MANAGEMENT (MGMT)

300 Level Courses

MGMT 301: People and Organizations. 3 credits.
Explores how individuals behave in the workplace, and how group and organizational structures affect behavior. Builds managerial skills required for working with and through others to reach organizational goals. Topics include individual differences, groups and teams, managing conflict, organizational ethics, culture, diversity, influence, leadership, and motivational theories and techniques. The course format provides opportunities to discuss and apply concepts. School of Business students will not be permitted to make more than three attempts to achieve a C or higher in MGMT 301. Those who do not successfully complete this course within three attempts will be terminated from their major and will not be eligible to receive a degree from the School of Business. For more information about this, see the “Termination from the Major” section under Academic Policies Notes: Students cannot receive credit for both MGMT 301 and MGMT 313. This course will not meet School of Business requirements for students with a catalog year before Fall 2015. Offered by School of Business. Limited to three attempts. Equivalent to MGMT 313, MSU 305.

Recommended Prerequisite: Sophomore standing. MGMT 301 uses a blended course delivery. Lectures are taught via the internet and posted on-line and viewed by logging into the course website. Students must also register for a required 1 hour and 15 minute recitation section that will meet once a week on campus. A live presentation meeting may be scheduled the first week of classes and will be published on the course website.

Registration Restrictions:
Students with a class of Freshman may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture, Recitation

MGMT 303: Principles of Management. 3 credits.
Examines managerial work under range of business models and rapidly changing business conditions. Managerial functions and activities including planning, organizing, balancing conflicting demands, leading and controlling are examined in depth and in context of current organizational examples. Discuss variety of pressures contemporary managers face; clients and competitors, leaders above and reportees, organizational demands and personal goals. Notes: Students cannot receive credit for both MGMT 301 and MGMT 303. School of Business students will not be permitted to make more than three attempts to achieve a C or higher in MGMT 303. Those who do not successfully complete this course within three attempts will be terminated from their major and will not be eligible to receive a degree from the School of Business. For more information about this, see Academic Policies. This course will not meet School of Business requirements for students with a catalog year before Fall 2015. Offered by School of Business. Limited to three attempts.

Recommended Prerequisite: BUS 103 and BUS 200.

Registration Restrictions:
Required Prerequisites: (ACCT 203C, U203, 204C or U204) and (BUS 100C, SOM 100C or BUS U100) and (MATH 108C, U108, 113C, U113, 114C, U114, HNRT 225C or U225).

C Requires minimum grade of C.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture, Recitation

MGMT 312: Principles and Practices of Management. 3 credits.
Builds on fundamental theories and concepts learned in MGMT 301 by examining the nature of managerial work under a range of business models and under rapidly changing business conditions. Managerial functions and activities such as planning, strategizing, organizing, controlling, and directing are examined in depth and in the context of current organizational examples and scenarios. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301C or L301.
C Requires minimum grade of C.

Students with a class of Freshman may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 313: Organizational Behavior. 3 credits.
Course expands management knowledge through defined focus on organizational behavior (OB). OB is field of study aimed at predicting, explaining, understanding and changing human behavior as it’s reflected in organizations. Science of OB is interdisciplinary in nature and draws from psychology, sociology, social psychology, and group dynamics. Course explores dynamics between individual and organization through this behavioral science lens. Notes: Students cannot receive credit for both MGMT 301 and MGMT 313. Offered by School of Business. May not be repeated for credit. Equivalent to MGMT 301.

