

MANAGEMENT

Department Information

(251) 460-6411

Department of Management website

<https://www.southalabama.edu/colleges/mcob/management/index.html> (<https://www.southalabama.edu/colleges/mcob/management/>)

Title	Name
Chair	William Gillis
Professor Emeritus	Paul Pietri, Carl Moore, Robert Shearer, Donna Retzlaff-Roberts, Marjorie Icenogle, Ron Eastburn
Professors	Finney, Gillis, Maes, Mosley, Stefanone, Turnipseed, Woodford
Associate Professor	Weldy, Smith M.
Assistant Professors	Nelson, Wassenaar, Wu, Zoghby
Instructor	Hunt, Smith D.

"Management is doing things right; leadership is doing the right things." - Peter Drucker

Discover Management

A majority of our faculty has extensive practical experience in their fields. They've dealt first hand with the challenges businesses and corporations face, and have a passion for sharing their knowledge. They're committed to nurturing the professional development of students so they graduate with the skills, initiative, integrity and sense of teamwork required in the workplace.

The Department of Management has the following degree options: Entrepreneurship, General Management, and Human Resource Management. The department also manages the On-line General Business Major. Transfer credits for upper division major courses will only be accepted from AACSB accredited institutions.

Entrepreneurship Concentration

Entrepreneurship is the key to economic growth for the United States and the Central Gulf Coast region. The Entrepreneurship concentration is designed to create an "innovation" focused mindset that produces entrepreneurs and entrepreneurial leaders in ALL sectors of the society including: starting businesses, working in financing careers, innovative educators, franchise owners, corporate entrepreneurs, economic development officials and social entrepreneurs. The concentration allows students to choose a combination of courses that best match their interests and entrepreneurial opportunities.

General Management Concentration

The General Management concentration offers courses designed to give students a solid foundation in the field of Management and enable them to become effective managers, problem-solvers, and decision-makers in the world of business, industry, and government. Emphasis is placed upon problem solving, and managerial decision-making. The thrust of the curriculum is to give students insight into the means for improving the productivity and efficiency of modern organizations.

Human Resource Management Concentration

Managers have become aware of the significant impact of effective utilization of the human resources in an organization. As a result, the Human Resource Manager has become a key person on the top management team. The Human Resource Management concentration provides students with the skills and knowledge to become a proficient practitioner in this leading organizational field.

On-line General Business Major

The on-line general business major is designed for students that have completed, or are in the process of completing, the freshman and sophomore level degree requirements and who desire to complete a business degree through the on-line delivery of the junior and senior level requirements.

The program assumes the student has completed 62 credit hours of general education and sophomore level business requirements. Students enrolled in the general business on-line degree program must complete 60 credit hours of junior and senior requirements and all of these courses are available on-line each year, but not every semester.

The on-line courses curriculum allows the student to complete the program in two years or five semesters. Although the curriculum is set up for a five semester sequence, students are not required to complete the courses in the listed sequence. Additionally, students are not required to enroll in a certain number of courses each semester to participate in the on-line degree program.

For additional information about the on-line program or for academic advising, please contact the:

Office of Student Services
Mitchell College of Business
MCOB 110
Phone: (251) 460-7167
E-mail: mcobadviser@southalabama.edu

Degrees, Programs, or Concentrations

- Entrepreneurship for Non-Business Majors Minor (<http://bulletin.southalabama.edu/programs-az/business/management/entrepreneurship-non-business-majors-minor/>)
- General Business (BSBA) (<http://bulletin.southalabama.edu/programs-az/business/management/general-business-bsba/>)
- General Business for Non-Business Majors Minor (<http://bulletin.southalabama.edu/programs-az/business/management/general-business-non-majors-minor/>)
- Industrial-Organizational Psychology Minor (<http://bulletin.southalabama.edu/programs-az/business/management/industrial-organizational-psychology-minor/>)
- Management (BSBA) (<http://bulletin.southalabama.edu/programs-az/business/management/management-bsba/>)
- Management (BSBA) - Entrepreneurship Concentration (<http://bulletin.southalabama.edu/programs-az/business/management/management-bsba-entrepreneurship-concentration/>)
- Management (BSBA) - General Management Concentration (<http://bulletin.southalabama.edu/programs-az/business/management/management-bsba-general-concentration/>)
- Management (BSBA) - Human Resources Concentration (<http://bulletin.southalabama.edu/programs-az/business/management/management-bsba-human-resources-concentration/>)

- Management for Business Major Minor (<http://bulletin.southalabama.edu/programs-az/business/management/management-business-major-minor/>)
- Management for Non-Business Majors Minor (<http://bulletin.southalabama.edu/programs-az/business/management/management-non-business-majors-minor/>)

Courses

Business (BUS)

BUS 101 Prof Experience I 1 cr

An introduction to career success tools including: personality and career interest inventories, steps to succeed basic resume preparation, business ethics, personal branding, university and community involvement and other career preparation activities. This course is designed for students in their first and second semester within the MCOB.

Prerequisite: EH 101 (may be taken concurrently) Minimum Grade of C or EH 102 (may be taken concurrently) Minimum Grade of C

BUS 150 Intro to Business and Mgt 3 cr

A survey of the field of business, including profit-seeking firms, not-for-profit organizations, and new businesses created by entrepreneurs. Emphasis on the business environment, organization and management, current economic and international issues, and career opportunities. Societal and ethical issues are also examined. Open to University of South Alabama freshmen only.

