

Management and Entrepreneurship Courses (MGMT)

This is a list of all management and entrepreneurship courses. For more information, see Management and Entrepreneurship.

- 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 60 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 lowa-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:3200. Corequisites: MGMT:3400.
- 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:7800 Foundations of Human Resource Management**2-3 s.h.**

Broad survey of foundational topics in human resource management, particularly from a micro perspective, interspersed with special topics of growing interest within the field; introduction to foundational theoretical and empirical research on topics of staffing, training and development, performance management and compensation, including an examination of trending topics of interest in these areas; students develop skills necessary to evaluate, criticize, and contribute to literature on human resource management.

MGMT:7900 Contemporary Topics in Management and Organizations**arr.**

Research topics in human resources and organizational behavior.

MGMT:7950 Directed Readings in Management and Organizations**arr.****MGMT:7975 Thesis in Management and Organizations****arr.**

Management research conducted by doctoral students under faculty supervision; culminates in dissertation.

MGMT:9090 Influence and Constructive Persuasion**3 s.h.**

Exploration of methods of persuasion and the science behind why and how influence works in a contemporary business setting; leadership as a function of consensus building, convincing, and motivating in today's team-based, knowledge-centric enterprises; how leaders select from a variety of influence techniques to get others' commitment to a course of action rather than commanding others; persuasion—using solid evidence coupled with emotional appeal—as capacity to present a message in a way that leads others to support it; how persuasion, when used effectively, creates a sense of freedom—others freely choose your perspective and support it.

MGMT:9091 Corporate Social Responsibility and Sustainability**2-3 s.h.**

Introduction to main corporate social responsibility (CSR) and sustainability issues; current debates; costs and benefits of CSR/sustainability; relationship between leadership, innovation, and CSR; CSR's effects on companies' ability to attract and retain good employees; numerous cases studies ranging from small to large companies from various sectors including food and agriculture, manufacturing, finance, mining, energy, retail, transportation; students read and debate articles and case studies written by leading business experts, academics, and CEOs; individual or teamwork on a CSR change analysis.

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. Prerequisites: 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.

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. Requirements: for HMP:6365—HMP:6360 or MGMT:9150. Same as HMP:6365, PBAF:6279, RELS:6075, SPST:6020, SSW:6248, URP:6279.

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. Duplicates MSCI:9185.

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: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.