

MGMT 404

Management Foundations

1 Credit Hour

This course provides a review of the human aspects of management. The focus is on the impact of human behavior in organizations and the implications they have on managerial decisions and actions.

MGMT 500

The Management Experience

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-404

This course examines the effective management of people in organizational settings. The course focuses on managerial and leadership function/skills in organizations and the impact on accomplishing the goals of the organization. Critical issues such as self-awareness, interpersonal perception, communication, employee motivation and engagement, diversity in the workplace, high performance work teams, performance management, ethical decision making and change management are explored.

MGMT 501

Strategic Human Resources Management

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-500

This course helps students manage a workforce using data visualization tools such as Salesforce and Tableau. Students learn that human resources are an asset that much be managed using business intelligence, data warehousing and mining, data reporting and storytelling, overview of analytic models, data visualization, and digital transformation technologies. Students will follow a prescribed learning methodology culminating in a Salesforce Certification Badge in Tableau.

MGMT 502

Training and Workplace Learning

3 Credit Hours

In this course students will learn methodologies for anticipating the future and developing the tools needed to always be ready for changes in the work environment. Students learn adaptive learning methodologies. They also learn how to anticipate the skills a workforce needs in the future. This course offers students certification from Salesforce.

MGMT 505

Employee Benefits

3 Credit Hours

This course considers how organizations plan and design health benefits as well as their fiscal control and administration. Topics include, the purchase of plans, determination of plan quality, legal mandates, employee satisfaction and morale issues.

MGMT 507

Leadership and Managing Change

3 Credit Hours

This course examines the effective management of people in organizational settings. The areas of individual behavior, informal and formal organization structure, and group

dynamics will be related to leadership style and effectiveness in managing change. Students will critically examine and creatively solve problems of managing individuals and teams within organizations.

MGMT 540

The Global Environment of Business

3 Credit Hours

This course takes a management perspective to examine the impact of various external and internal environments (e.g., technological, legal, political, socio-cultural, economic) on national and international business organizations. Case studies, articles in business management journals, and current events will be used to understand and apply international business frameworks. Specific topics covered include globalization, culture, political economy, international business strategy, international human resources management, and international finance.

MGMT 545

Managing High Performance Teams

3 Credit Hours

This course helps students understand team dynamics, to become better team members through experience, to be better able to manage teams, whether local or virtual, and to apply team theory to actual practice in their personal and professional lives. This course accomplishes these goals through a combination of exercises supplemented by lecture, discussion, video cases, and role-play.

MGMT 570

Ethics Governance and Business

3 Credit Hours

This course examines the major social, political and economic forces impacting business organizations. Topics include social accounting, labor relations, technological change, consumerism, pollution, government regulation, ethics and morality and equal opportunity. An emphasis will be placed on management's response to societal issues as the corporation attains its mission and goals. This course is designed to increase the students' awareness of ethical problems and how these problems affect managerial and corporate responsibility to individuals and to society.

MGMT 574

Diversity and Inclusion in Organizations

3 Credit Hours

This course focuses on building a case for diversity as a competitive advantage in today's organizations. Students learn to understand, value, and respect individual differences in the context of workplace diversity. Through readings, cases, and identity group discussion and presentations, the application and implications as well as opportunities and challenges of diversity are explored.

MGMT 585

Health Care System Organization

3 Credit Hours

The primary focus of this course is on the development and organization of the various elements of health care in the United States. The continuing impact of the Accountable Care

Act is studied. The course considers the growth of the third-party payer system, the impact of employer-based health insurance and the role of government programs. Also, the changing world of doctors, other providers, and provider organizations are discussed.

MGMT 587

Health Care Financing and Managed Care

3 Credit Hours

This course looks in detail at the societal and management issues precipitated by the financing of the U.S. health care system. The course considers types of managed care arrangements, the impact of managed care on service provision, risk arrangements, capitation, disease and demand management principles, cost-effectiveness and quality issues and the changing relationships between patients, payers, providers and employers.

MGMT 588

Legal and Regulatory Issues in Health Administration

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-585

This course considers legal obligations and responsibilities of health care providers and organizations in administration. Elements of corporation, agency, administrative and common law are covered. Landmark cases are used to study legal issues faced by providers and health care organizations.

MGMT 590

Strategic Management and Policy

3 Credit Hours

Pre/Corequisite: P (RQ) FINC-521, MKTG-560

Strategic Management and Policy is a capstone course that builds on and integrates key concepts and ideas learned in core courses. Case studies provide the context for applying a strategic management framework to create effective strategic alternatives in a business setting. Emphasis is placed on how these issues affect a manager and an organization.