Prerequisite: EH 101 (may be taken concurrently) Minimum Grade of C or EH 102 (may be taken concurrently) Minimum Grade of C

BUS 201 Professional Experience II 1 cr

Continued introduction to Career success tools including: resume building activities, cover letter and references development, career for a day shadowing, speed branding, dress for success, networking, career fair tools for success, university and community involvement and other career preparation activities. Prerequisite: C or better in BUS 101, Sophomore standing.

Prerequisite: BUS 101 Minimum Grade of C

BUS 245 Data Analytics I 3 cr

An introduction to data analytics in business that includes analysis to make data driven business decisions. This course utilizes statistical applications in business problems solving using descriptive statistics, probability theory, sampling distributions, methods of estimation, and tests of hypotheses. The course introduces students to basic predictive business modeling, and the communication of analytical results.

Prerequisite: University test - Math 75 or MyMathTest 080 or ACT Math 23 or MA 112 Minimum Grade of D or MA 113 Minimum Grade of D or MA 115 Minimum Grade of D or MA 120 Minimum Grade of D or MA 121 Minimum Grade of D or MA 125 Minimum Grade of D or MA 126 Minimum Grade of D or MA 131 Minimum Grade of D or MA 132 Minimum Grade of D or MA 171 Minimum Grade of D or MA 172 Minimum Grade of D or MA 287 Minimum Grade of D

BUS 255 Data Analytics II 3 cr

A second course in quantitative data analytics in business decision making utilizing methods of analysis including statistical inference, predictive, modeling, forecasting, correlation and regression analysis. It further develops fundamental knowledge and skills for making data driven business decisions including the use of computer applications for problem solving. This course relies heavily on project based learning to provide students with experience of solving data based business problems.

Prerequisite: (BUS 245 Minimum Grade of C or ST 175 Minimum Grade of D or ST 210 Minimum Grade of D) and (University test - Math 75 or (MA 112 Minimum Grade of D or MA 171 Minimum Grade of D) or (MA 113 Minimum Grade of D or MA 172 Minimum Grade of D) or (MA 115 Minimum Grade of D or MA 121 Minimum Grade of D) or (MA 120 Minimum Grade of D or MA 287 Minimum Grade of D) or (MA 125 Minimum Grade of D or MA 132 Minimum Grade of D) or (MA 126 Minimum Grade of D or MA 233 Minimum Grade of D))

BUS 265 Legal Environ of Business I 3 cr

A study of the global legal environment in which contemporary American business functions, including a review of legal thought and ethical considerations and the foundations and impacts of governmental regulation in areas such as labor and employment, environmental concerns, consumer protection, and antitrust. Contemporary issues, domestic and international concepts and institutions, and social forces that shape the legal environment are emphasized. Requires sophomore standing

BUS 301 Professional Experience III 1 cr

Career success tools including: personal professional strategic plan development, mock interviewing, dining etiquette, personal and professional mentoring, job search, application, and acceptance, job search ethics, creating a career plan, university and community involvement and other career preparation activities. Prerequisite: C or better in BUS 201, Junior standing.

Prerequisite: BUS 201 Minimum Grade of C

BUS 302 Professional Preparation 3 cr

Career success tools including personal professional strategic plan development, interviewing, personal and professional mentoring, job search, application, creating a career plan, university and community involvement, and other career preparation activities. Prerequisite: Junior transfer standing. Business students only.

BUS 305 Data Analytics III 3 cr

A course in quantitative data analytics in business decision making utilizing methods of analysis including linear programming, network optimization, binary integer programming, nonlinear optimization, decision analysis, and deep learning. It further develops fundamental knowledge and skills for making data driven business decisions including the use of computer applications for problem solving. This course relies heavily on project based learning to provide students with the experience of solving data based business problems.

Prerequisite: BUS 255 Minimum Grade of C and CIS 250 Minimum Grade of D

BUS 430 Business Data Visualization: Concepts and Applications 3 cr

The course provides an overview of the purposes, methods, and techniques of data visualization, that includes planning, data gathering, data validation, data analysis, and visual presentation. Additionally, the course covers data mining, data storytelling, and the use of data to support decision-making.

Prerequisite: BUS 305 Minimum Grade of C

BUS 440 Bus in Reg and Emerg Markets-W 3 cr

A comprehensive analysis of the issues in starting and maintaining business in emerging and developing markets, building on data and research skills acquired in foundational international business courses.

Prerequisite: MKT 310 Minimum Grade of D and (EH 102 Minimum Grade of C or EH 105 Minimum Grade of C) and (ECO 330 Minimum Grade of D or ECO 363 Minimum Grade of D or FIN 332 Minimum Grade of D or MGT 334 Minimum Grade of D or MGT 336 Minimum Grade of D)

BUS 490 Special Topics 3 cr

Designed to provide senior students an opportunity to study selected topics of particular interest. A student may count no more than six hours of Special Topics in the concentration. Prerequisite: Approval of Department Chair.

