

# MANAGEMENT (MT)

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## **MT102: Principles of Retailing**

This course provides an overview of the retail industry and explores significant developments in the retailing field such as consolidation, multichannel offerings, centralization, and globalization. You will examine the key retail decision variables (location, merchandise management, pricing, communications, store design, customer service, technology, and store management), and explore the principles and practices of successful retail management through contemporary examples. You will also observe a variety of management theories applied in the retail context.

Quarter Credit Hours: 5 | Prerequisite: CM107

## **MT106: Foundations for Success in Business and Management Careers**

In this course, you will develop foundational skills for professional success in business and management careers. You will explore career resources and opportunities within business and related fields and practice basic math, finance, and accounting skills. You will apply professional writing, presentation, and negotiation skills, and demonstrate awareness of social responsibility and ethical decision-making in a global context. You will identify a potential career path and determine your own professional brand.

Quarter Credit Hours: 5 | Prerequisite: None

## **MT140: Introduction to Management**

This course provides an introductory overview of management theory, management functions, organizational structure, daily management responsibilities, ethics, and current management tools and resources. Theoretical concepts will be illustrated with practical application to real-world management problems and scenarios. Implications for managing change within the context of a global economy and other dynamic environmental forces are also examined.

Quarter Credit Hours: 5 | Prerequisite: None

### **MT140M1: Solving Management Problems**

Describe solutions to management problems.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT140M2: Management Skills**

Explain the four functions of management.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT140M3: Change Management**

Discuss the steps to manage change.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT140M4: Global Management Skills**

Identify the implications of competitiveness and collaboration in a global economy.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT140M5: Ethics in Management**

Discuss the purpose of corporate social responsibility and ethics.

Quarter Credit Hours: 1 | Prerequisite: None

## **MT202: Building Customer Sales and Loyalty**

This course studies the use of the following promotional tools and their applications: advertising, sales promotions, events, and loyalty and frequency shopper programs. It looks at the application of these tools to increase customer market share. This course examines the effect that consumer behavior and customer management have on brand image and loyalty.

Quarter Credit Hours: 5 | Prerequisite: None

## **MT203: Human Resource Management**

This course provides an examination of the processes involved in human resources from a managerial perspective. An overview and application of the basic responsibility areas of human resource management are provided, including job analysis, staffing, performance appraisal, training and development, compensation, labor relations, and legal compliance.

Quarter Credit Hours: 5 | Prerequisite: None

### **MT203M1: Employment Laws**

Identify the laws of employment practices that managers follow.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT203M2: Recruiting and Selecting Employees**

Examine the recruitment and selection process.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT203M3: Linking Compensation to Strategy**

Explain how companies link compensation and evaluation to organizational objectives.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT203M4: Training Methods for Improving Performance**

Describe training methods for improving employee performance.

Quarter Credit Hours: 1 | Prerequisite: None

### **MT203M5: Cultural Literacy**

Apply cultural literacy in personal and professional environments.

Quarter Credit Hours: 1 | Prerequisite: None

## **MT207: Starting a Business**

This course will introduce you to the world of entrepreneurship and your role in small business. There will be an emphasis on building a business that will include the elements of entrepreneurship, management, marketing, and finance. The internet will be used as a resource and many real-life cases will be studied.

Quarter Credit Hours: 5 | Prerequisite: None

## **MT209: Small Business Management**

This course is an introduction to the fundamental considerations of establishing and managing a small business. You will be presented with a practical understanding of small business management principles, including operational planning, marketing, financing, human resource management, and ethical decision-making.

Quarter Credit Hours: 5 | Prerequisite: MT140

## **MT217: Finance**

This course covers basic financial concepts, principles, and techniques used in making corporate financial planning decisions. It provides you with the tools necessary for analyzing the time value of money, financial analysis, and planning.

Quarter Credit Hours: 5 | Prerequisite: AC112 or AC114, and MM255 or equivalent

### **MT217M1: Overview - Financial Management**

Explain how financial markets operate and are essential for a healthy economy and economic growth.

Quarter Credit Hours: 1 | Prerequisite: AC112 or AC114, and MM255 or equivalent

### **MT217M2: Financial Ratios**

Analyze financial statement ratios used to measure the financial performance of a business entity.

Quarter Credit Hours: 1 | Prerequisite: AC112 or AC114, and MM255 or equivalent

**MT217M3: Basic Time Value of Money Applications**

Apply the Time Value of Money (TVM) concept to business decisions.  
Quarter Credit Hours: 1 | Prerequisite: AC112 or AC114, and MM255 or equivalent

**MT217M4: Time Value of Money**

Use the Time Value of Money (TVM) concepts to assess amortization, annuities, and perpetuities.  
Quarter Credit Hours: 1 | Prerequisite: AC112 or AC114, and MM255 or equivalent

**MT217M5: Stocks and Bonds Valuation**

Apply the costs of debt and equity to stock and bond valuation.  
Quarter Credit Hours: 1 | Prerequisite: AC112 or AC114, and MM255 or equivalent

**MT219: 🌐 Marketing**

This is an introductory course emphasizing key concepts and issues underlying the modern practice of marketing. The use of marketing by an organization and the effects of marketing on society will be examined. Course content includes an overview of the general nature and role of marketing in the global environment, the marketing concept, buyer behavior, target marketing, and the internal environment in which marketing operates. The marketing mix is studied through the four main decision areas of products and services, distribution, promotion, and pricing.

