

# MANAGEMENT (MGT)

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## **MGT-215 INTRO TO SPORT MGT (3 Credits)**

An overview of the diverse field of Sports Management. This course includes an in-depth examination of various careers, training and necessary courses of study. Additionally, management skills along with related speaking and writing competencies are emphasized.

*Prerequisite:* None

## **MGT-221 NONPROFIT LEADERSHIP (3 Credits)**

The course will provide the student with an introduction to non-profit administration, program evaluation, community development and organizing, an overview of the non-profit sector and philanthropy.

*Prerequisite:* None

## **MGT-231 PRIN OF MANAGEMENT (3 Credits)**

This course is an introduction to the four management functions including planning, organizing, leading and controlling. Students will also discuss the integration of faith and business in both personal and corporate contexts.

*Prerequisite:* None

## **MGT-232 ENTREPRENEURSHIP (3 Credits)**

This course reviews and explores important skills and practices used to develop creative, innovative, and successful businesses. Entrepreneurial models focusing on sustainable business development are presented and evaluated to assess emerging customer needs, resource requirements, product and service development, marketing strategies, and economic and social contributions.

*Prerequisite:* None

## **MGT-233 LEADERSHIP STUDIES (3 Credits)**

An overview of the fundamentals of leadership. Using a combination of both theory and practical applications from case studies, students explore issues involved with solving business problems, group interactions and techniques of group presentations.

*Prerequisite:* None

## **MGT-238 PRINCIPLES OF LEADERSHIP (3 Credits)**

Students will engage in a basic study of current theories of leadership. Through a variety of presentation methods, small group work, self-reflection, and peer review, students will observe and practice leadership principles, while identifying personal styles and preferences.

*Prerequisite:* None

## **MGT-270 READINGS IN LEADERSHIP (1 Credit)**

This is primarily a readings course, which requires the student to read leadership literature, interview a leader, and write a personal philosophy of leadership. In these activities, the student will analyze, synthesize, and evaluate findings.

*Prerequisite:* None

## **MGT-280 SPECIAL TOPICS (1-3 Credits)**

*Prerequisite:* None

## **MGT-314 MANAGEMENT AND LEADERSHIP (3 Credits)**

An examination of current leadership theories and their application to management problems. Leadership behavior and its relationship to both organizational structure and individual personality style is discussed, with an emphasis on the application of leadership theories to actual situations.

*Prerequisite:* None

## **MGT-315 NEGOTIATION & CONFLICT RESOLUTION (3 Credits)**

A study of the development of communication and management skills necessary for successfully resolving conflict situations.

*Prerequisite:* None

## **MGT-316 MANAGING THE NOT-FOR-PROFIT ORG (3 Credits)**

An examination of the role of management in the not-for-profit organization. Topics include marketing, legal issues, insurance, finance, fundraising, human resources and technology.

*Prerequisite:* None

## **MGT-317 ORGANIZATNL BEHAVIOR & PROCESSES (3 Credits)**

An examination of organizational behavior, structure and processes. The course focuses on individual and group roles in the organization and the effects of cultural elements on motivation and productivity.

*Prerequisite:* None

## **MGT-319 STRATEGY/PLANNING FOR MINISTRY ORGANIZA (3 Credits)**

An examination of the successful and unsuccessful strategic planning practices in organizations with emphasis on strategic planning's role in strengthening the ministry organization. Practical applications direct leaders in creating a planning process for their organizations.

*Prerequisite:* None

## **MGT-321 LEGAL/ETHICAL ISSUES IN SPORT (3 Credits)**

This course is an overview of the laws that significantly impact the world of sport in the United States. Additionally, there will be much discussion on the ethical side of sport in our world and society. Students will also discuss the integration of faith into sport as we search for ways to redeem sport for Kingdom purposes.

