

MANAGEMENT (MGT)

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)

This course helps students develop their careers. Students review their skills and interests as they relate to relevant occupations. They acquire career-enhancing skills in job search, career research, goal setting, and action planning. Students create resumes and cover letters, and they enhance their interviewing and networking skills. Through guided exercises and activities, students assess their current career activities and explore appropriate adjustments. This course is designed for students who have declared (or intend to declare) majors in Management 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 FOUNDATION TOOLS | 4 quarter hours (Undergraduate)

This course develops the ability to analyze data using various analytical techniques and seek solutions to business problems. The course revolves around students experiencing all aspects of 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 and address relevant business problems to support data-driven decision-making. Students will regularly use and gain an enhanced knowledge of Excel and statistical software tools beyond Excel.

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 341 | BEHIND THE SCENES WITH CHICAGO SPORTS ORGANIZATIONS | 4 quarter hours
(Undergraduate)**

This unique course gives students an insider's perspective on the business side of Chicago's professional sports teams, college athletic programs, sports agencies and companies. Students will participate in "behind the scenes" tours of sports organizations and venues to gain first hand insights into the sports business landscape of Chicago. A wide range of sports management disciplines will be explored including sales, marketing, sponsorship, event management, hospitality, philanthropy, and business operations.

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

**MGT 344 | THE BUSINESS OF ESPORTS | 4 quarter hours
(Undergraduate)**

As Esports expands as a sports and entertainment entity, it is equally growing as a business enterprise. Students in this course will learn how their transferable business skills can relate to the business of Esports. Students will become educated on the numerous aspects of the Esports Ecosystem including revenue streams, role of publishers and game developers, key stakeholders game genres, tournaments and events, media, marketing and sponsorship, and inclusion and diversity. Further, this class will explore how Esports athletes and teams are marketed differently from traditional sports. The course will look at the different focuses for professional and recreational gamers, why innovative media platforms have redefined sports viewing and how that has impacted the interaction between the athlete and the fan, and how ethics and inclusion impact the industry at every level. A detailed knowledge of Esports or traditional sports is not required. Elements of this course can be leveraged for a career in a variety of disciplines.

**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 356 | INTRODUCTION TO SPORTS MANAGEMENT | 4 quarter hours (Undergraduate)

Students will examine the major issues facing sport managers in a variety of sport organization settings. Through the lens of organizational theory and behavior, areas explored include professional, Olympic, collegiate, and youth sport. Other areas of focus will include sponsorship, technology, legal issues, and emerging issues through course projects and case studies. Students will be exposed to various disciplines/careers through guest lecturers in the sports industry and/or on-site experiences.

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.

BLW 201 is a prerequisite for this class.

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 ENTREPRENEURS | 4 quarter hours (Undergraduate)

This course examines the unique challenges and critical needs of female entrepreneurs. Historically, female-owned businesses have been disproportionately characterized by low capital requirements, low barriers to entry, and concentrated in the service sector. This course examines gender-specific issues related to access to financial capital, technical expertise, discrimination and harassment, policy and legal issues, and the social and cultural norms which have underpinned disparate outcomes in entrepreneurial ventures. Legal, policy and behavioral strategies to address these gender-specific issues are presented.

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, MKT 301, (FIN 310 or FIN 300) and senior standing 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 ENTREPRENEURSHIP | 4 quarter hours (Undergraduate)

Social entrepreneurship is concerned with how to engage the talents and energy of entrepreneurs to address critical social needs both within and beyond the market. Organizations involved in social entrepreneurship may be for profit or non-profit, but all organizations, regardless of their legal structure, are seen to have a social purpose. This course focuses on the ideas, processes, steps, and strategies required for creating new social ventures. Students will learn about the critical success factors behind sustainable social enterprises, as well as the mindset that leads social entrepreneurs to action. Social 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 or MGT 502 or MGT 504 is a prerequisite for this class.

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 501 or MGT 502 or MGT 504 is a prerequisite for this class.

