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. Enroll Info: None

Requisites: Open to undergraduates or members of Business Exchange program
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Freshman, sophomore, or junior standing; or member of Business Exchange program
Repeatable for Credit: No
Last Taught: Spring 2022

M H R/ENVIR ST 310 — CHALLENGES & SOLUTIONS IN BUSINESS SUSTAINABILITY
3 credits.

Provides central knowledge and skills to tackle challenges at the intersection of business and sustainability. Study of the failures in market and decision making systems that lead to sustainability challenges, and learn to address these challenges on the policy, organizational, and individual level. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Course Designation: Level - Intermediate
L&S Credit - Counts as Liberal Arts and Science credit in L&S Sustain - Sustainability
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: None
Repeatable for Credit: No
Last Taught: Fall 2021

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. Enroll Info: None

Requisites: None
Course Designation: Sustain - Sustainability
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Not open to undergraduates in the School of Business or graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

M H R 365 — CONTEMPORARY TOPICS
1-3 credits.

Exploration of subject areas possibly to be introduced into the business curriculum. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Consent of instructor
Course Designation: Level - Advanced
L&S Credit - Counts as Liberal Arts and Science credit in L&S Sustain - Sustainability
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Fall 2021

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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022
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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Junior standing and (GEN BUS 310), or (ACCT I S 300), or (ACCT I S 100 and 211), or (ACCT I S 100 and ECON/FINANCE 300), or member of Business Exchange program. Not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Sophomore standing, M H R 422, and ACCT I S 211; or member of Business Exchange program. Not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Sophomore standing, not open to graduate students
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

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 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. Enroll Info: None
Requisites: Sophomore standing and (M H R 305 or 705); or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

M H R 611 — PERSONNEL STAFFING AND EVALUATION
3 credits.

Designed to help students develop an understanding of personnel staffing. This includes staffing strategy, legal compliance, staffing planning, job analysis, external recruitment, internal recruitment, measurement, external selection, internal selection, employment decision-making, and staffing system management. Enroll Info: None
Requisites: Sophomore standing and (M H R 305 or 705); or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None
Requisites: Sophomore standing and (M H R 305 or 705); or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None
Requisites: None
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No

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. Enroll Info: None
Requisites: Junior standing
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No

M H R 628 — NEGOTIATIONS
2-3 credits.

Theory and practice of negotiations. Enroll Info: None
Requisites: Sophomore standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None
Requisites: Sophomore standing
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

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. Enroll Info: None
Requisites: Junior standing
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022
M H R 700 — ORGANIZATIONAL BEHAVIOR
3 credits.

Employee work attitudes and behaviors in organizations. Analysis of how individual, group and organizational characteristics influence employee attitudes, such as satisfaction and alienation, and employee behaviors, such as participation and performance. How managerial policies and practices such as reward systems and leadership influence work attitudes and behaviors. Enroll Info: None

Requisites: Graduate/professional standing or member of 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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

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. Enroll Info: Knowledge of Statistics strongly encouraged such as STAT 301.

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

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. Enroll Info: None

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 2021

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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022
MHR 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. Enroll Info: None
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

MHR 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. Enroll Info: None
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

MHR 728 — 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. Enroll Info: None
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

MHR 729 — 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. Enroll Info: None
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

M 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. Enroll Info: Knowledge of statistics strongly encouraged such as STAT 301.
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

MHR 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. Enroll Info: None
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

MHR 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. Enroll Info: None
Requisites: MHR 715, 722, 734, or 741
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

MHR 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. Enroll Info: 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 2021

MHR 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. Enroll Info: None
Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022
M H R/CSCS 742 — NONPROFIT BOARD LEADERSHIP DEVELOPMENT I
2 credits.

Part one of a two part course sequence. Develop a commitment to community and civic engagement through volunteer leadership of nonprofit organizations in Madison/Dane County. Serve on the boards of nonprofits (in a non-voting capacity) and complete an independent governance project. Enroll Info: None

Requisites: Graduate/professional standing
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

M H R/CSCS 743 — NONPROFIT BOARD LEADERSHIP DEVELOPMENT II
1 credit.

Part two of a two part course sequence. Continued development of a commitment to community and civic engagement through volunteer leadership of nonprofit organizations in Madison/Dane County. Continued service on the boards of nonprofits (in a non-voting capacity) and completion of an independent governance project. Enroll Info: None

Requisites: CSCS/M H R 742
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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, benchmarking, data collection and analysis, hosting public convenings (focus groups, town halls and forums), and business modeling. Enroll Info: None

Requisites: M H R 746
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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, benchmarking, data collection and analysis, hosting public convenings (focus groups, town halls and forums), and business modeling. Enroll Info: None

Requisites: M H R 746
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

M H R 765 — CONTEMPORARY TOPICS
1-4 credits.

Exploration of advanced subject areas possibly to be introduced into the business curriculum. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Fall 2021

M H R 774 — SEMINAR-ARTS ADMINISTRATION
3 credits.

Continuation of MHR 773. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022
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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2022

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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Summer 2021

M H R 790 — MASTER'S RESEARCH AND THESIS
1-6 credits.

Completion of master's thesis for MBA program. Enroll Info: None

Requisites: Declared in Arts Administration MBA
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Spring 2014

M H R 799 — READING AND RESEARCH-MANAGEMENT
1-6 credits.

Individual work suited to the needs of graduate students. Enroll Info: None

Requisites: Consent of instructor
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Fall 2021

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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2021

M H R 872 — SEMINAR IN ORGANIZATIONAL BEHAVIOR AND DESIGN
3 credits.

Analysis and discussion of selected topics in organizational behavior and design. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Spring 2022

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? Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: No
Last Taught: Spring 2021

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. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Fall 2021

M H R 976 — DOCTORAL RESEARCH SEMINAR IN MANAGEMENT
2 credits.

Continuation of MHR 975. Enroll Info: None

Requisites: Graduate/professional standing or member of Business Exchange program
Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement
Repeatable for Credit: Yes, unlimited number of completions
Last Taught: Spring 2022
**MHR 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. Enroll Info: None  
**Requisites:** Graduate/professional standing or member of Business Exchange program  
**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement  
**Repeatable for Credit:** No  
**Last Taught:** Fall 2021

**MHR 990 — MANAGEMENT INDEPENDENT RESEARCH PHD THESIS**  
1-12 credits.

Individual work to complete dissertation requirement of Ph.D. program. Enroll Info: None  
**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 2022

**MHR 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. Enroll Info: None  
**Requisites:** Consent of instructor  
**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement  
**Repeatable for Credit:** Yes, unlimited number of completions  
**Last Taught:** Fall 2021