*Prerequisite:* None

## **MGT-322 SPORT FACIL/MGT & DESIGN (3 Credits)**

This course is a comprehensive overview of facility design and management in the sport industry. The course will include planning and designing facilities that include all levels of sport from professional to recreational venues. Focus will also be placed on managing these facilities with emphasis on maintenance, supervision, scheduling, renovation and innovation. Management functions specific to sport will be explored. The course will be designed to focus on practical, hands-on experiential learning. This will include visits to a variety of sport facilities for knowledge and evaluation purposes. A sport management practicum will also be incorporated into the course.

*Prerequisite:* None

## **MGT-325 CREATING & MANAGING DIVERSITY PROGRAMS (3 Credits)**

A focus on assessing diversity within an organization, designing a diversity plan, implementing the plan and measuring success. Leaders examine the impact Christian worldview and global strategies have on their diversity program.

*Prerequisite:* None

## **MGT-330 HUMAN RESOURCES MGT FOR NON-PROFITS (3 Credits)**

This course provides the fundamental concepts, terminology and technical basics involved in public sector human resources management to deal effectively with the human issues in the workplace. Instructors and guest speakers use lectures, case studies and discussions to provide real world perspectives, along with a focus on ethics in human resources management.

*Prerequisite:* MGT-221 or MGT-231

**MGT-331 PROJECT MANAGEMENT INSTITUTE (3 Credits)**

This course involves participation in an intensive regional semester-long intercollegiate competition facilitated by PMI (the Project Management Institute). Undergraduate and graduate students are tasked with ideating, planning and partially executing a fully developed project plan to achieve a specified objective. Products of the project include real-life solutions to complex problems and involve multiple stakeholder meetings, in-depth research and creative problem-solving. This course fulfills competencies of and is equivalent to MGT-336 (Project Management) and can be repeated in multiple years for additional credit. Potential students are selected and invited by faculty to participate.

*Prerequisite:* MGT-231

**MGT-332 HUMAN RESOURCES MANAGEMENT (3 Credits)**

The objectives, functions, and organization of personnel programs; recruitment, selection, training, evaluation, development, and promotion; wage incentives, fringe benefits, OSHA, and the collective bargaining process.

*Prerequisite:* MGT-231

**MGT-333 OPERATIONS & SUPPLY CHAIN MGT (3 Credits)**

This course surveys the field of operations management and focuses on the systematic planning, design and operation of processes to produce goods and services, including management tools, quality issues and process engineering and lean/continuous improvement.

*Prerequisite:* Take MGT-231 and BUS-211 or MAT-151

**MGT-335 ORGANIZATIONAL BEHAVIOR (3 Credits)**

Presents integrative theory of organization behavior and human motivation as influenced by leadership, the organization itself, and social environment.

*Prerequisite:* MGT-231

**MGT-336 PROJECT MANAGEMENT (3 Credits)**

This course will examine key factors related to successful completion of both large and small projects. Topics will include project selection, chartering, scope, resources, scheduling, budgeting, controlling, termination and team leadership. Students will approach learning through a semester-long project planning activity.

*Prerequisite:* MGT-231

**MGT-337 ENTREPRENEURSHIP (3 Credits)**

This course reviews and explores important skills and practices used to develop creative, innovative, and successful businesses. Entrepreneurial models focusing on sustainable business development are presented and evaluated to assess emerging customer needs, resource requirements, product and service development, marketing strategies, and economic and social contributions.

*Prerequisite:* None

**MGT-338 LEADERSHIP IN ACTION (3 Credits)**

This class focuses on how to make change. It compares telling, forcing, participating and transcending strategies, and moves students beyond the textbook to consider a Christian perspective. The primary learning techniques involve analyzing films and engaging in a real world project.

*Prerequisite:* MGT-238

**MGT-339 INTERNATIONAL MANAGEMENT (3 Credits)**

A focus on management challenges associated with developing strategies and managing the operations of enterprises whose activities stretch across national boundaries. International firms will be examined with special emphasis on the management of resources and production.

*Prerequisite:* MGT-231

**MGT-341 FUND DEVELOPMENT (3 Credits)**

This course provides an overview of fund development, fund-raising strategies and sources to consider as part of a healthy fund-raising program. It will discuss the principles of non-profit finance. Grant writing will also be covered.

