

MGMT 223

Legal Environment

3 Credit Hours

The Legal Environment of Business is the study of the history and development of the judicial system and the creation of the various administrative agencies that affect the legal environment of business. Principles of labor-management, consumer and antitrust and environmental law are discussed and analyzed through the use of cases and problems. Special emphasis is placed upon the impact of administrative law in the world of business.

MGMT 310

Introduction to Hospitality Management

3 Credit Hours

Introduction to Hospitality Management is designed to provide students with an overview of the hospitality industry including, restaurant, lodging, meeting planning, and conventions. Students are provided with a broad exposure to one of the largest and fastest-growing industries. Students leave the course with an understanding of the career opportunities available in the industry, a realization of the challenges faced by professionals in the industry, a knowledge of the current operating procedures, and the functions of management in the hospitality and tourism industry. Students who complete the course can receive a professional certification in hospitality management from the American Hotel and Lodging Educational Institute.

MGMT 311

Customer Service for Hospitality and Tourism

3 Credit Hours

This course provides a dynamic and high impact as it provides students with practical skills to operate hospitality organizations. Key topics in the course include food and beverage management, customer service, staffing and operational organization, company culture building, and managing service encounters with the importance of service recovery. Students who complete the course can receive two professional certifications in Customer Service and Food and Beverage Management from the American Hotel and Lodging Educational Institute.

MGMT 312

Meetings, Expositions, Events and Conventions Planning

3 Credit Hours

This course has been designed to introduce students to the meetings, expositions, events and conventions industry from an entrepreneur's perspective. This course leads students through a portfolio building process in which students learn how to apply for a FEIN (federal tax identification number) and a municipal business license. Students also learn how to complete an RFP (request for proposal for business funding). Students will also obtain the Illinois Basset Safe Alcohol Service License from the Illinois Liquor Control Commission, the National Restaurant Association ServSafe Sanitation Food Managers License, and the NRA Customer Service Certification.

MGMT 313

Hotel and Lodging Management

3 Credit Hours

Students are introduced to all the components that comprise hotel, or other lodging, operations. Students learn skills that allow them to focus on several key departments in a hotel operation including the front office, back office, housekeeping, guest safety, and organizational security. Students also learn about the classifications of hotels; the direct and indirect economic impact to the communities in which the hotels are located. Students learn the duties of a full-service hotel general manager as well as how to lead a team of sales and staff members. Students who complete this course will receive a professional certification in Hotel Front Office Management from the American Hotel and Lodging Educational Institute.

MGMT 330

Diversity in Organizations

3 Credit Hours

This course addresses various aspects of diversity. The focus of the course is to help the students develop an ability to understand, respect, and value diversity. Through readings, discussions, and assignments, students learn how to apply best to management activities. Issues related to discrimination, affirmative action, career development, socialization and social change policies are explored. Historical, psychological, sociological, legal and managerial viewpoints are highlighted.

MGMT 344

Health Systems of the United States

3 Credit Hours

This course is your introduction to the U.S. healthcare system and the practice of healthcare management. You will learn how the healthcare industry functions and explore the roles and impacts of its various parts. You will also have the opportunity to compare and contrast the U.S. healthcare system with those of other nations. By the end of this course, you will know the ins and outs of the American healthcare system. This online class features optional live sessions.

MGMT 345

Health Law and Ethics

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-223 and MGMT-380

This course is your overview of healthcare law in the United States. You will learn about the ethical and legal issues that healthcare providers and administrators are confronted with in the modern workforce. By the end of this course, you will understand how the legal environment shapes the medical profession and how to analyze and respond to a range of ethical and legal issues. This online class has optional live sessions.

MGMT 348

Healthcare Service Operations

3 Credit Hours

This course is your introduction to healthcare operations. You will learn about operations and systems management with in the context of healthcare systems, how hospital supply chains work, and how to analyze operational processes to improve efficiencies. By the end of this course, you will know how to

evaluate and optimize hospital processes. This online class has optional live sessions.

MGMT 349

Healthcare Strategy Capstone

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-345, MGMT-348, MGMT-370, BANA-346, and FINC-347

This course is the culmination of your work in the Healthcare Administration and Management program. You will learn to apply strategic thinking to healthcare management and complete a major project in which you propose a systemic change to a hospital or hospital system. By the end of this course, you will have honed and improved your relevant skills and created a portfolio project to show future prospective employers. This online class has optional live sessions.

MGMT 355

Training and Development

3 Credit Hours

Training and development are key to building an empowered and motivated workforce. This course will help you build knowledge and skill in the design, development, delivery, and evaluation of organizational training. You will also learn how to create effective performance improvement programs, a vital resource in talent retention that is often overlooked. Lastly, you will get hands on experience, by producing your own sample training plan.

MGMT 356

Total Compensation Management

3 Credit Hours

Great people power great businesses, but attracting and retaining top talent requires companies to offer competitive compensation packages. This course will help you develop knowledge and skills in the development and evaluation of pay structures and benefits packages. You will also learn how total compensation issues affect every manager in an organization and analyze processes and procedures to create effective compensation plans.

MGMT 357

Employment and Labor Law

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-370

This course is an overview of laws and regulations that determine the rights and obligations of employees and employers. You will learn about the nature of the employment relationship, common law principles, prohibitions against discrimination, wage law, specific governmental acts, and other areas of labor and employment law. By the end of this course you will become familiar with the federal and state laws that govern employment. This online class features optional live sessions.

