

# Management (MGMT)

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## Courses

### **MGMT 2300. Legal Environment of Organizations. Units: 3**

An introduction to statutory and common law developments impacting organizational transactions. Emphasizes principles of constitutional law and commercial speech, civil procedure, white collar crime, corporate social responsibility, ethics, contract law, creditor/debtor law and bankruptcy. Formerly offered as MGMT 230.

### **MGMT 3020. Organizational Behavior. Units: 3**

This course is designed to cover the theory, research, and practice of organizational behavior. Students will be exposed to concepts associated with individual, group, and organizational levels of analysis in the context of dynamic and diverse work environments and organization types. Topics will include personality, motivation, group and team dynamics, leadership, and organizational culture. Formerly offered as MGMT 302.

### **MGMT 3300. Legal Environment of Business. Units: 3**

Semester Prerequisite: MGMT 2300 or consent of instructor. Quarter Prerequisite: MGMT 230

Study of the legal system, nature and source of law as applied to business activity, statutes and significant cases involving business policies and the effect of public policies on private enterprise system sale of goods under the Uniform Commercial Code. Additional topics include regulations, employment law, commercial paper and secured transactions and forming business organizations including sole proprietorships, LLCs, and corporations. Formerly offered as MGMT 330.

### **MGMT 3350. Business, Ethics, and Society. Units: 3**

Semester Prerequisite: Students should have complete 1 writing-intensive (WI) course prior to enrollment in MGMT 3350

This course equips future professionals with the knowledge and skills required to address the most pressing challenges of our era by focusing on the three core pillars of Environment, Social, and Governance (ESG). Social and legal factors influencing business; social expectations for ethical conduct and corporate social responsibility (CSR); role of business in alleviating societal problems. Students will develop a comprehensive understanding of ESG principles and their application in real-world business scenarios. Satisfies WI designation.

### **MGMT 3370. Business Ethics and Sustainability. Units: 3**

This course equips future professionals with the knowledge and skills required to address the most pressing challenges of our era by focusing on the three core pillars of Environment, Social, and Governance (ESG). Social and legal factors influencing business; social expectations for ethical conduct and corporate social responsibility (CSR); role of business in alleviating societal problems. Students will develop a comprehensive understanding of ESG principles and their application in real-world business scenarios.

### **MGMT 3470. Fundamentals of Business Law. Units: 3**

Study of the legal system, nature and source of law as applied to business activity, statutes and significant cases involving business policies and the effect of public policies on private enterprise system sale of goods under the Uniform Commercial Code. Includes commercial paper and forming business organizations including sole proprietorships, LLCs, and Corporations. Also introduces such topics as statutory and common law as well as constitutional and commercial speech, civil procedure. Additional topics include regulations, employment law, commercial procedure, white collar crime, corporate social responsibility, ethics, contract law, creditor/debtor law and bankruptcy.

### **MGMT 3500. Applied Communication. Units: 3**

Semester Prerequisite: Junior standing. Students should have completed at least 60 semester units

This course focuses on written and oral communication skills and theories most relevant to local and global organizations. It emphasizes effective and ethical interactions in an organizational context. Students will learn how to communicate to address specific audiences using appropriate mechanics and how to professionally and effectively present their ideas. Formerly offered as MGMT 350. Satisfies WI designation.

### **MGMT 3900. Principles of Strategy. Units: 2**

Quarter Prerequisite: Upper Division Status

Learn about the fundamental principles of business, concepts of business policy, and how these can be applied to strategic functions and practices, for strategic planning and decision making in the organization context. Understand environmental ecosystem, network of stakeholders, and portfolio of value transformation capabilities.

### **MGMT 4020. Organizational Change and Disruptions. Units: 3**

Semester Prerequisite: MGMT 3020. Quarter Prerequisite: MGMT 302 or PSYC 302

This course is designed to cover the theory, research, and practice of organizational change and development. The course examines organizational strategies and the effects of contingency factors on changes within organizations. Additionally, it examines various change management strategies used by organizations to illustrate why some survive while others do not. Formerly offered as MGMT 402.

### **MGMT 4030. Managing Negotiations. Units: 3**

Semester Prerequisite: Junior Standing. Prerequisite: Junior Standing  
Managing the art and method of negotiation and bargaining. Topics will include laws, regulations, theories, practices, and skills necessary to prepare, plan, present, and manage dispute and resolutions. Cultural, ethical, institutional, and demographic dimensions will also be addressed.

