DEPARTMENT OF MANAGEMENT

Office in Rockwell Hall, Room 213
(970) 491-5323
biz.colostate.edu/management (http://biz.colostate.edu/management)

Professor Lynn Shore, Chair

Undergraduate
Major in Business Administration
• Human Resource Management Concentration
• Organization and Innovation Management Concentration
• Supply Chain Management Concentration

Certificates
• Certificate in Entrepreneurship
• Certificate in Leadership in Organizations
• Certificate in Managing Human Resources
• Certificate in Operations, Logistics and Supply Management

Graduate
Master Program
• Master of Management Practice, Plan C (M.M.P.)

Courses
Subjects in this department include: Management (MGT) and Management Science (QNT).

Management (MGT)

MGT 301 Supply Chain Management Credits: 3 (3-0-0)
Course Description: Concept of value-driven supply chains; design and management of effective supply chains; emphasis on current practice and recent trends.
Prerequisite: None.
Registration Information: Sophomore standing.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 305 Fundamentals of Management Credits: 3 (0-0-0)
Course Description: Managerial process of planning, directing, and controlling inputs of an organization. Analysis, decision making, and survey of research literature.
Prerequisite: None.
Registration Information: Sections may be offered: Online. Credit not allowed for both MGT 305 and MGT 320.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 310 Human Resource Management Credits: 3 (3-0-0)
Course Description: Principles and practices of employee management including hiring, development, compensation, and employee relations.
Prerequisite: None.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 320 Contemporary Management Principles/Practices Credits: 3 (3-0-0)
Course Description: Principles of management in combination with practices of the new economy to achieve managerial goals.
Prerequisite: (BUS 300) and (AREC 202 or ECON 202) and (MATH 141 or MATH 155 or MATH 160).
Registration Information: Credit not allowed for both MGT 320 and MGT 305. Sections may be offered: Online.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 325 Leadership Communication Credits: 3 (3-0-0)
Course Description: Interpersonal communication for leaders and managers in organizational settings.
Prerequisite: BUS 200.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 330 Corporate Innovation and Entrepreneurship Credits: 3 (3-0-0)
Course Description: Process of creating new ventures and generating innovations within existing organizations.
Prerequisite: ACT 210.
Restriction: Must not be a: Freshman, Sophomore.
Registration Information: Business Administration, Mechanical Engineering, Agriculture Business, Apparel and Merchandising, Design and Merchandising, Apparel Design and Production, Biomedical Engineering, Computer Science majors; declared LEAP minors or LEAP graduate students only.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 340 Fundamentals of Entrepreneurship Credits: 3 (3-0-0)
Course Description: Concepts of entrepreneurship and role of entrepreneurs in the economy.
Prerequisite: None.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Traditional.
Special Course Fee: No.
MGT 350  Employment Relations: The Legal Environment  Credits: 3 (3-0-0)
Course Description: Legal principle and policy issues arising from the employment relationship.
Prerequisite: None.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 360  Social and Sustainable Venturing  Credits: 3 (3-0-0)
Course Description: Entrepreneurship and economic opportunities in the transition to a socially and ecologically sustainable global economy.
Prerequisite: None.
Restriction: Must not be a: Freshman, Sophomore.
Registration Information: Junior standing or higher.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 374  Total Rewards and Performance Management  Credits: 3 (3-0-0)
Course Description: Principles and best practices for the strategic design and implementation of compensation and performance management systems.
Prerequisite: MGT 310.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 375  Advanced Supply Management  Credits: 3 (3-0-0)
Course Description: Advanced design of purchasing and supply management within global supply chains.
Prerequisite: MGT 301.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 376  Advanced Service and Manufacturing Operations  Credits: 3 (3-0-0)
Course Description: Advanced concepts for the management of operations in service and manufacturing companies.
Prerequisite: MGT 301.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 377  Advanced Logistics  Credits: 3 (3-0-0)
Course Description: Advanced design and management of logistics and distribution operations within global supply chains.
Prerequisite: MGT 301.
Registration Information: Junior standing.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 382  Management in an International Context  Credits: 3 (3-0-0)
Course Description: Fundamentals of management taught in an international context. Emphasis on global management topics.
Prerequisite: None.
Term Offered: Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 410  Leadership and Organizational Behavior  Credits: 3 (3-0-0)
Course Description: Behavior of people and groups as members of organizations.
Prerequisite: MGT 305 or MGT 320.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 411  Leading High Performance Teams  Credits: 3 (3-0-0)
Course Description: Design, management, and leadership of teams in organizational settings.
Prerequisite: MGT 305 or MGT 320.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 420  New Venture Creation  Credits: 3 (3-0-0)
Course Description: Entrepreneurs and the entrepreneurial process. Growth of an independent business.
Prerequisite: MGT 340.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 425  Organizational Communication Strategies  Credits: 3 (3-0-0)
Course Description: Strategic communications in organizations; contribution that organizational members make whether acting as individual or group communicators.
Prerequisite: (FIN 300 or FIN 305) and (MKT 300 or MKT 305) and (MGT 305 or MGT 320).
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 430  Leadership and Social Responsibility  Credits: 3 (3-0-0)
Course Description: Social responsiveness of managers as they face expectations in the firm's internal and external environment.
Prerequisite: None.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 440  New Venture Management  Credits: 3 (3-0-0)
Course Description: Theories and skills necessary for managing startup and existing small firms.
Prerequisite: None.
Registration Information: Written consent of instructor.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 450  Biomedical Entrepreneurship I  Credits: 2 (2-0-0)
Course Description: Commercialization process for biomedical inventions; market and competitor analysis, regulations, patents; preliminary feasibility study.
Prerequisite: BIOM 470 or MGT 340 or MECH 470.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.
MGT 468  Negotiating Globally  Credits: 3 (3-0-0)
Course Description: Characteristics and process of negotiation in a global context.
Prerequisite: MGT 305 or MGT 320.
Registration Information: MGT 305 or MGT 320 or International Studies majors.
Term Offered: Spring (odd years).
Grade Mode: Traditional.
Special Course Fee: No.

