Management Department (MGT)

College of Business Administration
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www.uwlax.edu/management

The Management major offered by the Department of Management at UW-La Crosse is a program carefully structured to meet the requirements of AACSB International of which UW-La Crosse is an accredited member. Approximately 25 percent of the schools of business in the U.S. hold this accreditation.

The program prepares students for a challenging career in for-profit and non-profit organizations. Working with a highly-trained and specialized group of faculty and staff, many of our students are well prepared in their mastery of technical business management as well as in their communication skills, their ability to work with others, their willingness to accept leadership responsibilities, and their respect for human differences.

These professional and social skills can be further refined by participation in numerous professional student organizations at UW-La Crosse, including organizations in human resources management, international management, entrepreneurship, and more.

The Management major provides opportunities for students to develop skills and knowledge across a variety of areas of management. Opportunities exist to explore specialized areas within the field of business management through upper-level elective courses as well as research projects (e.g., MGT 499 Independent Study) and internships (e.g., MGT 450, MGT 452). Some courses have community service projects. The major also provides students with important exposure to matters of corporate social responsibility and ethics, the Principles of Responsible Management Education (http://www.unprme.org) and the UN Global Compact (http://www.unglobalcompact.org).

The Management Department also contributes courses for the interdisciplinary Sustainable Business minor (for business students), the International Business major and minor (for business students), the Health Analytics Management minor (for both business and non-business students), and the minor in Business Administration (for non-business students).

Management majors in the College of Business Administration must be admitted to business (http://catalog.uwlax.edu/undergraduate/businessadministrationcba/#Admission) in order to take upper-level MGT courses and in order to complete required upper-level college core requirements.

2017-18 Faculty/Staff

The following is the department’s faculty and staff as of the publication date of this catalog. This list will not be updated again until the next catalog is published in June.

Professor
William Ross

Associate Professor
Nicole Gullekson
Christa Kiersch

Assistant Professor
Uzay Damali
Danny Franklin
Ana Iglesias
Yeonka Kim
Justin Kraemer
Anup Nandaliath
Henry Petersen

Lecturer
Scott Reber

Associate Lecturer
Kelly Nowicki-Vanrooyen

Administrative Support
Lori Komarek

Major
• Management - BS (http://catalog.uwlax.edu/undergraduate/management/managementbs)

Minor
• Healthcare analytics management minor (http://catalog.uwlax.edu/undergraduate/management/healthcare-analytics-management-minor)

Courses
MGT 100 Cr.3
Introduction to Business
Provides framework within which to develop an appreciation and introductory understanding of the nature of business and the relationships of the functions of business to the environment of the American economy in which students shall assume a major role. May be counted as an elective in the College of Business Administration. Offered Occasionally.
MGT 301 Cr.3
Business Communication
This course explores different genres of written and oral communication employed in the business environment. Emphasis is placed on utilizing communication strategies that are tailored to both the audience and the organizational context in which the communication takes place. The ethical implications of communication within a business environment are also considered. This course develops a process approach to writing, which moves from planning through revision and final editing in producing business-related documents. Students will also be introduced to communication techniques that enhance productivity within groups as well as develop the ability to write as a team and create presentations that flow seamlessly. Prerequisite: ACC 221; CST 110; ECO 110; ECO 120; ENG 110; sophomore standing. Offered Fall, Spring.

MGT 302 Cr.3
Advanced Business Communication: Reports and Presentations
This course provides for the study of advanced topics and practices of crafting business reports and delivering business presentations. Students research, draft, revise, edit, and submit a series of business reports, presenting these documents orally by employing strategies of persuasion, explanation, description, and instruction. While developing short, individually-delivered briefings and longer, extensively researched proposals, students enhance independent speaking skills and team presentation skills by engaging in face-to-face and virtual meetings, by collaborating through a wiki site, by offering peer critique in practice sessions, and by designing visual aids to enhance the multimedia presentations. Also, to promote their proposals, students craft press releases to shareholders and to the public. Prerequisite: CST 110, ENG 110; junior standing; admission to business. Offered Occasionally.

MGT 303 Cr.3
Principles of Labor-Management Relations
Instruction develops the necessary perspective and the theoretical and legal structure necessary to an understanding of current public policy and contemporary issues in labor-management relations. The case study approach is used in studying current applications. Prerequisite: admission to business or public administration major; junior standing. Offered Fall, Winter, Spring, Summer.

MGT 308 Cr.3
Behavior and Theory in Organizations
This course provides an introduction to Organizational Behavior and Theory. Emphasis is on key individual and group level behavioral processes deemed essential for effective management. They include perception, motivation, communication, and group dynamics. In addition, the course covers some basic concepts of organizational theory such as organizational structure and design, organizational culture, and strategy and goals. Prerequisite: admission to business; junior standing. Offered Fall, Spring.

