

# MANAGEMENT (MGT)

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## **MGT 228 | BUSINESS, ETHICS, AND SOCIETY | 4 quarter hours (Undergraduate)**

This course will examine the nature and purpose of economic life and contemporary commerce as understood from the perspective of religious and secular communities, as well as the ethical implications that flow from the various worldviews. Sections of the course critically examine the thought of different religious traditions on specific business-related issues, placing a variety of religious discourses into direct conversation with secular voices regarding ethical business conduct. Cross-listed as REL 228.

**WRD 103 or HON 100 or HON 101 is a prerequisite for this class.**

## **MGT 248 | BUSINESS ETHICS | 4 quarter hours (Undergraduate)**

An examination of various ethical and moral issues arising in contemporary business and its activities which affect our society and the world. Cross-listed with PHL 248.

## **MGT 250 | CAREER MANAGEMENT SKILLS | 2 quarter hours (Undergraduate)**

In this course, students develop essential skills for clarifying and pursuing their career goals. Students will gain a greater awareness of their professional goals and career opportunities. They will acquire career-enhancing skills in career research, job searching, resume development, interviewing, and networking. Students will learn through lectures, readings, examples, exercises, assignments, and reflections. This course is designed for students who have declared (or intend to declare) majors in Management, Entrepreneurship, or Business Administration. (2 quarter hours)

## **MGT 270 | INTRODUCTION TO ENTREPRENEURSHIP | 4 quarter hours (Undergraduate)**

This course introduces students to the basics of entrepreneurship. It focuses on developing an entrepreneurial mindset and thinking innovatively and creatively. Topics covered include the process of developing an idea, building a new venture, developing a business plan, understanding a chosen industry and market, developing strategies, creating revenue and business models, and writing and presenting a pitch to potential investors.

## **MGT 300 | PRINCIPLES OF MANAGEMENT | 4 quarter hours (Undergraduate)**

Effective application of managerial techniques and concepts to continually improve an organization's competitive position in the marketplace. Topics include management processes, values and attitudes, ethics and diversity, the global environment of management, strategic planning, organizational structures, motivation, leadership, teams, human resources, organizational control, organizational communications, and career management.

## **MGT 301 | PRINCIPLES OF OPERATIONS MANAGEMENT | 4 quarter hours (Undergraduate)**

Operations management focuses on the effective application of managerial techniques and concepts related to the delivery of services, manufacturing, and supply chain processes. Topics may include operations strategy, forecasting, project management, quality management, supply chain management, facility location and layout, productivity, inventory management, and scheduling.

**(ECO 105 and MAT 137 or equivalent) are prerequisites for this course.**

## **MGT 302 | ORGANIZATIONAL BEHAVIOR | 4 quarter hours (Undergraduate)**

This course focuses on the nature and consequences of human behavior in organizations. The prediction, explanation and management of individual and group behavior in the organization is dependent upon an understanding of the concepts of organizational behavior. Classroom experiences will focus on both understanding and practicing these concepts. Topics cover both the individual level - e.g., perception, attitudes, motivation - and the group level - e.g., leadership, group dynamics, communication, power and politics, and decision making.

**MGT 300 is a prerequisite for this class.**

## **MGT 303 | MANAGING PROJECTS AND TEAMS | 4 quarter hours (Undergraduate)**

This course covers management techniques that are applicable to a wide variety of projects, including business start-ups, change management, construction, facility relocations, marketing campaigns, new product development, research programs, and special events. Topics include project selection, scheduling, budgeting, control, delivery, the impact of organizational structure, qualifications and roles of the project manager, shared project leadership, team building & collaboration, and managing conflict & stress in projects.

**MGT 300 is a prerequisite for this class.**

## **MGT 307 | HUMAN RESOURCES MANAGEMENT | 4 quarter hours (Undergraduate)**

Concepts, theories, principles and techniques of personnel administration. Job analysis, employment law, recruitment, selection, training and development, employee motivation and performance appraisal, compensation, employee benefit programs, grievances, and labor relations.

**Junior standing with at least 88 cumulative units is a prerequisite for this class.**

## **MGT 311 | TRANSPORTATION & LOGISTICS | 4 quarter hours (Undergraduate)**

This course covers the role of transportation in supply chain management and builds on the principles and practices addressing major issues and trade offs in domestic and international transportation. Coverage includes capacity development, multi-modal transport, freight consolidation, network alignment, and synchronization.

## **MGT 314 | BUSINESS ANALYTICS FOR MANAGERS AND ENTREPRENEURS | 4 quarter hours (Undergraduate)**

In this course, students will develop analytical skills to address business opportunities and challenges that are commonly faced by leaders in organizational or entrepreneurial settings. Students will learn and apply the 4-step Business Analytics Process: planning to get data, collecting and preparing data, analyzing data, and communicating results to drive business strategy. Students will use real-world data to support data-driven decision-making for managers and entrepreneurs. Building upon skills developed in BUS 102, students will gain an enhanced knowledge advanced statistical software and techniques.

**MAT 137 and (BUS 102 or MIS 140 or CSC 241) are prerequisites for this class.**

**MGT 320 | TRAINING AND CAREER DEVELOPMENT | 4 quarter hours (Undergraduate)**

A study of the training and management development practices of organizations. Emphasis is placed on the identification of training needs, program design, choice of training methods, and the evaluation of results. The practices and legislation affecting promotion of employees are also discussed.

**MGT 307 or (declared HSP Leadership specialization and HSP 382) is a prerequisite for this class.**

**MGT 323 | SUPPLY CHAIN MANAGEMENT | 4 quarter hours (Undergraduate)**

Analysis of the purchasing function, including sourcing, buying methods, vendor analysis, and contract execution. Organization and management of the supply chain with emphasis on intra- and inter-company relationships, especially with logistics and general management.

**MGT 301 is a prerequisite for this class.**

**MGT 325 | SUSTAINABLE MANAGEMENT | 4 quarter hours (Undergraduate)**

This course discusses and analyzes the concept of sustainability within a business and management setting. It will analyze the complex relationship between business and the environment and it will explore the nature of business in today's global context where addressing environmental and social issues is becoming increasingly important. Furthermore, it aims to discuss how the talents of business might be used to solve the world's environmental and social problems. Rather than focusing on a 'doom and gloom' approach, the course aims to emphasize the solutions towards a sustainable economy.

**MGT 330 | RECRUITMENT AND SELECTION | 4 quarter hours (Undergraduate)**

An examination of the recruiting and selection process used by organizations in the public and private sectors. A select group of tests will be discussed and used by the student for familiarization. EEO, Affirmative Action, and other legislation affecting recruiting and selection of employees will be discussed.