MGT 470 Managerial Decisions-Issues and Analysis  Credits: 3 (3-0-0)
Course Description: Investigation and application of managerial decision-making processes and methods to solve problems in business functions.
Prerequisite: (MGT 301) and (MGT 305 or MGT 320).
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 471 Micro Issues in Supply Chain Management  Credits: 3 (3-0-0)
Course Description: Managing the supply function (locally or globally) and the productive flow of materials in goods and services-producing supply chains.
Prerequisite: MGT 301.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 472 Macro Issues in Supply Chain Management  Credits: 3 (3-0-0)
Course Description: Application of analytical and computer-based tools in the analysis and improvement of supply chains with variable demand and supply.
Prerequisite: MGT 301.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 473 Employment Relations: Labor and Management  Credits: 3 (3-0-0)
Course Description: Managerial decision making and action in labor-management relations as affected by labor legislation and administrative practices.
Prerequisite: None.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 474 Human Resource Planning and Development  Credits: 3 (3-0-0)
Course Description: Human resource planning, recruitment, selection, training, and development.
Prerequisite: MGT 310.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 475 International Business Management  Credits: 3 (3-0-0)
Course Description: Multinational corporations: their scope, activities, managerial problems and decisions.
Prerequisite: (FIN 300 or FIN 305) and (MKT 300 or MKT 305) and (MGT 305 or MGT 320).
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 476 Negotiation and Conflict Management  Credits: 3 (3-0-0)
Course Description: Principles and practices of negotiation and conflict management including bargaining as a social and managerial activity.
Prerequisite: MGT 320 or MGT 305.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 478 Global Supply Chain Management  Credits: 3 (3-0-0)
Course Description: Principles and best practices for the strategic design and implementation of global supply chains.
Prerequisite: MGT 375 and MGT 376 or MGT 376 and MGT 377 or MGT 375 and MGT 377.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 482A Study Abroad: International New Venture Creation  Credits: 3 (3-0-0)
Course Description: New venture creation taught in an international setting focusing on multi-country contexts. Emphasis on entrepreneurship and intrapreneurship in today's global environments.
Prerequisite: None.
Registration Information: Written consent of instructor. Completion of 60 credit hours.
Term Offered: Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 486 Practicum in Supply Chain Management  Credits: 3 (1-4-0)
Course Description: Research and recommend solutions to "real world" supply chain management problems.
Prerequisite: MGT 375 or MGT 377.
Registration Information: Must register for lecture and laboratory.
MGT 375, MGT 377 or written consent of instructor.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 487 Internship  Credits: Var[1-18] (0-0-0)
Course Description:
Prerequisite: None.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

MGT 495 Independent Study  Credits: Var[1-18] (0-0-0)
Course Description:
Prerequisite: None.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

MGT 496 Group Study  Credits: Var[1-18] (0-0-0)
Course Description:
Prerequisite: None.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