### **MGMT 4040. Managing Technological Innovation. Units: 3**

Semester Prerequisite: Junior Standing. Prerequisite: Junior Standing  
This course is focused on the importance of technological innovation, types and patterns of innovation, standards battles and design dominance. The class provides training that helps students formulate, organize, and implement technological innovation strategies. Students also learn to make decisions related to launching technological innovations.

### **MGMT 4500. Interpersonal Relationships at the Workplace. Units: 3**

Semester Prerequisite: Junior standing. Prerequisite: Junior standing  
Concepts, theories, and practices related to interpersonal communication and relationships at the workplace. Selected topics include relationship development, supportive communication, interpersonal influences & conflicts, intercultural communication, and the dark side of relationships at the workplace.

### **MGMT 4520. Leadership and Followership. Units: 3**

Semester Prerequisite: MGMT 3020. Quarter Prerequisite: MGMT 302 or PSYC 302

Classical and contemporary theories, approaches, and applications of leadership for leading individuals and groups effectively and for developing ethical awareness to respond appropriately to ethical dilemmas. An analysis of the role of followers in leader effectiveness. Formerly offered as MGMT 452.

### **MGMT 4590. Teams in Organizations. Units: 3**

Semester Prerequisite: MGMT 3020. Quarter Prerequisite: MGMT 302 or PSYC 302

This course is focused on creating and sustaining successful teams through a better understanding of their dynamics and how to encourage others to work effectively in team settings. It covers research on groups and teams in organizations from the perspective of communication, organizational behavior and social psychology. Topics may include: norms, diversity, conflict, virtual teams, and scrum teams. Students will learn how to design and deliver workshops for teams in the workplace. Formerly offered as MGMT 459.

### **MGMT 4910. Strategic Management. Units: 3**

Semester Prerequisite: Completion of MGMT 3900

Theories and practices of strategic advantage integrating diverse disciplinary perspectives; analyses of internal and external environments of the firm; functional and business strategies for creating and managing value; value chain and value chain networks; corporate, international, and technological growth strategies; strategic organization and governance sensitive to ecosystem and stakeholder values. Applications to case studies, research project, and/or simulation.

### **MGMT 4920. Future of Work and Management. Units: 3**

Semester Prerequisite: Junior Standing. Quarter Prerequisite: Junior Standing

This course is designed to examine the wide variety of technological, economic, political, socio-cultural, and demographic trends that impact organizations, as well as national and global societies. It will focus on new business models, new categories of jobs, new management mindsets, and shifts in requisite skills, knowledge, and abilities as organizations and industries undergo transformation.

### **MGMT 4950. Managing Strategy in Dynamic Environments. Units: 3**

This course focuses on the practical application of strategic management theories and practices for achieving sustainable competitive advantage by integrating diverse disciplinary perspectives. Students will conduct real-world analyses of external business environments and formulate effective business strategies, including corporate, global, and technological growth strategies. They will learn to implement these strategies through strategic organization, legal governance, and responsible sustainable management that is sensitive to ecosystem and stakeholder values. Practical applications include case studies, research projects, and simulations, providing hands-on experience in strategic business management.

### **MGMT 5050. Managing Across Borders. Units: 3**

Quarter Prerequisite: MGMT 302 or PSYC 302

Identification and investigation of the diverse factors and actors that are important to the success of an organization planning or managing in an international setting. Balancing of local responsiveness and global integration, and sustainable and responsible decision-making skills across borders and cultures are emphasized. Formerly MGMT 4050. Equivalent to MGMT 6500; credit may not be received for both.

### **MGMT 5755. Internship. Unit: 1**

Semester Prerequisite: Consent of college internship coordinator. Quarter Prerequisite: senior standing preferred; consent of instructor and the departments internship coordinator  
Supervised work and study in private or public organizations. May be repeated for credit. A total of six units of Jack H. Brown College of Business and Public Administration 5753 or 5755 courses may be applied toward graduation. Graded credit/no credit.

### **MGMT 5915. Contemporary Topics in Management. Unit: 1**

Analysis and discussion of selected topics relevant to managing effectively in the contemporary and dynamic business world. May be repeated for credit as topics change.

### **MGMT 5930. Contemporary Topics in Management. Units: 3**

Analysis and discussion of selected topics relevant to managing effectively in the contemporary and dynamic business world. Formerly offered as MGMT 590C. May be repeated for credit as topics change.