**MGT 307 or (declared HSP Leadership specialization and HSP 382) is a prerequisite for this class.**

**MGT 335 | COMPENSATION & BENEFITS | 4 quarter hours (Undergraduate)**

The course has two major goals. The first is to learn how to design a pay system that is efficient, legally compliant, and fair/ethical. This is done through such topics as pay strategy, job descriptions, job evaluation, pay surveys, pay structures, pay increases, and legal compliance. The second goal is to learn how to design a benefits plan that supports company objectives and values. This is done through such topics as legal compliance, retirement plans, health insurance plans, social security, workers' compensation, and work-life benefits.

**MGT 307 or (declared HSP Leadership specialization and HSP 382) is a prerequisite for this class.**

**MGT 340 | LEADERSHIP IN SPORTS: LESSONS FOR COACHING IN THE WORKPLACE | 4 quarter hours (Undergraduate)**

A framework of leadership and coaching is utilized to critically examine the effectiveness of several sports' coaches and their leadership/coaching styles, as they motivate players to achieve their maximum level of performance. Lessons from leading sports' coaches are then applied to the workplace, where managers motivate employees to perform to their potential. The course also highlights the importance of unique situations in both the sports and workplace arenas. Major topics to be covered include roles of coaches and players, skills of coaching, coaching teams, and "flow" in sports and organizations.

**MGT 345 | SERVICE SECTOR MANAGEMENT | 4 quarter hours (Undergraduate)**

The intangible nature of services creates special challenges for the management of service organizations. These challenges are considered through examples drawn from various service industries - e.g., banking, transportation, hotel/restaurant, and retail - and from internal service functions such as personnel, information processing and production planning. Discussion, exercises, and assignments focus on the nature of service operations, decisions faced in the management of services and tools available to facilitate effective and efficient service delivery. Topics covered include the service economy, service concept, design of service delivery systems, staffing delivery systems, capacity management, quality control, and service strategy.

**MGT 301 is a prerequisite for this class.**

**MGT 347 | HEALTH CARE MANAGEMENT | 4 quarter hours (Undergraduate)**

This course will focus on the complexities of health service delivery to diverse populations using performance improvement, quality management, innovation, and entrepreneurship frameworks. This course presents an overview of the business of health. Students will develop skills in competitive analysis and the ability to apply those skills in the specialized analysis of opportunities in producer (e.g., biopharmaceutical, medical device, health information technology), purchaser (e.g. insurance, government), and provider (e.g. hospitals, nursing homes, physician) organizations. The course is organized around a number of readings, cases, presentations, and a required project.

**MGT 354 | GLOBAL HUMAN RESOURCE MANAGEMENT | 4 quarter hours (Undergraduate)**

Concepts, theories, principles and techniques for effectively managing a workforce globally. The focus is on effective strategies relating to human resource strategy, staffing, development, performance management, remuneration management, legal/regulatory compliance, and employee/labor relations in geographically dispersed and culturally diverse organizations. The purpose of the course is to help students understand the issues related to effectively managing a workforce in a global organization and how human resource strategies and programs can enable the workforce to contribute to organizational success.

**MGT 300 is a prerequisite for this class.**

**MGT 355 | NEGOTIATIONS | 4 quarter hours (Undergraduate)**

This course relies upon experiential learning to enhance students' ability to get what they want through the negotiation process. It is a 'skill building' course designed to help each student become more persuasive --- both personally and professionally. The course makes use of lecture, class discussion, various 'street negotiation' assignments, and a major bargaining exercise. It enables students to compete effectively in future negotiations.

**MGT 300 is a prerequisite for this class.**

**MGT 357 | INTERNATIONAL BUSINESS | 4 quarter hours (Undergraduate)**

This course is designed to develop students' knowledge and the skills needed to face the challenges of globalization. It provides participants with the global perspective required to expand their intercultural communication competencies and conduct business internationally. The subjects scheduled are diverse in nature and scope. They cover many fields of knowledge such as the multi-national company's environment, culture, strategy, and organization, as well as the role of managers in today's global business. The course topics and assignments are intended to enrich participants' professional and personal lives.

**MGT 360 | LEADERSHIP | 4 quarter hours  
(Undergraduate)**

Leadership is a social influence process, the success of which is dependent upon certain skills (e.g. communication, conflict resolution) and situational factors (e.g. task characteristics, organizational structure). This course applies traditional and contemporary leadership theory to the development of individual leadership skills. Classroom experiences focus on understanding and practicing skills associated with effective leadership.

**MGT 300 is a prerequisite for this class.**

**MGT 361 | ORGANIZATIONAL CHANGE AND CONSULTING | 4 quarter hours  
(Undergraduate)**

Students will examine the techniques of organizational design and development with emphasis on the methods of planned change to ensure improved effectiveness of organizations in a changing external environment. This course fosters the development of the skills necessary during all phases of the OD change process - from diagnosis, to interventions, through evaluating change. Current topics covered include models of change, diagnosing the need for change, analyzing data, resistance and readiness for change, and interventions. Values and ethics of organizational development are also emphasized. Course targets all change agents for organizations, including leaders and managers, aspiring leaders and managers, team leaders and project managers, and internal and external consultants. Learning methods include case analyses, experiential exercises, assessments, and teamwork on a change project.

**MGT 300 is a prerequisite for this class.**

**MGT 370 | BUSINESS PLAN DEVELOPMENT | 4 quarter hours  
(Undergraduate)**

A business plan is an important strategic tool required to help establish the direction of an enterprise and attract capital required to run the business. It incorporates and integrates the functional areas of business and puts into practice many of the concepts and theories acquired in other classes. It describes the overall business venture, the product or service, the customers, the competition, the marketing, the legal structure, the operations, the human resources plan, the break-even analysis, the financing and all those things that are required to run a business. It helps to identify many unanticipated factors and reality-tests critical assumptions, thereby creating a roadmap for a successful enterprise. Students are encouraged to identify a business opportunity and develop their own business plan.

**MGT 373 | CREATIVITY & ENTREPRENEURSHIP | 4 quarter hours  
(Undergraduate)**

This course provides an overview of creativity and innovation, and the individual, team, organizational and environmental influences on the creative process. Students are introduced to the design-thinking framework and learn creative problem solving tools for idea generation to discover new opportunities and innovations for businesses. The course is highly practical and includes methods to enhance individual and team creativity, reduce the obstacles to innovation and build the environment to support creativity and innovation in entrepreneurial organizations.

