

MANAGEMENT (MGMT)

Subject-area course lists indicate courses currently active for offering at the University of Louisville. Not all courses are scheduled in any given academic term. For class offerings in a specific semester, refer to the Schedule of Classes (https://csprd.louisville.edu/ps/ps_class/EMPLOYEE/PSFT_CS/c/COMMUNITY_ACCESS.CLASS_SEARCH./x/?state=62dab551a0d600a5e8237359c50704e59007&duo_code=sjUx20STj21bWV5-Q3Z1Y0i1o6p00).

500-level courses generally are included in both the undergraduate- and graduate-level course listings; however, specific course/section offerings may vary between semesters. Students are responsible for ensuring that they enroll in courses that are applicable to their particular academic programs.

Course Fees

Some courses may carry fees beyond the standard tuition costs to cover additional support or materials. Program-, subject- and course-specific fee information can be found on the Office of the Bursar website (<https://louisville.edu/bursar/tuitionfee/university-fees/>).

MGMT 101. Introduction to Business 3 Units

Term Typically Offered: Fall Only

Prerequisite(s): Admission to the Business Essentials Minor Program.

Fee: An additional \$30.00 is charged for this course.

Description: An introduction to the functional areas of business, including accounting, finance, marketing, operations, competitive strategy, and human resources. The course is designed to help you appreciate the interrelationship of these business functions and, more generally, the role and context of business in society. Other topics include: the economic and legal environment of business, the globalization of markets, workforce diversity, and entrepreneurship.

Note: The course is not open to College of Business students.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 290. Managing A Diverse Workplace-SBP1 - SB 3 Units

Term Typically Offered: Fall, Spring

Fee: An additional \$30.00 is charged for this course.

Description: This course will focus on developing the multi-cultural competence students need to lead effectively in the modern collaboration-powered workplace, one that is more diverse than ever before on various scopes. This course is designed to provide the tools for individuals entering the field of business with evidence-based insights, as well as proven individual, interpersonal, enterprise-level strategies to successfully tap into the power of diversity and inclusion in teams, organizations, markets, and societies.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 301. Management and Organizational Behavior 3 Units

Term Typically Offered: Fall, Spring, Summer

Fee: An additional \$30.00 is charged for this course.

Description: Designed to provide students with the basic level of knowledge and skills in management and interpersonal processes necessary for more advanced business study and employment success.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 305. Human Resource Management 3 Units

Term Typically Offered: Fall, Spring

Fee: An additional \$30.00 is charged for this course.

Description: The goal of the course is two-fold: to introduce students to the philosophy of the personnel function in business, and to develop understanding concerning application of the basic manpower management functions-employment training and education, labor relations, employee services, wage and salary analysis, and personnel research.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 306. Talent Management Skills 3 Units

Term Typically Offered: Fall, Spring

Prerequisite(s): MGMT 305.

Fee: An additional \$30.00 is charged for this course.

Description: This course focuses on the specific skills necessary to assess, design, and continuously improve talent management programs. Students will learn skills in talent acquisition, talent development, and talent retention. Material spans the employee lifecycle from sourcing to recruitment to selection to on-boarding to performance management to training/development to exit interviews. Students will learn and apply skills through case studies, exercise, and in-class discussion to develop tangible competencies to contribute to talent management programs.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 307. Learning and Development 3 Units

Term Typically Offered: Spring Only

Prerequisite(s): MGMT 305 This Course will prepare students for

contributing to organization development and learning and development (L&D) departments.

Fee: An additional \$45.00 is charged for this course.

