

DEPARTMENT OF MANAGEMENT

Laurence Fink, Chair

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, and 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.

Degrees Offered

- BBA Entrepreneurship and Innovation (<https://catalog.utoledo.edu/undergraduate/business-innovation/department-management/bba-entrepreneurship-family-small-business/>)
- BBA Human Resource Management (<https://catalog.utoledo.edu/undergraduate/business-innovation/department-management/bba-human-resource-management/>)
- BBA Management (<https://catalog.utoledo.edu/undergraduate/business-innovation/department-management/bba-management/>)
- BBA Organizational Leadership and Management (<https://catalog.utoledo.edu/undergraduate/business-innovation/department-management/bba-organizational-leadership-management/>)

EFSB 3480 Entrepreneurial Finance

[3 credit hours]

Course focuses on basics of using financial tools to create and analyze financial statements in new ventures and to understand the sources and management of capital for start-ups and growing businesses.

Prerequisites: BUAD 2040 with a minimum grade of D- or ACTG 1040 with a minimum grade of D-

Term Offered: Fall

EFSB 3500 Introduction To Entrepreneurship for Non-Business Students

[3 credit hours]

Course provides an extensive overview of issues and opportunities involved in starting new businesses. Focus is on the entrepreneurial environment and opportunities, technopreneurship, and the entrepreneurial mindset. (This course may not be taken with or after taking EFSB 3590).

Term Offered: Fall

EFSB 4010 Growing Family And Entrepreneurial Businesses

[3 credit hours]

Advanced study of issues pertaining to family and entrepreneurial businesses. Issues of family psychology, growth strategies, financing, valuation, and harvesting the business are studied using hands-on consulting and case analysis.

Prerequisites: (EFSB 3480 with a minimum grade of D- and EFSB 4590 with a minimum grade of D-) or (BUAD 3040 with a minimum grade of D- and EFSB 4590 with a minimum grade of D-)

Term Offered: Spring, Fall

EFSB 4590 Entrepreneurship and Small Business Management

[3 credit hours]

A study of entrepreneurship and the process of starting and/or managing a new venture. Tools for developing and managing in all areas in a new or small business are applied in hands-on consulting with local companies and case analysis.

Prerequisites: EFSB 3480 (may be taken concurrently) with a minimum grade of D- or BUAD 3040 (may be taken concurrently) with a minimum grade of D-

Term Offered: Spring, Fall

EFSB 4690 Strategic Management of Innovation

[3 credit hours]

The course addresses the entire commercialization process from an innovative idea to market. Students will learn how organizations can increase innovative productivity to develop an understanding of strategic management.

Term Offered: Spring, Fall

EFSB 4900 Cannabis Entrepreneurship

[3 credit hours]

EFSB 4900/6900 is an entrepreneurship course with a core focus on business verticals in the cannabis industry. The course will cover a substantial body of knowledge, concepts and tools that entrepreneurs need to know prior to and while starting their new ventures.

Term Offered: Spring, Fall

EFSB 4940 Internship In Entrepreneurship And Family Business

[3 credit hours]

Receive practical entrepreneurship experience working in a family or small business.

Term Offered: Spring, Summer, Fall

EFSB 4980 Special Topics In Entrepreneurship And Family Business

[3 credit hours]

This course is designed to focus on current issues in entrepreneurship and family business.

EFSB 4990 Independent Study

[1-3 credit hours]

Individually supervised study in Entrepreneurship and Family Business. Student must submit a proposal to be approved by the Program Advisor or Chair prior to enrolling in the course.

Term Offered: Spring, Summer, Fall

HURM 3220 Human Resource Management

[3 credit hours]

Introduction to the field of human resource management. It is designed for students planning careers in human resources or those who simply wish to supplement their skills in personnel matters commonly of concern to all managers.

