

# MANAGEMENT

## Academic Year

2011-2012

## School

Bill Greehey School of Business [School Web site](#)

## School Dean

Tanuja Singh, D.B.A. [tsingh@stmarytx.edu](mailto:tsingh@stmarytx.edu)

## Department

Management and Marketing

## Department Chair

Richard Priesmeyer, Ph.D. [rpriesmeyer@stmarytx.edu](mailto:rpriesmeyer@stmarytx.edu)

## Description of Program/Major

The Management degree is intended to prepare students with skills in leadership, negotiation, communication, data analysis, decision making, and innovation and change. This degree will provide students the opportunity to integrate their knowledge of management processes with an action learning project in their senior year. These partners consist of local, national, and international firms that have joined St. Mary's commitment to engage students in supervised consulting projects to better prepare them for their management careers. Students will apply project management to a real world business problem that is of concern to a partner firm. The students will then develop solutions and present results to the firm's management.

## Degree Requirements

### Core Curriculum (SMC)

#### St. Mary's University Core (30 Hours)

*All St. Mary's Core SMC13## "Reflection" courses must be completed before registering for SMC23## "Practice" courses. "Reflection" courses can be taken in any order followed by "Practice" courses in any order.*

SMC 1301	Foundations of Civilization	3
SMC 1311	Foundations of Reflection: Self (Formerly PL 1310)	3
SMC 1312	Foundations of Reflection: Nature	3
SMC 1313	Foundations of Reflection: Others	3
SMC 1314	Foundations of Reflection: God (Formerly TH 2301)	3
SMC 2301	Foundations of Practice: Ethics (Formerly PL 2332)	3
SMC 2302	Foundations of Practice: Civic Engagement and Social Action	3

# MANAGEMENT

SMC 2303	Foundations of Practice: Fine Arts and Creative Process (Formerly FA 1101, FA 1102, FA 1103)	3
SMC 2304	Foundations of Practice: Literature	3
SMC 4301	Capstone Seminar: Prospects for Community and Civilization	3

## School Specific Core (SSC)

### Bill Greehey School of Business School Specific Core (21 Hours)

Social Sciences	EC 2301, EC 2302	6
Composition and Rhetoric (grade of "C" or better)	EN 1311, EN 1313 (for international students)	3
Literature	EN 23XX	3
Mathematics	MT 1305 Finite Math	3
Theology	Advanced Theology 33XX	3
Speech	MN 3320 Business Communications	3

### Bill Greehey School of Business School Common Body of Business Knowledge (42 Hours)

AC 2310	Introduction to Accounting I	3
AC 2320	Introduction to Accounting II	3
AC 3331*	Accounting Information Systems	3
BA 1310	Fundamentals of Business Enterprise	3
BA 3351*	Legal Environment of Business	3
BA 4334*	Business Ethics	3
BA 4380*	Business Policy and Strategy	3
FN 3310*	Corporate Finance	3
IB 3321*	US Business in Interdependent World	3
MT 1306	Calculus for Business	3
MK 3310*	Principles of Marketing	3
MN 3330*	Organizational Behavior	3
QM 3320*	Business Statistics	3
QM 4330*	Operations Management	3

\*Junior Standing

## Four Year Degree Plan

[Sample 4-year degree plan](#)

## Department Courses and Descriptions

### Communication in a Management Setting (3)

MN 3320

This course will provide students with an introduction to industry standards in oral and written communication as well as professionalism expectations. Communication regarding performance

# MANAGEMENT

management, supervision, recruitment and retention, motivation, and dismissal will also be examined.

## **Organizational Behavior (3)**

MN 3330

This course will examine the role of individuals and groups in the organizational setting. Students will learn about how individuals and groups interact with and influence organizational processes through an examination of traditional and current management and organizational behavior models.

## **A Study in Leadership (3)**

MN 3360

This course will examine literary and historical narratives to develop questions focused on moral and ethical leadership issues and situations. Students will deeply explore the leadership situations included in the literary works to develop their own understanding of moral leadership. The broad themes of the course include understanding the moral challenge, developing moral reasoning, and enacting moral leadership.