BUS 496 MCOB Honors Sr Project I - H 3 cr

Applied business project and paper prepared under the direction of a project advisor plus two other persons selected by the advisor in consultation with the student. The student must have developed a proposal for the project and paper in consultation with the advisor and received permission from the committee to proceed. In addition, the student must be entering his or her senior year and be a major in the Mitchell College of Business. The project proposal must be formulated no later than the end of the first semester of the student's senior year and the project must be completed by the student's graduation date. The student must have maintained his or her standing in the university honors program to be eligible to enroll in this course in his or her last full semester in school. The course may be counted in one of two ways: 1) as an additional course not counting towards the business degree, or 2) in special cases, as a major or business elective, to be decided by the committee.

Prerequisite: (HON 399 Minimum Grade of D or HON 301 Minimum Grade of D) and BUS 305 Minimum Grade of D and (FIN 315 Minimum Grade of D or FIN 341 Minimum Grade of D) and (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D) and (MGT 305 Minimum Grade of D or MGT 324 Minimum Grade of D) and (MGT 310 Minimum Grade of D or MGT 322 Minimum Grade of D or MGT 422 Minimum Grade of D) and (MGT 325 Minimum Grade of D or MGT 396 Minimum Grade of D) and (MKT 320 Minimum Grade of D or MKT 371 Minimum Grade of D)

BUS 497 MCOB Honors Sr Project II - H 3 cr

Applied business project and paper prepared under the direction of a project advisor plus two other persons selected by the advisor in consultation with the student. The student must have developed a proposal for the project and paper in consultation with the advisor and received permission from the committee to proceed. In addition, the student must be entering his or her senior year and be a major in the Mitchell College of Business. The project proposal must be formulated no later than the end of the first semester of the student's senior year and the project must be completed by the student's graduation date. The student must have maintained his or her standing in the university honors program to be eligible to enroll in this course. The student will formally enroll in the course in his or her last full semester in school. The course may be counted in one or two ways: 1) as an additional course not counting towards the business degree, or 2) in special cases, as a major or business elective, to be decided by the committee. Requires completion of the business core with the exception of MGT 485.

Prerequisite: BUS 496 Minimum Grade of C

BUS 498 Mitchell Scholars Sr Project 3 cr

Applied business project and presentation prepared under the direction of the instructor in consultation with the student. This course will have irregular meetings scheduled by the instructor and will have both a classroom component and a project component. The student must have maintained his/her standing in the Mitchell Scholars program and be a senior to be eligible to enroll in this course. This class will be counted in one of three ways: 1) as a business elective, 2) as an additional course not counting towards the business degree; or 3) in special cases, as a major elective to be decided by the major department's faculty. Requires completion of the business core with the exception of MGT 485 and approval of Associate Dean.

Prerequisite: Mitchell Scholars 10 and BUS 305 Minimum Grade of D and FIN 315 Minimum Grade of D and MGT 300 Minimum Grade of D and MGT 305 Minimum Grade of D and MGT 310 Minimum Grade of D and MGT 325 Minimum Grade of D and MKT 320 Minimum Grade of D

BUS 555 Study Abroad 3-6 cr

Examines issues in business administration in an international setting at the graduate level. Specific topics selected from the fields of accounting, economics, finance, information systems, management or marketing depending on the instructor's area of expertise. Part or all of the course will be conducted outside the United States. Prerequisite: Permission to enroll in a relevant Mitchell College of Business study abroad program.

BUS 601 Sem in Org. Behavior 3 cr

This seminar provides an introduction to established theories and emerging trends in the field of organizational behavior. The course explores the thoughts, emotions, and behaviors of individuals within the context of work, teams, organizations and society. The emphasis is an organizational theory and development.

BUS 614 Sem in Int'l Bus 3 cr

This course provides students with exposure to management concepts and theories that form the basis of literature separate from other seminars in the doctoral program. Given that cultural, law and politics shape the different business environments around the world, it is unsurprising that different management concepts and theories are found in other places as well. This seminar introduces doctoral students to those elements of the international business environment that have an impact on management theory and practice on other business environments.

BUS 622 Multivar Analysis 3 cr

The course is designed to broaden and enrich student's knowledge and understanding of statistical methodology as it pertains to the study of multivariate techniques used in behavioral research.

BUS 628 Regress Analysis 3 cr

A study of applications of regression analysis used in business research. Topics include: a review of basic regression concepts and applications, multiple regression, residual analysis, model building, regression limitations and assumptions, time series modeling and forecasting, and case studies using regression techniques.

BUS 630 Struct Equ Mod 3 cr

The course provides students with a functional understanding of the path analysis theory and procedures of structural equation modeling. Students will learn to specify, estimate, and evaluate models using AMOS software.

BUS 700 Fund of Research 3 cr

This course provides students with the tools and perspective necessary to succeed in the DBA program. Readings are drawn from several sources and provide participants with a better understanding of the way to approach their work.

BUS 702 Applied Stat and Reg 3 cr

This course provides an examination of statistical concepts used for business research. Topics include: fundamentals of probability, sampling, statistical estimation, test of hypotheses, analysis of variance, chi-square analysis and regression analysis. Emphasis is placed on the use of statistical techniques for business research applications.

BUS 704 Multivariate Analysis 3 cr

The course is designed to broaden and enrich a student's knowledge and understanding of statistical methodology as it pertains to the study of multivariate techniques used in behavioral research.