Description: Students will learn the basics in needs assessments, training evaluations, the ADDIE model, as well as both traditional and non-traditional L&D approaches. The majority of the class, however, will prepare students in instructional design, presentation skills, coaching, mentoring, The basics of LMS systems, using performance systems to drive learning, and developing workplace culture.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 315. Collaboration and Negotiation-SB - SB Term Typically Offered: Fall, Spring, Summer Fee: An additional \$30.00 is charged for this course. Description: In this course, students will learn theory and develop skills for collaborating across the wide range of circumstances they are likely to encounter in their careers. The three areas in the courses are team design and process, conflict management, and collaboration. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)	3 Units	MGMT 395. Co-Op: Franchise Certificate Practicum Grading Basis: Pass/Fail Term Typically Offered: Fall, Spring Prerequisite(s): MGMT 409, MGMT 410, MGMT 413. Fee: An additional \$45.00 is charged for this course. Description: This is the final course for the Undergraduate Franchise Management Certificate. It provides a new or continued workplace experience in an approved Franchise position which offers new learning and/or additional responsibilities that continue the student's progression of learning and opportunity for practical application of classroom theory and tools. The Yum! Center for Global Franchise Excellence Board of Advisors will serve as the source for real issues in franchising that the students can research and provide consultancy to solve. This course will include a charter that is agreed upon by the stakeholders and a clear schedule of milestones to accomplish throughout the semester. It will culminate in a presentation to the leaders of the company seeking the advice. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)	3 Units
MGMT 320. Principles of Operations Management Term Typically Offered: Fall, Spring Prerequisite(s): ACCT 201, CIS 205, ECON 201, ECON 202, MGMT 301; One of the following: BSTA 201, BSTA 301, MGMT 201, IE 360, MATH 109, MATH 360, PSYC 301, SOC 301, PHST 302, POLS 390 or equivalent; restricted to BBA students and Management Minors not majoring in the College of Business. Fee: An additional \$30.00 is charged for this course. Description: Prerequisites or corequisites: ACCT 202 or ACCT 203. This course covers the concepts of operations and supply chain management as applied to the design of processes used to create products and services, and the process improvement tools and techniques of lean, six sigma and the theory of constraints. Note: This course emphasizes more experiential (hands-on) learning over quantitative approaches; Students may not receive credit for both MGMT 320 and MGMT 401. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)	3 Units	MGMT 397. Co-op in Management Grading Basis: Pass/Fail Term Typically Offered: Fall, Spring, Summer Prerequisite(s): MGMT 301, good academic standing and validation from the Ulmer Career Center. Description: MGMT majors and MGMT minors only. A new workplace experience in an approved Management position which offers a progression of learning in a level appropriate opportunity for practical application of classroom theory and tools. Note: Application to the co-op program and completion of orientation processes should be completed prior to employment. Course Attribute(s): CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)	3 Units
MGMT 375. Leadership Term Typically Offered: Fall, Spring Fee: An additional \$30.00 is charged for this course. Description: This course integrates the theories of leadership with the practice of leading high-performing systems. Through exposure to different perspectives of leadership, as well as case studies of several different leaders, students are shown that leaders look and behave differently. There is not simply a single set of behavior patterns that all leaders follow. On the other hand, leadership is shown to be consistent from leader to leader. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)	3 Units	MGMT 398. Co-op in Management II Grading Basis: Pass/Fail Term Typically Offered: Fall, Spring, Summer Prerequisite(s): MGMT 301, good academic standing and validation from the Ulmer Career Center. Description: MGMT majors or minors only. A new or continued workplace experience in an approved Management position which offers new learning and/or additional responsibilities that continue the student's progression of learning and opportunity for practical application of classroom theory and tools. For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)	3 Units

MGMT 399. Co-op in Management III**3 Units****Grading Basis:** Pass/Fail**Term Typically Offered:** Fall, Spring, Summer**Prerequisite(s):** MGMT 301, good academic standing and validation from the Ulmer Career Center.**Description:** MGMT majors or minors only. A new or continued workplace experience in an approved Management position which offers new learning and/or additional responsibilities that continue the student's progression of learning and opportunity for practical application of classroom theory and tools.**Course Attribute(s):** CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 401. Operations Management**3 Units****Term Typically Offered:** Fall, Spring, Summer**Prerequisite(s):** ACCT 201; ECON 201; ECON 202; MGMT 301; and one of the following: BSTA 201, BSTA 301, MGMT 201, IE 360, MATH 109, MATH 360, PSYC 301, SOC 301, PHST 302, POLS 390 or equivalent; Restricted to COB BSBA, BSE, and ECON BA majors.**Fee:** An additional \$30.00 is charged for this course.**Description:** Prerequisites or corequisites: ACCT 202, CIS 305. This course presents topics related to the transformation of inputs into goods and/or services such as operations strategy, quality management, supply chain management, and enterprise resource planning. It covers quantitative models to solve various operational problems.**Note:** Students may not receive credit for both MGMT 320 and MGMT 401.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 404. Project Management**3 Units****Term Typically Offered:** Fall, Spring, Summer**Fee:** An additional \$30.00 is charged for this course.**Description:** This course will describe the use of projects to support business objectives in modern organizations. Topics to be covered include the selection of projects, their initiation, implementation, control and termination. The roles of the project manager and project team members will be covered as well.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 409. Franchise HR & Leading Teams**3 Units****Term Typically Offered:** Fall, Spring**Fee:** An additional \$30.00 is charged for this course.**Description:** Franchising continues to gain momentum as an avenue to own your own business with the support of an established brand. That support is limited when it comes to HR Infrastructures and how to lead your teams. That is due to laws that limit the franchisor's ability to provide direction in running the day-to-day operation (joint employer). This course will provide the basics of creating your own HR infrastructure including job descriptions, job roles, recruitment, selection, onboarding, and performance management. The course also provides strategies on how to lead franchise teams to high performance as well as retain the top talent.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 410. Franchising Fundamentals and Legal Issues**3 Units****Term Typically Offered:** Fall, Spring**Fee:** An additional \$30.00 is charged for this course.**Description:** Franchising in the U.S. has become pervasive and affords an opportunity to be an entrepreneur with the safety net of an established brand. This course explores the basics of franchising from the franchisee point of view and provides a deep understanding of the requirements and opportunities regarding this growing industry. This course covers legal concepts that are fundamental to franchising, such as the application of trademark and trade secret principles to franchise relationships. Because franchising is a regulated form of business, students will study important regulatory laws: federal disclosure law, disclosure and relationships laws. Course will include application of contracts and tort principles to franchise disputes.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 413. Franchise Growth and Support**3 Units****Term Typically Offered:** Fall, Spring**Prerequisite(s):** Must have completed 60 credits of coursework from an accredited post-secondary institution with a minimum cumulative GPA of 2.7 (on a 4.0 scale) or equivalent.**Fee:** An additional \$30.00 is charged for this course.**Description:** There are many opportunities to grow a franchise business as well as different avenues to growth. This course explores the types of growth available in franchising, financial considerations, and other variables that need to be considered. The second half of the course focuses on relationships with your franchisor, and what it takes to be successful in this industry.

