

**TECM 4920. Cooperative Education in Technical Communication.** 3 hours. Supervised work in a job directly related to the student's major, professional field of study or career objective. Prerequisite(s): 12 semester hours credit in English and/or technical communication; student must meet employer's requirements and have consent of the department chair. May be repeated for credit.

**TECM 4951. Honors College Capstone Thesis.** 3 hours. Major research project prepared by the student under the supervision of a faculty member and presented in standard thesis format. An oral defense is required of each student for successful completion of the thesis. Prerequisite(s): completion of at least 6 hours in honors courses; completion of at least 12 hours in the major department in which the thesis is prepared; approval of the department chair and the dean of the school or college in which the thesis is prepared; approval of the dean of the Honors College. May be substituted for HNRS 4000.

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## Logistics and Supply Chain Management

see Marketing and Logistics

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## Management

### **Management, MGMT**

**MGMT 3330. Communicating in Business.** 3 hours. Development of interpersonal business communication skills in the following areas: group communication, written communication (collaborative writing and business letters, memorandums and reports), oral communication (business presentations, meetings and interviews), and listening. The following topics are also addressed: international communication and electronic communication technology. *Satisfies a portion of the Understanding the Human Community requirement of the University Core Curriculum.*

**MGMT 3720. Organizational Behavior.** 3 hours. Individual behavior in formal organizations. Cases, lectures and experiential exercises in organizational culture, motivation, leadership, dynamics of power, perception and attribution, communication, decision making and performance, and individual differences.

**MGMT 3820. Management Concepts.** 3 hours. Management philosophy; planning, organizing and controlling; entrepreneurial processes; organizational performance; structure and design. Includes an overview of organization theory and strategic management.

**MGMT 3830. Operations Management.** 3 hours. Management of production emphasizing industrial enterprises; production objectives; design and improvement of processes, work methods, and physical facilities; use of measurements and standards; production planning and control; quality control; budgetary and cost control; materials management. Prerequisite(s): DSCI 2710.

**MGMT 3850. Entrepreneurship.** 3 hours. Initiation of new ventures and approaches to growth of existing firms through opportunity recognition, innovation and change. Emphasizes developing effective entrepreneurial skills and behaviors. Includes preparation of a comprehensive business plan. Open to non-business majors.

**MGMT 3860. Human Resource Management.** 3 hours. An introduction to personnel management. Topics include employment, placement and personnel planning, training and development; compensation and benefits; health, safety and security; and employee and labor relations. Open to non-business majors.

**MGMT 3870. Management Research Methods.** 3 hours. Develops skills in management research methods necessary for problem-solving success. Particular emphasis is given to applying theory to management decision making based on objective methods for solving problems in organizational behavior, human resource management, entrepreneurship and operations. Prerequisite(s): DSCI 2710 or equivalent and completion of all pre-business courses.

**MGMT 3880. Business Ethics and Social Responsibility.** 3 hours. A study of ethical behaviors crucial to personal and corporate success in organizations. Codes of ethics, theoretical models and managerial behavior serve as the foundation to investigate ethics and, in turn, social responsibility associated with firm theory. Various stakeholder interest and demands are analyzed as an important theme during the course.

**MGMT 4170. Employee and Labor Relations.** 3 hours. Employee-employer relationships; problems and theories of the bargaining process.

**MGMT 4180. Workplace Health and Safety.** 3 hours. Problems of occupational safety and health (OSHA) workers' compensation, unemployment compensation, industrial security and environmental risk management. Open to non-business majors.

**MGMT 4200. Strategic Processes.** 3 hours. Study of the context and concepts of strategic decision making. Topics include strategic leadership, corporate governance, international influences on strategic decisions, and strategic risk management. Prerequisite(s): senior standing.