BUS 705 Seminars in Business Analytics 3 cr

This course introduces the foundations of Data Science and Business Analytics with focus on research design and data analytic methods in Accounting, Economics, Finance, Management, Marketing, and Real Estate.

BUS 706 Research Design and Methods 3 cr

This course focuses on the general concepts related to conducting academic research and the various research methods commonly used in business research, including quantitative and qualitative analysis.

BUS 708 Adv Stats & App Res 6 cr**BUS 710 Struct Equation Modeling 3 cr**

This course provides students with a functional understanding of path analysis theory and procedures of structural equation modeling. Students will learn to specify, estimate, and evaluate models using software packages designed for this purpose.

BUS 751 Python for Business Analytics 3 cr

Python programming for Business Analytics, with applications and examples from statistics, finance economics, marketing, management, accounting, and other business-related disciplines.

BUS 753 Applied Business Analytics I 3 cr

This course covers a variety of concepts and applied analytical methods useful in business research and analytics, such as big data, data measurement and preparation, multi-source modeling files, data analysis and machine learning.

BUS 754 Seminars Business Analytics II 3 cr

This course focuses on applied analytics. Students will complete the continuum of analytics including data source identification, data prep, descriptive and exploratory analytics, confirmatory and inferential analytics.

BUS 757 Computational Business Stats 3 cr

This course is designed for students who seek to develop skills in statistical computing using the R programming language. Students will learn how to use R for data manipulation, data visualization, writing statistical function, and optimizing statistical functions.

BUS 759 Machine Learning and AI 3 cr

Advanced statistical and machine learning algorithms/techniques/methods for Business Analytics with applications from statistics, finance, economics, marketing, management, accounting, and other business-related disciplines.

BUS 789 Res and Teaching Concepts 1 cr

Presentations and discussions related to teaching and research concepts.

BUS 799 Dissertation Research 3-6 cr

Independent research by the student under the sponsorship of the graduate faculty.

Prerequisite: BUS 699 Minimum Grade of S

Master of Bus Admin (MBA)**MBA 501 Analysis using Info Sys 3 cr**

Advanced management requires the ability datasets, interpret data with datasets and calculate statistics from data. This course covers all the process of building, interpreting, calculating data and finally making decisions on the outcomes of that process. A significant part of the grade in this course comes from decision making exercises.

MBA 502 Managing Accounting Info 3 cr

This course focuses on making decisions using Accounting information which includes how to generate relevant and appropriate data and how to use accounting analysis to enhance success in making decisions.

Prerequisite: ACC 211 Minimum Grade of C

MBA 503 Managing in the Bus. Env't 3 cr

The course evaluates managerial decisions in a business environment impacted by ethical considerations, sustainability, social responsibility and stakeholder interests. The course also focuses on developing student skills in communication.

Prerequisite: ECO 215 Minimum Grade of C

MBA 504 Customers & Supply Chains 3 cr

This MBA course focuses on the role of customers and vendors on organizations. The course uses projects and decision scenarios to address the issues that result from managing supply chains and customer relationships.

MBA 505 Managing People 3 cr

This MBA course emphasizes the role of people within an organization and the issues and the decisions related to managing human assets. The course develops a number of techniques and scenarios that emphasize the importance of effective human resource management.

Prerequisite: MGT 300 Minimum Grade of C

MBA 506 Managing Finance and Capital 3 cr

Business managers must have a strong grasp of the role of finance and capital in the organization. The course focuses on establishing a strong knowledge base and the key decisions needed to be a successful manager.

Prerequisite: FIN 315 Minimum Grade of C

Cross-Listed: FIN 509

MBA 507 Managing Strategic Decisions 3 cr

The MBA Capstone course emphasizes decision making in a strategic context and builds upon all the courses taken prior to and concurrently with the course. The course includes decisions at the strategy development and strategy execution level. The evaluation exercises include an assessment of ethical, socially, responsible, and sustainability issues.

Corequisite: MGT 599

MBA 590 Special Topics 3 cr

The MBA Program includes courses that are designed to allow students the opportunity to learn management skills and applications through non-traditional formats. This course is designed to achieve that objective. Subject to the approval of the Director of Graduate studies.

Management (MGT)**MGT 300 Management Theory and Practice 3 cr**

Theories of organizational structures, practices, and behavior, and the effective management of organizations. Emphasis on developing patterns and strategies of organizational management in a dynamic environment as affected by the interaction of material and human resources using the technique of applied social and management sciences.

MGT 305 Organizational Comm - W 3 cr

A study of written and oral communication of organizations. Emphasis is given to communication theory, including organization flows and barriers to organizational communication. The preparation of neutral, negative, and persuasive written messages as well as formal written reports is covered in depth. In addition, oral presentations and employment interviews are discussed.

Prerequisite: (EH 102 Minimum Grade of C or EH 105 Minimum Grade of C)

MGT 306 Organizational Comm Non Bus 3 cr

A study of written and oral communication in organizations. Emphasis is given to communication theory, including organization flows and barriers to organizational communication. The preparation of neutral, negative, and persuasive written messages as well as formal written reports is covered in depth. In addition, oral presentations and employment interviews are discussed. For non-business majors.

