

Management and Leadership

Program Description

This curriculum is designed for individuals who are seeking a graduate degree with a broad general management and leadership perspective.

Business and management programs are ACBSP accredited.

Program Learning Outcomes

1. Graduates will explain the important terminology, facts, concepts, principles, analytic techniques, and theories used in management and leadership.
2. Graduates will be able to effectively apply important terminology, facts, concepts, principles, analytic techniques, and theories used in management and leadership when analyzing complex managerial situations.
3. Graduates will be able to effectively integrate (or synthesize) important facts, concepts, principles, and theories used in management and leadership when developing solutions to multifaceted problems in complex managerial situations.

Program Curriculum

The 36 credit hours required for the master of arts (M.A.) or the 48 credit hours required for the master of business administration (M.B.A.) must include the following courses for a major/emphasis in management and leadership:

MNGT 5000 Management (Requisite Course)
MNGT 5590 Organizational Behavior
HRMG 5000 Managing Human Resources
BUSN 5200 Basic Finance for Managers
MNGT 5650 Management and Strategy
MNGT 5670 Managerial Leadership
HRDV 5630 Organization Development and Change
MNGT 6000 Integrated Studies in Management

In addition, the student chooses elective courses offered in this major and/or from the program curricula of other School of Business and Technology majors.

If the requisite course is waived, the student must choose an elective course from this major or from the program curriculum of another School of Business and Technology major. Students pursuing dual majors who have the requisite course(s) waived will complete only the remaining required courses for the dual majors.

Course Descriptions

MNGT 5000 Management (3)

In this course, the student is introduced to the basic concepts of management and organizations. Primary emphasis is given to three primary functions: planning, organizing, and controlling. Additional topics include: organization theory, the global environment, ethics, and decision making.

HRMG 5000 Managing Human Resources (3)

This course is a comprehensive view of personnel policy development with emphasis on the interdependence of personnel and operating functions. Students analyze personnel functions of recruitment, development, training, compensation, integration into the workforce, and maintenance of personnel for the purpose of contributing to organizational, societal, and individual goals.

MNGT 5300 American Business and Management (3)

(For students who have satisfactorily completed English as a Second Language)

The international student is introduced to the language and terminology

of business and management in the United States. Students examine the fundamental concepts and practices of American business and management and the social, economic, and political implications in the application of these concepts.

MNGT 5500 Professional Seminars (1-3)

Students participate in seminars designed to examine contemporary issues in management. The professional seminar supplements the core and elective courses in the area of management by focusing on issues of current and special interest. Course may be repeated for credit if content differs. Graduate students may apply a maximum of 3 credit hours of these seminars as electives to meet the credit-hour requirements for graduation. This course may not be completed by directed study.

BUSN 5200 Basic Finance for Managers (3)

Managers and human resources management professionals must be able to understand financial information contained in financial statements and reports. Line managers must be able to understand financial information contained in financial statements and reports in order to evaluate their unit's financial performance, to communicate clearly with other managers, and to apply financial information when making decisions. Human resources management professionals must understand financial statements and principles if they are to effectively assist line managers and be strategic partners with other business functions. This course will focus on the interpretation and use of basic financial information by non-financial managers, not on the production of financial statements and reports. (FINC 5000 cannot be substituted for BUSN 5200.)

MNGT 5590 Organizational Behavior (3)

This course introduces students to many of the basic principles of human behavior that effective managers use when managing individuals and groups in organizations. These include theories relating to individual differences in abilities and attitudes, attribution, motivation, group dynamics, power and politics, leadership, conflict resolution, organizational culture, and organizational structure and design.

MNGT 5650 Management and Strategy (3)

Strategic management refers to long-term managerial decisions and actions that shape the organization's pursuit of competitive advantage. This course introduces the concepts and processes underlying environmental scanning, and strategy formulation, implementation and control. Students then apply this knowledge in case analysis. The course also addresses the roles of leadership and coordination in successful strategizing.

Recommended: Completion of 12 hours of master's level coursework.

MNGT 5670 Managerial Leadership (3)

Organizational leadership is the process of influencing other people to achieve organizational goals. This leadership course reviews and builds upon the basic knowledge of leadership provided in an introduction to organizational behavior course by expanding the scope and depth of the student's knowledge of leadership theories, by providing practice in basic leadership skills, and by developing the student's self-knowledge of his or her preferred leadership styles.

HRDV 5630 Organization Development and Change (3)

Organization development (OD) is the process of planning and implementing interventions to create interpersonal, group, inter-group, or organization-wide change. This course presents the theoretical foundations of organization development as an applied behavioral science. Students will also be introduced to many types of interpersonal, intra-group, inter-group, and organizational interventions that are used to effect comprehensive and lasting changes.

MNGT 5870 Issues in Management (3)

Current and significant issues in management are examined. The course focuses on existing theories and practices, with emphasis given to new

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and emerging topics in the field. Total Quality Management, self-directed work teams, workplace innovation are recent examples. Course may be repeated for credit if content differs.