**MGT 374 | ENTREPRENEURSHIP LAW | 4 quarter hours  
(Undergraduate)**

This course is designed to explore legal issues which an entrepreneur will face when starting up his or her business. For example, should a person set up her start-up venture as a sole proprietorship, partnership, corporation, or limited liability company? This course follows the development of a successful start-up all the way to the IPO.

**MGT 375 | ENTREPRENEURSHIP PRACTICUM | 4 quarter hours  
(Undergraduate)**

This practicum is designed for students who desire to launch a business while still in college. In the practicum, students develop an understanding of their target customers and refine their business idea. This includes: vision & validation, customer development, product mockup & prototyping, revenue plans, naming and branding, developing a pitch, legal issues, market launch, digital marketing, common hiring and onboarding issues, challenges to growth, securing capital and funding, and leadership in the start-up environment. The resulting business plan will be reviewed by a seasoned mentor.

**MGT 270 is a prerequisite for this course.**

**MGT 385 | WOMEN IN ENTREPRENEURIAL AND ORGANIZATIONAL LEADERSHIP | 4 quarter hours  
(Undergraduate)**

This course is an introduction to the challenges and opportunities facing women in leadership, in both entrepreneurial and corporate contexts. Students will: think critically about the challenges and opportunities facing women in leadership; articulate the value that women in leadership add to business and society, and develop leadership skills for advancing equity and pursuing leadership roles in entrepreneurial and organizational settings.

**MGT 388 | ENTREPRENEURSHIP STRATEGY | 4 quarter hours  
(Undergraduate)**

This course is an overview of strategic management applied to entrepreneurial enterprises. General business management problems integrating marketing, accounting, finance and management functions are analyzed from the perspective of the CEO or entrepreneur concerned with start-up and planning of a new venture. The case method is used in this course and real "live" cases may be analyzed. The entrepreneurial process is investigated, including entrepreneurial characteristics, trends in the small business sector of the global economy, start-up and growth strategies and nurturing creativity in organizations. Focus is placed on either a consulting project with a small business or community organization, which may require time outside of class for the project, or on case studies.

**(FIN 290 or FIN 300 or FIN 310), MGT 300, and MKT 301 are prerequisites for this class.**

**MGT 389 | MANAGEMENT STRATEGY | 4 quarter hours  
(Undergraduate)**

Management strategy is a course which synthesizes the functional business activities into a general management perspective of the business enterprise. This course presents a conceptual framework for understanding the operation of the firm within the global business environment. Corporate strategy is examined from the perspective of: strategic choice, the link between strategy and organization, and the management of strategic change. Examples will be drawn from service, manufacturing, and not-for-profit organizations. The course emphasizes the use of group decision-making, self-directed work teams, and formal group reports and presentations.

**MGT 300, and MKT 301 and (FIN 290 or FIN 300 or FIN 310) are prerequisites for this class.**

**MGT 390 | INNOVATION & TECHNOLOGY | 4 quarter hours  
(Undergraduate)**

The ability to manage technological innovation has become an increasingly essential requirement. This course explores ways to create environments that are conducive to technological innovation. Throughout the course, students examine practices, models, and approaches that new and established organizations employ to promote innovative practice, technological change, and new technologies.

**MGT 393 | MANAGEMENT INTERNSHIP | 4 quarter hours  
(Undergraduate)**

This class allows students from any major to earn Experiential Learning credit for real world practice in management. Through an internship, students obtain valuable professional experience and enhance their networking skills with business professionals and within organizations. The internship position must focus on one of the many broad areas of management responsibilities including, but not limited to supervision, human resources and operations. Students must have an internship/ job while taking the course and are required to complete at least 10 hours per week/100 hours throughout the term. The course focuses on professional development through analysis of real life work experiences, exploration of industry-specific career knowledge and includes topics such as leadership and networking.

**MGT 395 | SOCIAL AND SUSTAINABLE ENTERPRISE | 4 quarter hours  
(Undergraduate)**

This course focuses on how and why individuals and enterprises can use business practices to pursue socially impactful and environmentally sustainable goals. Students will learn how entrepreneurial ventures go beyond traditional non-profit and for-profit realms to generate different kinds of value with a distinct social enterprise approach that transcends both frontiers. Learning about the ideas, processes, steps, and strategies required for creating new social ventures takes place in an active learning environment, where students apply the concepts they learn to either their own business ideas, or to a consulting project for a mission-driven venture in Chicago. Students will learn about the critical success factors behind sustainable and social enterprises, as well as the mindset that leads social entrepreneurs to action. Social and sustainable entrepreneurship plays a pivotal role in developing present and future leaders who ensure that business innovation is a viable force for systemic change and a long term force for good.

**MGT 398 | SPECIAL TOPICS | 4 quarter hours  
(Undergraduate)**

Content and format of this course are variable. An in-depth study of current issues in management. Subject matter and prerequisites will be indicated in class schedule.

**Junior standing with at least 88 cumulative units is a prerequisite for this class.**

**MGT 399 | INDEPENDENT STUDY | 4 quarter hours  
(Undergraduate)**

Available to students with demonstrated capability for intensive independent work in management. (Variable credit)

**Junior standing with at least 88 cumulative units is a prerequisite for this class.**

**MGT 500 | LEADING EFFECTIVE AND ETHICAL ORGANIZATIONS | 4  
quarter hours  
(Graduate)**

This course examines how leaders engage individuals, teams and organizations in ways that are both ethical and effective. Students utilize feedback from a developmental, behaviorally-based simulation that assess their managerial and interpersonal skills. Individual development plans are created and relevant skills developed throughout the course. Skill development domains include perception, attribution, motivation, learning leadership, communication, team development, organizational culture, decision-making, power and politics all through the lens of business ethics.

**Reserved for Kellstadt students or CDM students in select programs.**

**MGT 501 | STRATEGIC SUPPLY CHAIN MANAGEMENT | 4 quarter hours  
(Graduate)**

This course examines how operations-related strategic decisions can lead to improved market and competitive performance. We view the supply chain (of products or services) from a strategic point of view. The design of an expedient logistics system is critically linked to the key decisions and objectives of a responsive and efficient supply chain (forecasting, aggregate planning, inventory management, matching supply with demand, transportation, location, and information). We cover those topics with cases, spreadsheets and simulations to illustrate and help understand how logistical decisions impact the performance of the firm as well as the entire supply chain.