Prerequisite: EH 102 Minimum Grade of C or EH 105 Minimum Grade of C

MGT 311 Legal Environ of Bus II 3 cr

An advanced treatment of the law of agency, commercial transactions, business organizations, property, negotiable instruments, secured transactions, professional liability, debtor-creditor relations, including applicable sections of Uniform Commercial Code.

Prerequisite: BUS 265 Minimum Grade of D or (MGT 310 Minimum Grade of D or MGT 332 Minimum Grade of D or MGT 422 Minimum Grade of D)

MGT 325 Operations Management 3 cr

Addresses concepts, problems, and managerial approaches applicable to the management of manufacturing and service operations. The course will examine the strategic and tactical considerations that are involved in creating a systematic framework that supports the creation of competitive advantages through effective operations and the production of high quality products. Topics covered include the role of operations in the overall organization, operations strategy development and implementation, product design and process selection, location and capacity planning, facilities layout, quality management, inventory management, production planning, scheduling and control, and project management. An important component of the overall course is the incorporation of computer applications for problem solving and decision making in operations.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D) and (BUS 255 Minimum Grade of D or ST 275 Minimum Grade of D)

MGT 334 International Mgt 3 cr

This course exposes students to the challenges that confront the managers of organizations & individuals in global settings. Special focus is on dealing with and benefitting from the diversity that exists across international cultures, markets, economics, governments, and organizations

Prerequisite: MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D

MGT 340 Organizational Behavior - W 3 cr

A study of human and group behavior in the workplace and within society. The focus is on individual characteristics and processes such as personality, perception, and motivation; interpersonal processes such as group behavior, leadership, communication, and decision making; and organizational processes such as culture, structure, power, and change. Requires Junior Standing.

Prerequisite: (EH 102 Minimum Grade of C or EH 105 Minimum Grade of C) and (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D) and (MGT 305 Minimum Grade of D or MGT 324 Minimum Grade of D)

MGT 341 Organizational Behavior 3 cr

This course provides a basic survey of the field of Organizational Behavior. Our objective is to cover important topics such as job attitudes, work motivation, group dynamics, leadership and organizational culture. For non-business majors.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 305 Minimum Grade of D or MGT 306 Minimum Grade of D)

Cross-Listed: MGT 340

MGT 345 Creativity and Innovation 3 cr

This course provides a broad framework for understanding the nature of entrepreneurship in multiple organizational settings. The course introduces students to the innovation and idea generation process and helps students determine the most desirable educational path for them to achieve their career goals. Sophomore standing.

MGT 347 Franchising 3 cr

This course is designed for students who are interested in learning about the opportunities and threats that abound in the modern world of franchising. Students will study existing franchising from both a historical and theoretical context. The logic of this course is that franchising is one of the development models that minimize risk for the "small business" focused student. Some franchising oriented people may want to start a franchise and grow it rapidly. This option is often a first step into business ownership for inexperienced owners. We discuss the applicability, opportunities, challenges, and implementation of the franchising model for expanding existing businesses. The format consists of case study and lecture discussion sequenced with extensive background readings, occasional guest lecturers, and a term case-based project culminating in a transactional plan.

MGT 351 Human Resource Management 3 cr

Principles, policies, and practices used to develop a sound human resource management program in the business organization. Among the topics included are job analysis, employment, organization development, employee development and evaluation, wage and salary administration and labor relations.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D)

MGT 355 Leg & Fin Aspects of Entrepren 3 cr

This course provides an overview of the legal and financial issues most frequently encountered by entrepreneurs and others involved in start-ups and small closely held, or family businesses. The course covers various aspects of financing and entrepreneurial venture. Major topics attracting seed and growth capital from sources such as venture capital, investment banking, government, and commercial banks; creating, protecting and leveraging intellectual property. Among the issues discussed are valuing a company, going public, selling out, acquisitions, bankruptcy, different legal forms or organizations, partnerships, and taxes.

MGT 356 Strategic Issues in Family Bus 3 cr

This course examines a new discipline that has developed in the last ten years and focuses on the unique aspects of family businesses. Organizational behavior, law, finance, operations, and basic small business concepts are being integrated into this course. Students will have an opportunity to consult with and develop transition plans for a family firm in a live field project.

MGT 357 Leadership 3 cr

This course includes a review of traditional as well as current thinking in Leadership theory. Students will complete several self-assessment exercises designed to assess one's leadership style and ability as a leader. A series of successful leaders will be studied in-depth.

Prerequisite: Junior or senior standing.

MGT 390 Total Quality Management 3 cr

Total Quality Management (TQM) is a management philosophy which emphasizes customer focus, continuous improvement, and employee involvement throughout the organization. This course is an introductory course which examines these components and their integration into a comprehensive quality management system.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D) and (MGT 325 Minimum Grade of D or MGT 396 Minimum Grade of D)

MGT 396 DEI in Organizations 3 cr

This course will develop students' critical thinking regarding diversity, equity, and inclusion in organizations. Topics may include age, bias, culture, discrimination, equality, equity, ethnicity, gender, identity, inclusion, power, privilege, race, and sexual orientation.

Prerequisite: (EH 102 Minimum Grade of C or EH 105 Minimum Grade of C)

MGT 430 Operations Research 3 cr

Reviews selected operations research concepts; nonlinear optimization methods, linear programming; dynamic programming; model building; and simulation methods. The student is expected to understand the concepts of operations research and to be able to use computer procedure to solve problems.