### **MGMT 5951. Independent Study. Unit: 1**

Semester Prerequisite: Junior status, or graduate status  
Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Course is cross-listed across different departments within the college.

**MGMT 5952. Independent Study. Units: 2**

Semester Prerequisite: Junior status, or graduate status  
 Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Formerly offered as 595B. Course is cross-listed across different departments within the college.

**MGMT 5953. Independent Study. Units: 3**

Semester Prerequisite: Junior status, or graduate status  
 Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Formerly offered as 595D. Course is cross-listed across different departments within the college.

**MGMT 5955. Independent Study. Unit: 1**

Semester Prerequisite: Junior status, or graduate status  
 Special topics involving library and/or field research. A total of 8 units in any Jack H. Brown College of Business and Public Administration 5951, 5952, 5953, 5955 may be applied toward graduation. Consent of instructor and approval by the department of a written project/proposal submitted to the appropriate department in the Jack H. Brown College of Business and Public Administration on a standard application filed in advance of the semester in which the course is to be taken. Course is cross-listed across different departments within the college.

**MGMT 6010. Organization Theory and Behavior. Units: 3**

A critical analysis of theories for viewing organizations and an examination of the common models for understanding human behavior, including executive behavior, within the constraints of a complex social system. Formerly offered as MGMT 601.

**MGMT 6550. Leadership as Art and Science. Units: 3**

Semester Prerequisite: MGMT 6010. Quarter Prerequisite: MGMT 601  
 An overview of leadership emphasizing an understanding of the empirical research on classical and contemporary theories in the fields of leadership and followership and an application of theories designed to enhance employee well-being and organizational effectiveness. Formerly offered as MGMT 655.

**MGMT 6755. Internship. Unit: 1**

Semester Prerequisite: Consent of college internship coordinator. Quarter Prerequisite: senior standing preferred; consent of instructor and the departments internship coordinator  
 Supervised work and study in private or public organizations. May be repeated for credit. A total of six units of Jack H. Brown College of Business and Public Administration 5753 or 5755 courses may be applied toward graduation. Graded credit/no credit.

**MGMT 6850. Strategic Management. Units: 3**

Using fundamental concepts of strategy, this course examines an organization in the globalization context from the perspective of different stakeholders who together share the overall responsibility for the performance of the firm. Within the lens of PRME (Principles of Responsible Management Education) from the United Nations, the course is an innovative educational survey of selected topics from the field of strategy based on scholarly research and global practices that exemplify or deviate from the principles of responsible management. Formerly offered as MGMT 685.

**MGMT 6990. Continuous Enrollment for Graduate Candidacy Standing. Units: 0**

Quarter Prerequisite: advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.

**MGMT 6991. Continuous Enrollment for Graduate Candidacy Standing. Unit: 1**

Quarter Prerequisite: Advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.

### **MGMT 6992. Continuous Enrollment for Graduate Candidacy Standing. Units: 2**

Quarter Prerequisite: advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.

### **MGMT 6993. Continuous Enrollment for Graduate Candidacy Standing. Units: 3**

Quarter Prerequisite: advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.

### **MGMT 6994. Continuous Enrollment for Graduate Candidacy Standing. Units: 4**

Quarter Prerequisite: advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.

### **MGMT 6995. Continuous Enrollment for Graduate Candidacy Standing. Units: 5**

Quarter Prerequisite: advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.

### **MGMT 6996. Continuous Enrollment for Graduate Candidacy Standing. Units: 6**

Quarter Prerequisite: advancement to candidacy and approval of program graduate coordinator or, if an interdisciplinary studies major, consent of the Dean of Graduate Studies

Independent study leading to completion of requirements (other than course work) for the master's degree. To retain classified standing in the master's program, a student must enroll in a Continuous Enrollment for Graduate Candidacy Standing course each quarter until the project or thesis is accepted or the comprehensive examination passed. Students who enroll through the university have full use of all university facilities. See Culminating Experience: Exam, Thesis, or Project in Graduate Degree and Program Requirements section of the Bulletin of Courses. Continuous Enrollment for Graduate Candidacy Standing is a variable unit course, see fee schedule in the Financial Information section of the Bulletin of Courses. Earned units are not degree-applicable nor will they qualify for financial aid.