Department of Management

Office in Rockwell Hall, Room 213
(970) 491-0255
biz.colostate.edu/management

Professor Susan Golicic, Chair

Undergraduate
Major in Business Administration

- Organization and Innovation Management Concentration (http://catalog.colostate.edu/general-catalog/colleges/business/administration-major-organization-innovation-management-concentration/)
- Supply Chain Management Concentration (http://catalog.colostate.edu/general-catalog/colleges/business/administration-major-supply-chain-management-concentration/)

Minor

- Entrepreneurship and Innovation (http://catalog.colostate.edu/general-catalog/colleges/business/administration-entrepreneurship-innovation-minor/)

Certificates

- Certificate in Entrepreneurship (http://catalog.colostate.edu/general-catalog/colleges/business/administration-certificate-entrepreneurship/)
- Certificate in Leadership in Organizations (http://catalog.colostate.edu/general-catalog/colleges/business/administration-certificate-leadership-organizations/)
- Certificate in Managing Human Resources (http://catalog.colostate.edu/general-catalog/colleges/business/administration-certificate-managing-human-resources/)
- Certificate in Operations, Logistics and Supply Management (http://catalog.colostate.edu/general-catalog/colleges/business/administration-certificate-operations-logistics-supply-management/)

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

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. Sections may be offered: Face-to-Face, Mixed Face-to-Face, or Online.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 305 Fundamentals of Management Credits: 3 (3-0-0)
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 330 Creativity, Innovation, and Value Creation Credits: 3 (3-0-0)
Course Description: How creativity and innovation can be developed for application in value creation.
Prerequisite: None.
Restriction: Must not be a: Freshman, Sophomore.
Registration Information: Sophomore standing. Business Administration, Mechanical Engineering, Agriculture Business, Apparel and Merchandising, 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: Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 374 Advanced Supply Management  Credits: 3 (3-0-0)
Course Description: Advanced design of purchasing and supply management within global supply chains.
Prerequisite: MGT 301.
Terms Offered: Fall, 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.
Terms Offered: Fall, 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 390 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 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 424 Design Thinking in Social Entrepreneurship  Credits: 3 (3-0-0)
Also Offered As: IDEA 424.
Course Description: Focus on value creation, and delivery of a solution to a team community project. Application of human-centered design, and design thinking processes provide solutions to real world problems facing some of society’s most vulnerable populations.
Prerequisite: INTD 210, may be taken concurrently and MGT 340, may be taken concurrently and MGT 360, may be taken concurrently.
Restriction: Must be a: Undergraduate.
Registration Information: Credit not allowed for both IDEA 424 and MGT 424.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
<th>Prerequisites</th>
<th>Course Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 435</td>