Prerequisite: MGT 325 Minimum Grade of D or MGT 396 Minimum Grade of D

MGT 441 Service Operations 3 cr

This course will provide students the opportunity to learn about service operations management, including service strategies and operations considerations and imperatives for service enterprises and how service systems are structured and operated. Students will also learn about various tools and techniques for managing service operations such as how to forecast service demand, determine capacity requirements, schedule activities, coordinate operations, plan and schedule service activities, and evaluate system performance.

Prerequisite: (MGT 325 Minimum Grade of D or MGT 396 Minimum Grade of D)

MGT 450 Organizational Staffing 3 cr

A detailed study of the function of employee staffing in a modern work organization. Emphasis on job analysis, criterion development, development and use of employment tests, validation of selection techniques, and statistical methods for making fair employment decisions. Course work includes a comprehensive staffing project.

Prerequisite: MGT 351 Minimum Grade of D and (BUS 245 Minimum Grade of D or ST 175 Minimum Grade of D or ST 210 Minimum Grade of D)

MGT 451 Employee Training -Development 3 cr

An applied course which details the training and development function. Content areas of job analysis, training needs analysis, training program development and implementation, and program evaluation will be incorporated in a comprehensive training and development project.

Prerequisite: MGT 340 Minimum Grade of D and MGT 351 Minimum Grade of D

MGT 452 Employment Law 3 cr

Analysis of significant workplace torts and laws regulating the employment relationship including: Title VII, FMLA, AOA, ADEA, FLSA, OSHA and related state laws. Emphasis on federal legislation and developing case law.

Prerequisite: MGT 351 Minimum Grade of D and (BUS 265 Minimum Grade of D or MGT 310 Minimum Grade of D or MGT 332 Minimum Grade of D or MGT 422 Minimum Grade of D)

MGT 454 Compensation Administration 3 cr

A study of the fundamentals of compensation administration in organizations. Topics include job analysis, KSA determination, job evaluation, wage structure development, incentive pay systems, legal aspects of compensation and new developments in compensation. Comprehensive course project required.

Prerequisite: MGT 351 Minimum Grade of D

MGT 455 Labor - Management Relations 3 cr

An examination of the organizing, negotiation, and contract administration phases of union-management relations. Case analyses, federal legislation and case law in labor relations, significant current issues, and a collective bargaining simulation are featured.

Prerequisite: MGT 351 Minimum Grade of D

MGT 456 Strategic Issues on Family Bus 3 cr

This course examines a new discipline that has developed in the last ten years and focuses on the unique aspects of family businesses. Organizational behavior, law, finance, operations, and basic small business concepts are being integrated into this course. Students will have an opportunity to consult with and develop transition plans for a family firm in a live field project.

Prerequisite: MGT 345 Minimum Grade of C

MGT 460 Organiz Development and Change 3 cr

Provides insight into the theory and practice of organization change and development. It bridges the gap between theory and practice and emphasizes the process of improving both organizations and individuals. Topics covered encompass understanding organizations and how they change, intervention strategies and methods for improving organizations, quality of work-life approaches and strategic considerations in system-wide change.

Prerequisite: MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D

MGT 462 Negotiatn/Disp Resolutn in Bus 3 cr

This course provides theoretical background and practical applications in business negotiation, conflict management, and alternative dispute resolution. Areas covered include positional and interest-based bargaining, business and employment arbitration, organizational conflict management strategies, mediation, and effective communications for negotiators and ADR participants.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D)

MGT 465 New Venture Creation 3 cr

How new businesses are organized and planned. Objectives are 1) understanding the knowledge, skills and abilities required of entrepreneurs, 2) creating and developing opportunities for new ventures, and 3) planning resources to convert those opportunities into businesses. Students work in teams to develop a business plan for a new venture they have chosen.

Prerequisite: MGT 345 Minimum Grade of C or MGT 355 Minimum Grade of C

MGT 470 High Performance Organizations 3 cr

Course examines the role of organization culture, leadership, employee involvement, work teams, and human resource practices in developing and sustaining high performance organizations that practice the principles of total quality management. Senior Standing.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D)

MGT 475 Strategic HRM 3 cr

This is a capstone course in human resource management that reviews essential human resource management topics to prepare students for the SHRM Assurance of Learning Exam. Topics covered include strategic HR, ethics, recruiting and selection, employee and organizational development, performance management, employment law, compensation administration, workplace safety, employee relations, labor relations, and general management topics including motivation, individual differences, organizational culture, and leadership. In addition, the course covers state of the art issues in human resource management, which are new and not well developed in existing texts.

Prerequisite: MGT 351 Minimum Grade of D and (MGT 340 Minimum Grade of D or MGT 320 Minimum Grade of D)

MGT 483 Social Entrepreneurship 3 cr

The course provides a broad theoretical perspective and practical framework for understanding social entrepreneurs and the social ventures they create ranging from local social organizations to large international social ventures leading global change. The course introduces students to the possibilities of social entrepreneurship and an introduction to the entire social venture creation process and life cycle. This course is a service-learning based and all students will participate in term-based community-based projects with local non-profit organizations. Extensive work outside of the normal classroom hours is required for this course.

