

## Management

The Management major introduces management practices to students who wish to work in human resource management, management consulting, or in small business and non-profit organizations. There are two distinct tracks to the major.

- **Managing Human Resources:** This track prepares students to work as human resource professionals or in management consulting organizations or to broaden their interpersonal skills.
- **Small Business and Non Profit Management:** This track prepares students specifically to work in small businesses including family owned businesses, nonprofit organizations, startups, and in rapid growth environments.

**Professors.** Michael D. Santoro, PhD (Rutgers University); Susan A. Sherer, PhD (University of Pennsylvania); Robert J. Trent, PhD (Michigan State University); Yuliang Yao, PhD (University of Maryland College Park)

**Associate Professors.** Liuba Y. Belkin, PhD (Rutgers University); William Forster, PhD (University of Virginia); Douglas M. Mahony, PhD (Rutgers University); Corinne A. Post, PhD (Rutgers University Newark); Catherine M. Ridings, PhD (Drexel University); Naomi B. Rothman, PhD (New York University); Andrew John Ward, PhD (University of Pennsylvania); Zach G. Zacharia, PhD (University of Tennessee Knoxville)

**Assistant Professors.** Ozias A. Moore, Jr., PhD (Cornell University); Charles E. Stevens, PhD (Ohio State University); Haoyan Sun, MBA (University of Washington); Dawei Zhang, PhD (University of Calgary)

**Lecturer.** Chitra S. Nayar, MBA (University of Iowa)

**Professors Of Practice.** James Brennan, PhD (University of Wyoming); Joshua Walter Ehrig, MA (Lehigh University); Dale F. Falcinelli, MS (Lehigh University); Robert Kuchta, MS (New Jersey Institute of Technology)

**Emeriti.** Richard W Barsness, PhD (University of Minnesota); Alden S. Bean, PhD (Northwestern University); John W. Bonge, PhD (Northwestern University); Michael G. Kolchin, DBA (Indiana State Univer); Peter P. Poole, PhD (The Pennsylvania State University); Theodore W. Schlie, PhD (Northwestern University); John E. Stevens, PhD (University of Cincinnati)

Each track of the Management Major is comprised of 5 courses (15 credits). All Management Majors are required to take MGT 342 Managing in the International Organization.

### MANAGING HUMAN RESOURCES

#### Required

MGT 333	Human Resource Management	3
MGT/SCM 328	Negotiations and Conflict Management	3
MGT 342	Managing in the International Organization <sup>1</sup>	3
MGT 363	Diversity and Inclusion in the Workplace	3

**Plus 1 from the following courses:** 3

MGT 314	Small Business Consulting	
ECO 235	Labor Economics	

**Total Credits** 15

### SMALL BUSINESS AND NON-PROFIT MANAGEMENT

#### Required

MGT 342	Managing in the International Organization <sup>1</sup>	3
MGT 306	Decision Making in Small Business and Non-profit Enterprise	3
MGT 314	Small Business Consulting	3

**Plus 2 from the following courses:** 6

MGT/SCM 328	Negotiations and Conflict Management	
MGT 333	Human Resource Management	

FIN 328	Corporate Financial Policy
BIS 335	Application Development for Business
MKT 319	Development and Marketing of New Products

**Total Credits** 15

<sup>1</sup> MGT 342 Managing in the International Organization fulfills the CBE Global Requirement

<sup>2</sup> MGT 363 Diversity and Inclusion in the Workplace fulfills the CBE Diversity Requirement

### MANAGEMENT MINOR

This minor provides an overview of management program. It is designed to expose students to the field of management and to provide them with an opportunity to build and enhance their professional and leadership skills through a formal course of study. This minor is open available only to students with a declared major in the College of Business and Economics and/or students enrolled in either the IBE or CSB programs. CBE students cannot receive overlapping credit between CBE major and minor courses or overlapping credit between CBE minor courses.

Program of Studies: The Management Minor consists of 3 courses equalling 9 credit hours from the following courses:

MGT 328 Negotiations

MGT 333 Human Resource Management

MGT 342 Managing in the International Organization

MGT 363 Managing Diversity and Inclusion in the Workplace

Course descriptions for the College of Business and Economics graduate courses can be found under Business and Economics Graduate courses (<http://catalog.lehigh.edu/coursesprogramsandcurricula/businessandeconomics/businesseconomicsgraduatecourses>).

Course descriptions for the College of Business and Economics graduate courses can be found in this section under the heading of Business and Economics Graduate Courses.

#### Courses

#### MGT 143 Managing and Leading People in Organizations 3 Credits

Introduction to human behavior in organizations. Emphasis on conceptual and applied organizational behavior and human resource topics such as: individual differences; perception and judgment; decision making; motivation; teams and groups; leadership; conflict; ethics; diversity; and culture. Must have sophomore or junior standing.

#### MGT 300 Apprentice Teaching 1-3 Credits

#### MGT 301 Strategic Management in a Global Environment 3 Credits

The capstone business class, integrating concepts and practices from the core business classes, utilizing an organizationwide strategic perspective and examining the relationship among firm strategy, structure and environment. The course emphasizes strategic analysis strategy formulation, and strategy implementation so as to achieve sustainable competitive advantage. Corporate governance, corporate social responsibility and business ethics are incorporated into the strategic perspective. Case analyses and competitive simulation game are the central learning components. Must have senior standing in the College of Business and Economics, and completion of the college core.

