Management and Entrepreneurship Courses (MGMT)

MGMT Courses

This is a list of courses with the subject code MGMT. For more information, see Management and Entrepreneurship (Tippie College of Business) in the Catalog.

**MGMT:1300 First-Year Seminar** 1 s.h.
Small discussion class taught by a faculty member; topics chosen by instructor; may include outside activities (e.g., films, lectures, performances, readings, visits to research facilities).

**MGMT:2000 Introduction to Law** 3 s.h.
Legal issues surrounding start-up and day-to-day management of a business; contract law, standard business formations, tort law, employment law, business ethics, and alternative dispute resolution. Requirements: sophomore standing.

**MGMT:2100 Introduction to Management** 3 s.h.
Principles of management; organizational structure, decision making, leadership, line-staff relationships, and administration of organizations; overview of the demands and challenges facing managers, behaviors of effective managers, management theory, personal effectiveness, decision making, team skills, and leadership skills. Requirements: sophomore standing.

**MGMT:3050 Professional Preparation for Management** 1 s.h.
Survey of career paths in the field of management through discussions with individuals working in human resources, management consulting, entrepreneurial endeavors, and more; hands-on activities for students to hone the skills required to succeed in today's workplace.

**MGMT:3200 Individuals, Teams, and Organizations** 3 s.h.
Theories of organizational behavior applied to current business trends for individuals, teams, organizations; personality, managing diversity, work-family conflict, self-managed teams, charismatic leadership, work motivation, managing conflict, organizational culture. Prerequisites: MGMT:2000 and MGMT:2100.

**MGMT:3250 Leading Innovation** 3 s.h.
Knowledge and skills needed to lead teams and organizations—formally or informally—to achieve sustainable innovation culture, strategy, execution, and outcomes; how to navigate corporate innovation challenges from culture to management and resourcing, in order to successfully lead innovation efforts; problem definition, critical thinking, metrics, design thinking, and entrepreneurial business model development; innovation prerequisites, roles, leadership skills, and strategy. Prerequisites: MGMT:2000 and MGMT:2100.

**MGMT:3300 Strategic Human Resource Management** 3 s.h.
People management activities, policies, and practices that promote effective organizations; how changes in technology, business restructuring, legal and social concerns, other issues affect human resource management. Prerequisites: MGMT:2000 and MGMT:2100.

**MGMT:3400 Employment Law** 3 s.h.
Laws affecting employers and employees, such as regulatory health and safety policies, unemployment and retirement benefits, and employment discrimination including hiring, termination, testing issues. Prerequisites: MGMT:2000 and MGMT:2100.

**MGMT:3450 International Business Environment** 3 s.h.
Differences in international and domestic business; cultural, legal, political factors for managers. Requirements: junior or higher standing.

**MGMT:3500 Nonprofit Organizational Effectiveness I** 3 s.h.
Operational and financial aspects of nonprofit management; mission and governance of organization; strategic planning for effective management, including finance, budget, income generation, fund-raising. Same as ENTR:3595, MUSM:3500, NURS:3595, RELS:3700, SSW:3500.

**MGMT:3600 Nonprofit Organizational Effectiveness II** 3 s.h.
Qualities for leadership of nonprofit organizations, including relationships with staff and volunteers; relationship of nonprofit and outside world; marketing, public relations, advocacy strategies for nonprofits. Same as NURS:3600, RELS:3701, SSW:3600.

**MGMT:3700 Field Experience: Nonprofit Leadership and Philanthropy** 3 s.h.
Faculty-supervised professional work experience with a nonprofit organization with associated academic content.

**MGMT:3800 Entrepreneurial Leadership Academy I** 3 s.h.
Students hone leadership and project management skills through weekly workshops, guest speakers, and course discussion; preparation to actively manage and lead all phases of a business project; topics include client management, advanced project management skills, how to have tough conversations at work, and how to structure and lead a meeting for optimal results; first in a two-course sequence. Prerequisites: MGMT:2100 or ENTR:2000 or ENTR:3350. Requirements: declared management and entrepreneurship major or enterprise leadership major, and 75 s.h. completed. Same as ENTR:3800.