MGT 485 Bus Policy in Global Eco - W 3 cr

The culmination course in business and management education. Interdisciplinary and global in nature, the course uses the case method to develop a top management perspective in which all business disciplines are integrated into the organization's effective total functioning.

Prerequisites: Seniors who have completed all core courses, have petitioned for graduation and are beginning the final semester.

Prerequisite: (BUS 305 Minimum Grade of D or MGT 350 Minimum Grade of D or ECO 453 Minimum Grade of D) and (FIN 315 Minimum Grade of D or FIN 341 Minimum Grade of D) and (MGT 305 Minimum Grade of D or MGT 324 Minimum Grade of D) and (MGT 310 Minimum Grade of D or BUS 265 Minimum Grade of D or MGT 332 Minimum Grade of D or MGT 422 Minimum Grade of D) and (MGT 325 Minimum Grade of D or MGT 396 Minimum Grade of D) and (MKT 320 Minimum Grade of D or MKT 371 Minimum Grade of D)

Corequisite: MGT 486

MGT 486 Undergraduate Comp Exam 0 cr

Comprehensive exam

Corequisite: MGT 485

MGT 490 Special Topics 3 cr

Designed to provide senior students an opportunity to study selected topics of particular interest. A student may count no more than six hours of Special Topics in the concentration. **Prerequisite:** Approval of Department Chair.

MGT 492 Management Analysis & Consult 3 cr

Designed to help students bridge the gap between management theory and the realities involved in the practice of management. Topics include (1) development of the human, social, and political skills of the student as an individual, (2) business ethics, (3) global management issues, and (4) current trends in society that affect business and management. Assignments include a project with a local organization to identify critical management issues, analyze alternatives, and present specific recommended solutions to company managers. Senior standing.

Prerequisite: (MGT 300 Minimum Grade of D or MGT 322 Minimum Grade of D) and (MGT 320 Minimum Grade of D or MGT 340 Minimum Grade of D) and MGT 351 Minimum Grade of D

MGT 494 Dir St in Management 1-3 cr

Primarily designed to give superior students an opportunity to study some phase of management of particular interest. Conferences, a bibliography, and a formal research report are required. Junior or senior standing, a cumulative GPA of 2.5 or better, and approval of the department chair following the evaluation of a written proposal.

MGT 496 Management Internship 3 cr

The internship program is designed to give students practical experience in their field of study. Students complete directed projects under the supervision of Department Chair. No more than three hours of internship credit may be counted toward a degree in the Mitchell College of Business. **Prerequisites:** Junior or Senior standing, declared major in management, overall GPA of at least 2.5, and Internship Agreement signed by department Chair.

MGT 510 Legal Environment of Business 3 cr

Detailed analysis of laws & regulations affecting contemporary business organizations. Emphasis on legal aspects of employment and labor relations, regulatory agencies, sales, warranties, products liability, consumer protection, anti-trust, securities, creditors' rights, and ethical considerations.

Prerequisite: MBA Prerequisites P

MGT 521 Data Analy for Bus Decisions 3 cr

An examination of basic statistical concepts used in business analysis. Topics include fundamental probability, sampling, statistical estimation, test of hypothesis, analysis of variance, and regression analysis. Emphasis is placed on the use of statistical techniques for business decision making.

MGT 522 Supply Chain & Operations Mgmt 3 cr

An integrative approach to the processes, operations, and information required to produce and transform resources into value-added outputs that maximize customer satisfaction. Particular emphasis is placed on strategic supply chain management, operations strategy, value chain analysis, demand management, process mapping, quality assurance, customer fulfillment strategies, order fulfillment processes, relationship and information management in supply networks, measuring operational performance, and analytical tools for managing operations and supply systems.

MGT 532 Legal & Ethical Environ of Bus 3 cr

Legal and Ethical Environment of Business is designed to develop an in-depth analytical understanding of selected legal/ethical issues and trends and their impact on management and other business functions. Students will analyze the legal and ethical implications of issues including products liability, professional regulations, corporate responsibility, workplace discrimination and harassment, privacy, workplace safety, restraints on trade, land use regulation, international law, and alternative dispute resolution.

MGT 562 MBA Exec Lect I 0 cr

The MBA Executive Lecture series exposes students to the thinking and analysis of distinguished visiting executives on such topics as economics and finance, strategic management, marketing, international business, and entrepreneurship. Seminars are held during fall and spring semesters.

Prerequisite: MGT 521 (may be taken concurrently) Minimum Grade of C or MGT 532 (may be taken concurrently) Minimum Grade of C

MGT 564 MBA Exec Lect II 0 cr

The MBA Executive Lecture series exposes students to the thinking and analysis of distinguished visiting executives on such topics as economics and finance, strategic management, marketing, international business, and entrepreneurship. Seminars are held during fall and spring semesters.

Prerequisite: ECO 506 (may be taken concurrently) Minimum Grade of C or MGT 530 (may be taken concurrently) Minimum Grade of C

MGT 570 MBA Exec Lect III 0 cr

The MBA Executive Lecture series exposes students to the thinking and analysis of distinguished visiting executives on such topics as economics and finance, strategic management, marketing, international business, and entrepreneurship. Seminars are held during fall and spring semesters.