MGT 510 | TECHNOLOGY, QUALITY & HEALTH INFORMATICS | 4 quarter hours (Graduate)

This course is designed to provide an overview of health technology, informatics and quality. There will be an emphasis on the real world interaction between medicine and technology and the role of informatics and quality. The course will provide practical and up-to-date examples of emerging technologies. Throughout the course, students will discuss such topics as patient informatics, evidence-based medicine, clinical practice guidelines, disease management, quality management, pay for performance, patient safety, applicable regulatory guidelines, and the implications of both the public and private sector involvement in health insurance and healthcare informatics.

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 or MGT 502 or MGT 504 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 514 | BEHIND THE SCENES WITH CHICAGO SPORTS ORGANIZATIONS | 4 quarter hours
(Graduate)

This unique course gives students an insider's perspective on the business side of Chicago's professional sports teams, college athletic programs, sports agencies and companies. Students will participate in behind the scenes tours of sports organizations and venues to gain first hand insights into the sports business landscape of Chicago. Students will meet with senior team executives and DePaul graduates at these organizations to explore different management styles and business strategies, hear case histories, and learn about different career paths and opportunities. A wide range of sports management disciplines will be explored including sales, marketing, sponsorship, event management, hospitality, philanthropy, and business operations.

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 | EMERGING ETHICAL ISSUES & TECHNOLOGY IN SUPPLY CHAIN MANAGEMENT | 4 quarter hours
(Graduate)

This seminar is designed to familiarize students with the current issues and technology developments in supply chain management. Students will learn about changing legal, regulatory, and compliance-related issues, such as conflict minerals, ethical sourcing, and counterfeit products. This seminar also introduces students to the latest business technology to support logistics and supply chain systems. Topics of discussion are updated quarterly to follow industry-related developments.

MGT 501 or MGT 502 or MGT 504 is a prerequisite for this class.

MGT 519 | SPORTS MANAGEMENT | 4 quarter hours
(Graduate)

Students will examine the major issues facing sport managers in a variety of sport organization settings through course projects and case studies. Through the lens of organizational theory and behavior, areas explored include professional, Olympic, collegiate, and youth sport. Other areas of focus will include community and fitness centers, sponsorship, technology, legal issues, and emerging issues. Students will be exposed to various disciplines/careers through guest lecturers in the sports industry and learn current management issues from industry experts..

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 | RECRUITMENT AND SELECTION | 4 quarter hours
(Graduate)

An advanced study of current recruitment and selection practices of organizations both public and private. Emphasis is placed on common tests that are used and an examination of these tests for applicability in specific situations. Legislation related to EEO and Affirmative Action programs are discussed.

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 525 | TRAINING AND CAREER DEVELOPMENT | 4 quarter hours
(Graduate)

An intensive study of personnel training and development in contemporary organizations. Emphasis is placed upon the identification of training needs, program design, choice of training methods, and evaluation of results. Classroom activities focus on application with students designing and presenting training seminars.

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

MGT 526 | COMPENSATION AND BENEFITS | 4 quarter hours
(Graduate)

The course addresses the total rewards available in an organization. The first goal 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, internal pay alignment, external competitiveness, pay for performance, and legal compliance. The second goal is to learn how to design a benefits plan that supports company objectives. This is done through such topics as retirement plans, health insurance plans, and legally required benefits. The third goal is to learn about work-life programs.

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)**

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. Course targets all change agents for organizations, including leaders, managers, team leaders, and internal and external consultants. Fosters the development of competencies necessary during all phases of the change process - from diagnosis, to interventions, through evaluation of change. Learning methods employed, including case studies, experiential exercises, assessments, and teamwork, 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 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 is designed to guide and coach participants on how to work and communicate effectively with people from diverse backgrounds and cultures. The course provides a hands-on approach for developing self-awareness around bias and discrimination in the workplace, competencies related to domestic and cross-cultural diversity, and the importance of creating an inclusive organizational culture.

**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)**

Taught from the perspective of the managerial role, this course emphasizes the links between business strategy rigorous high performance work practices, and competitive advantage. Analytics of human capital effectiveness are explored throughout all core topics including talent acquisition, talent management, talent development, total rewards, employee and career development.

**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 564 | STREETS OF CHICAGO: HEALTHCARE MANAGEMENT | 4
quarter hours
(Graduate)**

This graduate level course will equip management, marketing, finance, and accounting students with the knowledge necessary to apply their specific expertise into one of the fastest growing sectors of the global economy. Upon completing this course, students will be exposed to not only the latest theories, techniques, and best practices but also some of the key players in Chicago's health insurance, biotechnology, pharmaceutical, hospital, and group practice industries.

