

MANAGEMENT (MT)

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: None

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 and Analytics

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 Platforms and Strategy

This course provides an in-depth exploration of how the internet is transforming the marketing landscape for goods and services in a global marketplace. Students will gain both theoretical knowledge and practical skills in key areas of digital marketing, including search engine optimization (SEO) and search engine marketing (SEM), social media marketing, mobile and email marketing, and content strategy development. The course also covers essential topics such as website design, key performance indicators (KPIs), cybersecurity risks, and ethical considerations in digital marketing. By the end of this course, students will be equipped to develop and implement effective digital marketing strategies across multiple platforms.
Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

MT358: Social Media Marketing and AI Optimization

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 Marketing 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

MT362: Artificial Intelligence Applications for the Marketing Professional

This course introduces you to the practical use of artificial intelligence (AI) in modern marketing environments. You will explore AI tools for analytics, customer segmentation, content creation, automation, and campaign optimization. The course emphasizes ethical and legal considerations, data-driven decision making, and the integration of AI into digital marketing strategies. Through hands-on projects, you will apply AI technologies to develop innovative marketing solutions for real-world business challenges.
Quarter Credit Hours: 6 | Prerequisite: MT219 or Department Chair approval

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: MM165 or MM255

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: Analytics in the Digital Supply Chain

This course provides an insightful and comprehensive exploration of the Digital Supply Chain, examining its fundamental concepts and the transformative impact of digital technologies on modern supply chain management. You will gain a deep understanding of how digitalization is reshaping traditional supply chains, creating new business opportunities, and presenting both significant advantages and complex challenges for organizations. It is designed to equip both managers and academic researchers with the knowledge to harness data, algorithms, and advanced technologies to make intelligent supply chain decisions and drive competitive advantage.

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: 🌐 Brand Management Strategy

This course examines marketing management from a strategic and brand-centered perspective, emphasizing how organizations build, position, and sustain strong brands in competitive markets. The course focuses on marketing analysis, brand strategy formulation, and long-term value creation across consumer, business, and service organizations. You will explore how firms design, communicate, and deliver value through strategic brand positioning, value propositions, and integrated marketing decisions related to products, pricing, communications, and channels. The course also examines the role of brand equity, competitive dynamics, social and ethical forces, globalization, and market growth strategies in shaping effective marketing and branding decisions.

Quarter Credit Hours: 6 | Prerequisite: MT219 or equivalent

MT450M1: Marketing Plan

Develop the key components of a strategic marketing and branding plan.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

MT450M2: Marketing Research Plan

Evaluate consumer and business branding opportunities using market research.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

MT450M3: Marketing Strategies

Develop a viable marketing and brand 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 strategies.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

MT450M5: Customer Value

Decide on strategic communications, distribution, and branding approaches to improve customer product value.

Quarter Credit Hours: 1 | Prerequisite: MT219 or equivalent

MT450M6: Growth Strategies

Recommend product-market growth and branding 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 Strategy and Policy

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

MT494: Bachelor's Capstone in Marketing

This capstone course builds on the concepts of all the courses taken within the Bachelor of Science in Marketing 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

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