**MGMT 4210. E-Management: Managing in a Digital Economy.** 3 hours. Deals with the "why" and "how" of the changing face of management. Focuses on what managers do to maintain and enhance their firm's competitive position in the era of e-commerce. Examines and evaluates some of the more critical issues associated with analyzing the environment, designing organizations and managing people to deal with the challenges that emerge in the new business environment. Prerequisite(s): MGMT 3820 or MGMT 3850 with a grade of C or better, or consent of department.

**MGMT 4220. Field Study in Entrepreneurship.** 3 hours. Course provides students with hands-on opportunities to apply business concepts. Students may work to develop strategic plans, comprehensive business plans, feasibility analysis or funding proposals. In addition, students apply business principles of entrepreneurship to problems related to opportunity analysis, capital funds acquisition, managerial issues and other business requirements such as new product development or planning expansion. Prerequisite(s): MGMT 3330, MGMT 3720, MGMT 3850, MKTG 3650, FINA 3770 and DSCI 3710 or consent of department.

**MGMT 4300. Recruitment, Selection and Placement.** 3 hours. Recruitment, selection and placement of employees in an organization. Test validation and other selection techniques relative to EEO, ADA and AAP laws. Recruiting, selecting and placing a culturally diverse work force.

**MGMT 4330. Administrative Communication.** 3 hours. Development of administrative communication skills including factors affecting the communication process and its effects on specific organizational/personnel situations. Topics include organizational communication, interviewing (selection, disciplinary, counseling, orientation and exit), policy manuals, communication audit tools, gender-related communication differences and electronic communication media. Prerequisite(s): MGMT 3330 or equivalent experience and consent of department.

**MGMT 4350. Training and Development.** 3 hours. Practical and theoretical approaches to the training and development of employees in an organization. Topics include organization, role and scope of the T and D function, philosophies; strategies and needs analysis; development of program content, methods, materials and techniques, and evaluation and control of the training and development function.

**MGMT 4400. Managing Interpersonal Relationships.** 3 hours. A practical and theoretical course dealing with small group behavior. Emphasis is on identifying and classifying behavior to better understand it and to develop strategies for effectively managing interpersonal and group relationships. Exercises and role playing are used to illustrate major points.

**MGMT 4460. Topics in Organizational Behavior.** 3 hours. Study of individual and group behavior in organizations. Representative topics include employee motivation, leadership, organizational power and politics, decision making and performance, organizational culture, perception and attribution, and individual differences. Students study one or more of these topics in depth. Prerequisite(s): MGMT 3720 or consent of instructor. May be repeated for credit as topics vary.

**MGMT 4470. Leadership.** 3 hours. An in-depth course on leadership. Students are provided practical tools and methods of leadership that will apply to a variety of organizational structures. Students gain insights about their own personalities, skills, ethics, values and beliefs as they relate to leading others, and have the opportunity to discuss and debate a number of leadership topics.

**MGMT 4660. International Management Perspectives.** 3 hours. A comprehensive framework is used to study the management of multinational operations in cross-cultural environments with a focus on the decisions that managers must make. Topics include strategic planning, organization, human resources, operations management, entrepreneurship and ethics.

**MGMT 4790. Human Resources Capstone Course.** 3 hours. Capstone course to prepare students to enter the human resources field as qualified professionals. Intensive review of the functional disciplines in the HR field are integral to the course. Students study and evaluate theories of human resources management; engage in practical applications of theory through participation with employers engaged in solving HR problems within their workplace or identifying HR needs; explore the pragmatic implications of the professional human resource certification process and what it means for HR professionals in the global economy during the 21st century; and demonstrate integrative knowledge of HR functions relative to each other and to other functional areas within an organization. Prerequisite(s): to be taken within the final 9 hours of course work.

**MGMT 4800. Internship.** 3 hours. Supervised work in a job related to student's career objective. Prerequisite(s): student must meet the employer's requirements and have consent of advisor.