**MGT 502 | OPERATIONS MANAGEMENT | 4 quarter hours  
(Graduate)**

At its core, business is about providing a superior product or service. This course analyzes the processes used to deliver products in the marketplace. World class firms have demonstrated that effective operations management can be a potent competitive weapon. This course addresses the key operations and logistical issues in service and manufacturing operations, which have strategic as well as tactical implications. Both quantitative and qualitative techniques and principles used by leading organizations are examined.

**(GSB 420 or GSB 519 or equivalent) or MS-Business Information Tech CDM or MS Accounting. Flexible MBA students may not take this course.**

**MGT 504 | FUNDAMENTALS OF OPERATIONS MANAGEMENT | 2 quarter  
hours  
(Graduate)**

Fundamental Operations Management provides an introduction to the basic and pragmatic issues faced by operations managers. Major practices in operations management, such as operations strategy selection, process improvement, inventory management, project management, and quality issues are covered to help students understand the role of operations management in an organization and between organizations (supply chain). More specifically, the course educates students in strategic thinking (operations strategy selection, supply chain management), doing (inventory management, project management, quality management), and feeling (ethical issues in cross-border supply chains, lean production, continuous improvement). (2 quarter hours)

**MGT 506 | DECISION MAKING FOR MANAGERS | 4 quarter hours  
(Graduate)**

In this course students will learn to use advanced analytic techniques to support better decision-making. Students will develop a valuable combination of mathematical modelling, spreadsheet and communication skills. Students will learn the skills needed to build their own spreadsheet models, critically evaluate the impact of model assumptions and choose appropriate techniques.

**MGT 507 | GLOBAL SOURCING AND PROCUREMENT | 4 quarter hours  
(Graduate)**

This course introduces the issues and processes in sourcing raw materials and parts, such as supplier selection, supplier management, and other strategic issues. It explores the central concepts of organizational procurement, global sourcing, and interfaces of these to the other areas of an organization. The course takes a strategic approach to explaining sourcing and procurement for sustainable long term success of the organization.

**MGT 501 is a prerequisite for this class.**

**MGT 508 | LEAN & SIX SIGMA | 4 quarter hours  
(Graduate)**

This course provides fundamentals of six sigma, lean manufacturing, methodology and tools along with change management and other important strategies to improve the performance of business processes. Topics covered will include: six sigma improvement methodology and tools, lean thinking tools and cultural approach, dashboards, process mapping, applied statistics and other business improvement techniques.

**MGT 509 | PRODUCTION AND INVENTORY MANAGEMENT | 4 quarter hours  
(Graduate)**

This course aims to develop a better understanding of production, operations, inventory, and supply-chain management problems, and provide foundations for deterministic and stochastic models/methods needed to solve these problems. Students in this course will learn production and inventory control models such as lot-sizing, dispatching, scheduling, releasing, and material requirements planning.

**MGT 511 | TRANSPORTATION AND LOGISTICS | 4 quarter hours  
(Graduate)**

This course is focused on understanding capacity development, multi-modal transport, freight consolidation, network alignment, and synchronization. It develops the principles, practices, and tools required to address major issues and tradeoffs in domestic and international transportation including key financial and performance indicators for transportation and design of supply chains to minimize transportation and distribution costs.

**MGT 501 is a prerequisite for this class.**

**MGT 512 | DEVELOPING SUSTAINABLE STRATEGIES (FORMERLY GSB 595) | 4 quarter hours  
(Graduate)**

This course is designed to integrate the concept of strategy development into the larger ecological economic context of serving market/society needs in a finite world. The goal of strategy in organizations has traditionally been defined as one of value maximization, from the shareholder perspective exclusively. But the role of strategy is to guide organizations in competitively defining and meeting market/society's needs. Sustainable strategies take into account multiple perspectives by engaging in practices - principally systems thinking - to pursue opportunities in meeting market/society's needs that are economically viable, socially just, and operate responsibly within the constraints of a finite ecology. Students will demonstrate the literacies required to develop sustainable strategies that take into account all facets of the business venture (marketing, finance, management, design, production and distribution/life cycle analysis.) One key question will shape the trajectory of the course: 'How does one develop a competitive sustainable strategy to serve some market/society need?' Therefore, the focus of this course is for the student to select a need, determine the sustainable economic system to develop and deliver the product/service, and write and present the 'business case.' The student will also articulate the values and vision - personally and organizationally - driving the strategy.

**MGT 515 | SUSTAINABILITY MANAGEMENT | 4 quarter hours  
(Graduate)**

Starting with a current analysis of the environment, sustainability strategies are presented to prepare corporations to gain, maintain, and extend a competitive advantage while enhancing the environment and society to achieve a positive triple bottom line. A review of global sustainability goals and objectives along with reporting mechanisms allow organizations to communicate their success effectively allowing for better marketing, brand management and risk reduction. Voluntary standards adopted by companies, the role of certifications, plus supply chain management are also covered.

**MGT 518 | SUSTAINABLE SUPPLY CHAINS | 4 quarter hours  
(Graduate)**

This course introduces students to closed loop supply chains, sustainable production and transportation practices such as decarbonization, fleet electrification, recycling, remanufacturing etc. as well as ESG (environmental, societal, and governance) risk management within global supply chains.

**MGT 501 is a prerequisite for this class.**

**MGT 520 | HUMANITARIAN SUPPLY CHAIN | 4 quarter hours  
(Graduate)**

Natural disasters, disease outbreaks, and other humanitarian crises are inherently unpredictable and often occur far removed from the roads, ports, and infrastructure needed to mount an effective response. This course explores the difference between commercial and humanitarian supply chains, the design characteristics required to support a rapid response, and the other challenges of effectively delivering humanitarian relief.

**MGT 523 | TALENT ACQUISITION | 4 quarter hours  
(Graduate)**

This course discusses organizational talent acquisition practices consisting of recruiting and staffing activities. The course covers topics such as developing evidence-based recruitment and staffing strategies, workforce forecasting and planning, employment law, internal and external recruiting, staffing measurements and methods, and retention management. By the end of the course, students will know how to implement effective talent acquisition practices.

**MGT 554 or MGT 555 is a prerequisite for this class.**

**MGT 524 | LEADERSHIP COACHING IN SPORTS AND ORGANIZATIONS | 4 quarter hours  
(Graduate)**

The effectiveness of several sports coaches and their leadership styles are examined as they work with players to raise the performance of their teams. Lessons from prominent sports coaches are translated to the traditional workplace arena, where managers coach employees to perform to their full potential and coordinate with their coworkers. Major topics covered include the roles of coaches and players, the skills and development of coaching, coaching teams, coaching styles, coaching conversations, and flow in sports and organizations. Learning methods include case analyses, experiential exercises, teamwork, and field trips. MGT 524 and HSB 524 are cross-listed. A student can only take one of MGT 524 or HSB 524 for credit towards their degree.