**MGMT:3850 Entrepreneurial Leadership Academy II** 3 s.h.
Work in small groups to provide strategic management consulting services to Iowa-based companies; experienced entrepreneurs and C-level executives provide mentoring to teams; students independently communicate with their client, learn to employ the latest techniques for assessing competitive markets and identifying growth opportunities, and ultimately develop recommendations and prepare a final report for their client; second in a two-course sequence. Prerequisites: MGMT:3800 or ENTR:3800. Same as ENTR:3850.

**MGMT:3999 CIMBA Italy Experiential Leadership 1-3 s.h.**
Leadership Initiative for Excellence (LIFE) includes a three-day training that enhances key leadership competencies including effective communication, decision making, teamwork, focus, and interpersonal skills; Learn, Enrich, Achieve, Perform (LEAP) includes and builds upon concepts in LIFE, and is a semester-long professional development program that utilizes self-assessment, one-on-one and group coaching, and developmental seminars; for students enrolled in the CIMBA Italy Program.
MGMT:4000 Topics in Management 1-3 s.h.
Topics not regularly offered in other courses. Prerequisites:
MGMT:2100.

MGMT:4050 Directed Readings in Management and Organizations arr.

MGMT:4100 Dynamics of Negotiations 3 s.h.
Predictable aspects and dynamics of bargaining experiences;
simulations, experiential exercises to foster skills needed for
effective negotiation in almost any situation. Requirements:
60 s.h. completed.

MGMT:4200 Staffing and Talent Management 3 s.h.
Staffing processes; external influences such as labor markets,
the legal environment; support activities such as job analysis,
employment planning; staffing activities such as internal and
external recruiting, selection. Prerequisites: MGMT:3300 and

MGMT:4300 Leadership and Personal Development 3 s.h.
Practical development and application of leadership and
managerial skills to enhance individual and organizational
effectiveness.

MGMT:4325 Team and Project Management 3 s.h.
Fundamentals of managing teams and group projects;
emphasis on practical application, using case studies,
and interactive and experiential exercises. Prerequisites:
MGMT:3200 and MGMT:3300.

MGMT:4350 Performance Management and Strategic Rewards 3 s.h.
Role of pay and other rewards on organizational objectives;
compensation's impact on employee behavior and performance;
mix of pay and benefits in compensation systems; legal environment regulating pay and benefits;
nonmonetary forms of reward; the role of performance management, pay, and other rewards on employee
performance and organizational objectives is examined;
includes performance appraisals, coaching, performance
feedback, incentive systems, the mix of pay and benefits in
compensation systems, and the legal environment regulating
pay and benefits. Prerequisites: MGMT:3300 and MGMT:3200.

MGMT:4500 Strategy, Innovation and Global Competition 3 s.h.
Development of skills for firm strategy formation in a complex and
technology-driven global economy; analytical tools that
are essential to any consultant, manager, or entrepreneur
facing dynamic industry environments. Prerequisites:
MGMT:2100.

MGMT:4600 Nonprofit Ethics and Governance 3 s.h.
Tools to help identify, understand, and resolve ethical issues in
nonprofit sectors; how individual beliefs and societal
standards shape ethical decision making; application of
ethical frameworks to classic and contemporary ethical
dilemmas; how various forms of governance shape ethical
behavior in organizations; case studies, readings, lectures,
and guest speakers.

MGMT:4999 Honors Thesis in Management arr.
Independent student project directed by faculty or staff
advisor; culminates in thesis that conforms to University of
Iowa Honors Program guidelines; may include empirical
research, library research, applied projects. Prerequisites:
BUS:1999.

MGMT:7120 Methods for Field Research (Ph.D.) 2 s.h.
Field methods commonly used in behavioral research with
emphasis on surveys; different types of field research designs;
evaluation of advantages and disadvantages of different
research approaches; practice generating research questions
and hypotheses appropriate for field survey designs; issues
related to levels of analysis; develop and administer surveys
to maximize response rates; identify appropriate samples;
brief introduction to statistical approaches for analyzing
survey data.

MGMT:7124 Methods for Qualitative Research 2 s.h.
Qualitative methods available to researchers; role and
contributions of qualitative methods in research; reasons
why qualitative research papers get rejected by journals
and strategies to avoiding them; work with qualitative data;
philosophy of science, formulating research questions,
sampling and gaining access, alternative qualitative data
collection methods, ways of coding and analyzing qualitative
data, building theory from qualitative data.

