

MANAGEMENT AND HUMAN RESOURCES (M H R)

M H R 300 – MANAGING ORGANIZATIONS

3 credits.

The management of people and organizations: diversity, attitude and job satisfaction, emotions, personality and value, individual and group decision making, motivation, teams, leadership, influence, strategy, organizational structure and culture, and change management.

Requisites: Open to undergraduates or declared in undergraduate Business Exchange program

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 305 – HUMAN RESOURCE MANAGEMENT

3 credits.

Policies and practices; principles and techniques applicable to problems such as employee staffing, training, labor relations, wages, communications, etc.

Requisites: (Freshman, sophomore, or junior standing only), or declared in undergraduate Business Exchange program

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 310 – CHALLENGES & SOLUTIONS IN BUSINESS SUSTAINABILITY

3 credits.

Provides central knowledge and skills to tackle challenges at the intersection of business and sustainability. Analysis of the causes of sustainability challenges as relating to business and study of frameworks and measurement systems for incorporating sustainability into corporate decision-making and business analysis.

Requisites: Junior standing or declared in undergraduate Business Exchange program. Not open to graduate/professional students

Course Designation: Breadth - Social Science

Level - Intermediate

L&S Credit - Counts as Liberal Arts and Science credit in L&S

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 320 – NEW VENTURES IN BUSINESS, THE ARTS AND SOCIAL ENTREPRENEURSHIP

3 credits.

Develop capabilities to conceive of new ventures that create value and critically analyze the role of entrepreneurship in society. Activities include: Imagine/design new ventures, identify markets and funding sources, develop founding teams, do scholarly research on impact of entrepreneurship.

Requisites: None

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 321 – SOCIAL ENTREPRENEURSHIP

1 credit.

Learn how to create a socially-engaged businesses and how to use entrepreneurial approaches to non-profit ventures. Activities include developing mission statements, assessing social impact, seeking funding from varied sources. Guest lecturers, cases, role playing. Grounded in management theory.

Requisites: None

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 322 – INTRODUCTION TO ENTREPRENEURIAL MANAGEMENT

3 credits.

Students gain knowledge about foundations of entrepreneurship, and key topics such as founding teams, industry analysis assessing concept, communication, managing people and investors in new ventures. Business development project included.

Requisites: Not open to undergraduates in the School of Business or graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 365 – CONTEMPORARY TOPICS

1-3 credits.

Exploration of subject areas possibly to be introduced into the business curriculum.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024

M H R 399 – READING AND RESEARCH-MANAGEMENT

1-6 credits.

Individual work suited to the needs of undergraduate students may be arranged with a faculty member.

Requisites: Consent of instructor

Course Designation: Level - Advanced

L&S Credit - Counts as Liberal Arts and Science credit in L&S

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024

M H R 401 – THE MANAGEMENT OF TEAMS

3 credits.

Examines components that comprise teams, highlights key factors that influence team effectiveness, develops skills in diagnosing opportunities and threats that face teams, and enhances teamwork expertise.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R/INTL BUS 403 – GLOBAL ISSUES IN MANAGEMENT

3 credits.

Focuses on the strategic management required in global business. Topics include environmental analysis, global strategy, and subsidiary control. The aim of the course is to develop special skills that are required to manage international firms.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 412 – MANAGEMENT CONSULTING

3 credits.

Offers an understanding of fundamental principles, methods, and tools used in management consulting and develop skills to diagnose the functioning of an organization, problem solving, and to design and implement interventions to enhance individual, group, and organizational effectiveness.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 420 – MANAGING CHANGE AND ORGANIZATIONAL EFFECTIVENESS

3 credits.

Explores the management of organizational change. This includes how large and complex organizations are structured, and basic managerial processes. Topics: How to overcome individual and organizational resistance to change; Classical bureaucratic structure contrasted with contemporary organization structure; the impact of different organizational goals and environments on the structure of organizations; planning, decision-making, coordination and control as related to different technologies and processes.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 422 – ENTREPRENEURIAL MANAGEMENT

3 credits.