**MGT 525 | TALENT DEVELOPMENT | 4 quarter hours  
(Graduate)**

This course discusses organizational talent development practices consisting of employee training and development activities. The course covers topics such as training needs assessment, transfer of training, designing and evaluating training programs, training methods, and employee development and career management. By the end of this course, students will know how to implement effective talent development practices.

**MGT 554 or MGT 555 is a prerequisite for this class.**

**MGT 526 | TOTAL REWARDS | 4 quarter hours  
(Graduate)**

This course discusses organizational total rewards practices consisting of employee compensation and benefits systems. The course covers topics such as pay strategy, internal pay alignment, external competitiveness, pay for performance, legal compliance, retirement plans, health insurance plans, and legally required benefits. By the end of this course, students will know how to implement effective total rewards practices.

**MGT 554 or MGT 555 is a prerequisite for this class.**

**MGT 529 | LIFE AND CAREER COACHING | 4 quarter hours  
(Graduate)**

This course is designed to develop your life and career skills to meet the challenges associated with changing careers and changing jobs. Topics include: enhancing your self-esteem, balancing life and career, tapping interests, aptitudes and values, self-marketing, resumes and interviews, and strategic career planning to achieve life and career goals.

**MGT 530 | LEADERSHIP IN ORGANIZATIONS | 4 quarter hours  
(Graduate)**

Theoretical frameworks, and models of leadership, provide a foundation for the understanding of effective leadership at all levels in organizations. A major focus of the course is the development of each participant's leadership capabilities. Examples of organizational leaders are critically examined and depicted as powerful role models. Current leadership topics covered include values and ethics, power and empowerment, management style, shared team leadership, organizational culture, and communication for change, thus providing analysis on individual, group, and organizational levels. Learning methods include case analyses, assessment and reflection opportunities, experiential exercises, coaching, and teamwork to further the development of effective leadership.

**MGT 535 | CHANGE MANAGEMENT AND CONSULTING | 4 quarter hours  
(Graduate)**

This course covers techniques of change management and consulting with emphasis on the methods of planned change to ensure improved effectiveness of organizations in a changing external environment. This course targets all change agents for organizations, including leaders, managers, team leaders, and internal and external consultants. It also fosters the development of competencies necessary during all phases of the change process - from diagnosis, to interventions, through evaluation of change. Various learning methods are employed, include case studies, experiential exercises, and assessments in order to develop an understanding of interactive change processes on organizational, group, and individual levels. Major topics covered include types and models of change, diagnosing the need for change, analyzing data, resistance and readiness for change, and other activities necessary to lead and manage effective change efforts.

**MGT 536 | CHICAGO LOGISTICS ECOSYSTEM | 4 quarter hours  
(Graduate)**

This is a one-of-a-kind experiential learning course exposing students to rail, road, maritime, and air cargo logistics by taking them to companies and logistics hubs around Chicago. A type of "streets of Chicago" experience, this course will introduce students to the heart of America's freight hub. They will have the opportunity to see and understand the peculiarities of logistics functions and activities such as multi-modal transportation, fulfillment and other value adding warehousing activities, port operations, containerization, 3PL operations, air cargo operations, and impact of city planning on global logistics. Potential sites to visit include but are not limited to: Joliet logistics hub, O'Hare airport cargo terminal, Rockford airport cargo terminal, CSX Intermodal 59th st. yard, Norfolk Southern Railroad Yard, Corwith Intermodal Facility, BNSF Logistics Park, Illinois International Port, Amazon Fulfillment Centers, Chicago Chamber of Commerce, World Business Chicago, MxD, Illinois Manufacturing Excellence Center, Professional Networking Organizations (ASCM, CSCMP, TTC)

**MGT 537 | SUPPLY CHAIN ANALYTICS | 4 quarter hours  
(Graduate)**

This course teaches students how to use descriptive (visualization), predictive (regression and time-series forecasting), and prescriptive (optimization and simulation) analytics to frame ill-defined or unstructured problems, develop decision models, and analyze alternative solutions to improve supply chain flows. It will provide students with in-depth insight into data-driven decision making, real-world problem solving, technology utilization, and industry best practices.

**MGT 538 | SUPPLY CHAIN MANAGEMENT CAPSTONE | 4 quarter hours  
(Graduate)**

This course enables students to integrate what they learned throughout the supply chain program to analyze and assess a real-world issue in a final project. The course content emphasizes identifying strategic alternatives, developing supply chain strategies and preparing a consulting report. Over 10 weeks, students will work on a real problem provided by a company and deliver their recommendations. Students will work on projects that covers the end-to-end supply chain. Topics included but are not limited to: Strategy development, Network design and optimization, Supplier risk assessment, Supply chain resilience and risk mitigation, Logistics process improvement, Distribution and transportation analysis, Procurement RFQ design and contract analysis, Inventory planning and optimization, Demand planning, Industry benchmarking and analysis, KPI identification and dashboard design, Closed-loop supply chain design.

**MGT 501, MGT 507, MGT 509, and MGT 511 are prerequisites for this course.**

**MGT 545 | MANAGING SERVICE OPERATIONS | 4 quarter hours  
(Graduate)**

This course provides an examination of operating activities in service industries. Emphasis is on the principles of design, operation, and control of service delivery systems. Lectures, cases, and assignments focus on such topics as delivery system design, client interfaces, operations control, capacity management, and quality control.

**MGT 550 | CRITICAL THINKING AND APPLIED ANALYTICS | 4 quarter hours (Graduate)**

The primary goal of the course is to develop knowledge and skills for understanding and critiquing evidence-based claims derived from research analytics. That is, how to think critically about the data and models that constitute what we call "evidence" in business-related research and science. Central to this aim is a focus on identifying fact from fiction: debunking statistical results, graphics, and other forms of presentation intended to persuade by impressing or overwhelming you, with a blatant disregard for truth and logical coherence. Learning objectives include: Describe foundational concepts that characterize empirical data, including reliability, validity, generalizability, and utility; differentiate the variety of data and designs commonly employed in research; identify the strengths and weaknesses of different research methods; critique the efficacy of a particular research design; identify the limits of the conclusions drawn from research; provide a technical explanation for the legitimacy of particular evidence-based claims; and communicate a persuasive and accessible explanation of research to practitioner audiences.