MNGT 5910 Ethical and Legal Issues in Management (3)

Students examine current topics in the areas of law, regulatory controls, and ethical issues. Discussions focus on the implications of these legal situations in management.

MNGT 5950 The Woman Manager (3)

Students examine the role of women in modern industrial society. Emphasis is placed on the particular difficulty women experience in assuming managerial roles in a predominantly male enterprise. Course content focuses on the managerial tools women managers may use to control their organizations.

MNGT 5960 Corporate Budgeting and Control (3)

The student examines the method by which modern American business looks at the future and marshals its financial resources to cope with change. Course content focuses on the development of forecasting techniques, planning strategies, and the creative use of budgeting.

MNGT 5990 Corporate Responsibility and Society (3)

Students examine how and why public demands on private business have expanded and altered during the twentieth century and how business has moved to anticipate and adapt to these emerging demands. The concept of corporate responsibility leads to a host of complex management problems that are assessed in light of the new role of business in contemporary society.

Capstone Course

MNGT 6000 Integrated Studies in Management (3)

In this capstone course, the student is expected to synthesize and integrate the conceptual and theoretical knowledge and understanding acquired in the curriculum by use of case study analysis, a research project, or management plan. The emphasis is on the student's development of written analytic material that can be utilized for program assessment as well as individual student assessment. Prerequisite: completion of all other required courses in this major.

Graduate Certificate in Nonprofit Management

The Certificate in Nonprofit Management delivers a series of business-focused nonprofit courses for graduate students with business or non-business undergraduate majors. Courses focus on developing real-world non-profit management skills. Students will learn to address both the organization's mission and the business of becoming self-sustaining. Students demonstrate these skills by developing and presenting a comprehensive program plan for a viable nonprofit venture to a review panel made up of nonprofit executives in the capstone course. Students completing the program will be awarded a Certificate in Nonprofit Management from the School of Business and Technology.

The program is comprised of six 3-credit hour courses. A common thread running through all courses provides each student with the opportunity to focus all course projects on their individual nonprofit business concept. Students must take a total of six courses from the list of courses given below.

Program Requirements

Nonprofit Management Core and Capstone - (Required for all students)

MNGT 5010 Nonprofit Organizations - Context, Legal Structure, Organization, and Practice

HRMG 5010 Staffing, Volunteers, and Boards in Nonprofits

MRKT 5010 Marketing for Nonprofits

BUSN 5210 Financial Management for Nonprofits

MNGT 5210 Nonprofit Revenue Development

MNGT 6010 Planning and Program Evaluation - A process in Nonprofit Organizations (Capstone)

Course Descriptions

BUSN 5210 Financial Management for Nonprofits

This course will prepare students to understand and participate in the financial management of nonprofit organizations. The course will provide an overview and specifics of nonprofit financial management, including budgeting, resource allocation, accounting, financial reporting (internal, board, and governmental), and working with CPAs. Prerequisite: None

MNGT 5010 Nonprofit Organizations - Context, Legal Structure, Organization, Design, and Practice

This course provides an overview of the management functions relevant to nonprofit organizations, including legal structure, organizational design and behavior, communications, ethics, managing information systems, assembling and managing boards, as well as program design and implementation. The focus of the course is integration of theory and real-world application in nonprofit organizations. Prerequisite: None

MNGT 5210 Nonprofit Revenue Development

The primary focus of this course is to learn how to identify and implement related business opportunities to generate revenue streams to supplement or replace the traditional nonprofit fundraising and development activities. The course will provide an understanding of the specific skills, and knowledge required to lead and manage the revenue development process in today's nonprofit organizations. Through readings, discussion, and best-practices, students will identify and examine related business revenue development and fundraising issues and methods with a goal of becoming a self-sustaining nonprofit organization. Prerequisite: None

MRKT 5010 Marketing for Nonprofits

This course will provide a comprehensive survey of the fundamentals and issues of marketing in the nonprofit sector. Topics will range from public relations practices, branding of products and services, marketing to potential funders, and other marketing issues relating to nonprofit organizations. The focus of the course is on the managerial process necessary to enhance the visibility of the nonprofit organization. Prerequisite: None

HRMG 5010 Staffing, Volunteers, and Boards in Nonprofits

This course is about managing and developing the varied human resources internal to nonprofit organizations. These resources include staff, volunteers, board members, and trustees. The course will focus on the selection, development, management, and relationships of these vital human resources in nonprofit organizations. Prerequisite: None

Capstone Course

MNGT 6010 Planning and Program Evaluation - A process in Nonprofit Organizations

This capstone course focuses on strategy, planning and program evaluation in nonprofit organizations. Students will integrate these skills into a capstone project to address a specific need of their individual organization or an organization of their choosing. Students will present their final projects before a "review board" for evaluation and feedback. Prerequisite: Completion of all prior Nonprofit course work, or approval of instructor.