**MGMT 4810. Purchasing and Materials Management.** 3 hours. From original planning through delivery of finished products; purchasing, inventory control, receiving, stores, production control, traffic and materials handling.

**MGMT 4820. Manufacturing Planning and Control.** 3 hours. In-depth coverage of the function of production planning and control, including such topics as materials requirements planning, capacity planning, master production scheduling, forecasting, production activity planning, and control and project management. Prerequisite(s): MGMT 3830.

**MGMT 4830. Productivity and Quality Management.** 3 hours. Coverage of the topics related to quality science and quality improvement. Topics include acceptance sampling, TQM, process control and their impact on productivity. Prerequisite(s): MGMT 3830.

**MGMT 4840. Compensation and Benefits Administration.** 3 hours. Wage and salary administration in public and private organizations; determinants of general wage and salary levels and structures; total compensation systems; interrelationship among employee performance, intrinsic and extrinsic rewards, perceived equitable payments, and employee satisfaction. Open to non-business majors.

**MGMT 4860. Organizational Design and Change.** 3 hours. Organizational design is a primary management tool for organizing business processes and developing organizational capabilities. The course focuses on developing an understanding of the basics of organizational design, how to utilize organizational design principles to manage change, and how to keep the design aligned with the needs of the firm and the demands to which it must respond. The design and development effort includes study of organizational structures, the basic work patterns of the organization, organizational cultures, managerial roles, and the use of teams.

**MGMT 4880. Management of Projects and Systems.** 3 hours. Investigation and study of the role of projects in contemporary organizations. Includes a presentation of the technical aspects pertaining to the management of complex projects and systems starting with conceptual design and advanced development, and continuing through detailed design, production and termination. Emphasis is placed on integrative concepts rather than isolated methodologies. Prerequisite(s): MGMT 3830.

**MGMT 4890. Legal Aspects of Employment Practices.** 3 hours. Current legislation and its impact on human resources policy and practices.

**MGMT 4900-MGMT 4910. Special Problems.** 3 hours each. Supervised study on a selected management topic. Typically requires a research paper and significant independent study. Prerequisite(s): consent of department.

**MGMT 4951. Honors College Capstone Thesis.** 3 hours. Major research project prepared by the student under the supervision of a faculty member and presented in standard thesis format. An oral defense is required of each student for successful completion of the thesis. Prerequisite(s): completion of at least 6 hours in honors courses; completion of at least 12 hours in the major department in which the thesis is prepared; approval of the department chair and

the dean of the school or college in which the thesis is prepared; approval of the dean of the Honors College. May be substituted for HNRS 4000.

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## Management Science

see *Graduate Catalog*

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## Manufacturing Engineering Technology

see Engineering Technology

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## Marketing and Logistics

### *Aviation Logistics, LGAV*

**LGAV 2100. Introduction to Aviation Industry.** 3 hours. Introduction to the aviation discipline including an investigation of the key role the aviation industry plays in the global transportation network. Emphasis on how aviation management impacts current business practices in a globalizing economy. The importance of aviation transportation networks on business practice is examined.

**LGAV 3110. Aviation Maintenance Programs.** 3 hours. Basics of aviation maintenance management. Familiarization with functions and responsibilities of aviation maintenance managers. Topics include managing maintenance; complying with regulatory, legal and technical requirements of aviation maintenance; and defining safety concepts of the aviation maintenance industry. Emphasis on the identification of optimum applications used in aviation maintenance. Prerequisite(s): LGAV 2100.

**LGAV 3120. Aviation Safety.** 3 hours. Principles of the development and management of an effective safety program. Inquiry into how education, training and morale influence aviation safety. Topics include basic concepts of risk management in aviation safety, the effective management of improvements of aviation safety, and identification of factors influencing risk-taking behavior. Special attention is given to the analysis of hazards and risks and to the development of programs to control them, including how customer and contractor relations can affect the programs. Prerequisite(s): LGAV 2100.

