Management (MGMT)

Courses

MGMT 201 Principles of Management  3 Credits (3,0)
A comprehensive overview of relevant management principles and practices as applied in contemporary organizations, this course focuses on management theories, philosophies, and functions.

MGMT 203 Management for Aeronautical Science  3 Credits (3,0)
An introductory course in aeronautics to provide students an orientation in aviation and other aerospace-related topics appropriate to management degree programs. Subjects include: aviation careers; the science of flight; aviation safety; managerial responsibilities; passenger and cargo security issues; safety and human factors issues; aircraft airworthiness certifications; aviation resources; the aviation environment; and meteorology.

MGMT 210 Financial Accounting  3 Credits (3,0)
This course introduces the student to accounting information systems and financial reports. Included are accounting concepts and analysis and interpretation of financial reports, with an emphasis on the operating activities of aviation-related businesses.

MGMT 221 Introduction to Management Information Systems  3 Credits (3,0)
The course integrates topics of management and organization theory, information and communication theory, information security, and systems theory. Special attention is given to computer hardware and software, telecommunications, database concepts, and e-commerce and Internet-based business models.

MGMT 299 Special Topics in Management  1-4 Credit (1-4,0)
These are individual independent or directed studies of selected topics in management. Prerequisite: Consent of instructor and approval of the department chair.

MGMT 308 Public Administration  3 Credits (3,0)
The characteristics of organization and management in government will be discussed in this course. The course will center on the impact of political processes and public pressures on administration action, the role of regulatory agencies, governmental personnel, and budgetary procedures, and the unique qualifications of the public administrator.

MGMT 311 Marketing  3 Credits (3,0)
This course centers on marketing theory, marketing management, sales management, and market research. In addition, public and customer relations, advertising, and distribution will be explored.

MGMT 312 Managerial Accounting  3 Credits (3,0)
The course emphasizes management's use of cost information in internal decision making. Decision-making processes include cost analysis, control, allocation, and planning. A variety of accounting techniques applicable to aviation/aerospace companies are presented.

MGMT 314 Human Resource Management  3 Credits (3,0)
The focus of this course is on the functions to be accomplished in effectively managing human resources. An in-depth study of the interrelationship of managers, organizational staff, and/or specialists, will assist the student in understanding and applying management theories to real-world human resource planning. Areas of concentration include human resource planning; recruitment and selection; training and development; compensation and benefits; safety and health; and employee and labor relations.

MGMT 317 Organizational Behavior  3 Credits (3,0)
This course provides an overview and analysis of various behavioral concepts affecting human behavior in business organizations, with emphasis on research, theory, and practice.

MGMT 320 Business Information Systems  3 Credits (3,0)
A management approach to understanding business information systems is introduced in this course. The general characteristics, potential, and limitations of business systems are covered. Major emphasis is on understanding the inputs, processing, and outputs of a variety of business systems; the ways in which business systems are interrelated; and the inherent management problems involved in the implementation and control of such systems.

MGMT 321 Aviation/Aerospace Systems Analysis Methods  3 Credits (3,0)
An overview of the system development life cycle is provided in this course. Emphasis is on current system documentation through the use of both classical and structured tools/techniques for describing process flows, data flows, data structures, file designs, input and output designs, and program specifications.
Prerequisites: MGMT 221.

MGMT 322 Aviation Insurance  3 Credits (3,0)
An introduction to the basic principles of insurance and risk with special application to the aviation industry will be presented. The course offers an in-depth review of the aviation insurance industry in the United States, including the market and types of aviation insurers.

MGMT 324 Aviation Labor Relations  3 Credits (3,0)
This course focuses on an investigation of labor-management relations in the aviation industry. Examined are the history of unionism, structure of unions, legal environment, and the Railway Labor Act, collective bargaining, public sector relationships, grievance procedures, and conflict resolution.

MGMT 325 Social Responsibility and Ethics in Management  3 Credits (3,0)
The course provides a comprehensive inquiry into the major components of social responsibility and a study of moral and ethical issues that relate to problems in business. Focus will be on the economic, legal, political, ethical, and societal issues involving the interaction of business, government, and society.

MGMT 331 Transportation Principles  3 Credits (3,0)
The basic principles of the several modes of transportation (air, sea, rail, highway, and pipeline) are analyzed. Topics include problems of competition, the importance of each in the economy, and future developmental prospects.
MGMT 332  Corporate Finance I  3 Credits (3.0)
Students will learn about the finance function as used by management, including financial analysis and control; financial planning; short, intermediate, and long-term financing; and the theory of cost of capital and leverage in planning financial strategies. Aviation-related businesses are emphasized.