Prerequisite: ACC 501 (may be taken concurrently) Minimum Grade of C or MKT 541 (may be taken concurrently) Minimum Grade of C

MGT 572 MBA Exec Lect IV 0 cr

The MBA Executive Lecture series exposes students to the thinking and analysis of distinguished visiting executives on such topics as economics and finance, strategic management, marketing, international business, and entrepreneurship. Seminars are held during fall and spring semesters.

Prerequisite: MGT 522 (may be taken concurrently) Minimum Grade of C or ACC 502 (may be taken concurrently) Minimum Grade of C

MGT 590 Sp Top - 3 cr

Designed to provide graduate students an opportunity to study selected topics. Approval of Department Chair. A student may count no more than three hours if Special Topics in the MBA degree program.

Prerequisite: MBA Prerequisites P

MGT 594 Independent Study - Management 3 cr

Readings and research on selected topics. Conferences and formal research report required. Prerequisites: Approval of Department Chair.

MGT 599 MBA Comprehensive Exam 0 cr

A corequisite course with MGT 580 with no credit hours which includes a graduate comprehensive business exam.

MGT 701 Sem in Org Behavior 3 cr

This seminar provides an introduction to established theories and emerging trends in the field of organizational behavior. The course explores the thoughts, emotions, and behaviors of individuals within the context of work, teams, organizations, and society. The emphasis is on organizational theory and development.

MGT 703 Seminar in Org Theory & Change 3 cr

This is a foundational overview seminar. The purposes of the seminar are to 1) provide an in-depth understanding of the dominant theoretical approaches used in organizational theory, 2) give a historical overview of the theories of organization change, and 3) develop student skills in evaluating, extending, and communicating ideas about organizational theory and/or change as it relates to the student's research.

MGT 705 Leadership 3 cr

This course includes a review of traditional as well as current thinking in leadership theory with a special emphasis on emotional and social intelligence and organizational citizenship behavior.

MGT 707 Strategic Management 3 cr

The course is designed to develop a thorough understanding of the primary frameworks of competitive strategy and corporate strategy. Topics covered in the course include: industry and competitive analysis, resource-based view of the firm, value chain analysis, competitive strategies, business models, scope of the firm, strategic alliances, and offensive and defensive strategies.

MGT 709 Sem. Sp. Topics 3 cr

This course will cover two broad areas. The first is a reprise and extension of Structural Equation Modeling (SEM). The second is an introduction to Game Theory (GT) and applications thereof.

MGT 799 Dissertation Research 1-6 cr

Independent Scholarship working with committee.

Faculty

Faculty Name	Faculty Department	Faculty Position	Degrees Held
FINNEY, TREENA LYNN GILLESPIE (tgillespie@southalabama.edu)	Management	Professor	BA, Clemson University MS, Clemson University PHD, Depaul University
GILLIS, WILLIAM E. (gillis@southalabama.edu)	Management	Professor	BS, US Air Force Academy MBA, University of West Florida PHD, Florida State University
HUNT, JAMES A. (jayhunt@southalabama.edu)	Management	Instructor	BA, University of South Alabama MA, University of South Alabama MBA, University of South Alabama
MAES, JEANNE DELONEY (jmaes@southalabama.edu)	Management	Professor	BS, State University of New York MBA, University of South Alabama PHD, University of Southern Miss
MOSLEY, DONALD CRUMPTON (dcmosley@southalabama.edu)	Management	Professor	BA, Millsaps College MBA, University of South Alabama PHD, Mississippi State University
NELSON, THOMAS E. (thomasnelson@southalabama.edu)	Management	Assistant Professor	BS, Ball State University MBA, Ball State University PHD, University of Louisville
SMITH, DAVID J. (djsmith@southalabama.edu)	Management	Instructor	BBA, University of Notre Dame MBA, Stetson University

SMITH, MICKEY BRANDON (mbsmith@southalabama.edu)	Management	Associate Professor	BA, University of South Alabama MA, University of West Florida PHD, Oklahoma State University
STEFANONE, ROBYN LEA (brouer@southalabama.edu)	Management	Professor	BA, University of Georgia BS, University of Georgia MSM, University of Central Florida PHD, Florida State University
STUPAVSKY, JANA (jstupavsky@southalabama.edu)	Management	Instructor	BSBA, University of South Alabama MBA, University of South Alabama
TURNIPSEED, DAVID L. (turnipseed@southalabama.edu)	Management	Professor	BS, University of Alabama MBA, University of Alabama PHD, University of Alabama
WASSENAAR, CHRISTINA L. (cwassenaar@southalabama.edu)	Management	Assistant Professor	BS, California State Polytech-Pom MBA, Claremont Graduate University PHD, Claremont Graduate University
WELDY, TERESA GAY (tweldy@southalabama.edu)	Management	Associate Professor	BS, University of South Alabama MBA, University of South Alabama PHD, University of South Alabama
WOODFORD, KELLY COLLINS (kwoodford@southalabama.edu)	Management	Professor	BS, Spring Hill College JD, Georgetown University
WU, I-HENG (i-hengwu@southalabama.edu)	Management	Assistant Professor	BBA, Tamkang University MBA, National Chung-Hsing University MA, University of Minn-Twin Cities PHD, University of Iowa