**MGT 551 | GLOBAL WORKFORCE MANAGEMENT | 4 quarter hours (Graduate)**

Concepts, theories, principles, and techniques for effectively managing a workforce in a global organization. Focus on HR strategy, staffing, development, performance management, remuneration management, legal/regulatory compliance, and employee labor relations.

**MGT 554 or MGT 555 is a prerequisite for this class.**

**MGT 552 | MANAGING DIVERSITY AND INCLUSION | 4 quarter hours (Graduate)**

This course discusses practices around managing diversity and inclusion in organizational settings. The course covers topics such as developing self-awareness around bias, laws around discrimination in the workplace, demographic diversity and intersectionality in the workplace, policies and practices of diversity and inclusion, and the role of organizational social processes (e.g., leadership) in the management of diversity and inclusion. By the end of the course, students will be able to implement effective practices around managing diversity and inclusion.

**MGT 554 | MANAGING HUMAN CAPITAL | 2 quarter hours (Graduate)**

Managing Human Capital addresses the role of human capital in business strategy and competitive advantage, high performance work practices, and metrics of HR effectiveness. Topics covered include: Legal Context of Human Capital Management; Recruitment and Selection (- recruitment sources and tactics); Employee Development and Performance Management; Total Rewards (pay and benefit systems); and Employee Relations. Issues of ethics and employee rights are integrated across the above six topics. (2 quarter hours)

**MGT 500 is a prerequisite for this class.**

**MGT 555 | HUMAN CAPITAL STRATEGY AND SCIENCE | 4 quarter hours (Graduate)**

This course discusses how strategic human resources management via high performance work practices offers competitive advantages to organizations. The course discusses an evidence-based approach to talent acquisition, talent management, talent development, and total rewards, among other aspects of human resources management. By the end of the course, students will know how to implement effective strategic human resources management practices.

**MGT 556 | ETHICS AND LEADERSHIP | 4 quarter hours (Graduate)**

This course encompasses meetings with executives and senior leaders in the Chicago community. These meetings allow students the exciting and rare opportunity to engage in personalized, in-depth conversations with leaders in government, CEOs and senior executives from for-profit corporations, and directors of nonprofit organizations. Students learn first-hand from the experiences of these extraordinary success stories so that they can glean the critical elements necessary for successful and ethical leadership. Sessions will involve briefings on key issues facing the leaders, analysis of risk assessment and management, and critical review of leadership decision-making. The course is designed to serve both those students who are interested in leading their own entrepreneurial ventures, as well as those who seek leadership roles in larger corporations or other organizations.

**MGT 557 | INTERNATIONAL MANAGEMENT | 4 quarter hours (Graduate)**

The object of this course is to develop clear awareness of the international business operations, practices and environment. It provides the concepts, methods, and tools necessary to face the global challenges in international management. The objective is met through lectures, classroom discussions, library assignments, and research work. Students will learn the effective use of the international business references. By the end of the course, they are expected to have developed a high level of competency in acquiring, understanding, analyzing, and synthesizing international management information from international business directories, databases, and other sources.

**MGT 559 | HEALTH SECTOR MANAGEMENT | 4 quarter hours (Graduate)**

This graduate level, hands-on course will discuss the evolution and current trends in the delivery and financing of health goods and services in the biotechnology, pharmaceutical, medical device, and health services delivery industries within the health sector. This course will equip students with the ability to use managerial epidemiology as a decision-making tool in marketing and operations in the health sector. Ultimately, this course will enable students to apply Michael Porter's Five Forces Model to analyze and manage the various industries within the health sector. This course will use lectures, role plays, simulations, and the case method.

**MGT 562 | RESOLVING CONFLICT IN ORGANIZATIONS | 4 quarter hours (Graduate)**

Comprehensive study and skill building exercises devoted to the development of skills necessary for managers to resolve and manage conflict within their organizations. For illustrative purposes, discussions and exercises will be in the context of employment disputes, discrimination disputes, and/or labor-management disputes. However, the skills attained in the course may be successfully used to resolve any type of conflict. Included will be a discussion of various dispute resolution methodologies including the mediation, arbitration, and investigation of asserted conflicts, real or perceived, as well as the design of dispute resolution processes and related issues of organizational fairness, justice, and ethics.

**MGT 563 | NEGOTIATION SKILLS | 4 quarter hours  
(Graduate)**

This nontraditional course relies predominantly upon experiential learning to enhance students' ability to get what they want through negotiation. It is a skill-building course designed to help each individual student become persuasive, both personally and professionally. The course makes use of lecture, class discussion, various stress negotiation assignments, and a major bargaining exercise. It builds upon failures as well as successes, enabling students to identify their own individual negotiations style. Students completing the course will have developed the ability to compete successfully in future negotiation situations at all levels and to refine the tools and techniques they learned during the quarter.

**MGT 565 | EMPLOYMENT LAW | 4 quarter hours  
(Graduate)**

The purpose of the course is to identify how a supervisor or firm owner is legally regulated in connection with the management of her or his workforce, as well as the management implications of the regulation. In this way, the student will learn of the legal ramifications of human resource management decisions. Topics which will be addressed include discrimination on the basis of age, gender, race, religion, disability and national origin, sexual harassment, drug and other forms of testing, regulation of hiring and firing decisions, privacy rights and regulation of off-work conduct. Class activities may also focus on understanding bias and prejudice in managerial decision-making.

**MGT 554 or MGT 555 is a prerequisite for this class.**

**MGT 566 | HEALTH INSURANCE & BENEFITS | 4 quarter hours  
(Graduate)**

This course is a primer on healthcare insurance and benefits programs in the United States. Emphasis will be placed on employer group plans through which most American gain access to the healthcare delivery system and receive assistance with the cost of their medical expenses. We will survey the demand for healthcare, the regulatory environment, and the predominant public and private sector health insurance programs. The challenges and perspectives of providers, insurers, and employers will be discussed, as will important ethical considerations. The course will also review benefit programs typically provided through employers with an emphasis on group medical plans, including plan types, design, effectiveness, and the development of premium rates. It will conclude with discussions of the latest healthcare reform developments and trends defining the future of the healthcare system.

**MGT 567 | STATISTICAL TOOLS FOR BUSINESS ANALYTICS | 4 quarter hours  
(Graduate)**

This course provides foundational statistical knowledge and skills for understanding, describing, exploring, and evaluating data pertaining to management and entrepreneurship. Specifically, this course provides information and introductory skills related to creating analytical projects, wrangling data, describing data, visualizing data, probabilities and distributions, bivariate relations, ordinary least-squares regression modeling, logistic regression, and analytics communication. As students complete the course, they complete assignments related to each course topic to deepen their understanding of statistical analysis, develop skills with open-source analytical software (e.g., R, Python), and learn how to make evidence-based recommendations.