**LGAV 3130. Air Cargo Planning and Control.** 3 hours. Examination of the basics of air cargo operations and the economic principles facing air transportation after deregulation. Topics include how scheduled and unscheduled airlines handle air cargo services including containerization, deregulation, hazardous material handling, and marketing. Special emphasis on the economics of air transportation and the analysis of distribution costs. Prerequisite(s): LGAV 2100.

**LGAV 3140. Air Passenger Planning and Control.** 3 hours. Management of air passenger operations in the aviation industry including fleet operations and passenger and crew scheduling. Topics include optimizing flight routing, flight networks and fleet diversity; scheduling air/ground crew assignments and gate assignments; and understanding the impact of hub and spoke systems and maintenance locations on air passenger operations. Emphasis on developing analytical tools to effectively manage air passenger operations. Prerequisite(s): LGAV 2100.

**LGAV 3150. Aviation Law, Public Policy and Regulatory Environment.** 3 hours. The legal structure of air transportation. Addresses federal, local and state statutes as well as regulatory statutes and case law necessary for the conduct of commercial flight operations in globalizing economy. Topics include contracts, insurance and liability, regulatory statutes and case law. Participation in a moot court simulating litigation involving the Federal Aviation Administration and an international American flag carrier. Prerequisite(s): LGAV 2100.

**LGAV 3510. Private Pilot and General Aviation Concepts.** 3 hours. Mastery of baseline knowledge required of holders of the Private Pilot certificate. Focus is to learn and master the requirements specified in 14 CFR Part 141, appendix B, paragraph 3 necessary to pass the written examination portion of the Private Pilot certificate knowledge test. Prerequisite(s): LGAV 2100.

**LGAV 3520. Instrument Flying Concepts.** 3 hours. Mastery of the baseline knowledge required of the holders of the Instrument Rating certificate. Focus is to learn and master the requirements specified in 14 CFR part 141, appendix B, paragraph 3 to pass the written examination portion of the Instrument Rating knowledge test. Prerequisite(s): LGAV 2100, LGAV 3510.

**LGAV 3530. Commercial Pilot Concepts.** 3 hours. Mastery of the baseline knowledge required of the holders of the Commercial Certificate. Focus is to learn and master the requirements in 14 CFR part 141, appendix D, paragraph 3 to pass the written examination portion of the Commercial Certificate knowledge test. Prerequisite(s): LGAV 2100, LGAV 3510.

**LGAV 4100. Airport and Infrastructure Planning and Control.** 3 hours. Comprehensive inquiry into the management of airport operations. Topics include the history of airports, the roles of government agencies, and the impact of deregulation and wide-bodied aircraft on airports. Special attention is given to the management of the airport planning process including the general Federal Aviation Regulations pertaining to airport management and the role of government airport planning and development. Capstone course to be taken during the last term/semester of course work. Prerequisite(s): LGAV 2100, LGAV 3130, LGAV 3140.

**LGAV 4500. Human Factors and Cockpit Resource Leadership.** 3 hours. Comprehensive inquiry into the Advanced Qualification Programs (AQP) used by air carriers to develop programs for the training of flight crews. Focus on Crew Resource Management (CRM) and Line of Flight Training (LOFT) with specific emphasis on avoiding errors, trapping errors before they are committed, and mitigating the consequences of errors. Capstone course to be taken during the last term/semester of course work. Prerequisite(s): LGAV 2100, LGAV 3510, LGAV 3530.

**LGAV 4951. Honors College Capstone Thesis.** 3 hours. Major research project prepared by the student under the supervision of a faculty member and presented in standard thesis format. An oral defense is required of each student for successful completion of the thesis. Prerequisite(s): completion of at least 6 hours in honors courses; completion of at least 12 hours in the major department in which the thesis is prepared; approval of the department chair and the dean of the school or college in which the thesis is prepared; approval of the dean of the Honors College. May be substituted for HNRS 4000.