Quarter Credit Hours: 5 | Prerequisite: None

**MT219M1: Marketing Strategy**

Summarize the basic components of a marketing strategy.  
Quarter Credit Hours: 1 | Prerequisite: None

**MT219M2: Global Interconnectedness**

Examine global interconnectedness as it applies to marketing.  
Quarter Credit Hours: 1 | Prerequisite: None

**MT219M3: Target Marketing**

Describe market segmentation and target marketing in a case scenario.  
Quarter Credit Hours: 1 | Prerequisite: None

**MT219M4: Product and Channel Strategy**

Apply product and place marketing mix elements to a product or service.  
Quarter Credit Hours: 1 | Prerequisite: None

**MT219M5: Promotion and Price Strategy**

Apply promotion and price marketing mix elements to a product or service.  
Quarter Credit Hours: 1 | Prerequisite: None

**MT220: 🌐 Global Business**

This course provides an overview of global business by introducing differences in political, economic, legal, and cultural systems across different nations and the risks and opportunities these considerations represent in international corporate contexts. Hypothetical case scenarios are used to illustrate the reality of doing business internationally by examining the factors involved in making strategic and ethical decisions in a global business environment.  
Quarter Credit Hours: 5 | Prerequisite: MT140

**MT220M1: Drivers of Globalization**

Explain the key drivers of globalization in business.  
Quarter Credit Hours: 1 | Prerequisite: MT140

**MT220M2: Global Business Ethics**

Apply an ethical approach to a global business decision.  
Quarter Credit Hours: 1 | Prerequisite: MT140

**MT220M3: Global Economic Risk**

Describe the economic risk factors for a global business decision.  
Quarter Credit Hours: 1 | Prerequisite: MT140

**MT220M4: Foreign Market Entry Modes**

Compare the different entry modes used by firms in foreign markets.  
Quarter Credit Hours: 1 | Prerequisite: MT140

**MT220M5: Global Human Resource Management**

Use the appropriate strategic approach for an international business scenario.  
Quarter Credit Hours: 1 | Prerequisite: MT140

**MT221: Customer Service**

This course introduces you to how customer loyalty is created and how to address personalized customer needs. You will apply concepts learned to real-world scenarios and learn how to recapture previous customers and acquire new ones through effective relationship-building strategies. Online communication tools, metrics, and call center strategies will also be examined.

Quarter Credit Hours: 5 | Prerequisite: CM107

**MT236: Introduction to Supply Chain Management**

This course provides an overview of supply chain management (SCM), exploring its critical role in the global economy. You will learn the fundamental principles associated with supply chain operations. You will gain insights into end-to-end processes involved in the production and delivery of goods and services from raw materials to final production distribution. The curriculum covers key topics such as supplier relationship management, logistics, procurement, inventory management, and demand forecasting.

Quarter Credit Hours: 5 | Prerequisite: None

**MT237: Supply Chain Systems**

This course focuses on applying analysis to solve complex supply chain challenges. The course is designed for students with a foundational understanding of supply chain concepts. You will explore various analytical frameworks, including demand forecasting, inventory optimization, and transportation analysis. The course emphasizes common risks associated with supply chain operations. The curriculum covers key performance metrics associated with the supply chain.

Quarter Credit Hours: 5 | Prerequisite: None

**MT240: Sport in Society**

This course focuses on developing an appreciation for the growth and impact that the sports and recreation industry has on our society. You will also explore the impact of sport on our culture.

Quarter Credit Hours: 5 | Prerequisite: None

**MT241: Sport Analytics**

You will learn about the expanding use of data in the sports industry. The course will examine the impact of data analysis on the sports industry, including player performance, player recruitment, and business operations.

Quarter Credit Hours: 5 | Prerequisite: None

**MT242: Managing Sport Programs**

This course provides individuals the fundamental knowledge associated with the management and delivery of organized sport programs. Topics include legal aspects, budgeting, and economic models, facility management, and scheduling.

Quarter Credit Hours: 5 | Prerequisite: None

**MT243: Sport Sponsorships and Sales**

In this course, you will explore the revenue-generating potential of sports. You will also explore selling techniques applicable to the sports and recreation industry, emphasizing sponsorship and ticket sales.  
Quarter Credit Hours: 5 | Prerequisite: None

**MT245: Project Fundamentals and Project Initiation**

This course provides an overview of the project management fundamentals and examines the project initiation phase. You will gain a solid grounding in the role of the project manager in executing the organizational strategies. The course will explore the impact that organizational culture and structure have on the project management discipline, a variety of project management methodologies, and the project lifecycle phases. You will learn how to prepare a preliminary project scope, identify project success criteria, the benefits, project costs, and assemble the project charter. The course will also examine the importance of project stakeholders and various tools and techniques to identify, analyze, negotiate, and communicate stakeholder roles and expectations.  
Quarter Credit Hours: 5 | Prerequisite: None

**MT246: Project Planning and Project Execution**

This course provides an in-depth look at the project planning phase and developing the project plan consisting of the schedule plan, budget plan, quality plan, risk management plan, communications plan, procurement plan, and change management plan. You will also examine the execution and closing phases of the project, and learn strategies to monitor project progress, manage resources, communicate data-driven project statuses with stakeholders, identify and measure variances, take action to manage changes, mitigate the impact of issues and risks, and close projects properly.  
Quarter Credit Hours: 5 | Prerequisite: MT245