Specialized Designation: Writing Intensive in the Major

Registration Restrictions:
Required Prerequisites: MGMT 303C, L303 or 303T.
C Requires minimum grade of C.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 321: Introduction to Human Resource Management. 3 credits.
The field of human resource management examines what can or should be done to make workers more productive and satisfied. The course builds on MGMT 301 by introducing key concepts and techniques that managers need to attract, retain, develop, compensate, and motivate quality talent. Also emphasizes legal and ethical considerations in human resource management. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 412: Diversity in Organizations. 3 credits.
Builds on MGMT 303 by emphasizing intrapersonal, interpersonal, organizational, and societal phenomena relevant to issues of diversity. Examines phenomena and processes in general and with regard to specific dimensions such as gender, race, and ability. Designed to increase students' knowledge of diversity in organizations, understanding of others' perspectives, and ability to work well with people who differ from themselves. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 413: Organizational Development and Management Consulting. 3 credits.
Introduces theory and practice of organization development. Assumes some basic knowledge of organizational behavior, and addresses how to use knowledge about organizations to change them. Focuses on ways of understanding organizations with attention to theoretical underpinnings of field and diagnostic models, and processes for entering organizations. Later sessions focus on contracting, data collection, organizational diagnosis, data feedback, and change technologies. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 414: Diversity in Organizations. 3 credits.
Examines phenomena and processes in general and with regard to specific dimensions such as gender, race, and ability. Designed to increase students' knowledge of diversity in organizations, understanding of others' perspectives, and ability to work well with people who differ from themselves. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 415: Organizational Development and Management Consulting. 3 credits.
Introduces theory and practice of organization development. Assumes some basic knowledge of organizational behavior, and addresses how to use knowledge about organizations to change them. Focuses on ways of understanding organizations with attention to theoretical underpinnings of field and diagnostic models, and processes for entering organizations. Later sessions focus on contracting, data collection, organizational diagnosis, data feedback, and change technologies. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 416: Diversity in Organizations. 3 credits.
Examines phenomena and processes in general and with regard to specific dimensions such as gender, race, and ability. Designed to increase students' knowledge of diversity in organizations, understanding of others' perspectives, and ability to work well with people who differ from themselves. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 417: Organizational Development and Management Consulting. 3 credits.
Introduces theory and practice of organization development. Assumes some basic knowledge of organizational behavior, and addresses how to use knowledge about organizations to change them. Focuses on ways of understanding organizations with attention to theoretical underpinnings of field and diagnostic models, and processes for entering organizations. Later sessions focus on contracting, data collection, organizational diagnosis, data feedback, and change technologies. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 418: Diversity in Organizations. 3 credits.
Examines phenomena and processes in general and with regard to specific dimensions such as gender, race, and ability. Designed to increase students' knowledge of diversity in organizations, understanding of others' perspectives, and ability to work well with people who differ from themselves. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 419: Organizational Development and Management Consulting. 3 credits.
Introduces theory and practice of organization development. Assumes some basic knowledge of organizational behavior, and addresses how to use knowledge about organizations to change them. Focuses on ways of understanding organizations with attention to theoretical underpinnings of field and diagnostic models, and processes for entering organizations. Later sessions focus on contracting, data collection, organizational diagnosis, data feedback, and change technologies. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 420: Diversity in Organizations. 3 credits.
Examines phenomena and processes in general and with regard to specific dimensions such as gender, race, and ability. Designed to increase students' knowledge of diversity in organizations, understanding of others' perspectives, and ability to work well with people who differ from themselves. Offered by School of Business. May not be repeated for credit.

Specialized Designation: Scholarly Inquiry

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 421: Advanced Human Resource Management. 3 credits.
Builds on MGMT 321 by using a case-based approach to deepen understanding of HRM practices. Students conduct projects requiring application of strategic HR processes. Includes discussion of advanced topics not thoroughly covered in MGMT 321. Relevant for management majors, particularly those seeking a human resource management career.

Helps prepare for SHRM Professional in Human Resources certification exam. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301, L301, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 422: The Legal Environment for Employee and Labor Relations. 3 credits.
Examines the legal aspects of employee and labor relations from a managerial perspective. Topics include the employment at will doctrine; wrongful discharge; federal and state employment discrimination legislation; and regulation of employee welfare. Includes lectures, cases, readings. Offered by School of Business. May not be repeated for credit. Equivalent to MSU 401.

Registration Restrictions:
Required Prerequisites: BULE 302, L302, 303 or L303.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 423: International Strategy. 3 credits.
Course focuses on seven inter-related pillars underpinning international strategy and these areas are: global environment and marketplace, global competitiveness and manufacturing including role of USA, global macroeconomics and financial infrastructure, global management approaches and management of transnational firms, new forces that shape global strategy, and globalization lessons learned and its limitations. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301, 303, L301, L303, 301T or 303T.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

Schedule Type: Lecture

MGMT 424: Introduction to Entrepreneurship. 3 credits.
Provides students an introduction to key concepts, methods, and frameworks of innovation and entrepreneurship. The experiential component of the course will be supplemented by readings, written work and presentations, and classroom discussion. The course will explore and explain the importance of entrepreneurship, entrepreneurs, and their firms in addition to allowing students to experiment with various entrepreneurial concepts and activities. Offered by School of Business. May not be repeated for credit. Equivalent to MSU 405.
Registration Restrictions:
Required Prerequisites: MGMT 301\(^c\), L301, 303\(^c\) or L303.
\(^c\) Requires minimum grade of C.

Students with a class of Freshman or Sophomore may **not** enroll.
Non-Degree level students may **not** enroll.

Students with the terminated from BU major attribute may **not** enroll.

Schedule Type: Lecture

MGMT 452: *Experiential Entrepreneurship*. 3 credits.
Provides students opportunity to experience entrepreneurship at advanced level through hands on development of a new firm, product or service. Students identify an innovative opportunity to work on or will work with local startup or organization developing innovative new product or service. Focuses on opportunity recognition and execution and introduces students to day to day experience of innovators and entrepreneurs. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 451\(^c\), MBUS 304\(^c\), IT 495\(^c\) or MGMT L451.
\(^c\) Requires minimum grade of C.

Students with the terminated from BU major attribute may **not** enroll.

