credits)
This online course will consider the ethical responsibilities of managers and corporations. It is designed to raise ethical consciousness and sensitivity to the ethical dimensions of business decisions, on an individual, institution and systematic level. It will be highly interactive, introducing the student to factors which incentivize ethical and unethical behavior, and to dilemmas which arise in business. It will provide plausible decision procedures and frameworks for dealing with ethical matters and methods for rationally adjudicating ethical disputes. It is also designed to reveal common patterns of success and failure in managing ethical conflicts. It will attempt to engage students in a critical evaluation of managerial and corporate ethics and encourage each student to develop a justifiable perspective on the role of ethics in business and their responsibility to various stakeholders.
Prerequisites: MHC 667 or MGT 556
Restrictions: Enrollment is limited to Graduate level students.

MGT 555 Equity in Organizations (3 credits)
Ensuring equity in organizations is becoming increasingly important as the population and workforce become even more heterogeneous. More importantly, it is a moral imperative. This course is designed to help students become aware of the multiple dimensions of diversity such as race, class, gender, gender identity, physical ability, sexual orientation, age, and nationality, and how they intersect. In order to identify and understand the role of organizations in advancing equity, students will first need to deepen their understanding of how organizations have historically impeded equity. Then students will consider possible solutions to advancing diversity, equity, and inclusion in contemporary workplaces.
Restrictions: Enrollment is limited to Graduate level students.

MGT 556 Human Resource Fundamentals (3 credits)
This course will provide the student with the fundamental knowledge essential to all practicing HR professionals. Critical HR functions will be explored in depth to provide a solid understanding of the many issues confronting the HR professional. Topic areas will include (but not be limited to) Strategic Management, Workforce Planning and Employment, Human Resource Development, Total Rewards, Employee and Labor Relations, and Risk Management. In all topic areas, the legal impact of human resources decision making will be considered. This course is appropriate for early HR careerists, those interested in entering the HR field, and students interested in how HR practices further organizational performance.
Restrictions: Enrollment is limited to Graduate level students.

MGT 561 HR & People Research, Meas&Met (3 credits)
This course is designed to introduce students to the processes involved in measuring the effectiveness of human resource programs and OD interventions through the scientific method. Students will learn the fundamentals of applied research, from developing questions and deciding on a research design to measurement and analysis. The course will provide a thorough grounding in survey methodology, and will focus on evaluating HR & People ideas through a critical thinking framework. Students will be required to propose a research study during which they will act as project managers/lead researchers responsible for envisioning, executing, analyzing, interpreting, and reporting the results of the study to an external client. The overarching goal of the course is to prepare professionals to effectively evaluate research conducted by others and to plan/initiate their own research.
Restrictions: Enrollment is limited to Graduate level students.

MGT 562 Employment & Labor Law (3 credits)
This course will provide an overview of the major laws that govern employer/employee relations in both union and non-union workplaces. Labor topics include, inter alia, the historical development of labor law, union organizing, unfair labor practices, concerted activities by unions and dispute settlement. Employment law topics include, inter alia, employment discrimination, testing, evaluation and privacy, and laws that govern wage and salary, health and safety, income security, benefits continuation, and family and medical emergencies.
Prerequisites: MHC 667 or MGT 556
Restrictions: Enrollment is limited to Graduate level students.

MGT 563 Human Resource Technology (3 credits)
The course examines how technology has enabled and transformed the modern human resource function within large enterprises. A variety of HR applications will be covered including Employee and Manager Self Service, Talent Acquisition, Performance Management, e-Learning, Compensation Planning and HR Analytics. The processes required justify, select, deliver and support HR technology solutions will be analyzed. Finally, special topics such as HR data privacy, HR Shared Service Centers, HR Outsourcing and the evolution and future of HR Technology will be covered.
Prerequisites: MHC 667 or MGT 556
Restrictions: Enrollment is limited to Graduate level students.