**MT247: Agile and Scrum Methodologies**

An increasing number of organizations are adopting Agile project management to streamline the delivery of products and services to the marketplace. This course will introduce the Agile project management methodology and explore in-depth the agile values, principles, practices, and tools needed to plan effectively, control, and deliver complex projects. In addition, you will learn about the Scrum methodology and how it is applied to deliver rapidly improved outcomes within organizations. The course will explore various Scrum practices, including self-organizing teams, Scrum roles, sprint planning, tracking, and tools for defining and measuring progress.  
Quarter Credit Hours: 5 | Prerequisite: MT246

**MT260: Group and Organization Dynamics**

This course focuses on effective team development, including understanding dynamic interactions between individuals and groups in a complex organizational system. As an emerging leader, you will learn about communication theories and best practices to manage conflict, politics, and culture to move your team toward success. You will reflect on yourself as a team member, or follower, through self-assessments resulting in a new awareness of emotional intelligence. Finally, in a team setting, you will read and critique case studies on ethical dilemmas and practical organizational problems, furthering your learning from diverse perspectives.  
Quarter Credit Hours: 5 | Prerequisite: None

**MT262: Leading Global Teams**

This course focuses on global team leadership, including skills and mindsets needed for an effective global team. You will discuss trust, virtual communication techniques, and cultural intelligence as well as various structures of a global team and performance management in the current business environment using global team scenarios.  
Quarter Credit Hours: 5 | Prerequisite: None

**MT281: Fundamentals of Construction Management**

In this course, you will become familiar with the entire construction lifecycle and learn about the key parties involved in construction projects. The course provides an overview of the fundamental requirements, knowledge, skills, and insights required to manage construction projects effectively. You will explore the foundational processes and techniques required to perform construction projects successfully. Topics covered include construction stages of development, construction project delivery methods, reading drawings and specifications, construction bonds and insurance, and new trends in the construction industry.  
Quarter Credit Hours: 5 | Prerequisite: MT140

**MT282: Construction Methods and Materials**

In this course, you will explore the main materials used in construction projects and assess their applications and characteristics. You will compare various means and methods of construction. This course covers soil, wood, concrete, steel, masonry, bituminous, and sustainable construction materials. The course will conclude with key considerations in selecting construction materials.  
Quarter Credit Hours: 5 | Prerequisite: None

**MT296: Supply Chain Management Applications**

This course allows you to demonstrate mastery of key concepts and competencies in supply chain management. This course emphasizes the integration of theoretical knowledge and practical applications, fostering a deeper understanding of supply chain management concepts.  
Quarter Credit Hours: 5 | Prerequisite: MT236, MT237, and completion of 75 quarter credit hours

**MT297: Associate's Capstone in Small Group Management**

The objective of the Associate of Applied Science in Small Group Management program is to prepare active-duty service members, veterans, or anyone interested in small group leadership, with the skills and knowledge to pursue advancement opportunities in military and non-military fields. The curriculum focuses on the ability to effectively communicate with and manage others in a small group setting. The program provides a focus on small group management skills including leadership, communication skills within small groups, managing conflict, risk management, ethical decision-making and problem-solving, employee development, team synergy, and effective goal setting. The program includes a capstone experience designed to prepare you to effectively manage small groups.  
Quarter Credit Hours: 5 | Prerequisite: Last term or permission from the Dean

**MT299: Associate's Capstone in Management**

This capstone course builds on the concepts of all the courses taken within the Associate of Applied Science in Business Administration and provides students with an opportunity to integrate their previous coursework in a meaningful review of their learning and to assess their level of mastery of the stated outcomes of their degree program.  
Quarter Credit Hours: 5 | Prerequisite: Last term or permission from the Dean

**MT300: 🌐 Management of Information Systems**

This course provides you with an understanding of the role of computer-based information systems in business organizations. It emphasizes management and the technical concepts essential to business application and management control of information systems. The course emphasizes the use of information systems to solve business problems and gain a competitive advantage. You will learn the planning, procedures, and controls used to secure and mitigate risks to information systems.

Quarter Credit Hours: 6 | Prerequisite: 100/200-level business course

**MT300M1: Information Systems in Organizations**

Illustrate how businesses use information systems and information technology (IS/IT) within organizations for operations, to solve problems, and to gain a competitive advantage.

Quarter Credit Hours: 1 | Prerequisite: 100/200-level business course

**MT300M2: Business Analytics and Knowledge Management**

Analyze the importance of Data Management, Knowledge Management, and Business Analytics to business organizations.

Quarter Credit Hours: 1 | Prerequisite: 100/200-level business course

**MT300M3: Information Systems Acquisition**

Choose the best method for organizations to acquire information systems.

Quarter Credit Hours: 1 | Prerequisite: 100/200-level business course

**MT300M4: Cybersecurity, Ethics, and Privacy**

Examine the importance of cybersecurity, ethics, and privacy in the global business environment.

Quarter Credit Hours: 1 | Prerequisite: 100/200-level business course

**MT300M5: Social Media and Intelligent Systems**

Examine the role of social media and intelligent systems in today's business.

Quarter Credit Hours: 1 | Prerequisite: 100/200-level business course

**MT300M6: Networks and the Internet of Things**

Synthesize telecommunications, networks, mobile computing, and the IoT (Internet of Things) in business organizations.

Quarter Credit Hours: 1 | Prerequisite: 100/200-level business course

**MT302: 🌐 Organizational Behavior**

This course explores human behavior in organizations. You will examine individual behavior, attitudes, personality, values, perception, and emotions and how these affect organization outcomes. The course also examines the theories, concepts, and application of motivation as well as the importance of stress management, professional ethics, and organizational culture. You will gain an understanding and appreciation for communication processes, channels, and styles. You will also gain a set of organizational design tools.