For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

MGMT 414. Franchise Management Practicum**3 Units****Term Typically Offered:** Fall, Spring**Prerequisite(s):** MGMT 409; MGMT 410; MGMT 413 Application of the principles learned in a real-world scenario is the objective of this final course for the Undergraduate Franchise Management Certificate.**Fee:** An additional \$30.00 is charged for this course.**Description:** The Yum! Center for Global Franchise Excellence Board of Advisors will serve as the source for real issues in franchising that the students can research and provide consultancy to solve. This course will include a charter that is agreed upon by the stakeholders and a clear schedule of milestones to accomplish throughout the semester. It will culminate in a presentation to the leaders of the company seeking the advice. This can be done in a group format or individually. Alternatively, an internship within a franchise organization can be arranged. The Learning objectives will remain the same.For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)**MGMT 421. Collective Bargaining****3 Units****Prerequisite(s):** MGMT 305.**Description:** The primary purpose of this course is to provide the student with an understanding of the theories and practices of negotiating and administering collective bargaining agreements, emphasizing today's major problems and new trends. The course material includes the negotiation process, the subject matter of contracts, grievance procedures, and arbitration case work.For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)**MGMT 430. Compensation****3 Units****Term Typically Offered:** Fall, Spring**Prerequisite(s):** MGMT 305 This course is designed to acquaint students with the process of designing and maintaining internally equitable, externally competitive, and rewarding compensation systems in the interest of attracting, retaining and motivating employees.**Fee:** An additional \$30.00 is charged for this course.**Description:** Topics to be covered include: general compensation theory, pay as a motivator, the legal aspects of compensation, job analysis, job evaluation, pay structure determination, market surveys, setting pay levels, rewarding performances at all levels of the organization, and employee benefit plans.For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)**MGMT 431. Human Resource Management Consulting****3 Units****Term Typically Offered:** Fall Only**Prerequisite(s):** MGMT 305 The Business Environment continues to change daily, and people are at the core of this transformation.**Fee:** An additional \$45.00 is charged for this course.**Description:** This has given Human Resources (HR) practitioners a unique place to impact organizations in dramatic ways and ultimately the bottom line. To be successful in the early stages of ones' career, HR professionals will need skills to help them move from a specialist to a Strategic HR Business Partner. This course is designed to prepare students for both internal and external human resources consulting. Students will learn the basics of being a consultant and HR business partner/generalist through enhancement of change management, Culture development, project management, union management, and political skills. Students will also prepare to overcome employee relations challenges through enhancement of abilities in Crisis Management, Crucial Conversations, Conflict Resolution, 30-day action plans, Interpersonal Communication, and Emotional Intelligence.For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)**MGMT 432. Human Resource Management Analytics****3 Units****Term Typically Offered:** Fall Only**Prerequisite(s):** MGMT 306 OR MGMT 307 OR MGMT 430 OR MGMT 431 This course provides students with an introduction to and practical applications in Human Resource (HR) analytics (also known as human capital analytics or people analytics).**Fee:** An additional \$45.00 is charged for this course.**Description:** The goal of this course is to prepare students to collect, analyze, use, and interpret HR-specific Data. Students will get in depth training in operationalizing key HR variables, learn about common statistical methods used in HR analytics, and will gain experience pulling HR data from an HR information system in order to interpret and discuss it.For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)**MGMT 433. Human Resource Management Internship****3 Units****Grading Basis:** Pass/Fail**Term Typically Offered:** Fall, Spring, Summer**Prerequisite(s):** MGMT 432 Students are selected through a competitive process for assignments to work for a semester in approved business or public sector organizations.**Fee:** An additional \$30.00 is charged for this course.**Description:** Students can apply a maximum of 3 credits.**Course Attribute(s):** CBL - This course includes Community-Based Learning (CBL). Students will engage in a community experience or project with an external partner in order to enhance understanding and application of academic content.For class offerings for a specific term, refer to the Schedule of Classes (<http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm>)