MGT 564 Fin & Acc for Managers (3 credits)
This course develops students' practical skills in the interpretation and use of financial and accounting information for managerial decision-making. Students will learn how to (1) understand and analyze financial statements, (2) evaluate relevant costs for decision-making, (3) perform present value analyses, and (4) make sound capital budget decisions.
Prerequisites: MHC 667 or MGT 556
Restrictions: Enrollment limited to students in the MSHRM program. Enrollment is limited to Graduate level students.

MGT 565 Leading Change in Organ (3 credits)
This course focuses on the knowledge and skills necessary for leading, planning, and implementing organizational change. Students will examine their own leadership skills and abilities, and will have the opportunity to develop skills critical to achieving effective change, including communication, leadership, and team development.
Restrictions: Enrollment is limited to Graduate level students.

MGT 575 Teams & INC (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 limited to students in the MBAEX program. Enrollment is limited to Graduate level students.

MGT 585 Support Neurodiv Workplace (3 credits)
Over the next decade and beyond, hundreds of thousands of neurodivergent individuals on the autism spectrum will be entering the workplace. Is the workplace and are managers ready for them? While experts in Education have made great advances in creating inclusive education spaces and supportive learning environments for neurodiverse individuals, 21st century managers have only recently acknowledged the presence and value of this community in our workplaces. This course will explore ways that neurotypical workplaces and leaders can create inclusive environments to support members of neurominorities, not only for individuals on the autism spectrum, but also for individuals with ADHD, Dyslexia, and other forms of neurodiversity.
Restrictions: Enrollment is limited to Graduate level students.

MGT 595 Managing Well-Being (3 credits)
This course focuses on leadership and management issues within the area of scholar athlete well-being, and will provide students in the course with skills to manage complicated well-being issues. Students will learn about interacting with stakeholders from various professions such as athletic training, strength and conditioning, sports nutrition, sport psychology, and team physicians. Students will also learn about the NCAA Sports Science Institute and its impact on sport teams, sport coaches, athletes, staff, and athletic departments. Course outcomes include learning how to best support athletes on and off the field; manage conversations with multiple stakeholders; handle sensitive health information; utilize sport technology in an ethical manner; and build a culture of empathy, sympathy, and perspective when various well-being scenarios arise within a sports team. Each student will partake in independent research and review of governing body policies, procedures, and best practices outside of weekly sessions.
Restrictions: Enrollment is limited to Graduate level students.

MGT 600 Adult Learning (3 credits)
Course introduces students to adult education theory that focuses on how adults learn, application of adult education theory, skills required in the delivery of adult learning programs and an introduction to group process. Students have an opportunity to develop a professional learning theory and model. Students also discover their learning style and how style impacts their ability to use their theory and model. Use of feedback as a tool for learning allows students to realize how to improve their facilitation approach.
Restrictions: Enrollment is limited to Graduate level students.

MGT 602 Organizational Culture (3 credits)
Understanding an organization's culture is essential to successful change efforts. Students will learn to understand organizational culture, systems thinking, and the impact of culture on change. Students will also learn about initiatives intended to change an organization's culture.
Restrictions: Enrollment is limited to Graduate level students.

MGT 605 Consulting Skills (3 credits)
This course focuses on the development of consulting skills and proficiency in the range of skills necessary to be an effective consultant and agent of positive change. The consulting process provides a framework to guide engagements by both internal and external consultants. Topics covered include contracting, data collection, diagnosis, feedback, resistance, action planning, and managing commitment and accountability.
Restrictions: Enrollment is limited to Graduate level students.

MGT 610 Social Identity Theories (3 credits)
This course will introduce models and theories of social identity and the experience of belonging on the individual, organizational and group level of systems. Students will focus on the importance of identity theory in DEI work, assess the complexity of difference and belonging in workplace and experiment with the competency of self as change agent.
Restrictions: Enrollment is limited to Graduate level students.

MGT 615 Learning Design (3 credits)
Major steps in creating and designing adult education learning programs are discussed. Students develop a program that demonstrates their understanding of the key components of instructional design. Specific topics include collaborative relationships with customers/management, needs assessment, analyzing data, writing learning objectives, cost effectiveness of programs, selecting and sequencing content, developing learning materials and constructing evaluative instruments.
Restrictions: Enrollment is limited to Graduate level students.

