

MG - MANAGEMENT (MG)

MG 100. Introduction to Business. (3 Credits)

A survey course to acquaint students with the major institutions and practices in the business world, to provide the elementary concepts of business, to act as an orientation course for selecting a major, and to provide information on business career opportunities. Open to all students not yet admitted into the College of Business. (Fall, Spring, Summer)

MG 199. Service Learning. (3 Credits)

This course is designed to introduce students to Service Learning through the integration of academic learning about local, national, and global issues with service work addressing those concerns. Approval of supervising department required. (Offered upon sufficient demand.)

MG 234. Innovation Engineering I: Fundamentals. (3 Credits)

The first course in Innovation Engineering will provide a systematic approach to creativity, the foundation for students to understand how to generate innovative ideas in any field. The course gives students the theories behind and practice using tools to generate meaningfully unique ideas. These tools engage creative stimulus, diversity, and mining for technology and economic, social and cultural trends. The course will examine case histories that demonstrate how social and cultural contexts and human institutions have been influenced by innovative individuals who have realized original ideas in practice. Prerequisite: CIS 125 or CS 135. Permission required. (Fall, Spring).

MG 234H. Honors Innovation Engineering I - Fundamentals. (3 Credits)

This engaging course will provide students with the knowledge and tools needed to take the first steps in an innovation journey and to provide a complete overview of the Innovation Engineering system. In each of our 12 skills, students will learn something new that will build on learning from the previous skills and be able to walk away with the tools and techniques they can use to generate ideas and make them a reality. Whether students are interested in product development, social innovation, or simply making the work they already do more meaningful, this class has been designed to prepare students for success. This may be taken as a stand-alone course or as a gateway to the completion of an Innovation Engineering minor. Open only to students in the Honors Program. (Fall)

MG 274. Innovation Eng II - Create. (3 Credits)

This course in Innovation Engineering will provide a systematic approach to creativity, the foundation for students to understand how to generate innovative ideas in any field. The course gives students the theories behind and practice using tools to generate meaningfully unique ideas. These tools engage creative stimulus, diversity, and mining for technology and economic, social and cultural trends. The course will examine case histories that demonstrate how social and cultural contexts and human institutions have been influenced by innovative individuals who have realized original ideas in practice. Prerequisite: MG 234 or MG 234H. (Spring)

MG 274H. Innovation Eng II - Create. (3 Credits)

This course in Innovation Engineering will provide a systematic approach to creativity, the foundation for students to understand how to generate innovative ideas in any field. The course gives students the theories behind and practice using tools to generate meaningfully unique ideas. These tools engage creative stimulus, diversity, and mining for technology and economic, social and cultural trends. The course will examine case histories that demonstrate how social and cultural contexts and human institutions have been influenced by innovative individuals who have realized original ideas in practice. Prerequisite: MG 234 or MG 234H. Open only to students in the Honors Program. (Spring)

MG 301. Orient to Online BBA Program. (1 Credit)

This course will orient new students in the Online BBA in Management program to the university and will be taken in the student's first semester. The focus will be on success in online coursework, developing academic and personal management skills, career planning, and utilizing university resources. Open only to students in the Online BBA in Management program. For students under the age of 24 and with less than 24 hours transferred in, this course will be a cross-section with FYE 101. (Fall, Spring, Summer)

MG 305. Technology Tools for Business. (3 Credits)

This course will focus on emerging technology trends in industry. Students will learn to use a variety of tools and software in innovative ways to achieve a positive impact in the many business functions. Prerequisite: CIS 125. (Fall, Spring).

MG 310. Personal Wealth Management. (3 Credits)

This course will explain the general business models of how the automotive industry, banking industry, insurance industry, etc., operates and for each industry the course will cover how to purchase/invest in the various items which everyone needs. The course will also teach the students how to design and interpret personal financial budgets using Excel. A real life case study using the progression of a growing family (from single to married to having children to taking care of aging parents) will be the cornerstone of the course. This course is open to all students regardless of their major. Prerequisite: junior standing or permission of the instructor. (Fall, Spring, Summer)..

MG 330. Principles of Management. (3 Credits)

A basic course in general management designed to acquaint the student with the theories and principles of organization as they are developing in modern society. (Fall, Spring, Summer)

MG 331. Leadership and Organizational Behavior. (3 Credits)

An analysis of administrative practices as applied to the business and industrial environment, with emphasis on an integration of behavioral science concepts through the study of individual and group interactions, particularly those dealing with motivation, conflict, and communication in organizations. Prerequisite: MG 330. (Fall, Spring, Summer).