<p>MGMT 440. Small Business Counseling 3 Units</p> <p>Term Typically Offered: Fall, Spring</p> <p>Prerequisite(s): Senior standing and BUS 301, CLAW 301, MKT 301, MGMT 305, MGMT 315 and MGMT 404.</p> <p>Fee: An additional \$30.00 is charged for this course.</p> <p>Description: Providing students an opportunity to work with a partner in addressing problems or needs of a small business (up to 150 employees), this course enables students to consult, counsel, and offer recommendations to the business owner. Students select the projects from a list provided and work together with the faculty member to create a course of action for the business to pursue.</p> <p>For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 490. Special Topics in Management 0.5-9 Units</p> <p>Term Typically Offered: Fall, Spring</p> <p>Fee: An additional \$90.00 is charged for this course.</p> <p>Description: A variety of contemporary topics in management will be studied. Course content may vary but will not duplicate other course offerings.</p> <p>For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 441. Business and Corporate Level Strategy - CUE 3 Units</p> <p>Term Typically Offered: Fall, Spring</p> <p>Prerequisite(s): BUS 301, BSTA 201, and CIS 305.</p> <p>Fee: An additional \$30.00 is charged for this course.</p> <p>Description: Restricted to College of Business majors and minors. Prerequisites or corequisites: FIN 301 for BSBA majors OR FIN 302 for BBA majors. The study of the interdisciplinary nature of upper level management decision-making. Comprehensive cases and/or computer simulations are used to familiarize students with the analysis of industry trends, internal operations, and the external environment under conditions of uncertainty. Domestic and international dimensions of strategy formulation and execution are examined.</p> <p>Course Attribute(s): CUE - This course fulfills the Culminating Undergraduate Experience (CUE) requirement for certain degree programs. CUE courses are advanced-level courses intended for majors with at least 90 earned credits/senior-level status.</p> <p>For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	<p>MGMT 499. Independent Study in Management 1-3 Units</p> <p>Term Typically Offered: Fall, Spring, Summer</p> <p>Fee: An additional \$30.00 is charged for this course.</p> <p>Description: Written proposal must be sponsored by at least one faculty member and approved by the Department Chair.</p> <p>For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>
<p>MGMT 459. Data Visualization and Analytics for People Management 3 Units</p> <p>Term Typically Offered: Spring Only</p> <p>Prerequisite(s): BSTA 201, CIS 305, and BUS 301 This course will use tools of data visualization and analysis applied to people management problems to help students learn how to use data to address human resource challenges and to use data visualization to persuade others when implementing management strategies.</p> <p>Fee: An additional \$30.00 is charged for this course.</p> <p>For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	
<p>MGMT 477. Theory of Constraints 3 Units</p> <p>Prerequisite(s): MGMT 401.</p> <p>Description: This course presents the Theory of Constraints (TOC) and the TOC thinking processes. The goal of an organization is discussed followed by throughput accounting and the use of the "five focusing steps" to identify and manage constraints to organization performance. Students will also learn the thinking processes, a set of powerful tools they will use to 1) identify core problems that prevent organizational improvement, 2) develop breakthrough solutions to those problems, 3) break down the obstacles to change, 4) cause change to occur in the organization, and 5) achieve buy-in across organizational functions.</p> <p>For class offerings for a specific term, refer to the Schedule of Classes (http://htmlaccess.louisville.edu/classSchedule/setupSearchClassSchedule.cfm)</p>	