



Master of Science in Management

2020-2021 Academic Year

Curriculum

Required Courses (minimum grade of C or better) 36 credits

MM-517, Organizational Theory, Behavior and Change (3 cr)

MM-525, Introduction to the Integrated Thesis: Research Methodology, Design and Statistics (3 cr; *minimum grade of B or better*)

MM-530, Financial Issues for Managers (3 cr)

MM-535, Economic Issues for Managers (3 cr)

MM-540, Human Resource Management Seminar (3 cr)

MM-541, Thesis Checkpoint (1 cr)

MM-545, Management Information and Decision Design (3 cr)

MM-550, Foundations of Leadership Theory (3 cr)

MM-552, Ethical Leadership (3 cr)

MM-553, Leadership in the Global Marketplace (3 cr)

MM-554, Applied Leadership Strategy and Policy (3 cr)

MM-562, Marketing Communications

MM-565, Thesis Seminar (2 cr)

Course Descriptions

MM517, Organizational Theory, Behavior and Change

This course incorporates the history, development, theory and philosophy of organizations. Concepts of formalization, structure, environment, human resource, goals, power, authority and boundaries - all within a larger system context - will be explored. It systematically examines the variables, both psychological and sociological, which are important in the comprehension of individual motivation, the managing of groups, interpersonal relationships, organizational effectiveness, and change, as well as creativity and leadership within the organization.

MM525, Introduction to the Integrated Thesis: Research Methodology, Design & Statistics

This course acquaints students with the statistical base necessary to comprehend the meaning of common statistics used in reporting research in professional journals, comprehend the concepts of validity and reliability, and design a research project. The topic for the final integrated project or thesis will be selected and submitted for approval at this time.

Minimum Grade Requirement: B or better; if the grade requirement is not met, the student will not be allowed to continue in the program sequence.

MM530, Financial Issues for Managers

This course is designed to give the student a firm understanding of how to interpret financial and accounting data for planning and decision-making purposes. Viewing finance and accounting as an information system for decision-making will form the framework of the course.

MM535, Economic Issues for Managers

This course assumes that the impact of economic results and indicators has direct correlation to decisions that managers constantly face. Interpreting this data is essential for future planning and the managing of current operations. A course designed to interpret these issues will greatly improve the decision-making process in management today.

MM540, Human Resource Management Seminar

This course acknowledges that today's manager is faced with situations arising from changes in the makeup of today's workforce as well as the many new legal requirements placed on the corporation. This seminar will deal with these issues and their implications for management in an evolving multicultural environment.

MM541, Thesis Checkpoint

Students will submit a thesis proposal that has been reviewed and approved by the Thesis Advisor, which will become the first three chapters of the thesis. They will receive additional instruction in navigating the research process, including how to apply for IRB approval. Pass/fail grading.

Prerequisite: MM525

MM545, Management Information and Decision Design

This course deals with the development, use, and management of information technology from a managerial perspective. It emphasizes both the management of information as an important corporate resource and the use of information systems to support organizational activities. The course highlights the interrelationship between the managerial process and information technology.

MM550, Foundations of Leadership Theory

This course describes theories of leadership, studies the relationship between leadership style and organizational change, and examines the implementation of a leader's vision. Students will develop the capacity to integrate and synthesize existing leadership theories and formulate new ones; clarify and critique their own perspectives on the functions of leadership; apply leadership theories and lessons to a specific problem or challenge in one's area of interest; and develop essential leadership and administrative skills through study, observation, and application.

MM552, Ethical Leadership

This course explores the issues of ethical and moral development relevant to formulating a personal philosophy of leadership and administration and to developing a continuing renewal of personal and professional growth for oneself and

others. Students will analyze their own values and ethics through interactive discussions and projects and will develop an integrative approach to ethics from a leadership perspective, which emphasizes fairness, integrity, honesty, and human dignity.

MM553, Leadership in the Global Marketplace

This course examines the process of identifying problems and achieving solutions consistent with an organization's vision. During this course, the student uses critical thinking and analytic reasoning to achieve leadership effectiveness in a global market. This course provides a comprehensive approach to long-term program planning and strategic leadership.

MM554, Applied Leadership Strategy and Policy

This course offers a supervised, advanced study experience in recent developments, issues, and trends in leadership and administration and provides opportunities to pursue, under the direction of an instructor, an area of special leadership interest to the student. This course highlights the role of organizational leadership in integration with all the previous course work. This course will highlight strategic design, organizational leadership strategy, and organizational and public policy.

Prerequisite: MM541

MM562, Marketing Communications

This course examines the numerous methods used to communicate with customers. Communication topics such as public relations, selling, advertising, and promotion will be explored. The design and development of a communication strategy will be analyzed, resulting in the formulation of specific marketing communication programs.

MM565, Thesis Seminar

This is an independent research course in which students will complete the applied research project with guidance from a thesis advisor. The research will culminate in a substantive paper of publishable quality. Pass/fail grading.

Prerequisite: MM541