## **Human Resource Management (3)**

MN 3370

An introduction to the functions and strategies of Human Resources Management as they support and advance organizational strategy. Topics include but are not limited to the following: recruitment and selection, employee relations, employment law, compensation and benefits, training and development.

## **Human Resources Management (3)**

MN 3370

An introduction to the functions and strategies of Human Resources Management as they support and advance organizational strategy. Topics include but are not limited to the following: recruitment and selection, employee relations, employment law, compensation and benefits, training and development.

## **Managing Innovation and Change (3)**

MN 3380

This course will include current concepts on the effective management of a rapidly changing business environment and the role of managers in assisting the organization with this change. Students will develop abilities to apply “open innovation” to the business as a new paradigm that assumes that firms can and should use external ideas as well as internal ideas, as the firms look to create and profit from new ideas and technology.

## **Special Topics in Management (3)**

MN 4300

A study of topics in Management. Specific subject is dictated each time the course is offered. May be used as elective credit and repeated when specific subject changes. Prerequisite: Consent of instructor.

## **Negotiation & Conflict Resltn (3)**

MN 4330

Effective managers engage in numerous negotiations and must often resolve conflicts in organizations. This course will engage students in understanding models of negotiation while actively applying these models in practical negotiation situations.

# MANAGEMENT

## **Employment Law (3)**

MN 4355

Examination of relevant federal, state, and local laws pertaining to employment. Topics include, but are not limited to the following: Civil Rights Acts of 1964 and 1991 and related areas (Title VII, ADA, ADEA, EEOC, FMLA, Affirmative Action, etc.) Texas Workforce Commission, organized labor. (Spring) Prerequisites: Concurrent enrollment or successful completion of BA3325 or MN3330 or HR3370.

## **Managerial Economics & Dec Mkg (3)**

MN 4360

Managers must understand how to use financial and non-financial information to adopt their decisions for the uncertainty in the market place. This course will cover various management decision models for a range of common business decisions. Topics covered in this course include incremental revenue/cost analysis, pricing and elasticity, cost estimation, market structure analysis, decision-making under uncertainty, and using statistical analyses in decision making.

## **Compensation Management (3)**

MN 4365

Examination of compensation systems that support and advance organizational strategy. Topics include: types of compensation, internal and external compensation equity, pay systems, performance appraisal systems, employee benefits, role of unions, contingent workforce considerations, legal requirements, and trends. (Fall) Prerequisites: Concurrent enrollment or successful completion of BA3325 or MN3330 or HR3370 or MN3370.

## **Service Management (3)**

MN 4370

This course will approach service management from an integrated viewpoint with a focus on quality and customer satisfaction. Thus, the contents of the course will integrate operations management, marketing, strategy, information technology and organizational issues. Because the service sector is the fastest growing sector of the economy, this course is expected to help students discover many entrepreneurial opportunities in service industries.

## **Internship in Management (3)**

MN 4375

The opportunity to gain knowledge through experiential activities in professional life. Prerequisites: minimum over all GPA 2.8, concurrent enrollment or successful completion of BA3325 or MN3330 or HR3370 or MN3370. Pass/No Pass credit is given. (Fall; Spring; Summer) Junior standing

## **Experiential Learning Component (3)**

MN 4380

This course is designed as an applied learning course whereby professors provide instructional support for projects conducted with strategic educational partners. These partners consist of local, national, and international firms that have joined St. Mary's commitment to engage students in supervised consulting projects to better prepare them for their management careers. Students will apply project management to a real world business problem that is of concern to a partner firm. The students will then develop solutions

# MANAGEMENT

and present results to the firm's management. Prerequisites: Senior standing, approval of advisor and department chair, admission into the ELC track in the junior year, 3.0 GPA, MN3320, MN3330, MN3360, MN4330, QM3320, QM3330, QM4390.

## **Seminar in Management (3)**

MN 4390

Students will engage in advanced independent reading and research on current developments in Management. Group analysis of individual reports aids in expanding and deepening the horizons of the participants. Prerequisites: Senior standing, MN3320, MN3330, MN3360, MN4330, and QM4390.

## **Department Faculty**

[Management Faculty Website](#)

## **Department Website**

[Management Website](#)