MGT 310 Cr.3
Principles of Sustainable Business
This course lays a foundation on the relationships between social, environmental and business systems. Challenges to existing business theory will embrace a new ecological perspective of business that includes an introduction to complexity theory, systems thinking, evolutionary economics and biomicromics. The specific topics of the triple-bottom-line, full-cost accounting, green marketing, human rights and social equity are explored within the context of local and global ecosystems and a broadened mission for “sustainable” business in the 21st century. Prerequisite: admission to business. Offered Annually.

MGT 328 Cr.3
Principles of Management Thought
This course focuses on the principles and evolution of ‘management’ thinking from the advent of the industrial revolution to the present in an increasingly integrated and interconnected world. This course places management thought in a larger political, economic, social and temporal context. It focuses on how management thinking and its accompanying frameworks and practices must evolve and change if it is to make contemporary organizational life creative, effective, and sustainable. (This course should be taken in the first semester of admission to the business program and management major.) Prerequisite: admission to business; junior standing. Offered Fall, Spring.

MGT 360 Cr.3
Global Perspective on Business
This course focuses on managing in today's increasingly interconnected world. Special attention is paid to creating and maintaining sustainable business practices across international boundaries, including building socially, economically and environmentally effective organizations in a culturally diverse world. Prerequisite: admission to business or international business minor with a non business major; junior standing. Offered Fall, Spring.

MGT 385 Cr.3
Compensation and Benefits Administration
A comprehensive treatment of issues involved in compensation and benefits administration. Issues involved are wage theory, job evaluation, job pricing, types of incentives. Mandated and voluntary benefits, ERISA, legal issues in compensation, cost, impact and future of compensation and benefits administration are also considered. Prerequisite: admission to business. Offered Occasionally.

MGT 386 Cr.3
Human Resources: Employment
Examines principles and practices involved in recruiting, interviewing, selecting, hiring and developing employees. Separations, transfers, promotions, EEO considerations, privacy and affirmative action are considered. Prerequisite: admission to business or public administration major; junior standing. Offered Occasionally.

MGT 393 Cr.3
Production and Operations Management
This introductory course provides business students with the processes of creating and disseminating value in both manufacturing and service operations. The course includes the theoretical foundations for production and operations management, as well as how decision-making techniques aid the manager in creating and delivering value. Global production and distribution strategies are integrated with management processes and projects. Topics include the operation system and processes, the lean and agile enterprise, six sigma, supply chain management and global logistics. Emerging information and manufacturing technologies within the global supply chain are reviewed. Prerequisite: STAT 145, MTH 175; admission to business; junior standing. Offered Fall, Spring, Summer.

MGT 395 Cr.3
Management Science
Introduction to the quantitative models used in the private and public sectors. Topics include linear programming, transportation and assignment models, project planning, basic inventory models, decision theory, queuing models, and game theory. Prerequisite: MGT 393; admission to business or information systems major. Offered Occasionally.
MGT 398 Cr.3
Total Quality Management
A course designed to explore the nature of companywide quality management. This course critically analyzes the work of quality pioneers such as Deming, Juran, Crosby, Taguchi, etc. Focus is on the functional integration and implementation of quality management in manufacturing and services: management of process quality, quality function deployment, strategic quality planning, human resource and information system management to ensure quality, measures of quality performance, Japanese approach to quality, and internal and external customer focus for continuous improvement. Prerequisite: STAT 145; admission to business or radiation therapy major; junior standing. Offered Occasionally.

MGT 399 Cr.3
Project Management: Planning, Scheduling, Executing, and Controlling
This course emphasizes the use of special tools and techniques in management to accomplish the organizational mission through better control and use of existing resources. It explores ways to harness cross-functional synergy in an organization to successfully plan, schedule, execute and control projects. Prerequisite: MTH 145; admission to business; junior standing. Offered Occasionally.

MGT 400 Cr.1-3
Management Forum
Emphasis will be on examination and study of current management issues. Topics will vary from semester to semester. Same topic may not be repeated if a grade of "C" or better was earned in that topic. Repeatable for credit - maximum nine. Prerequisite: admission to business. Offered Occasionally.

MGT 402 Cr.3
Healthcare Analytics Management
This course is primarily concerned with the study of how data and analytics can impact the overall performance of healthcare organizations. The course answers a fundamental question: How do some healthcare firms leverage data analytics and the accompanying technology to perform better than others? Students will explore multifunctional problems that confront top management and gain exposure to the current use of analytics in consumer driven healthcare, risk management, quality and safety, financial performance and reimbursement, health outcomes analysis, and healthcare value and costs. Prerequisite: grade of "C" or better in STAT 145 or STAT 245; ECO 230; cumulative GPA of 3.0 or above; declared major. Offered Spring.