Quarter Credit Hours: 6 | Prerequisite: None

**MT302M1: Define How Behavior Impacts Outcomes**

Describe the impact of individual behavior on business outcomes.

Quarter Credit Hours: 1 | Prerequisite: None

**MT302M2: See Personality Theory in a Workplace**

Apply personality theory within a business environment.

Quarter Credit Hours: 1 | Prerequisite: None

**MT302M3: Explore How Motivation Impacts Performance**

Analyze theories of motivation to improve employee performance.

Quarter Credit Hours: 1 | Prerequisite: None

**MT302M4: Use Teamwork to Solve Problems**

Apply teamwork concepts to an organizational problem.

Quarter Credit Hours: 1 | Prerequisite: None

**MT302M5: Understand Communications Roles**

Examine the role of the communication and leadership process in relationship to employee effectiveness.

Quarter Credit Hours: 1 | Prerequisite: None

**MT302M6: Investigate Structure and Culture**

Analyze organizational structure and culture in an organization.

Quarter Credit Hours: 1 | Prerequisite: None

**MT304: Leading the 21st Century Organization**

This course explores management and leadership skills applicable in the 21st century organization. Emphasis is on exploring leadership, employee motivation, values, ethics, and corporate culture. Topics include using the promotion of employee work-life balance, coaching, and employee empowerment to inspire excellent performance.

Quarter Credit Hours: 6 | Prerequisite: MT140

**MT313: Corporate Sustainability and Social Responsibility**

This course emphasizes the importance of corporate social responsibility with an introduction to the concepts of corporate sustainability from a managerial perspective. The course also incorporates corporate social responsibility from a business perspective. Topics include corporate culture, philosophical ethics (including decision-making), business sustainability, and practical and theoretical corporate social responsibility perspectives.

Quarter Credit Hours: 6 | Prerequisite: None

**MT314: Social Innovation and Entrepreneurship**

This course introduces you to the process of developing a business model for a social enterprise. You will examine social issues facing the world today and identify how you can become an agent of social change. You will apply concepts to a real-world social problem and learn how to generate new ideas, create a Theory of Change, formulate a Business Model Canvas, and argue the case for your social business model with an investor pitch. The information you learn in this course will help you achieve the greatest social impact and provide the groundwork needed to develop a business plan for a social enterprise.

Quarter Credit Hours: 6 | Prerequisite: None

**MT330: International Marketing and Business Development**

This course provides an overview of international business growth. You will examine the cultural, political, legal, social, economic, and market differences encountered in the international marketplace. You will apply international marketing concepts and practices for business entities. You will explore real-world scenarios that illustrate the characteristics of marketing, business strategies, and the ethics involved on an international scale.

Quarter Credit Hours: 6 | Prerequisite: MT219

**MT340: 🌐 Conflict Management and Team Dynamics**

This course addresses team dynamics of organizations in an increasingly complex work environment. Group behavior, team building, and decision making are examined. Theories and issues of leadership as well as the implications of power, politics, and conflict in the workplace are discussed. There is an emphasis on the development of a better understanding of individual and group interactions and the components and styles of effective negotiation. A greater appreciation of organizational culture and diversity, and an understanding of managing change is applied to real-world scenarios.

Quarter Credit Hours: 6 | Prerequisite: MT302

**MT340M1: Team Strengths and Weaknesses**

Examine the strengths and weaknesses of a team in various situations.

Quarter Credit Hours: 1 | Prerequisite: MT302



**MT340M2: Team Process**

Recommend a process for building an effective team.  
Quarter Credit Hours: 1 | Prerequisite: MT302

**MT340M3: The Diverse Team**

Explain how diversity benefits a working team.  
Quarter Credit Hours: 1 | Prerequisite: MT302

**MT340M4: Problem Solving**

Develop team problem-solving procedures.  
Quarter Credit Hours: 1 | Prerequisite: MT302

**MT340M5: Creative and Critical Thinking**

Develop creative and critical thinking in teams.  
Quarter Credit Hours: 1 | Prerequisite: MT302

**MT340M6: Conflict and Negotiation**

Apply conflict management, negotiation, and leadership principles to issues of professional practice.  
Quarter Credit Hours: 1 | Prerequisite: MT302

**MT355:  Marketing Research**

This course explores how an organization collects and interprets information about the marketplace to develop effective strategies. It covers the use of statistical and analytical techniques used to measure and predict consumer behavior, assist product and service developers, guide sales or service management decisions, and evaluate marketing initiatives. The use of the Internet in marketing research is an integral part of the course.  
Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

**MT355M1: Research Problems**

Explain the steps in the Marketing Research Process.  
Quarter Credit Hours: 1 | Prerequisite: MT219 or Department Chair approval

**MT355M2: Research Designs**

Apply important concepts, frameworks, methodologies, and tools to marketing research problems.  
Quarter Credit Hours: 1 | Prerequisite: MT219 or Department Chair approval

**MT355M3: Data Collection Methods**

Describe when to use the major qualitative and quantitative market research techniques.  
Quarter Credit Hours: 1 | Prerequisite: MT219 or Department Chair approval

**MT355M4: Data-Based Solutions**

Prepare a research proposal.  
Quarter Credit Hours: 1 | Prerequisite: MT219 or Department Chair approval

