

MANAGEMENT (MGMT)

MGMT 2600 Managing Yourself (4 semester hours)

This course provides an opportunity to assess, develop, and apply key skills in managing oneself. An emphasis will be upon applied, experiential learning based on the dimensions of the Global Leadership Executive Inventory (GLEI), particularly with respect to visioning, tenacity, emotional intelligence, global mindset, life-balance, and resilience to stress. In this course, students will develop a comprehensive career action plan, design a curricular and extracurricular map for the duration of their college career, and develop a relationship with a mentor.

MGMT 2698 Special Studies (1-4 semester hours)

MGMT 3600 Managing Others (4 semester hours)

This course will further develop management students' competencies to include leading others. Consistent with our College of Business Administration mission to advance knowledge and develop business leaders with moral courage and creative confidence to be a force for good in the global community, students will identify companies that are contributing toward meeting the goals identified in the United Nations Sustainable Development Goals. We will explore the role of effective management in bringing together the efforts, insight, and talent of multiple parties to meet ambitious goals. Prerequisite: MGMT 2600.

MGMT 3686 Learning and Development (4 semester hours)

Corporations in the United States spend more money annually on training than do all public school systems in the country. As the gap widens between the knowledge, skills, and abilities of what entry-level employees are required to know and do and what they actually know and do, training specialists and consultants become increasingly more valuable. However, training is no longer a function of just a Human Resources professional. Today, many managers and professionals are being asked to be responsible for the training and development of their employees. In addition, employees are expected to manage their own careers and personal brands in an increasingly complex work environment. This course provides students tools to meet these organizational and individual challenges. Students will work with a client organization to collect data, design a workshop, and perform an evaluation. Skills in curriculum design, data analysis, and communication will be enhanced. Prerequisite: BCOR 3610.

MGMT 3690 Environmental Strategy (4 semester hours)

The industrial revolution heralded the beginning of the Anthropocene Era—a new era dominated and shaped by humans. During this era, humans have expanded their geographic reach, their lifespans, and their intellectual and creative abilities far beyond what was previously imaginable. However, the cost of this expansion to the rest of the community of life on Earth—and, ultimately, humans, themselves—has been devastating. This course is designed to provide an in-depth examination of the problems currently facing the natural environment, how human industrial activity contributes to those problems, and how both private organizations (firms and NGOs) and governments can work to solve those problems. In the first part of the course, we will frame the issues through the lens of environmental philosophy and economics. Then we will move to specific environmental problems, examining their causes, and effects. Finally, we will turn to potential solutions from science, policy, and industry perspectives. For each of these issues, we will discuss potential impacts on and responses from private organizations, including the current state of scholarly and practitioner understanding of how to capitalize on solving environmental problems

MGMT 3698 Special Studies (1-4 semester hours)

MGMT 4600 Local Global Mindset (4 semester hours)

This capstone course has both a global focus and an Applied Management Project (AMP). For this project, we will learn about the distinct role of management in global business. Global leaders are distinguished from their local counterparts based upon their global work experience, global business knowledge, cross-cultural competencies, and global mindset. Prerequisites: BCOR 3610, MGMT 2600, and MGMT 3600.

MGMT 4608 Faith and Business (4 semester hours)

This course considers the connections between faith, Catholic social teaching, and business as contextualized interculturally in the United States. The class will explore contemporary socio-economic challenges and opportunities existing with the Los Angeles, U.S., and global environments. Students will have the opportunity to meet with leaders in business and government to help understand how faith and culture contextualize business environments. University Core fulfilled: Flag: Interdisciplinary Connections.

MGMT 4610 The Leadership Challenge (4 semester hours)

This course focuses on the role of leadership and leaders in organizations. Main topics include sources and uses of power, leadership traits, leadership styles and behaviors, contingency theories, team leadership, leadership development. Lectures, discussions, case studies, videos, and experiential exercises will be part of the course. Prerequisite: BCOR 3610.

MGMT 4620 Employee Rights and Employer Responsibilities (4 semester hours)

This course provides a broad overview of federal and state employment laws, administrative agency regulations, and judicial decisions that govern the management of human resources. It provides a framework for the analysis and implementation of procedures that impact the employer-employee relationship in the workplace. The course is highly interactive and surveys key legal terms and concepts critical for the employee to protect his/her rights and to understand the employer's legal/ethical responsibilities. The course will also explore the regulations and legal/ethical duties of human resources professionals and allow for active interaction with a variety of human resource professionals. Key topics covered will include the rules for proper advertising, screening, interviewing, and hiring of applicants; an analysis of the procedures that shape the training, promotion, discipline, and termination of employees; grievance handling, anti-discrimination laws, employee rights, health and safety regulations leaves of absence, harassment prevention, regulatory compliance, and administrative adjudication of claims. See also BLAW 4220. Prerequisite: BCOR 2210.

MGMT 4630 International Management (4 semester hours)

Different economic, political, and socio-cultural environments around the world challenge managers with opportunities and risks. The goal of this course is to help students identify and evaluate the opportunities and challenges facing managers operating in international business contexts and come up with solutions to the identified problems. Specifically, the course will familiarize students with the major concepts and paradigms in international management, enhance an awareness of the impact of internationalization on firms, develop the ability to analyze MNC's strategies and behaviors, and suggest solutions to the problems identified in managing organizations and people across borders. (See INBA 4830.) Prerequisites: BCOR 3610 and BCOR 3860.

MGMT 4635 Managing Nonprofit Organizations (4 semester hours)

This course explores ongoing issues, challenges, trends, and successful management and leadership practices for nonprofit organizations. Students examine their future roles, in careers and voluntary activities, in social transformation and sustainability, as well as critical change agents in partnership with for-profit and government organizations. Open to all majors of junior or senior standing. Consent of instructor required.

MGMT 4640 Cross-Cultural Leadership (4 semester hours)

This course examines what constitutes "effective" leadership across cultures, including how to be an inclusive leader and how to lead culturally diverse groups. Students gain insights about leadership, in particular cultures based on their research and/or personal experiences. The goal is to prepare students for leadership assignments outside their native countries and in cross-cultural teams. Prerequisite: BCOR 3610. Juniors and seniors only.

MGMT 4660 International Entrepreneurship (4 semester hours)

This course focuses on developing knowledge and skills in three key components of international entrepreneurship: initiating entrepreneurial ventures, managing international business transactions, and dealing with multicultural business environments. The course includes a feasibility study of an international small business venture start up, case study, and experiential learning. (See ENTR 4360 and INBA 4860.) Prerequisites: BCOR 3860.

MGMT 4665 Strategic Staffing and Professional Recruitment (4 semester hours)

Students explore the inner workings of staffing, both as a professional career path and as a strategic management tool for today's organizations. This course also features an applied emphasis, including relevant work experience and professional networking, in preparing students for successful transition into a career in staffing and professional recruiting services. Prerequisite: BCOR 3610 or permission of instructor.

MGMT 4695 Global Sustainability: Challenges and Prospects in East Asia (4 semester hours)

This course explores cross-disciplinary theory and practice of sustainability within a global context, and with an emphasis on East Asia. This course includes a two-week tour abroad to enrich student learning through direct international experience. Open to all majors of junior or senior standing. Consent of instructor required.

MGMT 4698 Special Studies (1-4 semester hours)

MGMT 4699 Independent Studies (1-4 semester hours)

Requires approval of the Associate Dean.