Term Offered: Spring, Summer, Fall

HURM 4640 Benefits, Health & Wellness

[3 credit hours]

Includes planning and administering mandatory and voluntary benefit programs, cost containment strategies and benefit communication programs. Development and administration of Employee Assistance Programs and employee wellness programs are also covered.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring, Fall

HURM 4650 Compensation

[3 credit hours]

Design and administration of compensation systems, including job evaluation, skill-based pay, salary surveys, pay level decisions, pay structures, executive and special employee group compensation programs, and budget and administrative issues.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring, Fall

HURM 4660 Planning, Selection, and Recruitment

[3 credit hours]

Covers aspects of human resource planning, including Affirmative Action and succession planning, developing legally defensible selection and recruitment methods, and career development.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring, Fall

HURM 4710 Human Capital Performance and Development

[3 credit hours]

This course has been designed to give students the critical skills necessary to improve the performance of individuals and work groups in competitive, dynamic organizations. Specifically, the focus will be on HRM best practices in performance management and training and development that, when brought together, help to create competitive advantage with people.

Prerequisites: HURM 3220 with a minimum grade of C-

Term Offered: Spring, Fall

MGMT 3630 Conflict Management: Mediation & Negotiations

[3 credit hours]

Course is designed to develop negotiation and conflict management skills. Students will learn to apply these skills in distributive and integrative negotiation situations using cases, role-plays and exercises.

Term Offered: Spring, Summer, Fall

MGMT 3700 Best Practices in Diversity Leadership

[3 credit hours]

Organizations must be able to draw on their most important resource – the skills of the workforce. With the increasing richness of diversity in the world and in the workforce, organizational leaders need to expand their outlook and use creative strategies to effectively leverage diversity in the workplace.

Multicultural US Diversity

MGMT 3770 Ethics In Leadership And Management

[3 credit hours]

The ethical dilemmas faced by organizational leaders are explored and a four-lens model of ethical decision-making is presented. Students will practice using the model to resolve common ethical dilemmas for new and experienced managers.

Term Offered: Spring, Summer, Fall

MGMT 3910 Research In Management

[3 credit hours]

In-depth independent research work under the supervision of a faculty member.

Term Offered: Spring, Summer, Fall

MGMT 4250 Performance Management For Individuals And Teams

[3 credit hours]

Course examines the process and implementation of performance management systems at both individual and group levels. Performance appraisal, coaching, development planning, and performance problems will be discussed.

Prerequisites: HURM 3220 with a minimum grade of D-

Term Offered: Spring

MGMT 4330 Leading Organizational Change and Development

[3 credit hours]

This course introduces students to the practice of analyzing, planning, implementing and evaluating organizational change and development. Students will learn to apply the relevant individual, team and organizational change interventions which contribute to greater performance and effectiveness.

Term Offered: Spring

MGMT 4780 Leading and Managing People

[3 credit hours]

The basic principles, practices and dynamics of effective leadership in organizations are presented in this course. Students will have opportunities to assess their current leadership skills and identify strategies to develop their leadership capabilities through self-assessments and case studies.

Term Offered: Spring, Fall

MGMT 4880 Sports Leadership

[3 credit hours]

The intent of this course is to provide the opportunity for the student to gain information and a better understanding of the various practices associated with sports leadership and management. Through cases, experiential exercises, teamwork, discussion, and exams, students will develop the skills needed to be effective leaders in the sports industry.

Term Offered: Fall

MGMT 4900 Seminar On Contemporary Issues In Management

[3 credit hours]

This seminar is designed to facilitate applications of managerial skills, tools and techniques in meeting contemporary challenges in organizations.

Prerequisites: BUAD 3030 with a minimum grade of D-

Term Offered: Spring, Fall

MGMT 4910 Research In Human Resource Management

[1-3 credit hours]

Students have the opportunity to conduct an intensive investigation in a Human Resource Management area, supervised by a departmental faculty member. A formal paper is expected at the study's end.

Prerequisites: (HURM 3220 with a minimum grade of D- and BLAW 3550 with a minimum grade of D-)

Term Offered: Spring, Summer, Fall

MGMT 4940 Management Internship

[3 credit hours]

A supervised work experience for outstanding students. The internship involves practical experience. A written report is required of the student.

Term Offered: Spring, Summer, Fall