**Prerequisites:** (MKT 111 or MKT 211) and (ECO 115 or ECO 146 or ECO 105) and (LAW 201) and (FIN 125 or FIN 225) and (MGT 186 or SCM 186) and (MGT 143 or MGT 243 or CSB 311 or CSB 312) and (BIS 211 or BIS 111 or ACCT 311 or CSB 311) and (ECO 029 or ECO 129) and ACCT 152 and (BUS 001 or BUS 097) and (BUS 005 or CSB 311)

**MGT 306 (ENTP 306) Decision Making in Small Business and Non-profit Enterprise 3 Credits**

Formulation of strategies, policies and decisions unique to family owned businesses, non profit organizations, start up ventures, and organizations experiencing rapid growth. Lectures and case studies.  
**Prerequisites:** FIN 125 and MKT 111

**MGT 314 (ENTP 314) Small Business Consulting 3 Credits**

A field of studies course providing management assistance to small businesses in the Lehigh Valley. Students work in small groups under faculty supervision on a direct basis with owners. Problem solving and experience in applying marketing, accounting, finance, and/or management concepts to business.

**Attribute/Distribution:** ND

**MGT 328 (SCM 328) Negotiations and Conflict Management 3 Credits**

This course covers the theory and processes of negotiation in a variety of settings including face-to-face, virtual and cross-cultural business environments. Students will learn negotiating skills by preparing and simulating a broad mixture of negotiations, ranging from one-on-one, to three-person, to multiparty and team negotiations. They will learn to analyze outcomes and strategies during the debriefing sessions and will have an opportunity to compare results of their negotiations to the results of other people in class.

**MGT 333 Human Resource Management 3 Credits**

Analysis and resolution of personnel problems in organizations. Human resource planning, recruitment, selection, orientation, training, appraisal, compensation, and development.

**Prerequisites:** MGT 143 or MGT 243

**MGT 342 Managing in the International Organization 3 Credits**

This course introduces students to the challenges of managing and leading organizations whose operations and activities span national boundaries. Particular attention will be given to the critical human resource issues confronting managers in the global marketplace. Topics discussed include: contemporary and emerging international organizational structures; fostering a global mindset; managing across cultures; developing global leaders; reward systems; performance management; and managing global careers. Junior standing is required.

**MGT 350 (BIS 350) Project Management 3 Credits**

Key processes and tenets of project management including scope, time, cost, quality, human resources, communications, risk, procurement, and integration management. Both technical and behavioral aspects of project management are applied within the context of either IS management, HR management, Supply Chain Process Management, Small Business Management. Topics include: expectations management, change management and consulting engagement management. Introduces both software project monitoring tools and project team collaboration techniques and tools. Must have completion of all other courses in either BIS or Management major.

**Prerequisites:** (MGT 321 and MGT 333) or (MGT 321 and MGT 311 and MGT 306) or (MGT 321 and BIS 311 and BIS 324) or (MGT 321 and (SCM 328 or SCM 340 or SCM 342 or SCM 309 or SCM 354), )

**MGT 363 Managing Diversity and Inclusion in the Workplace 3 Credits**

This 3-credit course focuses on the complex dynamics that emerge in diverse groups and environments, explains how diversity and inclusion affect individual and organizational performance, relates diversity and inclusion to career development and success and to the management of human resources. This course also aims to develop skills and competencies for effectively managing diversity and its effects in the workplace. Diversity and Inclusion in the Workplace will be taught with a combination of lectures, self-assessments, class discussions, group exercises, self-reflections.

**MGT 371 Directed Readings 1-3 Credits**

Readings in various fields of management designed for the student who has a special interest in some field of management not covered by the regularly scheduled courses. Consent of department chair required.

**Repeat Status:** Course may be repeated.

**MGT 372 Special Topics 1-3 Credits**

Special problems and issues in management for which no regularly scheduled course work exists. Consent of department chair required.

**Repeat Status:** Course may be repeated.

**MGT 373 Management Internship 1-3 Credits**

A sponsoring faculty member shall direct readings, projects, and other assignments including a comprehensive final report in conjunction with an industry-sponsored internship. The work experience itself, whether paid or unpaid, is not the basis for academic credit.

Intellectual development in the context of a field study learning experience will be the determining factor in awarding academic credit. This course cannot be used to satisfy requirements of the Management major. Consent of department chair required. Must have junior standing.

**MGT 416 Managing Talent 3 Credits**

The course is fundamentally about understanding and improving the behavior and performance of individuals in the workplace. As such, we will draw upon key theories in organizational behavior to address human resource issues arising from the employment relationship. Topics will address key areas in the talent pipeline from sourcing and selection, training and development, motivation and performance management, to talent management metrics and analytics.

**MGT 461 Strategic Management 1 Credit**

Strategic Management covers overall organizational issues in determination, analysis, execution, and control within a global environment. This capstone course integrates theories and concepts from production, marketing, finance, and accounting and provides an opportunity to simulate the function of top level management as it relates to the total business environment through a team-based business simulation. Through readings, written assignments, presentations, in-depth group discussions, and a team-based simulation competition, students will broaden their understanding and practice the art of strategic decision making.