MG 334. Innovation Engineering Communicate: Innovation Engineering II. (3 Credits)

The third course in Innovation Engineering combines elements of several disciplines: The clarity of professional writing, the precision of technical writing, and the expressiveness of creative writing. Attention will be given to the narrative power of visual imagery as well as text. Emphasis will be placed on authentic writing, writing as a method of prototyping, and technology translation. Students learn to communicate the benefit, the uniqueness, and the credibility of a concept. Students work with innovators to explore and translate the benefits of technical and specialized ideas to a target audience. Prerequisite: MG 274 or MG 274H. (Spring)

MG 334H. Honors Innovation Engineering and Communicate : Innovation Engineering II. (3 Credits)

The third course in Innovation Engineering combines elements of several disciplines: The clarity of professional writing, the precision of technical writing, and the expressiveness of creative writing. Attention will be given to the narrative power of visual imagery as well as text. Emphasis will be placed on authentic writing, writing as a method of prototyping, and technology translation. Students learn to communicate the benefit, the uniqueness, and the credibility of a concept. Students work with innovators to explore and translate the benefits of technical and specialized ideas to a target audience. Prerequisite: MG 274 or MG 274H. Open only to students in the Honors Program. (Spring)

MG 336. Applied Leadership. (3 Credits)

Examines the complexity of business leadership through the review and application of several leadership theories and approaches and their managerial applications from both organizational and individual perspectives. Topics include leadership concepts, theories, power, motivation, communication, delegation and ethical issues. Prerequisite: MG 330. (Offered on sufficient demand).

MG 340. Negotiation and Conflict Resolution. (3 Credits)

This course will explore the concept of negotiation in numerous business environments. Attention will be paid to topics such as strategies and tactics, nonverbal communication, and ethical and cultural aspects. Other forms of conflict resolution used in business, such as mediation and arbitration, will also be addressed, and the design of conflict management programs will be examined. Prerequisites: MG 330. (Fall, Spring, Summer).

MG 345. Service Industry Management. (3 Credits)

A survey of the strategic, operational, and management processes central to service and hospitality industry performance. Prerequisite: MG 330. (Fall)

MG 350. Financial Aspects of the Hospitality Industry. (3 Credits)

A study of concepts, terminology, and procedures used to process accounting information leading to the preparation of financial numbers and managerial reports that will help the hospitality facility to be a profitable operation. Prerequisite: MG 345 or CNH 402. (Spring)

MG 355. Introduction to Health Care Management. (3 Credits)

A broad survey designed to increase understanding of basic concepts and contemporary challenges related to health care management. Selected topics will include health care leadership and management, career pathways, management and motivation, health care organization design and behavior, strategy, marketing, quality improvement, information technology and medical records, human resources issues, and fraud and ethics. (Fall, Spring).

MG 359. Special Course. (1-6 Credits)

Course number reserved for special courses offered from time to time in response to special circumstances. The courses are discipline specific with variable credit and when offered, they are identified by department content and credit.

MG 362. Human Resources Management. (3 Credits)

Evaluation of criteria for personnel programs with analysis of acquisition, development, motivation, and compensation of human resources. Prerequisite: MG 330. (Fall, Spring, Summer).

MG 369. Special Course. (1-6 Credits)

Course number reserved for special courses offered from time to time in response to special circumstances. The courses are discipline specific with variable credit and when offered, they are identified by department content and credit.

MG 371. Employment Law. (3 Credits)

An overview of employment law in the context of the employment relationship. Examines the hiring process, managing a diverse workforce, compensation, benefits, and terms and conditions of employment, performance management, and severing the employment relationship. Prerequisite: MG 362. (Fall, Spring, Summer).

MG 382W. Managerial Communications. (3 Credits)

The study of communication theory and its application to business is the main focus of this course. Emphasis is placed on planning and preparing effective written and electronic communication as well as nonverbal and oral presentation skills. Other course components include teamwork, global and ethical communication, and employment document preparation. Prerequisite: EN 112 or EN 122. (Fall, Spring, Summer)

MG 389. On-Campus Internship. (3 Credits)**MG 391. Entrepreneurship. (3 Credits)**

This course focuses on the introductory topics of entrepreneurship and the development of new and emerging ventures. Specific areas covered include: identifying business opportunities, conducting feasibility studies, developing the business plan, evaluating alternative ways to finance new ventures, and identifying the appropriate form of legal organization. This course also includes an examination of the characteristics of successful entrepreneurs and methods for development of entrepreneurial creativity. Prerequisite: MG 330 or MK 360. (Fall, Spring, Summer).

MG 395. Operations Management. (3 Credits)

A survey of production-operations management functions, both manufacturing and service, which focuses on the business processes that organizations utilize to produce and deliver its goods and services. Prerequisites: MG 330; MK 360; QM 292. Prerequisite or corequisite: MG382W. (Fall, Spring, Summer).