Addresses entrepreneurship as a career, a phenomenon and as a method of bringing ideas to market. Appropriate for students interested in starting entrepreneurial ventures, advising managers or working in a small business. Including opportunity discovery, business and financial planning.

Requisites: GEN BUS 310, ACCT I S 300, (ACCT I S 100 and 211), or (ACCT I S 100 and ECON/FINANCE 300) and junior standing; or declared in undergraduate Business Exchange program. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 423 – STRATEGIC MANAGEMENT

3 credits.

Synthesis of material from accounting, economics, finance, operations management, human resources, law, marketing, and technology to consider problems in corporate and business-level strategy; top management problems; discussion of actual business cases.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 427 – ENTREPRENEURIAL GROWTH STRATEGIES

3 credits.

General management course that analyzes and integrates growth patterns and business disciplines in context of nascent and high growth firms.

Requisites: Sophomore standing, M H R 422, and ACCT I S 211; or declared in undergraduate Business Exchange program. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 434 – VENTURE CREATION

3 credits.

Intended for students who seek to transform their own ideas into new ventures. Students will learn the process of evaluating, formalizing, and communicating a new venture idea. Student originated product/service/venture concept required for course.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 441 – TECHNOLOGY ENTREPRENEURSHIP

3 credits.

Designed for undergraduate students interested in learning about the fundamental issues related to starting and managing technology-based new ventures. Encourages students to consider how technology-based solutions can solve economic and socially oriented problems.

Requisites: Sophomore standing, not open to graduate students

Repeatable for Credit: No

Last Taught: Fall 2023

M H R/A A E 540 – INTELLECTUAL PROPERTY RIGHTS, INNOVATION AND TECHNOLOGY

3 credits.

Uses economic concepts to illustrate the nature of technological innovation, competition, and economic growth. Topics: economics of the intellectual property protection (IPP); market structure and innovation; interaction between public and private sectors; IPP and anticompetitive policies; globalization.

Requisites: Graduate/professional standing and (ECON 301 or 311)

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2021

M H R 604 – LEADERSHIP THEORY AND PRACTICE

2-3 credits.

Presents leadership theories grounded in research in Industrial and Organizational Psychology and Organizational Behavior and the implications of those theories for practice in organizations.

Requisites: Not open to students with credit for M H R 704.

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 610 – COMPENSATION: THEORY AND ADMINISTRATION

3 credits.

Determinants of wage levels, wage structures and individual wages; analysis of the impact of wages on individual attitudes and decisions to participate and perform in organizations.

Requisites: Sophomore standing and (M H R 305 or 705), or declared in the Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 611 – STRATEGIC TALENT MANAGEMENT

2-3 credits.

Explores the strategies and range of processes, methods, and resources that organizations use in talent (human capital) management initiatives to support achievement of business strategy and short and long-term objectives. The focus is on understanding the fundamentals of effective talent management including talent attraction, talent acquisition, talent (career) development, motivation and engagement, and talent retention.

Requisites: M H R 300, 305, graduate/professional standing, or declared in the Business Exchange program

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 612 – LABOR-MANAGEMENT RELATIONS

3 credits.

Labor-management relations at the firm level including its evolution, characteristics and contemporary issues. Emphasis on analysis of the labor-management relationship through reference to theory and research on collective action, bargaining behavior and conflict resolution.

Requisites: Sophomore standing and (M H R 305 or 705), or declared in the Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 614 – PEOPLE ANALYTICS

2-3 credits.

Technological advances have led many organizations to adopt a more "data-driven" approach to managing their employees. It is therefore critical for managers to understand how to integrate data analytics into their organization's human resource management or risk being at a competitive disadvantage. Build hands-on skills to analyze data in ways that facilitate the development and evaluation of human capital policies, practices, programs, and strategies. Learn to take advantage of data and analytics in decision-making processes. Emphasis on experiential learning using data from various organizational contexts.