MGMT 358

Human Resource Risk Management

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-355 and MGMT-357

This course will examine the scope and role of HR in the occupational health and safety arena, the fundamental

components of comprehensive programs and, more importantly, the interplay between these considerations and how important HR professionals are in their success. Topics covered include OSHA requirements, risk management and loss prevention, management of safety and workers' compensation, employee assistance plans, preventative health issues, emergency response and preparedness, and developing a culture of safety, amongst others. There will be focus on the fundamental components of a comprehensive health and safety program to protect the employees in an organization and costly liability.

MGMT 364

Entrepreneurship

3 Credit Hours

This class addresses the unique entrepreneurial experience of conceiving, evaluating, creating, managing, and potentially selling a business. The goal is to provide a comprehensive understanding of how to design and launch a business. The course relies on classroom discussion, participation, guest speakers, case analysis, the creation of a feasibility plan, and the building a business plan to develop a strategy for launching and managing a business.

MGMT 366

Relationship Driven Professional Selling

3 Credit Hours

This course will not just teach you about selling, it will teach you how to sell. This experiential learning-based course will provide you with best practice models of selling. It will cover selling from prospecting through relationship building, and through the use of role-plays and other experiential activities. It will equip the student with the fundamental knowledge, skills, and attitudes necessary to succeed in a professional selling position.

MGMT 367

Negotiation in Business and Sales

3 Credit Hours

You may not realize it, but negotiations are a constant part of life. In business, negotiations are key parts of a corporation's strategy. In your personal life, negotiations play the same role - you negotiate which movie to watch with your friends or what apartment to rent with your partner. This course will introduce you to the concepts behind negotiation and provide opportunities to practice and develop your own negotiation style. This online class has optional live sessions.

MGMT 368

Sales Leadership

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-366

Effective sales leadership requires a mastery of the "hard" analytical skills as well as the "soft" skills for effective management and coaching. This course will explore key sales and management concepts, and give you the opportunity to put them into practice. By the end of this course, you will be able to coach salespeople and excel as a sales leader. This online class has optional live sessions.

MGMT 369

Advanced Relationship Driven Professional Selling

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-366

You have already learned the fundamentals of effective selling. This course will help you hone your sales skills and take them to the next level by teaching you how to think through the sales process as a master planner, listener, negotiator and partner. By the end of this course, you will have mastered the skills necessary to be a compelling and credible salesperson. This online class has optional live sessions.

MGMT 370

Organizational Behavior

3 Credit Hours

Pre/Corequisite: P (RQ) BUSP-101 unless Transfer Student

The class material will include theory, research, and practical application of Organizational Behavior (OB) in organizations. OB is the study of how individuals, groups and workplace contexts impact behavior within an organization. The goal of OB is to understand, predict, and influence employee attitudes and behavior in order to improve organizational effectiveness. Topics include: personality differences, work motivation, leadership, influence processes and group dynamics.

MGMT 375

Forecasting and Logistics

3 Credit Hours

Pre/Corequisite: P (RQ) BANA-320

Have you ever wondered how that Amazon package arrived at your door so quickly? Supply chain management is the process by which organizations get us the products we consume, and companies need talented employees to help optimize their supply chain. This course will teach you how to use forecasting techniques to match supply and demand, and how to develop logistics networks that help minimize costs and deliver top customer service. This online class has optional live sessions.

MGMT 376

Sourcing and Operations

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-375

In today's modern economy, something as simple as a razor might be manufactured in multiple countries with each part coming from a different supplier. This course will teach you how businesses manage this increasing complexity behind the scenes through efficient sourcing of suppliers and operations. You will have the opportunity to apply this knowledge by conducting a real-world case study of a product of your choosing. This online class has optional live sessions.

MGMT 377

Supply Chain Capstone

3 Credit Hours

Pre/Corequisite: P (RQ) MGMT-376

This course - built in collaboration with corporate advisors - is the culmination of your work as a student of supply chain management. In this course you will be tasked with creating a series of solutions to actual problems faced by a real-world company in delivering their product to consumers. By the end of this course, you will have built experience in solving real-

world supply chain problems and seeing how your solutions compare to the professionals. This online class has optional live sessions.

MGMT 378

Supply Chain Management Technologies

3 Credit Hours

This course covers the major relevant supply chain technologies and systems. In this course you will survey the systems that enable the supply chain in best-in-class supply chain organizations. Understanding of how information flows throughout the supply chain is critical to managing a supply chain and this will be the main focus in this course. By the end of this course, you will have gained a basic understanding of how supply chain systems work and how they make the supply chain more efficient and effective. This online class has optional live sessions.

MGMT 379

Supply Chain in Action

3 Credit Hours

Everything from the best concert you saw, to your Covid-19 vaccine relies on the existence of effective supply chains. In this course, you will learn about the application of supply chain systems to vital real-world functions. By the end of this class, you will have a much better understanding why supply chain management is vitally important, how it intersects with business, national and global interest, and how supply chains literally save the world. This online class has optional live sessions.

MGMT 380

Business, Ethics, and Society

3 Credit Hours

Students develop an understanding of the interrelationship and interaction of society, business, and government at national and international levels. Students develop the ability to recognize the importance of ethics in business, and society. The class will focus on allowing students to develop an understanding of ethical concepts and philosophical principles as they relate to business.

MGMT 390

Business Strategy

3 Credit Hours

Pre/Corequisite: P (RQ) ACCT-211, BANA-320, MKTG-300, FINC-300,

This course teaches students how to identify and analyze opportunities as well as to solve problems in business situations. Students will be required to apply knowledge, techniques, and skills learned in core business courses. Topics include evaluating environmental changes important to a particular business, business analysis, identifying and applying generic business strategies such as Porter's five forces.