MGT 408 Cr.3
The Global Responsibility of Business
This course considers the turbulent environment in which organizations function and examines specific dimensions of this environment including the evolution of a framework of global human rights, the impacts of economic and social globalization, the convergence of global approaches to sustainability and the changing ideological and political frameworks affecting business. It will also examine matters of global corporate social responsibility and social entrepreneurship. Prerequisite: admission to business or chemistry major with business concentration, or physics major with business concentration; senior standing. Offered Fall, Spring.

MGT 412 Cr.3
Emergent Leadership and Team Development
This course focuses on key differences between management and leadership and the importance of leadership in the context of effective team building. The emphasis is on organizational change and the role that leadership plays in providing direction for this change. Collaborative and non-hierarchical strategies that facilitate team building will be discussed as an alternative to top-down behavior. The course will provide opportunities to think deeply and systematically about the development of leadership skills and the creativity, initiative and motivation critical to that development. Prerequisite: admission to business; senior standing. Offered Occasionally.

MGT 414 Cr.3
Crisis and Contingency Management
The success of an organization depends in part on its ability to manage change and handle crises, while maintaining the creation of value for stakeholders. As such, this class explores the incubation, management and recovery from crises. Crises in this context encompasses events that threaten the normal operations and viability of the organization. Using contemporary and historical cases, and taking an approach that explores the complexity and uncertainty of contemporary contexts, we will explore the way management practices and processes can both mitigate and exacerbate crisis trajectories. The aim is to provide students with a fuller understanding of the role of management in developing organizational resilience to manage and recover from crises. Offered Annually.

MGT 420 Cr.3
Entrepreneurship
Students are introduced to the theories, methods, knowledge and skills required of successful entrepreneurs. In addition, students will evaluate the business skills and commitment necessary to successfully operate an entrepreneurial venture and review the challenges and rewards of entrepreneurship. Students will understand the role of entrepreneurial businesses in the economy. Prerequisite: FIN 355; MKT 309; admission to business; junior standing. Offered Fall.

MGT 428 Cr.3
Management of Technology and Innovation
This course focuses on the management of technological innovation in organizations. It examines how the design of an organization’s structure, internal processes, reward systems and staffing, etc., can enhance the organization’s capability for technological innovation. A combination of lectures, case analyses and independent readings will be used. Prerequisite: admission to business; senior standing. Offered Occasionally.

MGT 430 Cr.3
Comparative Management Systems
Comparative management is concerned primarily with studying the similarities and differences among nations in the context of management systems in different countries. The focus of the course is on the interaction between sociopolitical and cultural environments and management systems. This course seeks to encourage future managers in a global environment to think in a global context and be knowledgeable about the cultures, political economies and business practices of other countries. Prerequisite: admission to business or international business major or French/German/Spanish major with a business concentration; senior standing. Offered Occasionally.
MGT 431 Cr.3  
**Business, Labor and Human Rights**  
The course examines the impact of globalization, trade regulation and international conventions, agreements and law on human rights, specifically in the context of business and labor rights. Topics include the emergence of post-war human rights structures; the impact of the International Labor Office on Human Rights in the workplace; the establishment of economic, social, and cultural rights in the context of business; the growing conflicts between trade agreements and national policy and emerging partnerships between business organizations and international agencies. Managerial and trade union responses to emerging human rights issues are considered. Prerequisite: admission to business or international business minor with a non business major; senior standing. Offered Occasionally.

MGT 449 Cr.3  
**Administrative Policy Determination**  
An integrated case study approach to the variables in management policy determination at the business strategy level. The course will operationally apply the principles, concepts, and methods of the College of Business Administration core requirements to both actual and simulated case situations. May be taken only in the semester of graduation. Prerequisite: satisfactory completion of all core requirements (ECO 110, ECO 120; ACC 221, ACC 222; BUS 205, BUS 230; IS 220; FIN 355; MGT 308, MGT 393; MKT 309); admission to business; senior standing. Offered Fall, Spring, Summer.

MGT 450 Cr.1-6  
**College of Business Administration Internship**  
The internship program as conceived and implemented is an unusual program designed to provide an opportunity for students in the College of Business Administration at the University of Wisconsin-La Crosse to participate in an approved program with a cooperating business, governmental or civic organization for usually 15 weeks of their undergraduate work. Students may apply up to three internship credits toward the management major, either MGT 450 or MGT 452. For additional information, see internship description under the College of Business Administration heading. Repeatable for credit - maximum six. Prerequisite: ACC 221, ACC 222; BUS 205, BUS 230; ECO 110, ECO 120; FIN 355, IS 220; MGT 308; MKT 309; admission to business; senior standing. Offered Fall, Spring, Summer.