<td>Global Ethical Leadership &amp; Stakeholder Mgmt</td>
<td>3</td>
<td>(MGT 305 or MGT 320)</td>
<td>Develop knowledge and competence in global ethical leadership and stakeholder relationships in a global economy.</td>
</tr>
<tr>
<td>MGT 440</td>
<td>New Venture Management</td>
<td>3</td>
<td>MGT 305 or MGT 320 or International Studies majors.</td>
<td>Theories and skills necessary for managing startup and existing small firms.</td>
</tr>
<tr>
<td>MGT 450</td>
<td>Biomedical Entrepreneurship I</td>
<td>2</td>
<td>MGT 305 or MGT 320 or MECH 470</td>
<td>Commercialization process for biomedical inventions; market and competitor analysis, regulations, patents; preliminary feasibility study.</td>
</tr>
<tr>
<td>MGT 455</td>
<td>Designing for Defense</td>
<td>3</td>
<td>MGT 305 or MGT 320</td>
<td>A culminating interdisciplinary experience that partners with the United States Department of Defense to propose solutions to vexing problems. Content and activities include a semester-long national security problem. Create a problem brief, develop and test prototypes, and deliver professional presentations to diverse audiences.</td>
</tr>
<tr>
<td>MGT 468</td>
<td>Negotiating Globally</td>
<td>3</td>
<td>MGT 305 or MGT 320</td>
<td>Characteristics and process of negotiation in a global context.</td>
</tr>
<tr>
<td>MGT 469A</td>
<td>Study Abroad--Peru: Global SCM Experience</td>
<td>3</td>
<td>MGT 301.</td>
<td>Examination of supply chain practices and culture of Peru. Develop an understanding of the management of global aspects of a supply chain as well as the differences between managing a supply chain in a well developed country and a developing country with less infrastructure and expertise in the field.</td>
</tr>
<tr>
<td>MGT 470</td>
<td>Managerial Decisions-Issues and Analysis</td>
<td>3</td>
<td>MGT 301.</td>
<td>Investigation and application of managerial decision-making processes and methods to solve problems in business functions.</td>
</tr>
<tr>
<td>MGT 471</td>
<td>Micro issues in Supply Chain Management</td>
<td>3</td>
<td>MGT 301.</td>
<td>Managing the supply function (locally or globally) and the productive flow of materials in goods and services-producing supply chains.</td>
</tr>
<tr>
<td>MGT 472</td>
<td>Macro issues in Supply Chain Management</td>
<td>3</td>
<td>MGT 301.</td>
<td>Application of analytical and computer-based tools in the analysis and improvement of supply chains with variable demand and supply.</td>
</tr>
<tr>
<td>MGT 473</td>
<td>Employment Relations: Labor and Management</td>
<td>3</td>
<td>MGT 301.</td>
<td>Managerial decision making and action in labor-management relations as affected by labor legislation and administrative practices.</td>
</tr>
<tr>
<td>MGT 474</td>
<td>Human Resource Planning and Development</td>
<td>3</td>
<td>MGT 301.</td>
<td>Human resource planning, recruitment, selection, training, and development.</td>
</tr>
<tr>
<td>MGT 475</td>
<td>International Business Management</td>
<td>3</td>
<td>MGT 301.</td>
<td>Multinational corporations: their scope, activities, managerial problems and decisions.</td>
</tr>
<tr>
<td>MGT 476</td>
<td>Negotiation and Conflict Management</td>
<td>3</td>
<td>MGT 301.</td>
<td>Principles and practices of negotiation and conflict management including bargaining as a social and managerial activity.</td>
</tr>
</tbody>
</table>