**MGT 569 | LEGAL ASPECTS OF ENTREPRENEURSHIP | 4 quarter hours  
(Graduate)**

This course explores the basic legal issues an entrepreneur encounters when starting a business. Typical topics include the legal ramifications of decisions related to incorporation, capital financing, human resource management (e.g., recruitment, compensation, and termination), contracts, and product defects. The primary objective of the course is to raise awareness of potential legal pitfalls and prepare new entrepreneurs to better manage their exposure to risk through insurance, carefully-worded contracts, and a better understanding of when to seek professional legal advice.

**MGT 570 | ENTREPRENEURSHIP AND NEW VENTURE MANAGEMENT | 4 quarter hours  
(Graduate)**

The focus of the course is on new venture initiation and developing the entrepreneurial mindset. It examines the critical factors involved in the conception, initiation, and development of new business ventures. Topics covered include the identification of characteristics of prospective entrepreneurs, identifying new business ideas, market potential analysis for new products or services, acquiring capital for new ventures, and organization and operation of the new business. Each student is required to apply the entrepreneurial methods introduced in this class to a business idea of their choosing, and prepare a related written analysis and a pitch deck, which will be presented to the class. Students wishing to start or grow their own businesses are encouraged to do so.

**MGT 571 | FINANCING NEW VENTURES | 4 quarter hours  
(Graduate)**

This course will focus on identifying, examining and evaluating various sources of original and growth capital. Emphasis will be on legal, financial and tax issues related to capital formation as well as specific problems experienced by the small-to-medium-sized firms undergoing rapid growth. Topics discussed will include financing startups, financial planning and strategy, going public, selling out and bankruptcy. A formal proposal for capital acquisition developed through field research will be required of each student. Cross-listed with FIN 571.

**MGT 575 | WOMEN IN ENTREPRENEURIAL AND ORGANIZATIONAL LEADERSHIP | 4 quarter hours  
(Graduate)**

This course is an introduction to the challenges and opportunities facing women in leadership, in both entrepreneurial and corporate contexts. Students will: think critically about the challenges and opportunities facing women in leadership; articulate the value that women in leadership add to business and society, and develop leadership skills for advancing equity and pursuing leadership roles in entrepreneurial and organizational settings.



**MGT 584 | CONSULTING SKILLS | 4 quarter hours  
(Graduate)**

This course focuses on developing knowledge and skills required to effectively engage in human capital consultation. Students will be introduced to the full range of consultation activities including, but not limited to: client contracting and proposal writing, problem diagnosis, data collection and analysis, client feedback, intervention design, and evaluation. Further attention is given to issues related to consultation models, client readiness, boundaries of expertise and ethics. The course places a strong emphasis on practice and will require student teams to engage in consultation to a non-profit organization during the quarter. This course is relevant to those who are interested in external management consulting careers or whose future job interest includes internal consulting to staff or management such as human resources or organization development professionals. Students are advised to complete at least 16 -hours of Kellstadt coursework before registering for this course.

**MGT 585 | FUNDAMENTALS OF BUSINESS ANALYTICS | 4 quarter hours  
(Graduate)**

This course explores how business analytics combines business domain knowledge, statistics, and technology to make data-driven business decisions for solving problems. Students are introduced to a 4-step Business Analytic Process involving: getting data, preparing data, analyzing data and communicating results to drive business strategy and ethical practices. Real business problems are used to introduce various technologies and tools used throughout the program while exploring the various elective focus paths.

**MGT 586 | DATA VISUALIZATION | 4 quarter hours  
(Graduate)**

This course familiarizes students with data visualization. In particular, the course introduces students to design principles for creating insightful displays of data to facilitate managerial decision-making, creating data visualizations, and preparing data for data visualizations. Specific topics include working with different types of data and variables, cleaning, aggregating, and joining data, creating different types of static and dynamic visualizations, working with maps, and putting together dashboards and storyboards. Throughout the course, students engage in active learning by completing assignments associated with lectures to develop their data visualization knowledge and skills.

**MGT 587 | BUSINESS PERFORMANCE ANALYSIS | 4 quarter hours  
(Graduate)**

The purpose of the course is to enable students to use financial statements and analysis of financial statements to develop a clear picture of a business' performance. The goal is for students to be able to acquire the tools to put together good business performance dashboards and scoreboards of a business which include financial as well as non-financial performance metrics. Financial statement analysis aligned with and valuation frameworks that integrates strategy, strategy execution, financial analysis and valuation. Assessing a firm's value-creating proposition and identifying key value drivers and risks of a business.

**MGT 588 | DATABASE MANAGEMENT SYSTEMS | 4 quarter hours  
(Graduate)**

MGT 588 covers the fundamental principles of database management systems (DBMS) with a focus on extracting, transforming, and loading (ETL) data into the desired format for data modeling. Students will learn how to create, read, and transform data from databases. In addition, a large component of the course will focus on SQL for applying ETL on real databases. The course focuses on the relational systems necessary to conduct database creation and implementation. Throughout the course, we will adopt a problem-based learning approach to see how different types of database manipulations can be made.

**MGT 589 | EXECUTIVE COACHING: LEADERSHIP IN A VOLATILE, UNCERTAIN, CHAOTIC AND AMBIGUOUS BUSINESS ENVIRONMENT | 4 quarter hours  
(Graduate)**

Developing executive coaching competencies for "managers as coach" is the keynote of this course. Grounded in positive psychology and the science of human flourishing, participants will identify and apply strengths-based interventions to promote organizational effectiveness, career success, and life fulfillment. Students will learn and deploy the GROW model of coaching, motivational interviewing, solution-focused coaching, mindfulness, and goal-focused approaches to help people achieve change. Participants will also enhance their own ability to create presence, build trust, manage self-awareness, listen, ask powerful questions, design actions, and manage accountability. Working from a place of purpose and intention, course participants will harness competitive advantage, explore finding flow, managing stress, maintaining optimism, and creating balance in work, health, and family.

**MGT 590 | MANAGEMENT OF INNOVATION AND TECHNOLOGICAL CHANGE | 4 quarter hours  
(Graduate)**

The ability to manage technological innovation has become an increasingly essential requirement for business people regardless of functional specialty. The objective of this course is to explore ways to create environments that are conducive to technological innovation. Throughout the course students examine practices, models, and approaches that established, as well as new, organizations employ to promote innovative practice, technological change, and new technologies. The following topics will be covered: the innovation process, managing technical people, the impact of organizational design on innovation, knowledge management, cross-functional teams, and exploiting new technologies. Students will research new technologies and discuss potential business applications and issues associated with those technologies.