MGMT:7128 Methods for Experimental Research 2 s.h.
Nature of research and principles of experimental design,
including laboratory and field experiments (quasi-
experiments), event sampling, and methods of small-group
research; analysis of variance (ANOVA), analysis of covariance
(ANCOVA), multi-attribute analysis of variance (MANOVA);
orthogonal, planned and unplanned comparisons, factorial
experiments including repeated measures, nested-factors
design, Latin square designs; analysis of data sets with SPSS.

MGMT:7140 Meta-Analysis in Behavioral Social Sciences (Ph.D.) 3 s.h.
Methods for quantitative integration of findings in behavioral
and social sciences; overall effect size or correlation, whether
conflicting findings documented in research literature are due
to moderators (interactions) or statistical and measurement
artifacts.

MGMT:7160 Measurement Theory and Methods in the Behavioral and Social Sciences (Ph.D.) 3 s.h.
Measurement and statistical methods needed for conduct of
methodologically sound, publishable research; kinds
and levels of measurement; role of measurement in theory
development and cumulative research knowledge; theory of
measurement error; types of reliability and their estimation;
corrections for bias in research results due to measurement
error; basic scaling methods; criterion-related, content,
and construct validity; cross-validation and shrinkage
formulas; factor analysis; statistical power in research
studies; introduction to meta-analysis; item analysis and scale
construction; structural equation modeling. Requirements:
basic statistical methods course.

MGMT:7320 Organizational Theory Ph.D. 2 s.h.
Organizational theory; effect of changing environment
and technological factors on organizational structure and
effectiveness; resource dependency and power, conflict,
interorganizational network, population ecology, economic
theories of organization, institutional theory.
MGMT:7323 Foundations of Organizational Theorizing 2-3 s.h.
Examination of the field of micro-organizational behavior (micro-OB); development of ability to evaluate and generate papers that make a theoretical contribution to the field; classic and contemporary research related to prevailing theories; students engage in weekly writing, including a series of theory building exercises and peer reviewing; objectives include supporting peers in generating new theoretical questions, models, and/or frameworks, and providing an overview of theoretical contributions in several important areas in organizational behavior.

MGMT:7328 Academic Writing 2-3 s.h.
Development of critical thinking skills and practices associated with successful academic writing; students learn and practice how to write stylized sections of a social science paper effectively (e.g., literature review, hypothesis development); how to write for impact; research-supported productive writing habits, including how to give and receive feedback on early drafts of writing; writing style/mechanics (e.g., using active voice); writing assignments include a combination of step-by-step revisions to an existing, self-selected paper and shorter hands-on exercises targeted at specific writing skills.

MGMT:7340 Group Processes (Ph.D.) 3 s.h.
In-depth understanding of how work groups and teams can be made more effective in organizations; team design issues (i.e., task type, interdependence, leadership, member composition); process issues including power, influence, communications, conflict, collective memory, and intergroup relations.

MGMT:7350 Leadership (Ph.D.) 3 s.h.
Understanding and preparation for implementing leadership in organizations; focus on reading and analysis of basic research-related leadership theories; contrast "great person" theories, traditional behavioral and situational theories, and transformational leadership theory.

MGMT:7360 Motivation and Attitudes (Ph.D.) 3 s.h.
Motivational processes, attitudes, communication and interorganizational networks; emphasis on motivational antecedents and consequences, theoretical implications for models of work performance.

MGMT:7370 Reward Systems (Ph.D.) 2 s.h.
Compensation systems, government influences, equity in compensation and individual wage determination; research-based examination of performance evaluation and appraisal, theories of work performance.

MGMT:7385 Social and Human Capital 2 s.h.
Theory, research, and methods for understanding social capital as a resource available to individuals resulting from the social structure which they are located; readings focus on application of social networks to various content areas at individual, team, and organizational units of analysis; examination of relationships among social and human capital on individual and team outcomes; emphasis on understanding existing theory and empirical findings; social network research in terms of study design and analysis through software programs including UCINET and R.