**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 Americans 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 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 the preparation of a business plan that can be used to generate financing and to begin operations in a new business enterprise. 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 innovations, market potential analysis for new products or services, acquiring seed capital, obtaining venture capital for growth or purchase of an existing business and organization and operation of the new business. Each student is required to develop a business plan which will be presented to the class. Students wishing to start, develop, acquire, sell, or merge a business 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 572 | CORPORATE VENTURES AND MANAGEMENT | 4 quarter hours (Graduate)

The focus of this course is on how corporations develop new ventures. It critically examines the circumstances that make it possible for employees to contribute their venture ideas to the corporate objectives and describes techniques that stimulate such ideas. Although the primary focus will be on the employee and how the individual can be entrepreneurial within a corporate structure, the course also examines how the corporation can systematically encourage innovation. Case studies of corporate ventures projects will be reviewed.

MGT 500 and (ACC 500 or ACC 502 or equivalent) are prerequisites for this class.

MGT 575 | WOMEN ENTREPRENEURS | 4 quarter hours (Graduate)

This course is an introduction to the challenges and opportunities facing women entrepreneurs. Learning objectives: Understanding the major theories and principles that underlie women's entrepreneurship; understanding and appropriately using the vocabulary of gender and entrepreneurship; thinking critically about the problems facing women entrepreneurs and learning to be comfortable with the ambiguous nature of entrepreneurship; articulating the value that women entrepreneurs add to business and society, and applying course concepts to real entrepreneurship cases and problems.

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 Data Analytics process involving: getting data, cleaning 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 teaches students how to use visualization techniques to help tell effective stories with data. Topics include graphical integrity in data visualization and common ways it can be comprised; mapping data to visual representations, visual perception and the design of effective visualization; using Tableau to create visualizations about time and space hierarchy, etc.

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 585 is a prerequisite for this class.

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. This course provides information and introductory skills related to data project management, data ethics, data wrangling, data visualization, regression modeling, clustering algorithms, descriptive and predictive statistical modeling, and data work communication. Students complete assignments related to people analytics data projects in various areas of human resource management (e.g., selection, training, recruitment, compensation) to deepen their knowledge of major human resources content areas and learn how to make evidence-based recommendations. Toward the end of the course, students complete a project to apply their knowledge and skills to a comprehensive people analytics data project.

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 building upon MGT591: Fundamentals of People Analytics. Specifically, this course covers writing R markdown notebooks, data science programming, web scraping and interacting with Application Programming Interfaces, text processing, social network analysis, supervised and unsupervised machine learning, and creating web applications and dashboards. Students complete assignments related to people analytics data projects in various areas of human resource management (e.g., selection, training, recruitment, compensation) to deepen their knowledge of major human resources content areas and learn how to make evidence-based recommendations. Toward the end of the course, students complete a project to apply their knowledge and skills to a comprehensive people analytics data project.

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

MGT 595 | SOCIAL ENTERPRISE | 4 quarter hours (Graduate)

This course explores principles and applications of value generation in social entrepreneurial settings. Participants 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. The course surveys concepts from traditional entrepreneurship in the context of social sector environments and emphasizes topics such as fee-based revenue, multiple denominations of value, and social impact. Joint contributions from graduate students in the College of Business and the School for Public Service deepen the exploration of the full social enterprise realm. The course experience revolves around student-led team consulting projects with several mission-driven ventures in Chicago.

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 585, (GSB 420 or GSB 519 or equivalent), ECO 520, MGT 586 and MGT 587 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 606 | ENTREPRENEURSHIP EXPERIENCE RESIDENCY 2 | 2 quarter hours**(Graduate)**

The various career paths that entrepreneurial individuals can take is highlighted. Students will prepare a pitch presentation of a business idea. Learning outcomes include: understanding the different career paths where entrepreneurial skills can be applied; reassessing one's own entrepreneurial skills, interests, and capabilities; recognizing, defining, testing and exploiting business opportunities; determining the feasibility of the business concept through industry, market, economic, breakeven, and risk analyses; and preparing an effective oral and written presentation explaining the viability of a business concept.

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 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.