Management Department (MGT)

College of Business Administration
Department Chair: William Ross
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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 this specialized group of faculty and staff, many of our students are well prepared in their mastery of technical business management and in their communications skills, their ability to work with others, confidence and willingness to accept leadership responsibilities, and respecting 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.

This major provides opportunities to develop skills and knowledge across a variety of areas of management. It 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 department also contributes courses for the interdisciplinary sustainable business minor, the international business minor, and the minor in business administration (for non-business majors).

Students in the College of Business Administration must be admitted to business (http://catalog.uwlax.edu/undergraduate/businessadministrationcba/#Admission) and also complete the college core requirements.

2015-16 Faculty/Staff

Professor
William Ross
Andrew Stapleton

Assistant Professor
Nicole Gullekson
Christa Kiersch
Justin Kraemer
Henry Petersen
Kareem Shabana

Asa Wilson
Jonathan Ying

Lecturer
Gail Gillis

Associate Lecturer
Kelly Nowicki-Vanrooyen

Administrative Support
Lori Komarek

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

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 300 Cr.3
Business Communications
The study of the theory of communications is illustrated and reinforced by many specific applications in writing sales letters, credit and collection letters, business reports of various lengths and kinds, and messages to employees, shareholders, and the public. The resume, job application letter, and the interview are also studied. Oral presentations are an integral part of the course. Prerequisite: admission to business; junior standing. 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 Occasionally.
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 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
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 386 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 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: MTH 145, MTH 175; admission to business; junior standing. Offered Fall, Spring, Summer.

MGT 395 Cr.3
Management Science I
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: MTH 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 in that topic was earned. Repeatable for credit - maximum nine. Prerequisite: admission to business. Offered Occasionally.

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

**International Human Rights**

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. Pass/Fail grading. 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. Pass/Fail grading. Offered Fall, Spring, Summer.

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 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 department. Pass/Fail grading. Offered Fall, Spring, Summer.