

MANAGEMENT (MGT)

MGT-2100 Financial Management (4 semester hours)

This course is designed to explain how accounting and financial data can be interpreted and used by managers in making decisions. In addition, this course introduces the student to the analysis and interpretation of financial reports, the budgeting process, and the use of data in business decision making.

MGT-2500 Leading People and Teams (4 semester hours)

In this course, students will learn how to build effective teams, improve teamwork and collaboration, and sustain team performance through continuous learning and improvement. Students will learn best practices for composing a team and aligning individual and team goals. Drawing on research in group dynamics, students will also learn how to establish roles, build structures, and manage decision making so that their team excels. This course will also help future leaders manage critical team processes such as conflict resolution and building trust that have a profound impact on a team's performance.

MGT-3000 Organizational Development and Change (4 semester hours)

This course explores the fundamental theories of organization development; the dynamics that happen at the individual, team, and leadership levels that impact change; and approaches to diagnosing and enabling the organization to change.

Prerequisite(s): BUS-1020.

MGT-3110 Nonprofit Management (4 semester hours)

This course is a general introduction to the theory and practice of effective management of nonprofit organizations, with a heavy emphasis on practical application. Real world examples and experiences will be used to ensure that the academic lessons translate to the nonprofit experience. The course addresses some of the pertinent management issues of the nonprofit sector that includes education, research, health care, art, culture, religion, communications, social welfare and services, advocacy, legal services, international assistance, foundations and mutual benefit professional and trade associations.

MGT-3120 Fundraising, Philanthropy, and Development (4 semester hours)

This course introduces the theory and concepts in the field, along with an overview of the development cycle from identification and cultivation through stewardship and recognition. Students will learn how to develop a case for support, identify and assess prospective donors, match a donor's interests and needs with your organization's mission and goals, recognize planned giving benefits to your donors, structure a successful solicitation, and respond to ethical dilemmas

MGT-3130 Grant Writing (4 semester hours)

This course focuses on developing student skills necessary to have the knowledge to be able to develop a solid funding grant proposal. This course is ideal for students who are pursuing careers in nonprofit and government agencies and are seeking to develop the skills needed to become an effective grant writer. This course also prepares students to work with and/or supervise grant based programs or agencies instilling the knowledge of how the grant process works.

MGT-3210 Lean Six Sigma (4 semester hours)

This course introduces students to the fundamentals of Lean and Six Sigma and presents them as complementary, additive methodologies that focus on both waste and variation reduction. This course provides an overview of the philosophy of Lean Six Sigma and introduces key terminology and methodologies used in Lean Six Sigma organizations. Value stream mapping, elimination of waste, the 5S's and the DMAIC project cycle are presented conceptually and cornerstone tools of Lean Six Sigma.

MGT-3220 Applied Quality (4 semester hours)

This course provides students with the knowledge and techniques required to improve product quality and process efficiency by identifying and measuring production process variability which, if not successfully addressed, leads to inconsistent product quality, costly wastage, non-standardization and other reliability and productivity problems. This course introduces basic quality management concepts and definitions and builds on that knowledge to explore Statistical Process Control (SPC) based quality improvement techniques as a means to diagnose, reduce, and eliminate causes of variation and to assist in process improvement, production control, production planning, and decision making. A brief review of the fundamentals of statistics and probability and their applications in quality management is provided, and various measurement and control techniques – for example, charts for variables and attributes, are presented.

MGT-3230 Manufacturing and Logistics Information Systems (4 semester hours)

This course provides an overview of manufacturing and logistics information systems, processes and software packages, as well as practical tools and techniques for effective decision making and integrated supply chain management (e.g. inventory management; demand forecasting and planning; sourcing; transportation management; warehouse management; etc.). The concentration of the course is on understanding the importance of having accurate and timely data for effective decision-making; having efficient business processes in place; and current state-of-the-art tools and off-the-shelf supply chain software packages.

MGT-3410 Healthcare Management (4 semester hours)

This course examines the nation's health care delivery system with overviews provided for each major sector of the health economy. The basic tools of economics and finance are employed to gain critical insights into the structure, conduct and performance of each of these sectors. This course is designed to accommodate both health care professionals and individuals from other business areas interested in learning more about the health care industry.

Prerequisite(s): MGT-2500.

MGT-3420 Healthcare Information Systems (4 semester hours)

This course introduces the health information management profession and healthcare delivery systems. Topics may include healthcare settings, the patient record, electronic health records (EHRs), data collection standards, legal aspects of health information, coding, and reimbursement.

Prerequisite(s): MGT-2100.

MGT-3430 Healthcare Finance (4 semester hours)

This course focuses on learning and applying key financial and managerial accounting tools and concepts to healthcare problems. Provides a broad introduction to key concepts, issues, tools, and vocabulary useful for practitioners and administrators. Examples of possible topics include evaluation of capital investment decisions, sources of financing, managerial accounting concepts (including cost behavior, profit analysis, and incremental analysis), reimbursement under various third-party payer environments, cost allocation and government program reporting.