Requisites: None

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 617 – DIVERSITY IN ORGANIZATIONS

2-3 credits.

Provides a thorough understanding of the advantages and challenges presented by workplace diversity, suggesting techniques to manage effectively and maximize the benefits of diversity. Includes a comprehensive survey of demographic groups and an analysis of their history to foster a thorough understanding of the dimensions of diversity. Discussions will include effectively managing diversity on the basis of race, sex, LGBTQIA, religion, age, ability, national origin, and intersectionality in organizations and about issues various groups face, including discrimination. Provides practical insight into subconscious/implicit bias, team diversity, and diversity management in the United States and abroad. Goal is to learn to work with diverse groups to create a productive organization in which everyone feels included.

Requisites: Junior standing

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 628 – NEGOTIATIONS

2-3 credits.

Theory and practice of negotiations.

Requisites: Sophomore standing or declared in the Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R/INTEGART 632 – INTRODUCTION TO ARTS ENTREPRENEURSHIP

3 credits.

An overview and foundation in preparation for developing, launching, or advancing innovative projects in arts, culture, design, and humanities. Learn the unique contexts and challenges of creative careers. Develop creative project goals while gaining an understanding of the nature and structure of arts entrepreneurship in a variety of sectors - for-profit, nonprofit, government, and hybrid.

Requisites: Sophomore standing

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R/INTEGART 636 – ENTREPRENEURSHIP IN ARTS & CULTURAL ORGANIZATIONS

3 credits.

Become familiar with basic entrepreneurship principles and value proposition design techniques in social entrepreneurship settings with attention to the perspective of arts and cultural organizations. Content includes business model development, customer-driven innovation, lean startup practices, organizational capacity for entrepreneurial action, team performance, the structure of alliances and partnerships and funding mechanisms in the sector.

Requisites: Junior standing**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024**M H R 640 – CREATIVE DESTRUCTION LAB I**

1 credit.

Introduces key topics and concepts associated with technology entrepreneurship, venture formation, and project-based organizational consulting. Allows for practice of key analytical approaches to understanding technology venturing processes. Application required.

Requisites: Consent of instructor**Repeatable for Credit:** No**M H R 641 – CREATIVE DESTRUCTION LAB II**

2 credits.

Action learning through engaging with a real-world technology venture in the context of a knowledge-intensive industry. In teams, negotiate a project to support venture development, plan and implement the project, and present the results to the venture and the instructor. Provides direct insight into technology venture processes, observation of pitching and mentoring activities, and the real-world challenges associated with early stage venturing.

Requisites: M H R 640**Repeatable for Credit:** No**M H R 700 – LEADING PEOPLE AND ORGANIZATIONS**

1-3 credits.

Management of people and organizations, exploring concepts that will be valuable as a current employee or a future employee, manager, or leader. Concepts will be discussed at the individual, group or team, and the organizational level. Key organizational behavior topics include: diversity, attitude and job satisfaction, emotions, personality and value, individual and group decision making, motivation, teams, leadership, influence, strategy, organizational structure and culture, and change management.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2021**M H R 704 – MANAGING BEHAVIOR IN ORGANIZATIONS**

2-3 credits.

Examines the effective management of behavior in organizations. Focuses on the application of theories of leadership and work motivation. Includes critical conceptual and analytical assessment of these theories. Emphasizes the management of work performance, managerial skill building, and enabling followers.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024**M H R 705 – HUMAN RESOURCE MANAGEMENT**

3 credits.

Two broad substantive areas are covered. (1) Evidence (theoretical and empirical) reviewed on the determinants of employee job attitudes and behavior. For example, the impact of compensation on employee satisfaction and performance. (2) Functional activities of personnel management and their impact on employee behavior evaluated. Sample topics: Selection, development, evaluation and compensation. Knowledge of Statistics strongly encouraged such as STAT 301.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2023**M H R 706 – LEADING AND WORKING IN TEAMS**

1 credit.