*Prerequisite:* MGT-221

**MGT-343 NON-PROFIT LAW/GOVERNANCE (3 Credits)**

A practical look at non-profit governance, including organizational life cycles and best practices. Topics include starting a non-profit, non-profit law, board governance, public policy and advocacy and how to monitor and evaluate the Executive Director.

*Prerequisite:* MGT-221

**MGT-361 SPORT MEDIA RELATIONS & EVENT MGT (3 Credits)**

Creating the goals and philosophy of events, event planning and scripting, entertainment programming, security, traffic and first-aid services, managing relations with the media, connecting with the community and philanthropic alignment. Practical field experience would be included.

*Prerequisite:* MGT-215

**MGT-364 SPORT IN SOCIETY (3 Credits)**

Interaction between social institutions and sports. Inquiry into how various behavior, psychological and social variables interact in the culture of sport, trends and patterns of change in the culture of sport. Practical field experience would be included.

*Prerequisite:* None

**MGT-380 INTERNSHIP (1-6 Credits)**

This course is aimed at practical work experience in a business setting. Students will have opportunities to apply classroom knowledge to business world situations in management or sports management.

*Prerequisite:* Junior or Senior status required

**MGT-381 MANAGEMENT FIELD EXPERIENCE (1-6 Credits)**

This course is aimed at practical work experience in a business setting. Students will have opportunities to apply classroom knowledge to business world situations in management or sports management.

Students will acquire and document professional field experience and will receive 1 credit hour for every 40 hours of verified work.

*Prerequisite:* Junior or Senior status required

**MGT-432 CAPSTONE SEMINAR: STRATEGIC MANAGEMENT (3 Credits)**

This course is the senior level capping course designed to integrate the knowledge and techniques studied in other courses such as accounting, economics, finance, management, marketing, and quantitative methods. It is also designed to provide experience in formulating organizational strategies and policies for meeting specified organizational strategic and operational goals. The case and business game approach is used.

*Prerequisite:* 75 completed hours required

**MGT-433 STRATEGIC BUSINESS FOUNDATION (3 Credits)**

A case study course with application made to major functions of business within the context of social, technological, economic, political and physical environment. Completion of all courses in the Bachelor of Science in Business Administration & Leadership program is necessary for the successful completion of this course.

*Prerequisite:* None

**MGT-434 ORGANIZATIONAL THEORY/DEV & CHANGE (3 Credits)**

This course focuses on organizational theory with a special emphasis on the organizational development cycle and change management techniques.

*Prerequisite:* MGT-231 & MGT-335

**MGT-438 ORGANIZATIONAL STRATEGIC MANAGEMENT (3 Credits)**

The study and application of tools and methodologies for strategic management of organizations. Course topics include SWOT analysis, internal and external factor analysis, competitive matrices and the development of appropriate organizational strategies.

*Prerequisite:* None

**MGT-441 MANAGEMENT PROJECT (3 Credits)**

A course in which students produce an individual capstone paper and presentation demonstrating the ability to apply and integrate the knowledge and techniques studied in previous courses to a current business problem. Completion of all courses in the Bachelor of Science in Organizational Management program is necessary for the successful completion of this course.

*Prerequisite:* None

**MGT-470 DIRECTED READINGS (1-3 Credits)**

*Prerequisite:* None

**MGT-480 ADVANCED TOPICS (3 Credits)**

*Prerequisite:* None

**MGT-490 INDEPENDENT STUDY (1-3 Credits)**

*Prerequisite:* None

**MGT-531 ORGANIZATIONAL BEHAVIOR & CHANGE (3 Credits)**

The study of the behavior of individuals and teams within organizations based on current management theory. Emphasis is given to understanding, predicting, motivating and changing work-related behaviors in organizations. Key topics include organizational structure, understanding culture, power, diversity, leadership and communication within the organization.