**MT355M5: Research Reports**

Analyze major ethical issues in marketing research.  
Quarter Credit Hours: 1 | Prerequisite: MT219 or Department Chair approval

**MT355M6: Global Competitiveness and Collaboration**

Examine market research techniques used in a global economy.  
Quarter Credit Hours: 1 | Prerequisite: MT219 or Department Chair approval

**MT357: Digital Marketing**

This course provides an in-depth look at how the internet is changing the landscape for marketing goods and services in the global environment. You will learn about the theory and practice of such concepts as search engine optimization and marketing, social media impact, mobile marketing, email, and content marketing, developing a successful digital marketing strategy, cybersecurity, and the ethical considerations associated with digital marketing.  
Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

**MT358: Social Media Marketing**

This course builds on e-marketing concepts focusing on social media marketing. It covers the rapid growth of social media as a tool for marketing in the global environment. You will learn about key social media websites including Facebook, Twitter, LinkedIn®, and others. Also, you will learn about the theory and practice of using social media as part of the B2B and B2C marketing strategies as well as ethical considerations associated with social media marketing.  
Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

**MT359: Integrated Promotional Communications**

This course looks at integrated marketing communications through wide-ranging tactics that are used for implementation of strategies in mass advertising, direct response marketing, sales promotions, and public relations. It examines target audiences and communication tactics for the promotional mix elements, focusing on how they influence communication strategies in managing market communications for brand image and sales.  
Quarter Credit Hours: 6 | Prerequisite: MT219 or equivalent

**MT361: Foundations of Real Estate Practice**

This course will address the foundational concepts necessary to prepare the business student for real estate specialization. Such topics as the real estate market environment, the sales process, product market analysis, legal and ethical considerations, industry customer service, and real estate appraisal and documentation will be examined. This course assists in preparing you for the national real estate or broker license exam. Please note this course does not meet or contribute to any state's educational requirements to obtain a real estate license.  
Quarter Credit Hours: 6 | Prerequisite: None

**MT381: Construction Planning and Scheduling**

In this course, you will learn about the key aspects of construction project plans by exploring the methods, tools, and techniques necessary for planning and scheduling construction projects. You will become familiar with the critical path method (CPM), including forward and backward pass network calculations and critical path concepts. By the end of the course, you will be familiar with the process of identifying and sequencing project activities, developing project network diagrams, and performing network calculations.  
Quarter Credit Hours: 6 | Prerequisite: None

**MT382: Construction Cost Estimating**

This course will explore cost estimating techniques for construction projects. You will learn how to identify the project cost components, determine labor and equipment productivity rates, and develop quantity takeoffs based on drawings and specifications. You will use a case study and sample project with drawings to prepare quantity takeoffs and develop a project cost estimate.  
Quarter Credit Hours: 6 | Prerequisite: MM255

**MT383: Construction Law**

In this course, you will become familiar with the legal concepts and laws that influence construction projects. You will discuss essential legal terms and concepts in construction contracts, laws, and regulations related to construction projects. You will also examine standard forms of contracts commonly used in construction projects. By the end of this course, you will learn about construction delays, damages, disputes, and claims. This course allows you to apply your knowledge of law and contracts to manage construction projects successfully.

Quarter Credit Hours: 6 | Prerequisite: None

**MT400:  Business Process Management**

This course examines Business Process Management (BPM) based on the 7FE model developed by Jeston and Nellis. The 7FE model proposes a comprehensive approach to BPM, starting from a strategic analysis of the effort and continuing through focused process analysis, improvement, implementation, and sustainability of the benefits. Inputs, deliverables, critical steps, and risks are examined throughout the course.

Quarter Credit Hours: 6 | Prerequisite: MM255 or equivalent 200-level math course

**MT400M1: Develop Strategic BPM Plans**

Assess the role of a business process within the strategic structure of an organization.

Quarter Credit Hours: 1 | Prerequisite: MM255 or equivalent 200-level math course

**MT400M2: Measure Success Effectively**

Analyze the role of planning and metrics in a successful Business Process Management (BPM) project.

Quarter Credit Hours: 1 | Prerequisite: MM255 or equivalent 200-level math course

**MT400M3: Innovate Solutions Leveraging Your Employees**

Analyze methods of innovation and the role of people management in Business Process Management (BPM).

Quarter Credit Hours: 1 | Prerequisite: MM255 or equivalent 200-level math course

**MT400M4: Use BPM for Global Competitiveness**

Analyze how Business Process Management (BPM) can increase competitiveness and collaboration in a global economy.

Quarter Credit Hours: 1 | Prerequisite: MM255 or equivalent 200-level math course

**MT400M5: Develop Effective Implementation Plans**

Evaluate methods to implement and deliver benefits from a Business Process Management (BPM) project.

Quarter Credit Hours: 1 | Prerequisite: MM255 or equivalent 200-level math course

**MT400M6: Ensure Sustained Success With BPM**

Evaluate methods to sustain benefits from a Business Process Management (BPM) project.

Quarter Credit Hours: 1 | Prerequisite: MM255 or equivalent 200-level math course

**MT421: Financial Planning**

This course will review and evaluate various techniques, strategies, and concepts used in personal financial planning. You will learn how to identify financial planning needs, given life situations, and set a strategy using personal financial planning products available via the industry's offerings. You will learn to create a personal financial plan to include strategies for investment, insurance, retirement, and estate planning. You will learn attributes of personal tax preparation, personal credit and loans, and mortgage loan products. This course includes content that will assist those interested in pursuing a career in financial planning.