Examines team dynamics, highlights key factors that influence team effectiveness, develops skills in diagnosing opportunities and threats that face teams, and enhances teamwork expertise. The content is applicable to projects across specializations. For instance, teamwork skills are essential to project teams developing new products/services, working on business strategy, implementing process improvements, designing new financial investment instruments, and developing real estate. In any of these projects, employees would work as a team to accomplish their goals. The team's success or failure will depend, to a large extent, on how the team members work together.

Requisites: Declared in a Master of Business Administration degree program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2023

M H R 710 – CHALLENGES & SOLUTIONS IN BUSINESS SUSTAINABILITY

2-3 credits.

Provides central knowledge and skills to tackle challenges at the intersection of business and sustainability. Analysis of the causes of sustainability challenges as relating to business and study of frameworks and measurement systems for incorporating sustainability into corporate decision-making and business analysis.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 715 – STRATEGIC MANAGEMENT OF INNOVATION

2-3 credits.

Helps student gain tools, concepts and information about how to generate value from Innovation and technology in existing organizations.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 716 – ACCELERATING INNOVATION

2-3 credits.

How startups and business accelerators create and diffuse innovation. Topics covered include the basic economics of startups and business accelerators, the development of acceleration platforms, the accelerator model of innovation sourcing and selection, and fostering mindsets of innovation.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

M H R 720 – LEADING CHANGE IN ORGANIZATIONS

2-3 credits.

To be effective, leaders must be able to adapt their organization and the people within it to address the challenges they face. Explore how leaders can enact, foster, and implement change in organizations and individuals. Topics will include managing organizational transformations, responding to crises, and performance improvement.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 722 – ENTREPRENEURIAL MANAGEMENT

2-3 credits.

Describes activities and skills necessary to start and manage an enterprise. Includes decisions about domain, purchase versus start-up, preferred market, financing, legal form, staffing, organization structure, location, and legal requirements. Describes the entrepreneurial role in business initiation.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 723 – BUSINESS STRATEGY

2-3 credits.

Integrative approach to strategic management, including strategy formulation/implementation at business unit, corporate levels. Cases, discussion, lecture, simulation are used to communicate concepts. Emphasizes development of unique tools for analysis of companies and industries, application of knowledge to business problems.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 724 – GROWTH STRATEGIES: MULTI BUSINESS AND GLOBAL ARENAS

2-3 credits.

Examines growth strategies that extend the firm's scope into new businesses and geographies. Most firms operate in multiple products, markets, and geographic arenas. Explore complementarities (and costs) of operating in a portfolio of strategic arenas defined by products, customers, and global markets. This includes the analysis of strategic choices to vertically integrate (e.g., internal suppliers) as well as maintaining external alliance partners.

Requisites: (M H R 723 or concurrent enrollment) or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 728 – BARGAINING, NEGOTIATING AND DISPUTE SETTLEMENT FOR MANAGERS

3 credits.

Designed to improve student knowledge of the bargaining process and their negotiating skills. Students will learn about different bargaining theories and have the opportunity to apply these theories in exercises and role-playing cases.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R/I SY E 729 – BEHAVIORAL ANALYSIS OF MANAGEMENT DECISION MAKING

3 credits.

Examination of behavioral science literature dealing with the processes by which individuals, small groups and organizations make decisions. Understanding decision-making behavior in order to improve managerial performance; modeling decision-making processes for systems design and theory building purposes. Knowledge of statistics strongly encouraged such as STAT 301.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2022

M H R 734 – VENTURE CREATION

3 credits.

Intended for students who seek to transform their own ideas into new ventures. Students will learn the process of evaluating, formalizing, and communicating a new venture idea. Student originated product/service/venture concept required for course.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 738 – WEINERT APPLIED VENTURES IN ENTREPRENEURSHIP (WAVE)

3 credits.