MGT 620 Psychological Assessments (3 credits)
The psychological theories and practices underlying a wide variety of instruments used in assessing individual and group behavior in organizations will be examined. Issues and topics will include employee selection, performance, ability, attitude and development. Participants learn how to critically evaluate measures to answer organizational issues.
Restrictions: Enrollment is limited to Graduate level students.

MGT 625 Executive Coaching (3 credits)
Executive Coaching has become a staple within many organizations. Executive Coaching is essentially a purposeful, relational intervention based in psychosocial concepts that leads to new and more complex level of functioning in one party. This course primarily assists the student in further development of their coaching skills and models while also examining coaching models, underlying constructs, skills and relevant coaching research.
Restrictions: Enrollment is limited to Graduate level students.

MGT 630 Leadership & Team Development (3 credits)
This course focuses on theories and practices required in leading and developing teams. Issues of leadership behavior, interpersonal relations, group roles and stages of development are examined in an experiential laboratory.
Restrictions: Enrollment is limited to Graduate level students.

MGT 635 Positive Psychology (3 credits)
This course will provide you with a grounding in the theories and applications of positive organizational psychology. The core premise of this course is that leadership and personal scholarship excellence are fundamentally tied to creating/enabling organizational contexts that build human strengths as well as unlock the positive and generative dynamics of vibrant human communities. This course will help you to create, foster, and develop organizations where people learn to thrive and perform at their best.
Restrictions: Enrollment is limited to Graduate level students.

MGT 645 Mindful & Ignatian Leadership (3 credits)
Mindful and Ignatian Leadership explores the complex multidimensional nature of leadership effectiveness through the lens of mindfulness at work strategies and Ignatian discernment principles. Using premier assessment instruments, this course will awaken your potential as an aware, thoughtful and effective leader. Students will deepen their understanding of mindful and Ignatian leadership theories and practices and develop skills to increase leadership effectiveness. Students will learn through integrating their own experiences with readings, lectures, small group interactions, and guided mindfulness practices.
Restrictions: Enrollment is limited to Graduate level students.

MGT 646 Career Dev Theory & Practice (3 credits)
This course provides students with an experiential understanding of the process of career development. Through a primarily experiential approach, where students craft their own career vision, students have an opportunity to engage key concepts in the field of career development. In addition, topics such as assessment, gender, choice, interventions and career management are experienced and discussed.
Restrictions: Enrollment is limited to Graduate level students.

MGT 647 Appreciative Inquiry (3 credits)
This course focuses on Appreciative Inquiry (AI), a method and theory for rethinking organizational change. Instead of deficit-based and problem-oriented approaches to change, AI focuses on positive organizational change, starting with what works best within an organization as the basis of initiating stakeholders' desired future for the organization. This course will cover the theory and practice of positive organization change through Appreciative Inquiry.
Restrictions: Enrollment is limited to Graduate level students.

MGT 648 Conflict & Negotiation (3 credits)
Whether conflict is healthy or unhealthy for an organization is a function of an individual's ability to surface, work with, and resolve differences that inevitably arise in organization life between individuals and within and between groups and departments. This course examines the psychological and social dynamics which are connected to conflict, including power, leadership, personal needs, roles, communication. It also provides practical tools and skills development for dealing with conflict in a range of organizational settings.
Restrictions: Enrollment is limited to Graduate level students.

MGT 650 Organizational Leadership (3 credits)
This course provides a foundation for leadership competencies and characteristics necessary for guiding organizations. Students will use self-awareness tools and will deepen their understanding of leadership research, theories and practices. Students will also explore the organizational contexts where work, management, and leadership happen. Furthermore, students will examine the responsibility that comes with leadership through readings, lectures, small group interactions, and a self-development process.
Restrictions: Enrollment is limited to Graduate level students.

MGT 651 Leading for Career Success (3 credits)
This course examines the basics of career development and how it fits into the organizational structure. It includes theory and practice of career/adult development, its delivery systems, and its target populations.
Restrictions: Enrollment is limited to Graduate level students.