Quarter Credit Hours: 6 | Prerequisite: MT483

**MT422: Portfolio Management**

This course examines methods of constructing and managing an investment portfolio of assets, including common stocks, corporate and government bonds, and alternative investments. You will learn how to evaluate and select assets to include in the portfolio based on capital market expectations as well as how to use diversification and derivatives strategies to maintain portfolio risk within desired bounds.

Quarter Credit Hours: 6 | Prerequisite: MT480 and MT483

**MT423: Asset Allocation and Risk Management**

This course will provide you with the tools and knowledge to analyze asset allocation models to optimize returns and quantify risks. The course further investigates the large universe of indirect and direct investing, internal structures, and management of various types of investment portfolios. Various risk metrics and analysis models will be discussed and utilized to evaluate asset allocation, and market performance. You will gain a stronger understanding of the importance of asset allocation for investment returns, risk mitigation, and the role mutual funds play in the universe of investment products marketed to institutions and consumers. This course goes beyond the general investment or portfolio management course to focus more on investments and asset allocation methodology.

Quarter Credit Hours: 6 | Prerequisite: MT480 and MT483

**MT431: Real Estate Finance and Ethics**

This course provides an overview of the financial and ethical considerations involved in real estate transactions. The financial markets and institutions currently supporting the industry are explored. Credit instruments and loan documentation will be reviewed along with the government's control of the financial markets. Identification of the correct financing vehicle for specific real estate transactions will be practiced to assist in preparing you for the national real estate exam or broker license exam. Please note this course does not meet or contribute to any state's educational requirements to obtain a real estate license.

Quarter Credit Hours: 6 | Prerequisite: MT361

**MT432: Real Estate Law**

Through review of the various legal responsibilities of the real estate practitioner, contracts, and ethics, you will explore the legal foundations of real estate and brokerage ownership. Broker and sales agent liabilities, warranties, and appropriate documentation required for compliance in the field of real estate sales are stressed to assist in preparing students for the national real estate or broker license exam. Please note this course does not meet or contribute to any state's educational requirements to obtain a real estate license.

Quarter Credit Hours: 6 | Prerequisite: MT361

**MT433: Global Supply Chain Management**

With the continuing globalization of industry, the practice of supply chain management has become a strategic and indispensable component for all firms, regardless of size. Even the smallest companies can contract with suppliers across the world to improve their standing in the crowded global marketplace. This course offers an overview of issues that surround global supply chain management. Topics include issues in supply and operations, integration, performance measurement, and use of technology in the supply chain.

Quarter Credit Hours: 6 | Prerequisite: None

**MT434: Logistics and Distribution Management**

Success within the global supply chain depends on logistics and distribution management. Utilizing alignment with business strategy, logistics, and distribution professionals ensure customer value within the global pipeline. This course covers concepts of strategy, customer value, performance measures, risk management, and information flow within the logistics and distribution business professions.

Quarter Credit Hours: 6 | Prerequisite: None

**MT435: 🌐 Operations Management**

This course focuses on the importance of the operations function in organizations. You will examine the fundamental issues of facilities location, output planning, inventory control, scheduling, and quality control. The course emphasizes quality and its impact in securing a strategic advantage for manufacturing and service entities.

Quarter Credit Hours: 6 | Prerequisite: MT302

**MT435M1: Understand Quality and Lean**

Examine the business concepts of quality management and lean systems.

Quarter Credit Hours: 1 | Prerequisite: MT302

**MT435M2: Implement Design Concepts**

Create a product design and a service design within an operations management environment.

Quarter Credit Hours: 1 | Prerequisite: MT302

**MT435M3: Relate Fields of Business**

Compare human resource management and project management principles to those of operations management.

Quarter Credit Hours: 1 | Prerequisite: MT302

**MT435M4: The Role of Supply Chain in Operations**

Examine supply chain management and global supply chain concepts supportive of operations management efforts.

Quarter Credit Hours: 1 | Prerequisite: MT302

**MT435M5: Utilize Forecasting and Inventory Data**

Evaluate the purpose of forecasting and inventory management within operations management.

Quarter Credit Hours: 1 | Prerequisite: MT302

**MT435M6: Create a Facility Design**

Create a facility design within an operations management environment.

Quarter Credit Hours: 1 | Prerequisite: MT302

**MT436: Purchasing and Supply Chain Management**

The key to successful supply chain management is suppliers. This course focuses on the purchasing function and goes into detail regarding issues surrounding vendor management. Discussion begins with the purchasing process, procedures, and the strategic role of purchasing within the company. The course addresses supplier selection, supplier quality management, and worldwide procurement, concluding with topics surrounding strategic considerations.

Quarter Credit Hours: 6 | Prerequisite: None

**MT437: Strategic Warehouse Management**

The modern supply chain relies on effective and efficient strategic warehouse management. Successful warehouse management leadership understands the complex constraints of the supply chain. This course covers concepts of inventory, transportation, sustainability, risk management, packaging and handling, and operations analysis within the operational warehousing environment of business.

Quarter Credit Hours: 6 | Prerequisite: None

**MT438: Supply Chain Analytics**

Supply chain analytics is the application of leadership and management skills utilizing technology and software to perform analysis with supply chain data. Aspects of analysis include observation, data collection, data cleaning, research, statistical methods, open data sources, data visualization, and data presentation skills. This analysis's end goals are to support leadership decision-making, reduce organizational risk, gain supply chain channel insights, and align the organization towards business success within the dynamic global supply chain.