*Prerequisite:* None

**MGT-532 ORGANIZATIONAL LEADERSHIP (3 Credits)**

A survey of current literature on the topic of leadership. A foundation of research and theory is laid to form the context for more specific topical study throughout the program. Special emphasis is placed on the knowledge, skills, attitudes and values in servant leadership.

*Prerequisite:* None

**MGT-534 THEORY & QUALITY OUTCOMES MGT (3 Credits)**

A study of lean quality management principles, theories and application to the health care environment. Focusing on managing health care quality, safety and outcomes, the course emphasizes the use of tools and techniques to manage and lead quality improvements and drive successful clinical outcomes.

*Prerequisite:* None

**MGT-536 MANAGING AND MAXIMIZING DIVERSITY (3 Credits)**

A study of the knowledge and skills necessary to manage and maximize the potential of an increasingly diverse workforce. Emphasis is placed on the benefits of a systematic and systemic approach to assessment, measurement, design and implementation of a sustainable diversity initiative. Students identify values and beliefs about people who are different from themselves and develop specific leadership strategies for managing a diverse workforce.

*Prerequisite:* None

**MGT-539 ENTREPRENEURSHIP/INNOVATION (3 Credits)**

A focused study of the tools needed in identifying and capitalizing on entrepreneurial business opportunities, methods for managing those opportunities and critical thinking skills needed for innovation and growth. Students work with a team to design an entrepreneurial venture. Additional topics include stimulating new ideas, managing innovative ideas, adapting to change and individual and group roles in the creative process.

*Prerequisite:* None

**MGT-540 ORGANIZATIONAL LEADERSHIP CAPSTONE (3 Credits)**

An opportunity for students to synthesize information received throughout the degree program, create a leadership development plan for immediate and future use, and assess the impact of their personality and emotional intelligence (EI) on leadership performance. A distinctive feature of this class will be an assessment geared toward identifying each student's EI and a coaching session with a certified EI coach who will help the students identify leadership strengths and opportunities for growth. Prerequisites: All previous courses.

*Prerequisite:* None

**MGT-542 ORGANIZATIONAL DECISION MAKING (3 Credits)**

An opportunity to explore decision-making models within organizations for the purpose of improving problem-solving and individual performance within the context of working with, supervising and leading others. A specific emphasis in this course is on biases, unconscious judgments, cognitive blind spots and other limitations that mediate, moderate or impede effective decision-making within personal and professional contexts. Research, theories and models are presented to help improve organizational decision-making.

*Prerequisite:* None

**MGT-543 TEAM LEADERSHIP & CONFLICT MANAGEMENT (3 Credits)**

A course with an emphasis on research, theories and models that help learners understand and more effectively use strategies for improved leadership within a team-based context. Because it is inextricably tied to the challenges of working in teams, interpersonal conflict is investigated as part of the necessary leadership behavior that comes from working with and for others in addition to supervising and managing people and projects. Practical strategies are emphasized for improving leadership and conflict management.

*Prerequisite:* None

**MGT-544 ORGANIZATIONAL CULTURE & VALUES (3 Credits)**

An exploration of the strategic process involved in garnering senior leader ownership, accountability and buy-in developing sustainable organizational culture and values programs. Topics include organizational assessment, values alignment, marketing, training, and sustainability. Emphasis is given to theories, models, and methods for aligning culture to the organizational mission and vision.

*Prerequisite:* None

**MGT-551 FOUND AND GOVERNANCE IN SPORT MGT (3 Credits)**

This course will provide a fundamental framework for sport management by examining how governance issues provide oversight and control in secondary, collegiate, and professional sports. It will further examine this governance and its impact on the development, structures, and functions of sport related organizations.

*Prerequisite:* None

**MGT-553 SPORT LAW (3 Credits)**

This course will explore the foundational knowledge in law and sport as a strategic tool to understand critical topics ranging from contract law, negotiations, negligence, risk identification, mitigation, and constitutional protection for the sport management professional.

*Prerequisite:* None

**MGT-555 ETHICS IN SPORT (3 Credits)**

This course will investigate ethics as it relates to the context of sport. It will include a critical exploration of a myriad of ethical arenas in sport such as fair play, Title IX, the use of performance enhancing drugs, gambling, and sport agents.