Students develop and present comprehensive business and financing plans for a start-up firm. Investment recommendations are made to the WAVE Board. Class meets in a seminar format with various subject matter experts.

Requisites: M H R 715, 722, 734, or 741

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 739 – WISCONSIN ENTERPRISE DEVELOPMENT FELLOWSHIP SEMINAR

1 credit.

An applied early stage startup practicum and professional socialization seminar in Entrepreneurship and Enterprise Development for students admitted into the Wisconsin Fellowship in Enterprise Development Program. Meets weekly on the topic of entrepreneurship and enterprise development. Learn to apply business and entrepreneurship frameworks and skills in a class project focused on early-stage ideas. Requires admission to the Wisconsin Enterprise Development Fellowship program

Requisites: Consent of instructor

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 741 – TECHNOLOGY ENTREPRENEURSHIP

3 credits.

Designed for graduate students interested in learning about the fundamental issues related to starting and managing technology-based new ventures. Encourages students to consider how technology-based solutions can solve economic and socially oriented problems.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 744 – NONPROFIT GOVERNANCE & BOARD MEMBERSHIP

2 credits.

Learn about nonprofit board structure and governance, develop a commitment to community and civic engagement, and network with representatives from nonprofit organizations.

Requisites: Graduate/professional standing

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

M H R 746 – IMPACT CONSULTING FOR ARTS-BASED ORGANIZATIONS AND COMMUNITIES I

3 credits.

With the Wisconsin Idea as our guidepost, emphasis placed on learning and practicing the conceptual frameworks and skills related to creating lasting and sustainable impact in Wisconsin communities. Through classroom discussions, guest speakers, site visits, and field-consulting project(s), acquire and practice skills needed in designing, facilitating and developing key relationships and strategies that promote community vibrancy, revitalization, and create (or keep) the essence of what makes our Wisconsin towns and organizations special. Examples of the types of projects that will be conducted include the development of cultural plans, strategic/comprehensive community planning, program evaluations, change management, bench-marking, data collection and analysis, hosting public convenings (focus groups, town halls and forums), and business modeling.

Requisites: Declared in Business: General Management graduate program, Business: Management and Human Resources graduate program, Business: Arts Administration MBA, or Business: Arts and Creative Enterprise Leadership MAB.

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 747 – IMPACT CONSULTING FOR ARTS-BASED ORGANIZATIONS AND COMMUNITIES II

2-3 credits.

With the Wisconsin Idea as our guidepost, emphasis placed on learning and practicing the conceptual frameworks and skills related to creating lasting and sustainable impact in Wisconsin communities. Through classroom discussions, guest speakers, site visits, and field-consulting project(s), acquire and practice skills needed in designing, facilitating and developing key relationships and strategies that promote community vibrancy, revitalization, and create (or keep) the essence of what makes our Wisconsin towns and organizations special. Examples of the types of projects that will be conducted include the development of cultural plans, strategic/comprehensive community planning, program evaluations, change management, bench-marking, data collection and analysis, hosting public convenings (focus groups, town halls and forums), and business modeling.

Requisites: M H R 746**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024**M H R 750 – PROFESSIONAL DEVELOPMENT FOR ARTS LEADERSHIP**

1 credit.

Experience networking, engagement, and access to research and industry leaders. Practice active reflection through application of course concepts in non-classroom settings. Includes professional development through career services support and mock interview panels.

Requisites: Declared in Business: Arts and Creative Enterprise Leadership MA**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, for 2 number of completions**Last Taught:** Spring 2024**M H R 765 – CONTEMPORARY TOPICS**

1-4 credits.

Exploration of advanced subject areas possibly to be introduced into the business curriculum.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2024**M H R 773 – SEMINAR-ARTS ADMINISTRATION**

3 credits.