Quarter Credit Hours: 6 | Prerequisite: None

**MT445: 🌐 Managerial Economics**

This course examines the major economic factors that affect business decision making. This course will focus on microeconomics, macroeconomics, and international trade. You will learn applications of economic principles.

Quarter Credit Hours: 6 | Prerequisite: BU204 or equivalent

**MT445M1: Opportunity Costs and Economic Decisions**

Evaluate opportunity costs in the business decision-making process.

Quarter Credit Hours: 1 | Prerequisite: BU204 or equivalent

**MT445M2: Changes in Market Equilibrium**

Analyze the effects of changes in demand and supply on market equilibrium.

Quarter Credit Hours: 1 | Prerequisite: BU204 or equivalent

**MT445M3: Market Structures and Profit Maximization**

Analyze the production decision in profit maximization for the four primary market structures.

Quarter Credit Hours: 1 | Prerequisite: BU204 or equivalent

**MT445M4: Economic Growth and Macroeconomic Indicators**

Examine how U.S. macroeconomic indicators are used to gauge economic health.

Quarter Credit Hours: 1 | Prerequisite: BU204 or equivalent

**MT445M5: Fiscal and Monetary Policy**

Examine how fiscal and monetary policies affect the U.S. economy.

Quarter Credit Hours: 1 | Prerequisite: BU204 or equivalent

**MT445M6: Impacts of Globalization on the U.S. Economy**

Evaluate the effects of globalization and international trade on the U.S. economy.

Quarter Credit Hours: 1 | Prerequisite: BU204 or equivalent

**MT450: 🌐 Marketing Management**

This course examines the concepts and principles involved in marketing analysis and marketing strategy implementation in consumer, industrial, and service organizations. It explains the process of designing and communicating value through the major elements of marketing goods and services in a competitive environment, including product attributes, pricing, promotion, distribution, and communications. The social forces, international aspects of marketing, and market expansion are also examined.

Quarter Credit Hours: 6 | Prerequisite: MT219 or equivalent

**MT450M1: Marketing Plan**

Develop the key components of a marketing plan.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

**MT450M2: Marketing Research Plan**

Evaluate consumer and business opportunities using market research.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

**MT450M3: Marketing Strategies**

Develop a viable marketing strategy for a product using market segmentation, targeting, and positioning.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

**MT450M4: The Value Proposition**

Design a product's value proposition using branding, pricing, and sales promotions.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

**MT450M5: Customer Value**

Decide on communications and distribution channels to improve customer product value.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

**MT450M6: Growth Strategies**

Recommend product market growth strategies in competitive environments.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

**MT451: Managing Technological Innovation**

In this course, you will observe how business leaders manage the adoption and/or application of technological innovation. You will be introduced to the technology adoption life cycle, several methods of technology forecasting, and the fostering/hindering effects of internal company culture. You will trace the technology life cycle of a specific technology of your choosing, discuss how the innovation has affected business, and prepare a projection of its use in an industry for the foreseeable future.

Quarter Credit Hours: 6 | Prerequisite: None

**MT453: Professional Selling**

This course covers the broad spectrum of the principles and practices of selling. You will learn about the theory and practice of concepts such as prospecting, probing, identifying client needs, negotiations, presenting and closing sales, and building relationships.

Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

**MT455: Strategic Management of Sales**

This course focuses on the management of an organization's personal selling function. Recruiting, developing, motivating, and retaining a talented sales force are essential to an enterprise's ability to compete. Through readings and assigned activities, you will learn the tactical issues and strategies for developing the sales force into an effective sales team, the fundamentals of strategic sales planning, the customer relationship aspects of selling, and how to evaluate and control personal selling activities.

Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

**MT459: Consumer Behavior**

This course provides an overview of consumer behavior and explains how it impacts marketing strategy. It covers consumer research, market segmentation, and motivation, focusing on individual personality, perceptions, attitudes, and learning, as well as the influence of groups on consumer behavior. The consumer decision-making process is highlighted.

Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

**MT460: 🌐 Management Policy and Strategy**

This course demonstrates how to create a strategic business plan and the policies that support it. You will learn how to craft, communicate, implement, and monitor a strategic plan, reformulating it as the need arises.

Quarter Credit Hours: 6 | Prerequisite: All core courses and major requirements for the BSBA

**MT460M1: Fundamentals of Business Strategy**

Assess business strategy using a variety of seminal theories, principles, and concepts.

Quarter Credit Hours: 1 | Prerequisite: All core courses and major requirements for the BSBA

**MT460M2: Business Strategy Analysis**

Use a variety of analytical tools to monitor and improve business strategy.

Quarter Credit Hours: 1 | Prerequisite: All core courses and major requirements for the BSBA

**MT460M3: Strategic Decision-Making**

Formulate strategic business decisions from a management, leadership, and organizational design perspective.

Quarter Credit Hours: 1 | Prerequisite: All core courses and major requirements for the BSBA

**MT460M4: Strategic Planning for Competitive Advantage**

Develop a strategic framework to increase the competitive advantage of a business.

Quarter Credit Hours: 1 | Prerequisite: All core courses and major requirements for the BSBA

**MT460M5: Implementing a Business Strategy**

Design a plan to implement a business strategy throughout an organization.

Quarter Credit Hours: 1 | Prerequisite: All core courses and major requirements for the BSBA

**MT460M6: Strategic Business Policies**

Compose business policies to enable implementation of a strategic plan.