Prerequisite(s): MGT-2100.

MGT-3510 Employee and Labor Relations (4 semester hours)

This course provides an overview of the internal consulting role of HR in Employee and Labor Relations. This includes history, applicable laws, challenges and opportunities. Employee Relations will examine the broad range of concepts and practices that arise out of the relationship between an organization and its employees. Analyzes the organization decisions that impact on employee training, conduct, evaluation, coaching, counseling, disciplining, and separation. The Labor Relations process will be demonstrated from the union organizational campaign, to contract negotiations through the grievance procedure and arbitration.

Prerequisite(s): BUS-3250.

MGT-3520 Employee Training and Development (4 semester hours)

This course will examine the role of human resource development in maintaining an organization's competitive position in the marketplace. The course will identify assessment techniques that will assist the manager in determining the general training needs of the organization and the specific needs of the employees and it will introduce practices that help managers to successfully transfer training to the workplace so that organizational efficiency and effectiveness improve. The course will also examine special topics of interest, such as diversity training and career management.

Prerequisite(s): BUS-3250.

MGT-3530 Compensation and Benefits Management (4 semester hours)

In this course, students will learn strategies for managing core compensation, choosing employee benefits, analyzing cost leadership vs. differentiation, monitoring capital and operating requirements, adhering to compensation-related legislation, and maintaining labor/management relations. This course covers how to analyze and implement programs both employers and employees value.

Prerequisite(s): BUS-3250.

MGT-3610 Agribusiness Management (4 semester hours)

This course surveys and introduces agricultural business management concepts and general knowledge base needed to run a small profit oriented agribusiness in today's competitive environment.

Prerequisite(s): MGT-2500.

MGT-3620 Agri-Food Systems (4 semester hours)

This introductory survey course investigates and analyzes agriculture and food systems in the context of public health, the environment and the marketplace. The course primarily focus on the American food systems but will explore some global and food systems as well. The environmental, economic, biological, cultural, social and ethical dimension of our food systems -- from farm to fork -- are considered. We look critically at some of the challenges faced through the food systems in order to feed a growing world population. The course will consider whether, and how, farming can be done in an environmentally friendly and sustainable way, and consider whether consumers can play a role through the food choices they make.

MGT-3630 Agribusiness Sales and Marketing (4 semester hours)

This course provides an overview of agricultural sales and marketing. Topics may include competition in the agriculture market place, marketing decisions, types of markets, contracting, government programs and regulations, personal development, employee and employer responsibilities, communications, promotion strategies, records, files, purchasing materials, stocking, selling and business account procedures.

Prerequisite(s): MKT-2300.

MGT-4230 Facilities and Operations Management (4 semester hours)

This course explores the concepts, principles, problems, and practices of operations management. Emphasis is on managerial processes for effective operations in both goods-producing and service-rendering organization. Potential topics include operations strategy, process design, capacity planning, facilities location and design, forecasting, production scheduling, inventory control, quality assurance, and project management.

Prerequisite(s): BUS-1020.

MGT-4300 Project Management (4 semester hours)

In this course, students will learn the key concepts of planning and executing projects. Students will identify factors that lead to project success, and learn how to plan, analyze, and manage projects.

Learners will be exposed to state-of-the-art methodologies and to considering the challenges of various types of projects. This course develops a foundation of concepts and solutions that supports the planning, scheduling, controlling, resource allocation, and performance measurement activities required for successful completion of a project.

Prerequisite(s): BUS-1020.

MGT-4940 Management Internship (4 semester hours)

The purpose of the Management Internship is to enable Aurora University students to acquire work experiences in the world of business or related-contexts. This experience is designed to expand on the learning experience and to integrate and reinforce skills and concepts learned in the classroom. The internship provides a practical experience in a structured employment environment. Students may repeat this course involving a different internship experience for a maximum of 12 semester hours. Instructor approval required. Letter grading applies.

Prerequisite(s): Junior or Senior standing.

MGT-4990 Strategic Leadership (4 semester hours)

This course introduces the key concepts, tools, and principles of strategy formulation and competitive analysis. It is concerned with managerial decisions and actions that affect the performance and survival of organizations. The course is focused on the information, analyses, organizational processes, and skills and judgment managers must use to devise strategies, position their organizations, define firm boundaries and maximize long-term success in the face of uncertainty and competition. Strategic Management is an integrative and interdisciplinary course.

It assumes a broad view of the external environment that includes customers/clients, competitors, technology, the market, government, and global forces and views the external environment as dynamic and characterized by uncertainty. The course draws together and builds on all the ideas, concepts, and theories from prior foundational courses in management. The course takes a general management perspective, viewing the organization as a whole, and examining how policies in each functional area are integrated into an overall competitive strategy. The key strategic decisions of concern in this course involve selecting competitive strategies, creating and defending competitive advantages, defining organizational boundaries and allocating critical resources over long periods. Decisions such as these can only be made effectively by viewing an organization holistically, and over the long term.

Prerequisite(s): MGT-3000.