

# DEPARTMENT OF MANAGEMENT

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## mission

The John B. and Lillian E. Neff College of Business and Innovation provides innovative and relevant learning experiences and engages in high-quality research and teaching to prepare students to become life-long, ethical business and academic leaders who are prepared for global challenges.

The Department of Management in the Neff COBI is a growing department that houses the Human Resource Management, General Management, Organizational Leadership and Management, and Entrepreneurship and Innovation majors. It provides cutting-edge programs and resources for students, faculty, and practitioners to develop the leadership, innovation and management, as well as human resource expertise required by organizations in the 21st century. The department is committed to excellence in all programs, practices, and research activities. We believe in collaborating with other departments, colleges, community, and business organizations to keep our programs viable and relevant. The department prides itself on having an outstanding reputation for excellence in teaching and research because of our dedication to providing the best service to our students. Our faculty and staff are dedicated to providing students with an excellent educational experience while simultaneously contributing to the management domain through research-based scholarship.

## accreditation

The Master of Business Administration (M.B.A.) is accredited by the Association to Advance Collegiate Schools of Business (AACSB) and the Higher Learning Commission (HLC).

## Degrees Offered

The length of the program will vary depending upon the nature of the undergraduate degree and the major selected. The program consists of a common body of knowledge (18 hours), core (24 hours) and elective (9 - 12 hours) courses. Any or all common body of knowledge courses may be waived for equivalent coverage at the undergraduate or graduate level with a grade of C or better. Any course subs for the core cannot also be utilized to meet major (elective) requirements.

We offer courses and experiences focused on action-oriented opportunities to help graduate students understand the field of

management. This approach gives students a strong foundational knowledge that could be applied immediately after graduation.

### MBA in Human Resource Management (<https://catalog.utoledo.edu/graduate/business-innovation/departments-schools/department-management/mba-human-resource/>) - Available 100% Online

The Human Resource Management major is designed both for students who intend to seek or continue managerial careers in human resources, and for those who are seeking more general leadership positions, but need to understand approaches to attracting, retaining, compensating, motivating and managing employees in contemporary organizations. This program is built around the view that human resource specialists must also have good business acumen to manage an organization's most valuable assets: Its employees.

Our program provides students a strong foundation in this field. The program teaches students about a wide variety of HR issues.

This concentration is designed to prepare candidates to assume positions as human resource practitioners in domestic and international business organizations, hospitals, nonprofits organizations, and local, state and federal government agencies.

### MBA in Leadership (<https://catalog.utoledo.edu/graduate/business-innovation/departments-schools/department-management/mba-leadership/>) - Available 100% Online

The Leadership major provides students with the background necessary to motivate and inspire employees to work towards a common goal, plan for the future and focus on organizational goals, evaluate and counsel individual and group performance, manage and resolve conflicts, and improve oral and written communication. A leadership career involves taking your organization into a better direction, or to surpass previous limits by building and working in a team to transform a group or business.

This concentration provides a foundation in a number of areas that are crucial to a managers' success – planning, ethical decision-making, interpersonal skills, team-building, performance development and evaluation, conflict management, motivation and leading change.

A specialization in leadership prepares students to enter a variety of organizations, both for profit and not-for-profit or to potentially work as an organizational development consultant.

Additionally, the department offers a graduate certificate in Leadership.

- Graduate certificate in Leadership (<https://catalog.utoledo.edu/graduate/business-innovation/departments-schools/department-management/graduate-certificate-leadership/>)

Code	Title	Hours
BUAD 6400	Results-Based Management <sup>MBA Core Course</sup>	3
EFSB 6590	New Venture Creation	3
EFSB 6690	Strategic Management of Innovation	3
HURM 6700	Human Resource Management	3
HURM 6710	Employment And Labor Law	3
HURM 6720	Advanced Negotiation and Conflict Management	3

HURM 6730	Performance Management	3
HURM 6750	Current Topics In Human Resource Management	3
HURM 6760	Talent Management	3
HURM 8700	Human Resource Management	3
HURM 8710	Employment and Labor Law	3
HURM 8720	Employer-Employee Relations	3
HURM 8730	Performance Management	3
HURM 8740	Human Resource Strategy and Metrics	3
HURM 8750	Current Topics in Human Resource Management	3
HURM 8760	Recruitment and Retention	3
MGMT 5110	Introduction To Management	3
MGMT 6100	Leading Through Ethical Decision-Making	3
MGMT 6150	Leading and Developing Yourself	3
MGMT 6160	Leading With Power and Influence	3
MGMT 6190	Leading change and Organizational Improvement	3
MGMT 6930	Independent Research <small>Instructor approval</small>	1-3