Examination and applied analysis of selected topics in administration of both visual and performing arts organizations; marketing and audience development, contracts and legal problems, fund development, program planning and evaluation, facilities management, business and government relations.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2023**M H R 774 – SEMINAR-ARTS ADMINISTRATION**

3 credits.

Continuation of M H R 773.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024**M H R 775 – APPLIED LEARNING IN HUMAN RESOURCE MANAGEMENT**

1 credit.

Explore emerging and current human resources topics through applied learning experiences such as personal assessments, case studies, industry meetings, and exercises or workshops. Interact with leading human resources and business professionals to gain exposure to various leadership and communication styles. Focus on enhancing leadership and communication effectiveness.

Requisites: M H R 705 or concurrent enrollment**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, for 4 number of completions**Last Taught:** Spring 2024**M H R 776 – STRATEGIC HUMAN RESOURCE MANAGEMENT CAPSTONE**

2 credits.

Conduct research, apply strategic human resources knowledge, and complete a capstone project for a local client organization, addressing a human resources business challenge or need.

Requisites: M H R 705 and GEN BUS 725**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024

M H R/E P D/GEN BUS 783 – LEADING TEAMS

1 credit.

Students will gain the knowledge and skills to continuously enhance their own team performance and productivity as well as the teams they are involved with. They will also be in a much better position to lead teams effectively.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R/E P D/GEN BUS 785 – EFFECTIVE NEGOTIATION STRATEGIES

1 credit.

Improves students' negotiating skills, doing so by providing a theoretical underpinning that will help them to understand the sources of effective and ineffective approaches to negotiations.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Summer 2023

M H R 799 – READING AND RESEARCH-MANAGEMENT

1-6 credits.

Individual work suited to the needs of graduate students.

Requisites: Consent of instructor

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024

M H R 871 – SEMINAR-PERSONNEL MANAGEMENT

3 credits.

Study and evaluation of merging issues in the field of personnel management. Extensive reading of appropriate literature together with analysis, reports and discussions.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2022

M H R 872 – SEMINAR IN ORGANIZATIONAL BEHAVIOR AND DESIGN

3 credits.

Analysis and discussion of selected topics in organizational behavior and design.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024

M H R 973 – DOCTORAL RESEARCH SEMINAR IN BUSINESS STRATEGY

3 credits.

This doctoral level strategy research seminar invites students to explore drivers of performance heterogeneity among firms. Why do some firms out-perform others? The topic is integrative in that the answer draws on theory and empirical evidence from economics, sociology, and psychology, as well as management and organizational theory that is more interdisciplinary in nature. In studying this topic, we also focus on the research process: what is the anatomy of a scholarly contribution in strategy and how does one conduct strategy research?

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2022

M H R 975 – DOCTORAL RESEARCH SEMINAR IN MANAGEMENT

3 credits.

Seminar for Ph.D. candidates majoring in management and at or near the doctoral thesis stage. Focus: Assisting the student in working through the conceptualization and design of a thesis topic.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Fall 2023

M H R 976 – DOCTORAL RESEARCH SEMINAR IN MANAGEMENT

2 credits.

Continuation of M H R 975.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2023

M H R 977 – EMERGING ENTREPRENEURSHIP THEORY AND RESEARCH

3 credits.

This PhD seminar explores contemporary entrepreneurship theory and research topics; providing students an opportunity to probe and develop scholarly theories of entrepreneurial behavior and outcomes. The course will incorporate presentations by the instructor, students and invited speakers.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

**M H R 990 – MANAGEMENT INDEPENDENT RESEARCH PHD
THESIS**

1-12 credits.

Individual work to complete dissertation requirement of Ph.D. program.

Requisites: Consent of instructor

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024

**M H R 999 – READING AND RESEARCH-MANAGEMENT AND
HUMAN RESOURCES PHD**

1-6 credits.

Individual work suited to the needs of Ph.D. students may be arranged both during regular sessions and during the intersession periods.

Requisites: Consent of instructor

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024