MG 399. Departmental Service Learning. (1-6 Credits)

This course is designed to provide students the opportunity to integrate academic learning about vital service issues within a specific discipline with service work addressing those issues. This course may be repeated for a maximum of six credits. Approval of supervising department required. (Offered upon sufficient demand.)

MG 434. Innovation Engineering Commercialize: Innovation Engineering III. (3 Credits)

The fourth course in Innovation Engineering has students working with real product and service ideas and creating working prototypes to find the flaws of a design quickly and inexpensively. Topics include application of the scientific method to the prototyping process, sales forecasting, open-source technology, patent searching, provisional patent writing, and some elements of market research and funding. Prerequisite: MG 334 or MG 334H. (Fall)

MG 440. Applied Managerial Decision Making and Analysis. (3 Credits)

This course will focus on managerial decision making across functional areas of business with an emphasis on the techniques available to interpret and utilize information. Students will develop skills using spreadsheets and other software to examine and report data needed for effective decision making. Corequisite. MG 395. (Fall, Spring, Summer),

MG 462. Performance Appraisals and Compensation. (3 Credits)

Systematic examination of administration of wage and salary as a tool of management; use of job descriptions, job analysis, and job evaluation methods, instruction in techniques of rationalizing wage structures; analyses are made of some outstanding considerations that must be taken into account in installing and administering wage programs. Prerequisite: MG 362. (Fall, Spring)

MG 471. Employment Relations. (3 Credits)

A course designed to analyze, synthesize, and evaluate the major federal and state laws that impinge on the modern work environment. Students will draw upon new insights in the human resource management discipline to abstract, summarize, and evaluate the impact of the ever growing field of legislation and laws regulating the employee/employer relationship. Case work will provide students with a qualitative approach to the topic. Prerequisite: MG 362. (Offered on sufficient demand).

MG 474. Innovation Engineering Experience: Innovation Engineering IV. (3 Credits)

The fifth course in Innovation Engineering includes weekly case studies with students working in rapidly changing peer teams where they will generate ideas, articulate innovations through writing, and research potential technologies and markets in the context of real-world businesses or nonprofit organizations. Through this process, students will learn to identify the best opportunities and to set up systems for generating and implementing new ideas in a wide range of organizations. Prerequisite: MG 434. (Spring)

MG 475. Strategic Human Resources Management. (3 Credits)

This course focuses on the role of human resource planning in the support of the larger corporate strategic framework. This course approaches strategic human resource management from two perspectives: (1) consideration of the systematic and strategic aspects of managing the organization's human assets, and (2) implementation of human resource policies needed to achieve a sustainable competitive advantage. Traditional human resource management topics such as reward systems, performance management, high-performance work systems, training and development, recruitment, and retention are discussed in this course from a strategic perspective. Prerequisite: MG 462 (Offered on sufficient demand).

MG 480. Management Internship. (3 Credits)

A work related experience in a private, public, or governmental organization enhancing the applications of management theories and concepts. Must be a junior or senior. Prerequisite: approval of department chair.(Fall, Spring, Summer)

MG 485. Project Management. (3 Credits)

This course is an in-depth study of the planning, organizing, leading and controlling of projects. Students will learn how to manage both small and large projects using project management techniques. Also included in the course be the use of the student version of Microsoft Project software. Prerequisites: CIS 330 or MG 330 and MG 331. (Fall, Spring).

MG 491. International Business. (3 Credits)

This course is an advanced survey of management practices and styles in developed and developing nations along with a study of the growing opportunities and potential risks in the marketing of goods and services across international boundaries. Prerequisite: MG 330.(Fall, Spring, Summer).

MG 494. Entrepreneurial Business Plan Writing. (3 Credits)

This course is an in-depth study of the steps required to plan, develop, write, defend and execute a comprehensive business plan for an entrepreneurial business venture. This course serves as the capstone course for students majoring in Professional Management with a concentration in Entrepreneurship. Prerequisites: MG 391; MK 395. (Fall, Spring).

MG 496. Honors Symposium in Leadership. (3 Credits)

A seminar and directed experience course for selected business honor students and members of the University Honors Program. Course goals are to communicate the leadership imperative and to cultivate awareness of leadership styles and development behaviors. Course activities include theory survey, applied research, self-discovery, and self-development planning. Class format is once-weekly extended meeting time combining lecture, discussion and film. Enrollment is by invitation only.

MG 498. Strategic Management. (3 Credits)

Capstone course for all business majors; integrates concepts of accounting, economics, finance, human resources, production management, and marketing disciplines. Emphasis on strategic management processes, analytical tools, and decision making practice in a business simulation environment. Prerequisites: FI 393, MG 382W, MG 395. (Fall, Spring, Summer).

MG 499. Independent Study-Practicum. (1-3 Credits)

Open to senior majors on approval of the department chair. Provides for study, research or special field experience on departmental determination, supervision, and evaluation.(Fall, Spring, Summer)