MGMT 333  Personal Financial Planning  3 Credits (3.0)
The nature of the personal financial planning process is examined. Areas of concentration include taxes, investments, purchase of housing/auto, insurance needs and analysis, use of credit, and retirement and estate planning. Students will develop a personal financial plan and will invest in a $500,000 portfolio of securities.

MGMT 335  International Business  3 Credits (3.0)
This course presents an analysis of economic development and international trade in modern times, with an examination of current U.S. relations with other nations. Attention will be focused on the impact of foreign trade on the aviation industry and the industry's contribution to economic development.

Prerequisites: MGMT 201.

MGMT 371  Leadership  3 Credits (3.0)
The focus of this course is about leadership in organizations. In the increasingly competitive global economy, leaders must develop the necessary skills to lead organizational development, change, and create a motivating workplace. This course focuses on analyzing the leadership skills that enhance organizational success. Topics discussed are the approaches and models of leadership, organization change, and organization development.

Prerequisites: MGMT 201.

MGMT 385  Programming Concepts  3 Credits (3.0)
This course presents a language-independent introduction to programming concepts in design and implementation. Topics covered include data types, control structures, arrays, files, functions, top-down modules design, and data validation. The course discusses the design issues of the various languages construct, examining the design choices for these constructs in some of the most common programming languages, and critically comparing design alternatives.

Prerequisites: MGMT 221.

MGMT 386  Fundamentals of Information Systems Security  3 Credits (3.0)
This course focuses on new risks, threats, and vulnerabilities in a digital world. The integration of the Internet and broadband communications into our everyday lives has created a need for information system security. Furthermore, compliance laws require organizations to protect and secure privacy data and reduce liability.

Prerequisites: MGMT 386.

MGMT 387  Managing Risk in Information Systems  3 Credits (3.0)
Managing Risk in Information Systems provides a unique, in-depth look at how to manage and reduce IT associated risks. This course provides a comprehensive explanation of the Risk, Response, and Recovery Domain in addition to providing a thorough overview of risk management and its implications on IT infrastructures and compliance.

Prerequisites: MGMT 386.

MGMT 388  System Forensics, Investigation, and Response  3 Credits (3.0)
Computer crimes call for forensics specialists, people who know how to find and follow the evidence. System Forensics, Investigation, and Response begin by examining the fundamentals of system forensics; such as what forensics is, the role of computer forensics specialists, computer forensic evidence, and application of forensic analysis skills. It also gives an overview of computer crimes, forensic methods, and laboratories. It then addresses the tools, techniques, and methods used to perform computer forensics and investigation. Finally, it explores emerging technologies as well as future directions of this interesting and cutting-edge field.

Prerequisites: MGMT 386.

MGMT 389  Information Assurance and Information Quality  3 Credits (3.0)
This course provides an overarching model for information assurance for businesses, government agencies, and other enterprises needing to establish a comprehensive plan. All the components of security and how they relate are featured. Topics include asset identification, human factors, compliance with regulations, personnel security, risk assessment and ethical considerations, as well as computer and network security tools and methods.

Prerequisites: MGMT 386.

MGMT 390  Business Law  3 Credits (3.0)
A survey of the legal aspects of business transactions is provided. Areas covered include contracts, agency, bailment, negotiable instruments, partnerships, corporations, consumer credit, and the government's influence on business law.

MGMT 391  Introduction to Project Management  3 Credits (3.0)
This course is designed to provide a general yet concise introduction to Project Management. The course offers up-to-date information (based on the PMBOK Guide) on how good project, program, and portfolio management can help achieve organizational success. Learners are introduced to a chronological approach to project management, with detailed explanations and examples for initiating, planning, executing, monitoring and controlling, and closing projects.

MGMT 392  Database Management  3 Credits (3.0)
Database systems are powerful, complex facilities for managing data. The advent of database management systems for personal computers in the 1980s moved database management into the hands of everyday users from all segments of the population. This course presents the fundamental concepts of database management. It covers key topics related to any database management system, including database models, database design and implementation, database management systems functions, and database management approaches.

Prerequisites: MGMT 221.