MGT 653 Lead in Modern Organization (3 credits)
This course will explore what it means to provide leadership to others in modern organizations. Topics will include enhancing one's leadership capability, crisis periods of leadership, conflicts between the organization's leadership and one's personal leadership, and strategies for success in leadership positions. Additional themes of power, authority, and control will be examined in terms of the organization and the individual.
Restrictions: Enrollment is limited to Graduate level students.

MGT 654 Leading Global & Virtual Teams (3 credits)
This course surveys the basic principles, concepts, and theories concerning group dynamics and team leadership. Leading modern teams involves not only managing different personalities, but also different cultures, and, frequently, doing so from a distance. In the course, the student will enhance learning in how to be an effective team member and a leader of global and virtual teams. Through participating in experiential exercises, simulations, and team projects the course provides the student with an opportunity to develop skills in managing highly diverse groups and building effective and efficient teams in a global and virtual world.
Restrictions: Enrollment is limited to Graduate level students.

MGT 655 Org Culture Beyond Diversity (3 credits)
While the concept of diversity and inclusion has been idealized as the way to achieve equity in organizations, the reality is that public and private corporations have fallen woefully short of achieving that goal. Whereas changing “hearts and minds” may have been how we previously framed how we thought to achieve equality, today's efforts require a committed approach to assessing organizational structure, policies, and practices that drive concrete and sustainable actions. Students will have the opportunity to consider individual implicit bias and unconscious prejudice, and then move their assessment from personal ideology to organizational policies and practices that serve to reinforce structural oppression and disparate treatment of non-white, cis-gendered employees. Students will reflect on the current state of diversity, equity, and belonging in public and private organizational settings. Through self-reflection, dialogue, and an organizational assessment project, students will develop a critical analysis of their own leadership practices and roles in their workplace.
Restrictions: Enrollment is limited to Graduate level students.

MGT 656 Nonprofit Leadership (3 credits)
This course focuses on the best practices of creating and leading effective nonprofit organizations. Topics include board governance and accountability, motivation, resource management, decision making, communication, and executive leadership in the nonprofit context. Through discussions, lectures, case studies, experiential activities, and personal reflection, students will acquire a set of tools and strategies that will allow them to enhance stakeholder engagement, individual and organizational performance, and collective impact. Using local and global examples, and their own projects, they will explore how nonprofit leaders collaborate with key stakeholders to understand the environment, identify opportunities, and co-develop new ideas. Students will learn how to define and achieve intended impact and find sustainable solutions to social problems.
Restrictions: Enrollment is limited to Graduate level students.

MGT 657 Leading Projects (3 credits)
The Leading Projects course explores what it means to bear prime leadership responsibility in the role of project manager. Project Management is the application of knowledge and techniques to project activities in order to meet stakeholder needs by creating a unique product or service. This course should not only help you learn valuable conceptual material, but it should also enhance your effectiveness across many organizations in which projects are planned and executed. Skills acquired by the student are critically important in a business or non-profit environment. Through lectures, exercises and case studies, the student will see how a project management plan is developed, executed and controlled. Application to a real project will follow. 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.
Restrictions: Enrollment is limited to Graduate level students.

MGT 660 Strategic Leadership (3 credits)
Consulting, advising, educating and coaching leaders necessitates a knowledge and understanding of the learning process and how that translates into strategy for changing any human social environment. In Strategic Leadership you will get a chance to broaden your knowledge and expand your leadership development toolkit as a leader and an educator of leaders. Specific strategies are considered and students begin to explore new ways of looking at leadership and their own behaviors in order to successfully implement strategies. Students have will have the opportunity to engage with a group of other students in an action research project and participate in a skill weekend where they reflect on the assumptions underlying their leadership actions.
Restrictions: Enrollment is limited to Graduate level students.

MGT 662 Total Rewards (3 credits)
The focus of this course is on strategic compensation systems needed in a dynamic business environment. Both basic and advanced concepts are reviewed, including job evaluation, wage and salary structures, gain-sharing, and other pay-for-performance systems.
Prerequisites: (MHC 667 or MGT 556)
Restrictions: Enrollment is limited to Graduate level students.