Schedule Type: Lecture

MGMT 453: *Starting a Business*. 3 credits.
Examines the paths to small business ownership, including starting an enterprise or purchasing an existing business. Focus will be on franchising and licensing, as well as family-run enterprises. Students will gain a broad understanding of location choice, facilities and layout, in addition to the legal issues associated with small business creation. Harvesting and exiting options will also be explored. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301\(^c\), L301\(^c\), 303\(^c\), L303\(^c\), MBUS 304\(^c\) or IT 495\(^c\).
\(^c\) Requires minimum grade of C.

Schedule Type: Lecture

MGMT 454: *Social Impact and Entrepreneurship*. 3 credits.
This course takes a business-oriented multidisciplinary case study approach to exploring the growing field of social innovation and enterprise: that is, the course investigates the historical context of social entrepreneurship, methods and models of social enterprises, marketing social innovation, limits of market-based models, skills needed to tackle wicked problems, and quantitative methods for assessing and measuring impact. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301\(^c\), 303\(^c\) or MBUS 304\(^c\).
\(^c\) Requires minimum grade of C.

Schedule Type: Lecture

MGMT 456: *Cross Cultural and Global Management*. 3 credits.
Explores theory and practice of managing culturally diverse organizations in domestic and international contexts. Topics include management customs and practices in different world regions, cross-cultural communication and learning, and the developing culturally and internationally sophisticated employees and managers. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301\(^c\), L301, 303\(^c\) or L303.
\(^c\) Requires minimum grade of C.

Students with a class of Freshman or Sophomore may **not** enroll.
Non-Degree level students may **not** enroll.

Students with the terminated from BU major attribute may **not** enroll.

Schedule Type: Lecture

MGMT 462: *Honors Seminar in Management (Topic Varies)*. 3 credits.
Topic and format vary. In-depth study of topic of interest to managers and organizations. Notes: Enrollment limited and competitive. Offered by School of Business. May not be repeated for credit.

Recommended Prerequisite: Invitation of professor.

Registration Restrictions:
Students with a class of Freshman or Sophomore may **not** enroll.
Non-Degree level students may **not** enroll.

Students with the terminated from BU major attribute may **not** enroll.

Schedule Type: Lecture

MGMT 463: *Negotiations in Organizations*. 3 credits.
Focuses on theory, processes, and practice of negotiation within and across organizations, including attention to ethical issues. Explores systematic ways to increase quality of negotiated agreements, including methods of preparation and use of rational assumption, bidding and decision criteria. Format includes negotiation exercises, lecture, and discussion. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301\(^c\), L301, 303\(^c\) or L303.
\(^c\) Requires minimum grade of C.

Students with a class of Freshman or Sophomore may **not** enroll.
Non-Degree level students may **not** enroll.

Students with the terminated from BU major attribute may **not** enroll.

Schedule Type: Lecture

MGMT 464: *Teamwork and Interpersonal Skills*. 3 credits.
Focuses on intensive development of high professional-level skill set for collaboration and leadership in contemporary environments. Builds on content introduced in MGMT 301, 312. Attention to developing personal leadership capabilities, collaborating in traditional and virtual environments, improving group processes, project management, tolerating ambiguity, improving communication, creative problem solving, time management, coaching, and empowering employees. Offered by School of Business. May not be repeated for credit.

Registration Restrictions:
Required Prerequisites: MGMT 301\(^c\), L301, 303\(^c\) or L303.
\(^c\) Requires minimum grade of C.
Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

**Schedule Type:** Lecture

**MGMT 471: Competitive Strategy.** 3 credits.
Explores industry structures and competitive behavior of firms. Attention to how firm uses tangible, intangible, and human resources to develop sustainable competitive advantage, and how competitors interact in marketplace. Introduces tools and concepts to analyze industry dynamics and competitive interactions of firms in these industries. Offered by School of Business. May not be repeated for credit.

**Registration Restrictions:**

**Required Prerequisites:** MGMT 301C, L301, 303C or L303.

C Requires minimum grade of C.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

**Schedule Type:** Lecture

**MGMT 491: Current Topics in Management.** 3 credits.
Advanced study of management concepts and selected topics. Incorporates intensive analysis of management problems of long-term strategic significance or current urgency for organizational planning and operations. Includes significant contemporary research findings. Offered by School of Business. May be repeated within the degree for a maximum 6 credits.

**Registration Restrictions:**

**Required Prerequisites:** MGMT 312C, 313C, L312 or L313.

C Requires minimum grade of C.

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

**Schedule Type:** Lecture

**MGMT 499: Independent Study.** 1-3 credits.
Research and analysis of selected problems or topics in management must be arranged with instructor and approved in writing by associate dean for undergraduate programs. Notes: Written report required. Offered by School of Business. May be repeated within the term for a maximum 6 credits.

**Recommended Prerequisite:** Management majors with at least 9 upper-level management credit hours.

**Registration Restrictions:**

Students with a class of Freshman or Sophomore may not enroll.

Non-Degree or Washington Consortium level students may not enroll.

Students with the terminated from BU major attribute may not enroll.

**Schedule Type:** Independent Study