**MGT 591 | FUNDAMENTALS OF PEOPLE ANALYTICS | 4 quarter hours  
(Graduate)**

This course introduces students to fundamental knowledge and skills required for people analytics data projects in organizational settings. The course provides information and introductory skills related to data project management, data wrangling, data visualization, exploratory data analysis, regression modeling, predictive modeling, clustering units of observation, and creating dashboards. While learning about analytical topics, students simultaneously learn how to develop evidence-based recommendations in various areas of human resources management (e.g., talent acquisition, development, management, and retention). By the end of the course, students can apply what they learned to their own people analytics data projects.

**MGT 554 or MGT 555 is a prerequisite for this class.**

**MGT 592 | ADVANCED PEOPLE ANALYTICS | 4 quarter hours (Graduate)**

This course covers advanced topics on people analytics data projects in organizational settings. Specifically, this course covers analytical topics such as Bayesian regression analysis, time series analysis, network analysis, supervised learning, text analytics, large language models, process analytics, web scraping, and dynamic dashboards. While learning about analytical topics, students simultaneously learn how to develop evidence-based recommendations in various areas of human resources management (e.g., talent acquisition, development, management, and retention). By the end of the course, students can apply what they learned to their own people analytics data projects.

**GSB 519 or MGT 585 or MGT 591 or PSY 411 is a prerequisite for this class.**

**MGT 594 | MACHINE LEARNING FOR MANAGERS | 4 quarter hours (Graduate)**

This course emphasizes learning advanced data analytical skills and machine learning techniques. Students will delve into identifying significant patterns within extensive datasets and translating these insights into actionable predictive models. The curriculum encompasses a variety of machine learning methods, including advanced clustering analysis, classification and regression models, and neural network analysis. Through hands-on exercises and real-world applications, students will gain proficiency in utilizing Python or similar advanced software tools for data analysis and implementing machine learning algorithms to drive informed business decisions.

**MGT 585 AND (GSB 519 or MGT 567) are prerequisites for this class.**

**MGT 595 | SOCIAL AND SUSTAINABLE ENTERPRISE | 4 quarter hours (Graduate)**

This course focuses on how and why individuals and enterprises can use business practices to pursue socially impactful and environmentally sustainable goals. Students will learn how entrepreneurial ventures go beyond traditional non-profit and for-profit realms to generate different kinds of value with a distinct social enterprise approach that transcends both frontiers. Learning about the ideas, processes, steps, and strategies required for creating new social ventures takes place in an active learning environment, where students apply the concepts they learn to either their own business ideas, or to a consulting project for a mission-driven venture in Chicago. Students will learn about the critical success factors behind sustainable and social enterprises, as well as the mindset that leads social entrepreneurs to action. Social and sustainable entrepreneurship plays a pivotal role in developing present and future leaders who ensure that business innovation is a viable force for systemic change and a long term force for good.

**MGT 598 | PROJECT MANAGEMENT | 4 quarter hours (Graduate)**

This course covers management techniques that are applicable to a wide variety of project types including new product development, business start-ups, marketing campaigns, facility relocations, construction, research programs, and special events. Emphasis is on scheduling, budgeting, and control including the selection and application of project management software. Other topics include project organization, qualifications and roles of the project manager, project leadership, team building, and the management of conflict and stress in projects.

**MGT 599 | ANALYSIS OF BUSINESS STRATEGY & CAPSTONE | 4 quarter hours (Graduate)**

This course enables students to integrate all of the curriculum coursework to analyze and assess a real-world issue in a final project. The course content emphasizes identifying strategic alternatives, developing corporate and business strategies using business analytics techniques, and understanding the role of functional activities and organizational processes from a strategic viewpoint. Throughout the course, students will undergo a step-by-step guided process of applying knowledge gained in the program to make data-driven decisions. The course will end in a final capstone presentation, where students will showcase their strategy-formulation, storytelling and analytical skills. **MGT 506 and (GSB 519 or MGT 567) and MGT 585 and MGT 586 and MGT 587 and MGT 588 and (ECO 520 or MGT 594) and MGT 598 are prerequisites for this class.**

**MGT 605 | ENTREPRENEURSHIP EXPERIENCE RESIDENCY 1 | 2 quarter hours (Graduate)**

This residency welcomes and orients students to the program. Students will be introduced to the topic of entrepreneurship and participate in an assessment related to their leadership capabilities and entrepreneurial goals. Learning outcomes are understanding the nature and role of entrepreneurship in society, including different types of entrepreneurs, assessing one's own entrepreneurial skills, interests, and capabilities, describing the concept of the entrepreneurial mindset, understanding the process of entrepreneurship with particular attention to the pre-startup and early stages of business creation, and developing business ideas into business models that create value.

**MGT 793 | MANAGEMENT INTERNSHIP | 4.00 quarter hours (Graduate)**

This is a unique opportunity in which interns gain and develop managerial skills, providing a link to mastering the dynamics of running a business. This hands-on experience allows the intern to apply his or her skill/wisdom to the work place and provides invaluable knowledge that is crucial for future advancement. While building an impressive resume for further job opportunities, the intern will be immersed in a stimulating environment with a pool of established resources. In addition, networking opportunities avail themselves to build future relationships. (Variable credit)

**MGT 794 | CHICAGO PROJECT CAPSTONE | 4 quarter hours (Graduate)**

This new practicum course would require MSHR students to complete an applied project as part of their degree in connection with a Chicago-based firm. The practicum would consist of a quarter-long HR-based project. Course Description This course provides an applied project experience for students to apply what they learned in their previous coursework. Students will engage in a human resources project connected to a Chicago firm. Projects may involve work on topics such as talent acquisition, total rewards, talent development, managing diversity, equity, and inclusion, change management, strategic human resources, and people analytics. Certain projects may involve working in teams. As a product of the project, students will write a report and/or present their work to relevant stakeholders. Course Learning Objectives 1.

**MGT 523 and MGT 525 and MGT 555 and MGT 591 are prerequisites for this class.**

**MGT 798 | SPECIAL TOPICS | 4 quarter hours (Graduate)**

Content and format of this course are variable. An in-depth study of current issues in management.

**MGT 799 | INDEPENDENT STUDY | 4 quarter hours**

**(Graduate)**

Available to graduate students with demonstrated capability for intensive independent work in management. Requires Chair's permission.