MGT 663 Talent-Selection & Retention (3 credits)
An examination of traditional staffing functions (recruitment, selection, orientation) is undertaken so that the process by which organizations and individuals are matched may be better understood. Always mindful of the legal issues that permeate these processes, this unique course will examine the staffing function at an advanced level. Issues such as labor supply and demand, HR strategy and planning, the regulatory environment, validity and reliability, job analysis, realistic job previews, assessment centers, honesty and ability testing, and state of the art recruitment and selection techniques will be explored in depth.
Prerequisites: (MHC 667 or MGT 556)
Restrictions: Enrollment is limited to Graduate level students.

MGT 664 Create New&Enhance Exist Firms (3 credits)
In an ever changing world, entrepreneurs and managers need to be able to quickly adapt and capitalize on emerging opportunities. This course focuses on creating an entrepreneurial mindset that is based on idea generation, creativity, and opportunity recognition. Utilizing an iterative process of build, measure, and learn, this mindset is then applied to creating new firms and to aiding existing firms to act more entrepreneurially.
Restrictions: Enrollment is limited to Graduate level students.

MGT 665 Facilitating Groups & Teams (3 credits)
Effective workgroups are essential to successful organizations. This course focuses on theories and research on group functioning, group development, and decision-making processes. The course approaches groups from the perspective of facilitation skills, whether the individual is a member of the team or an external facilitator.
Restrictions: Enrollment is limited to Graduate level students.

MGT 668 Leading for Sustainability (3 credits)
The Leading for Sustainability course positions your role as business leader as one that connects with sustainability at multiple levels - self, others, the organization and society. The course analyzes the definitions and development of Corporate Sustainability and its relationship with environmental management, the Triple Bottom Line and Corporate Social Responsibility (CSR). The course then focuses on leadership of self. Leadership is about "making a difference" and hence it is important to consider deeply the nature and type of difference that you intend to make in this world. In particular, this course aims to increase awareness of your values, ethics, beliefs, attitudes, etc. and how these might relate to issues of sustainability. The course then looks at organizational values and sustainability. Lastly, the course integrates the material through a value/sustainability gap analysis.
Restrictions: Enrollment is limited to Graduate level students.

MGT 670 Special Topics I (3 credits)
Topics will vary according to the semester in which the class is offered.
Restrictions: Enrollment is limited to Graduate level students.

MGT 671 Strategic Leader Ethics&Values (3 credits)
Thinking strategically about your own development and the development of others is critical to your personal development and your ability to develop others. Leading at the next level requires knowledge and understanding of organizational vision, mission, values, ethics and communication. You will explore the impact of ethics and values on decision-making and organizational effectiveness. Students have the opportunity to focus on a particular area of organizational life and explore the impact of communications, perceptions, behaviors, culture, and current events on the outcomes of projects and initiatives.
Prerequisites: (ODL 650 or MGT 650)
Restrictions: Enrollment is limited to Graduate level students.

MGT 675 Implementing Change (3 credits)
This course focuses on the implementation of change with emphases on designing change initiatives and facilitation of change. Students will draw upon the research literature to plan and design change initiatives and develop their skills partnering with formal leaders of change efforts.
Restrictions: Enrollment is limited to Graduate level students.

MGT 680 Coaching Leader (3 credits)
This interactive course provides students with the opportunity to learn coaching skills. Specific topic areas include giving and receiving feedback, identifying and understanding communication style preferences, learning how to listen for the "real issues." This course is aligned with the competencies of the International Coach Federation (ICF) and can be applied to professional coaching portfolio hours.
Restrictions: Enrollment is limited to Graduate level students.