MGT 498 Research  Credits: Var[1-3] (0-0-0)
Course Description:
Prerequisite: None.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.
MGT 600  Manufacturing Process and Systems Design  Credits: 3 (3-0-0)
Course Description: Strategic understanding of alternate manufacturing processes and systems design support needed to manage those processes.
Prerequisite: BUS 620 and BUS 625.
Restriction: Must be a: Graduate, Professional.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 601  Enterprise Computing and Systems Integration  Credits: 3 (3-0-0)
Also Offered As: CIS 601.
Course Description: Integrated extended enterprise planning and execution systems concepts including ERP, CRM, SCM, MRPII, business processes, front/back office systems.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Admission to M.B.A., M.C.I.S., M.S.B.A., or M.E. program. Sections may be offered: Online.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 610  Strategic Human Resource Management  Credits: 3 (3-0-0)
Course Description: Strategic issues associated with recruiting, staffing, evaluating, compensating, and developing employees; leadership issues associated therein.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Admission to masters program.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 611  Management of Organization Development  Credits: 3 (3-0-0)
Course Description: Methods for managing organizational change.
Prerequisite: MGT 305 or MGT 320.
Restriction: Must be a: Graduate, Professional.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 612  Managing in a Global Context  Credits: 3 (3-0-0)
Course Description: Global management and HR development issues/practices. Cross-cultural issues in organization behavior, recruitment, selection, training, compensation.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Admission to GSSE program.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 620  Management  Credits: 3 (3-0-0)
Course Description: Practices, policies, philosophies, and behavior.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 625  Managerial Communication Practices  Credits: 3 (3-0-0)
Course Description: Internal, external, and managerial communication. Managerial speaking and writing skills enhancement.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Admission to a master’s program in business.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 640  Supply Chain Management Strategies  Credits: 2 (2-0-0)
Course Description: How to create an effective supply chain management system to establish an efficient network for supplying final consumption.
Prerequisite: MGT 600.
Restriction: Must be a: Graduate, Professional.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 645  Supply Chain Development and Management  Credits: 2 (2-0-0)
Course Description: This course teaches the development and management of the global supply chain that plans, sources, makes and delivers an organization's products.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Written consent of instructor. Sections may be offered: Online.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 665  Supply Chain Development and Management  Credits: 2 (2-0-0)
Course Description: This course teaches the development and management of the global supply chain that plans, sources, makes and delivers an organization's products.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Written consent of instructor. Sections may be offered: Online.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 666  New Venture Development for Social Enterprise  Credits: 3 (3-0-0)
Course Description: Early stages of a new venture, including creation of business plan. Additional study of social entrepreneurship and sustainable business strategies.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Written consent of instructor. Sections may be offered: Online.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 667  Global Social Sustainable Entrepreneurship  Credits: 3 (3-0-0)
Course Description: Global challenges—poverty, environmental degradation, public health, agriculture. Role of entrepreneurial management in private and public sector.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Written consent of instructor. Sections may be offered: Online.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 671  Labor Management Relations  Credits: 3 (3-0-0)
Course Description: Collective bargaining process, administration of contract, and impact of public policy on industrial relations.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.
MGT 675  Service Operations/Supply Chain Management  Credits: 3 (3-0-0)
Course Description: Supply chain management (SCM) and operations function. Primary focus on service sector.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Admission to a master’s program in business.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 679 Principles of Strategic Management  Credits: 3 (3-0-0)
Course Description: Processes through which firms choose and implement strategies. Formulation and implementation of strategic management process in variety of industries.
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Registration Information: Admission to a master’s program in business.
Term Offered: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 695 Independent Study  Credits: Var[1-18] (0-0-0)
Course Description:
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

MGT 696 Group Study  Credits: Var[1-18] (0-0-0)
Course Description:
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

MGT 699 Thesis  Credits: Var[1-18] (0-0-0)
Course Description:
Prerequisite: None.
Restriction: Must be a: Graduate, Professional.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

Management Science (QNT)

QNT 270  Basic Business Statistics  Credits: 3 (2-2-0)
Course Description: Statistical tools applied to business conditions and functions.
Prerequisite: STAT 204.
Registration Information: Must register for lecture and laboratory.
Terms Offered: Fall, Spring, Summer.
Grade Modes: S/U within Student Option, Trad within Student Option.
Special Course Fee: No.

QNT 375  Models and Applications in Management Science  Credits: 3 (2-2-0)
Course Description: Introduction and application of operations research techniques to business decision problems.
Prerequisite: STAT 204.
Registration Information: Must register for lecture and laboratory.
Terms Offered: Fall, Spring.
Grade Modes: S/U within Student Option, Trad within Student Option.
Special Course Fee: No.

QNT 570  Statistical Decision Making  Credits: 3 (3-0-0)
Course Description: Classical statistical techniques including hypothesis testing and multiple regression; model building, control charts, time series and forecasting.
Prerequisite: QNT 270.
Terms Offered: Fall, Summer.
Grade Mode: Traditional.
Special Course Fee: No.