MGMT:7700 Mentored Research arr.
Management research conducted by doctoral students under faculty supervision; culminates in second-year research paper.
MGMT:9092 Effective Managerial Communication 2-3 s.h.
Decisive personal and organizational skills for business leaders and entrepreneurs; at individual level, students will refresh writing, listening, speaking, and interpersonal skills for business settings; at the organizational level, course provides crucial managerial skills—how to conduct an effective meeting, questioning skills for employment selection, engaging in small talk, and communication during a crisis.

MGMT:9093 Communication and Digital Strategy 3 s.h.
Fundamentals of applied communication skills—written, verbal, and presentations.

MGMT:9110 Dynamics of Negotiations 2-3 s.h.
Predictable aspects and dynamics of bargaining experiences; simulations, experiential exercises to foster skills needed for effective negotiation in almost any situation. Requirements: M.B.A. enrollment.

MGMT:9120 Leadership and Personal Development 2-3 s.h.
Major theories; determinants of leader effectiveness, personal and career success; practical development of leadership, managerial skills to enhance individual, organizational effectiveness.

MGMT:9130 Strategic Management of Change 3 s.h.
How congruence in organizational strategy, structure and culture, job design, and employee characteristics produces effective organizations; emphasis on managing organizational change, implementing and working in teams, project management. Recommendations: completion of MBA:8120.

MGMT:9150 Nonprofit Organizational Effectiveness I 3 s.h.
Operational and financing aspects of nonprofit management; mission and governance of organization; strategic planning for effective management, including finance, budget, income generation, fund-raising. Same as HMP:6360, PBAF:6278, RELS:6070, SPST:6010, SSW:6247, URP:6278.

MGMT:9160 Nonprofit Organizational Effectiveness II 3 s.h.

MGMT:9185 Project Management 2-3 s.h.
Preparation for managing projects and project portfolios; project selection, project planning and budgeting, scheduling, resource allocation, project control; integration of project planning tools, including project management software.

MGMT:9210 Law and Ethics 2-3 s.h.
Legal issues surrounding start-up and day-to-day management of a business; contract law, standard business formations, tort law, employment law, business ethics, and alternative dispute resolution; exploration of the ways in which ethics and law intersect as well as the ways in which law reflects various ethical judgments; consideration and comparison of the roles of law and the role of ethics in our society.

MGMT:9220 Maximizing Team Performance 3 s.h.
Current approaches to implementing effective teams within organizations; team selection and formation, group dynamics, facilitation skills, performance and obstacle management.

MGMT:9230 Managing and Preventing Conflict 3 s.h.
Skills for management of high-conflict situations in the workplace and for long-term business success and job satisfaction; experience developing mediation-based skills and communication techniques to prevent and resolve workplace conflicts.

MGMT:9240 Inclusive Leadership 3 s.h.
Skills to develop a more inclusive leadership style including leading productive conversations about diversity, transforming diversity-related conflicts into opportunities for learning and growth, evaluating diversity initiatives for potential effectiveness, and developing a change management plan for increasing inclusion in an organization; exploration of foundations for inclusive leadership behaviors and team cultures through self-assessments, case studies, and group activities. Prerequisites: MBA:8120.

MGMT:9250 Managing Employee Performance 3 s.h.
Concepts and practices to effectively manage, measure, and improve employee performance; establishing and communicating organizational expectations, the manager as coach and motivator, measurement methodologies, and performance improvement methods; concepts and practices to effectively manage, measure, and improve employee performance; establishing and communicating organizational expectations; the manager as coach and motivator, performance improvement methods, and designing more effective reward practices.

MGMT:9260 Strategic Employee Development 3 s.h.
Concepts, practices in training and development; strategic issues affecting the design, implementation, and evaluation of training programs and of career management and organizational development activities.

MGMT:9270 Human Resource Management 3 s.h.
Systematic approach to managing human resources through practices consistent with validated theories and empirical research; human resources practices and business strategies; human resources strategy, recruitment and selection, training and development, employment law, international human resources, career management, compensation.

MGMT:9290 Global Business Management 3 s.h.
Theoretical knowledge and practical skills that are critical to successfully compete in the global marketplace and to make sound management decisions in international contexts; economic, political, legal, and social aspects of a business environment in foreign markets; multinational companies' winning moves in entering and growing in these markets; best practices in managing people in different cultural settings.