MGT 685 Global Organizations Seminar (3 credits)
Learning to work across the boundaries of culture, opinions, language, ideas and time zones takes practice, experience, empathy and a sense of adventure. This seminar is offered in that spirit to provide graduate students exposure to multinational organizations such as the United Nations, NGOs, schools, corporations, and health systems. Students will study and gain first-hand exposure to what it takes to manage, facilitate, and develop positive human development strategies from a multinational perspective. We will look at global learning and leadership at the individual, organizational, national, regional, and global levels.
Restrictions: Enrollment is limited to Graduate level students.

MGT 686 Global Leadership (3 credits)
There is no better way to learn about cultural diversity and working in a multinational society than to actually travel to another country. This study tour course includes approximately 9 days in another country, pre-work to prepare for the trip, and post-tour projects. This is a deeply experiential program with a focus on cultural diversity in a variety of education, business and social justice settings. The students will get a chance to network with and learn from professionals in other countries.
Restrictions: Enrollment is limited to Graduate level students.

MGT 688 Social Media & Learning (3 credits)
The course will examine the relationship between learning and social media. Current trends and use of social media in training, education, marketing, product development, data collection, customer service, and networking are some of the topics that will be covered. Students will discuss and evaluate uses of social media in informal social networking and formal knowledge management learning settings. Students will critique their own organization's culture and values around learning and social media and the challenges and opportunities they pose.
Restrictions: Enrollment is limited to Graduate level students.

MGT 690 Creative Problem Solving (3 credits)
Creative problem solving is an essential skill for people working in complex organizations. Creative thinkers reflect on the assumptions underlying actions and consider new ways of looking at and living in the world. They use methods to identify new alternatives. This course is a comprehensive guide for making worthwhile, influential and creative contributions at work. Students have an opportunity to identify and overcome personal and organizational barriers to develop breakthrough thinking.
Restrictions: Enrollment is limited to Graduate level students.

MGT 695 Applying Gestalt Theory in OD (3 credits)
This course will focus on the use of Gestalt theory in organizational change consulting. Students will learn a powerful new perspective that recognizes behavior and interactions of systems, rather than individuals, creating new and dynamic possibilities for intervention. A theoretical and practical framework will be taught for high-impact consulting in organizations, exploring critical dilemmas and offering opportunities to practice new skills. This course will benefit students who wish to understand and develop process consultation skills while learning a new framework for managing change. Approved by International Coaching Federation (ICF) for coach accreditation hours.
Restrictions: Enrollment is limited to Graduate level students.

MGT 700 Organization Development (3 credits)
This course covers the theoretical and historical foundations of organizational development (OD). The course will explore practical OD skills and approaches, change techniques, and managing relationships with sponsors. In addition, the course discusses OD values, ethics, and the role of the organizational development practitioner.
Restrictions: Enrollment is limited to Graduate level students.

MGT 705 Facilitation Skills (3 credits)
This course includes an overview of how skilled facilitation helps individuals and groups learn and change within organizations. Students have an opportunity to practice facilitation skills and learn new methods in helping individuals and groups learn to change. Participants learn to effectively use their own behaviors to influence others in creating work environments that foster collaborative, open problem solving, dealing with differences and participative decision making.
Restrictions: Enrollment is limited to Graduate level students.

MGT 710 Intervention Skills (3 credits)
Students have an opportunity to complete a project demonstrating action research methodology. Course centers on understanding how to use interventions and the impact that interventions can have within an organizational setting. Students have an opportunity to design and facilitate interventions both in class and in their organization to assure the successful implementation of change and/or that individual learning takes place within their project.
Restrictions: Enrollment is limited to Graduate level students.

MGT 760 Inclusive Convers: DEI (3 credits)
We live and work in an increasingly diverse and complex world. Leaders are challenged to address declining levels of productivity, employee engagement, and psychological safety and the issue is not falling strictly to HR professionals; it is as much the responsibility of individual managers as well as members of any team. This course addresses diversity, equity, and inclusion in today's climate. It will provide participants with a forum to learn about the psychology of unconscious bias and discrimination, and we will utilize tools to facilitate productive conversations and explore our personal, professional and social responsibilities in co creating safe inclusive teams, learning environments, and communities in the workplace. Students will participate in experiential learning sessions, a small group project, as well as real-life case scenario discussions. Online work will complement and enhance the classroom experience This course is of value to managers, leaders, practitioners, and those who have a vested interest in expanding their everyday understanding of diversity and inclusion.
Restrictions: Enrollment is limited to Graduate level students.