**Registration Information**

- **MGT 435**: Junior standing. Written consent of instructor. Credit not allowed for both MGT 469A and MGT 482B.
- **MGT 440**: Spring (odd years).
- **MGT 450**: Spring.
- **MGT 455**: Fall.
- **MGT 468**: Spring (odd years).
- **MGT 469A**: Fall (even years).
- **MGT 470**: Fall, Spring.
- **MGT 471**: Fall, Spring.
- **MGT 472**: Spring.
- **MGT 473**: Fall, Spring.
- **MGT 474**: Spring.
- **MGT 475**: Fall, Spring.
- **MGT 476**: Traditional.

**Special Course Fee**

- **MGT 435**: No.
- **MGT 440**: No.
- **MGT 450**: No.
- **MGT 455**: No.
- **MGT 468**: No.
- **MGT 469A**: No.
- **MGT 470**: No.
- **MGT 471**: No.
- **MGT 472**: No.
- **MGT 473**: No.
- **MGT 474**: No.
- **MGT 475**: No.
- **MGT 476**: 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: None.
Registration Information: Two of the three courses (MGT 375, MGT 376, MGT 377) must be completed with the third either completed or concurrent registration.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 479 Strategic Human Resource Management  Credits: 3  (3-0-0)
Course Description: An integration of the various functions of human resource (HR) management. Provides a strategic and data-driven perspective on HR and the development of data analysis and change management skills to improve HR processes. Topics include: strategic HR management, HR as a competitive advantage, balanced scorecard, analytical foundations of HR measurement, descriptive and predictive analytics, change strategies, and responses to organizational change.
Prerequisite: MGT 374 or MGT 474.
Registration Information: Junior standing.
Terms Offered: Fall, 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 482D Study Abroad--Portugal: Leading High Performance Teams  Credits: 3  (0-0-3)
Course Description: Design, management, and leadership of teams in organizational settings with a focus on how teams are different across different contexts. Explore how national culture impacts organizational team dynamics, processes, and performance and compare and contrast teams in Portugal to those in the U.S.
Prerequisite: MGT 305 or MGT 320.
Registration Information: Sophomore standing. Written consent of instructor. Credit not allowed for both MGT 411 and MGT 482D.
Term Offered: Summer.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 482C Study Abroad--Todos Santos: Ventures in Social Entrepreneurship  Credit: 1  (0-0-1)
Also Offered As: IDEA 482C.
Course Description: Interdisciplinary, service-learning course that incorporates human-centered design with the business design process in order to provide solutions to real world problems facing some of society's most vulnerable populations. It offers an experiential trip to meet the community partners working in Todos Santos, Mexico.
Prerequisite: None.
Restriction: Must be a: Undergraduate.
Registration Information: Credit not allowed for both IDEA 482C and MGT 482C.
Term Offered: Fall.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 486A Practicum: Consulting  Credits: 3  (1-4-0)
Course Description: Utilize teamwork to solve real business problems for organizations as engaged consulting teams. The team project solves a real and current business challenge, and also helps develop project management, communication, business writing, information technology, public speaking, event planning, time management, group dynamics, and team work skills.
Prerequisite: CIS 200 and FIN 300 and MGT 301 and MGT 320 and MKT 300.
Restrictions: Must not be a: Freshman, Sophomore, Junior. Must be a: Undergraduate.
Registration Information: Written consent of instructor. Must register for lecture and laboratory. Credit not allowed for both MGT 481A1 and MGT 486A.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 486B Practicum: Supply Chain Management  Credits: 3  (1-4-0)
Course Description: Research and recommend solutions to "real world" supply chain management problems.
Prerequisite: None.
Registration Information: Written consent of instructor. Must register for lecture and laboratory. Two of the three courses (MGT 375, MGT 376, MGT 377) must be completed with the third either completed or concurrent registration.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 487 Internship  Credits: Var[1-18]  (0-0-0)
Course Description: In depth study of a current topic/related topics important to supply chain managers and supply chain management education.
Prerequisite: None.
Terms Offered: Fall, Spring, Summer.
Grade Mode: Instructor Option.
Special Course Fee: No.

MGT 492A Seminar: Supply Chain Management  Credits: 3  (0-0-3)
Course Description: In depth study of a current topic/related topics important to supply chain managers and supply chain management education.
Prerequisite: MGT 301.
Registration Information: Seniors only.
Grade Mode: Traditional.
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:** Spring.
**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, MRP II, business processes, front/back office systems.
**Prerequisite:** None.
**Restriction:** Must be a: Graduate, Professional.
**Registration Information:** Admission to the MACC or MCIS program. Sections may be offered: Online. Credit not allowed for both CIS 601 and MGT 601.
**Term Offered:** Spring.
**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 master’s 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.
**Term 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 663 Strategic Opportunities in Impact Enterprise
**Credits:** 3 (3-0-0)
**Course Description:** Gain foundational knowledge of central sustainability challenges, concepts and tools of strategic management and entrepreneurship, and discover the economic opportunities present in the resolution of social and environmental issues. Develop an understanding of the role of corporations and entrepreneurs in resolving market imperfections, addressing sustainability challenges, and transitioning to a more sustainable economy. Introduce sustainability practices used by corporations and new ventures.
**Prerequisite:** None.
**Restriction:** Must be a: Graduate, Professional.
**Registration Information:** Admission to the Impact MBA.
**Term Offered:** Fall.
**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 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.
Terms Offered: Fall, Spring.
Grade Mode: Traditional.
Special Course Fee: No.

MGT 668  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 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.