Quarter Credit Hours: 1 | Prerequisite: All core courses and major requirements for the BSBA

**MT475: Quality Management**

You will learn about the important field of quality management as an element of the professional business world. The course reviews various quality methodologies valuable to the success of an organization. Continuous improvement and the concept of processes as supporting elements of a quality program will be explored. Leadership, teamwork, performance measures, and quality tools will be applied to supply chain management, connecting quality management to another key area of business.

Quarter Credit Hours: 6 | Prerequisite: MT302



**MT480: Corporate Finance**

Corporate Finance is an upper-level finance course designed to provide a framework for understanding and analyzing investment and financial decisions of corporations. A basic understanding of how financial assets are priced is necessary to understand how to make a good decision for the corporation.

Quarter Credit Hours: 6 | Prerequisite: MT217

**MT480M1: Financial Statement Analysis**

Analyze financial statements to measure the financial performance of a business entity.

Quarter Credit Hours: 1 | Prerequisite: MT217

**MT480M2: Time Value of Money**

Apply Time Value of Money concepts to assess those business decisions involving sets of cash flows.

Quarter Credit Hours: 1 | Prerequisite: MT217

**MT480M3: Cost of Debt and Equity**

Calculate the cost of debt and equity to determine capital structure policy.

Quarter Credit Hours: 1 | Prerequisite: MT217

**MT480M4: Assess Investment Options**

Assess investment options based upon cost of capital and expected returns.

Quarter Credit Hours: 1 | Prerequisite: MT217

**MT480M5: Foreign Exchange**

Compute financial transactions based upon foreign exchange rates.

Quarter Credit Hours: 1 | Prerequisite: MT217

**MT480M6: Cost of Capital Models**

Incorporate the combined attributes of debt and equity given a cost of capital model.

Quarter Credit Hours: 1 | Prerequisite: MT217

**MT481: Financial Markets**

This course examines the various types of securities and the factors that influence their value, as well as the markets in which they are traded. You will focus on how these markets work with the corporate finance function.

Quarter Credit Hours: 6 | Prerequisite: BU204 or MT220, and MT217

**MT482: Financial Statement Analysis**

Financial Statement Analysis is designed to prepare you to analyze and utilize financial statements and valuation models to assess the value of a firm. The four key components of this course are: (1) financial ratio and cash flow analysis, (2) accounting analysis and valuation, (3) business strategy and valuation analysis, and (4) forecasting and risk analysis.

Quarter Credit Hours: 6 | Prerequisite: MT217 or equivalent

**MT482M1: Examine the Financial Performance of a Company**

Examine the financial performance of a company using its financial statements.

Quarter Credit Hours: 1 | Prerequisite: MT217 or equivalent

**MT482M2: Assess the Nature of Assets, Debt, and Equity**

Assess the principle characteristics of liabilities (debt), equity, and assets.

Quarter Credit Hours: 1 | Prerequisite: MT217 or equivalent

**MT482M3: Analyze Cash Flow**

Analyze cash flow measures for insight into all business activities.

Quarter Credit Hours: 1 | Prerequisite: MT217 or equivalent

**MT482M4: Examine Company Performance Through Rates of Return**

Examine the usefulness of return measures in financial statement analysis.

Quarter Credit Hours: 1 | Prerequisite: MT217 or equivalent

**MT482M5: Project Financial Statements**

Project financial statements, including the income statement, balance sheet, and statement of cash flows, for an organization.

Quarter Credit Hours: 1 | Prerequisite: MT217 or equivalent

**MT482M6: Determine the Value of a Company**

Determine the value of a company through conducting effective earnings forecasts and analysis.

Quarter Credit Hours: 1 | Prerequisite: MT217 or equivalent

**MT483: Investments**

This course examines the principles and methods of investing in equity, fixed-income instruments, and derivatives. Students study types of investments, perform analysis of markets, and learn the mechanics of trading.

Quarter Credit Hours: 6 | Prerequisite: MT217

**MT497: Bachelor's Capstone in Organizational Management**

This capstone course builds on the concepts of all the courses taken within the Bachelor of Science in Organizational Management. This course will provide you with an opportunity to integrate your previous coursework in a meaningful review of your learning and to assess your level of mastery of the stated outcomes of your degree program.

Quarter Credit Hours: 6 | Prerequisite: Last term or permission from the Dean

**MT498: Bachelor's Capstone in Supply Chain Management**

This capstone course builds on the concepts of all the courses taken within the Bachelor of Science in Applied Supply Chain Management and provides you with an opportunity to integrate your previous coursework in a meaningful review of your learning and to assess your level of mastery of the stated outcomes of your degree program.

Quarter Credit Hours: 6 | Prerequisite: Last term or permission from the Dean

**MT499: Bachelor's Capstone in Management**

This course is a virtual team-based learning experience that builds on theories, principles, and concepts acquired throughout the degree program. You will be assigned to a virtual team. Each virtual team collectively will develop a strategic business plan proposal for an online business based on the program's outcomes. You will be held accountable to your peers within your assigned roles and responsibilities identified in a team charter developed by your virtual team. You will participate in a peer-evaluation grading process that ensures all virtual team members are thoroughly engaging with the team and performing to meet expectations. Your virtual team will execute several major deliverables in the course based on course outcomes. You will also engage in the development of an individual career plan.

Quarter Credit Hours: 6 | Prerequisite: Last term or permission from the Dean