*Prerequisite:* None

**MGT-557 SPORT MARKETING (3 Credits)**

Includes promotions, sales, fundraising, advertising, branding and sponsorship. Strategies need to be created for individuals, teams and/or events, depending on the marketing needs and projections.

*Prerequisite:* None

**MGT-559 SPORT COMMUNICATIONS (3 Credits)**

This course will explore the communication landscape in the sport industry. This includes fostering two-way communication with key stakeholders across a wide berth of platforms. This communication includes, but is not limited to social media, all aspects of media guides, press releases, websites, statistical archives, record keeping and game-day obligations.

*Prerequisite:* None

**MGT-561 SPORT OPERATIONS (3 Credits)**

This course will explore event and venue operations ranging from single to multi-day events. Focus will include strategic planning, situational analysis, emergency and risk management, execution and controlling of the operational functions by sport management professionals.

*Prerequisite:* None

**MGT-635 HUMAN RESOURCE ANALYTICS (3 Credits)**

Exploration and application of core Human Resources business metrics, how they are measured, and how they support business strategy. Students will learn how to create key performance indicators, use regression analysis to identify impact areas, and develop strategic planning outcomes.

*Prerequisite:* None

**MGT-638 HUMAN RESOURCE LEADERSHIP (3 Credits)**

A focus on current issues in the field of human resource management emphasizing legal issues, career development, job definition and job qualification. Labor/management conflict from behavioral and institutional viewpoints is also examined.

*Prerequisite:* None

**MGT-639 STRATEGIC LEADERSHIP (3 Credits)**

An in-depth analysis and evaluation of corporate and business strategies. Students are expected to demonstrate that they have the ability to integrate the various disciplines in the program and practical management experience for the purpose of solving a management and leadership problem through case analysis and critique. Topics include crafting an executive strategy, managing diversification, global market competition and analysis of resources and competitive position.

*Prerequisite:* None

**MGT-640 EMPLOYMENT DEVELOPMENT/PERFORMANCE MGMT (3 Credits)**

An extension of information presented in the human resource course.

This course focuses on supervisory responsibilities of developing employees through the entire performance management process, which includes coaching and caring for others, developing those for whom one is responsible, and utilizing an appraisal process that includes feedback, expectations and evaluation. The role of feedback, listening and humble inquiry are emphasized. Complications in employee development and performance management are highlighted as are practical strategies for effectively carrying out these functions from a supervisory perspective.

*Prerequisite:* None

**MGT-642 SPORT MANAGEMENT APPLIED (3 Credits)**

A capstone that is designed for students to synthesize information received throughout the sport management program. Students will create a plan for applying best practices to a specific scenario within the sport context. Once that plan is established, they will develop a realistic and pragmatic solution that will incorporate the integration of theory and practice within the sport industry. Further, the application of biblical principles of leadership and ethics to the sport industry will be included.

*Prerequisites:* All prior courses in the program.

*Prerequisite:* None

**MGT-644 ORGANIZATIONAL CONSULTING (3 Credits)**

A focus on the critical role of Human Resources leaders as organizational development and change management consultants within their organizations. As an extension of information presented in the Organizational Behavior & Change course, students will use organizational development theories and models to assess, develop, and facilitate strategic solutions. Students will explore the role of curiosity, open-ended questions, and diagnostic inquiry in ensuring clarity and focus on the right issues. Emphasis will be given to developing both qualitative and quantitative tools to measure outcomes. An experiential learning project will be required as part of this course.

*Prerequisite:* None

**MGT-697 APPLIED HEALTHCARE PROJECT (3 Credits)**

A project-based capstone course in which the student will demonstrate the ability to integrate health care education and practical experience by selecting a problem of practice at work and implementing a plan for improvement and/or action research or a program evaluation to solve the problem or improve the issue.

*Prerequisite:* TAKE MGT534, BUS504 AND MGT693.