MGT 452 Cr.1-6  
**College of Business Administration International Internship**  
The internship program as conceived and implemented is an unusual program designed to provide an opportunity for students in the College of Business Administration at the University of Wisconsin-La Crosse to participate in an approved program with a cooperating business, governmental or civic organization for usually 15 weeks of their undergraduate work. Credit for international internships can be received for only internships classified as internationally related internships by Career Services. Students may apply up to three internship credits toward the management major, either MGT 450 or MGT 452. For additional information, see internship description under the College of Business Administration heading. Repeatable for credit - maximum six. Prerequisite: ACC 221, ACC 222; BUS 205, BUS 230; ECO 110, ECO 120; FIN 355, IS 220; MGT 308; MKT 309; admission to business; senior standing. Offered Fall, Spring, Summer.

MGT 480 Cr.3  
**Business Sustainability Capstone**  
This capstone course will act as a culmination of the Sustainability Minor in Business. By the time students complete this last course in the minor, they will have developed not only a deep exposure to the “content” of sustainable business, but also a great deal of firsthand experience with the very tools and procedures that breathe factual “life” into that content, including the triple-bottom-line, full-cost accounting, externalities, and ecological footprint audits. Speakers from and field trips to businesses engaging in sustainability practices will also be a part of this course. Prerequisite: MGT 310; MGT 408; and six additional credits applicable to the sustainable business minor. Open only to minors in sustainable business. Offered Annually.

MGT 483 Cr.3  
**Human Resource Development**  
The course examines principles and practices of human resource development in business organizations. Students learn to analyze training needs and objectives at the organization and job level. They also learn about various instructional methods used in business. Differences between formal training programs and on-the-job training will be considered. Methods of evaluating human resource development will also be discussed. The relationship between human resource development and other organizational and human resource management goals will also be examined. Prerequisite: admission to business. Offered Occasionally.

MGT 484 Cr.3  
**International Human Resource Management**  
The course examines human resource practices in countries other than the United States. These practices are compared and contrasted with common U.S. practices, and implications for multinational corporations are considered. Specific topics may include: staffing, recruiting, overseas transfers, performance appraisal, compensation, and equal employment opportunity issues. Prerequisite: admission to business or international business minor with a non business major; junior standing. Offered Occasionally.

MGT 485 Cr.3  
**Collective Bargaining**  

MGT 486 Cr.3  
**Human Resources: Current Issues and Policies**  
An in-depth investigation of selected current trends and issues of importance in personnel and industrial relations. An integrative, case-oriented approach to the study of problems and policy in personnel and industrial relations. Simulation exercises and case analysis are used in addition to lecture and student presentations. Prerequisite: admission to business; senior standing. Offered Occasionally.
MGT 487 Cr.3
**Male/Female Relationships-Business Environment**
An examination of current managerial issues with emphasis on the psychological and social barriers which inhibit the effective performance of individuals in an organization. The course examines the socialization of men and women as related to leadership in working organizations and cultural perceptions of work roles for men and women. The development of human resource strategies for the attainment of individual goals also is emphasized. Other topics such as mentoring in organizations, sexual harassment, benefits issues (e.g., those under the Family and Medical Leave Act), and comparable worth in pay also may be considered. Prerequisite: admission to business; senior standing. Offered Occasionally.

MGT 492 Cr.3
**Global Supply Chain Management & Logistics**
The course is a seminar in contemporary, leading-edge theory and practice in global supply chain management, logistics, and transportation. The emphasis is on framing, analyzing, designing, planning, implementing, coordinating, and controlling activities that add value to an organization or a supply network in a global context. Prerequisite: admission to business. Offered Fall.

MGT 493 Cr.3
**Green Operations Management**
This course is a discussion-based forum focused on historical and contemporary environmental sustainability initiatives, and the relationships amongst these initiatives and global business strategies and tactics. This course is designed to be a survey of leading-edge thinking and knowledge in the field, where contemporary practice and theory intersect. Prerequisite: STAT 145; admission to business. Consent of instructor. Offered Spring.

MGT 499 Cr.1-3
**Independent Study**
Individual reading or research under the guidance of a staff member. Open to selected advanced students who have excellent records in the department. Registration with the consent of the student’s regular adviser, the instructor, and the department chairperson. Repeatable for credit - maximum six. Prerequisite: admission to business. Consent of instructor. Pass/Fail grading. Offered Fall, Spring, Summer.