MGT 770 Management Study Tour (3 credits)
Topics will vary according to the semester in which the class is offered.
Restrictions: Enrollment is limited to Graduate level students.

MGT 771 Special Topics II (3 credits)
Topics will vary according to the semester in which the class is offered.
Prerequisites: MGT 5015 or MGT 560
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharm. Healthcare Business. Enrollment is limited to Graduate level students.

MGT 775 Strategic HR & Talent Mgt (3 credits)
This course examines the integration of human resource management strategy within the broader context of an organization's business strategy. Students will gain an understanding of major approaches to business strategy, and the corresponding implications for human resource management in varied strategic circumstances. Implications of a firm's strategy for functional areas within human resource management will also be examined. The course will introduce emerging trends in theory, research, and the practice of human resource management.
Prerequisites: MHC 667 or MGT 556
Restrictions: Enrollment is limited to Graduate level students.

MGT 780 Research Design & Evaluation (3 credits)
The course helps students design and evaluate research in their respective organization or field of study. Methods are presented for application to work situations. Topics include: the similarities and differences between theoretical and applied research, use of data-gathering techniques, writing of research reports and evaluation methods for change, learning, and research projects.
Prerequisites: (ODL 650 or MGT 650) and (ODL 700 or MGT 700) and (MHC 561 or MGT 561)
Restrictions: Enrollment is limited to Graduate level students.

MGT 781 Applied ODL Project (Capstone) (3 credits)
As the capstone course in the Master's in Organization Development and Leadership, this course provides an opportunity for students to apply lessons learned in the program to address real-world challenges. Through this full-semester course, students will identify an organizational problem, craft a theory-informed intervention, engage in the intervention, and then capture and share lessons learned through the process. This course should be taken in one of the final two semesters in the MODL program.
Prerequisites: (ODL 650 or MGT 650) and (ODL 700 or MGT 700) and (MHC 561 or MGT 561)
Restrictions: Enrollment limited to students in the MSODLBU program. Enrollment is limited to Graduate level students.

MGT 785 Advanced Seminar (3 credits)
A capstone course and the last course taken in the Organization Development and Leadership Graduate Program. Course provides students the opportunity to complete a professional paper on a topic/issue of their choice utilizing research methods and statistics. Students also complete an independent/group project leading to the design and facilitation of a learning or change project.
Prerequisites: (ODL 780 or MGT 780)
Restrictions: Enrollment is limited to Graduate level students.

MGT 789 Business Strategy & Purpose (3 credits)
This course deals with the strategic management of firms that operate in a global environment with multiple stakeholders who possess competing objectives. It is the capstone class of the professional MBA and allows you to integrate your previous learning across business disciplines, and perhaps to learn about yourself. The course will focus on applying knowledge in a dynamic global setting while considering how to manage a firm from a "triple bottom line" perspective – creating value for people, profit, and the planet. It utilizes a strategy simulation software-based game within which teams create virtual firms and compete in a simulated industry.
Prerequisites: ACC 550 and DSS 610 and FIN 550 and MGT 550 and MKT 550
Restrictions: Enrollment is limited to Graduate level students.

MGT 795 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. Permission of the Program Director.
Prerequisites: ACC 550 and DSS 610 and FIN 550 and MGT 550 and MKT 550
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharm. Healthcare Business. 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: PMK 600
Restrictions: Students cannot enroll who have a major in Executive MBA Program (1-year), Executive MBA Program, Food Marketing or Pharm. Healthcare Business. Enrollment is limited to Graduate level students.

MGT 798 Capstone (3 credits)
This course is the capstone class of the executive MBA program. Through a computer simulation, students will experience the complexities of managing a global firm operating across different countries and the pressures of competition. The simulation involves 8 to 12 rounds of decision-making equivalent to two to three years in compressed time when students experience the managerial challenges of operating internationally.
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.