MGMT 393  Computer Networks  3 Credits (3.0)
Computer networks is a rapidly evolving field. This course presents an introduction to fundamental concepts in the design and implementation of computer communication networks, their protocols, and applications. Topics to be covered include: network architecture, fundamentals of data transmission, LAN technology and data link protocols, and network security.

Prerequisites: MGMT 221.
MGMT 394  Information Security Management  3 Credits (3,0)
This course presents the concepts of information security in an enterprise approach to provide managers with tools and understanding needed to allocate scarce security resources. Introduction to security attributes and policies, developing effective and appropriate enterprise security plans, threats, vulnerabilities, and risk management concepts. Study of the architecture of an enterprise security system is developed to include a need analysis, levels of protection, detection strategies and correction/ recovery with crisis management, risk analysis, and business continuity plans.
Prerequisites: MGMT 221.

MGMT 399  Special Topics in Management  1-4 Credit (1-4,0)
These are individual independent or directed studies of selected topics in management. Prerequisite: Consent of instructor and approval of the department chair.

MGMT 401  Information Security Policies  3 Credits (3,0)
This course provides students with an introduction to information security policies. The course is designed to provide students with the foundation for developing and implementing policies. It also assists students with the effective evaluation of policies. Several examples from different information security domains are incorporated to assist the students learn in context of real life situations.
Prerequisites: RSCH 202 and MGMT 386.

MGMT 402  Legal Issues in Information Security  3 Credits (3,0)
This course addresses the area where law and information security concerns intersect. Information systems security and legal compliance are now required to protect critical governmental and corporate infrastructure, intellectual property created by individuals and organizations alike, and information that individuals believe should be protected from unreasonable intrusion. Organizations must build numerous information security and privacy responses into their daily operations to protect the business itself, fully meet legal requirements, and to meet the expectations of employees and customers.
Prerequisites: RSCH 202 and MGMT 386.

MGMT 403  IT Audit and Control  3 Credits (3,0)
The course is designed to provide a foundation for the study of information technology (IT) auditing and the IT audit process. The course introduces the fundamentals of IT auditing, main reasons why IT auditing is a specialized area of auditing, and the principle objectives of IT auditing. The course emphasizes business management issues regarding the security and control of IT and the achievement of value through managed IT processes. Students will also be introduced to control evaluation techniques and a number of the primary references used by IT professionals and IT auditors regarding IT management and control.
Prerequisites: RSCH 202 and MGMT 386.

MGMT 404  Business Continuity & Disaster Recovery Planning  3 Credits (3,0)
Every year, nearly one in five businesses, non-profit and government activities suffer major disruptions to their ongoing operations because of catastrophic failures in their critical information systems. And although information systems and their technologies can provide some measure of "fail-safe" capabilities, without management attention to business continuity planning, the organization is putting its institutional life at risk! This course addresses the strategic, tactical and day-to-day operational planning and implementation of an integrated set of plans that assure the long-term survivability of the organization's ability to keep doing business in the face of major malware threats, natural disasters, or man-made hazards that could cripple or destroy the information flow that business decision making depends upon. In doing so, the course places contingency planning and response into a solid information risk management and information security framework. By focusing on critical information flow - and how people use information systems and technologies to make and carry out decisions before, during and after disaster strikes - the course sheds light on critical decisions that organizations must make, both technology issues and technology-independent considerations.
Prerequisites: RSCH 202 and MGMT 386.

MGMT 405  General Aviation Marketing  3 Credits (3,0)
Marketing and management concepts applicable to FBOs and other general aviation enterprises are studied. Travel analysis is performed to determine the need for a business aircraft.
Prerequisites: RSCH 202.

MGMT 408  Airport Management  3 Credits (3,0)
The focus of this course will be an examination of the management of airports. Emphasis is on the facilities that comprise an airport system, including airspace, airfield, terminal, and ground access operations.
Prerequisites: RSCH 202.

MGMT 411  Logistics Management for Aviation/Aerospace  3 Credits (3,0)
Students are provided with an opportunity to examine ways to optimize the physical flow of goods and materials within a firm from acquisition through production, and movement through channels of distribution. The course focuses on applying logistics theory to aviation management problems in materials handling, managing inventory, planning capacities, and locating distribution centers. Case studies with aviation/aerospace applications using computer models are included.
Prerequisites: RSCH 202.

MGMT 419  Aviation Maintenance Management  3 Credits (3,0)
Students will perform a comprehensive examination of organizational maintenance policies, programs, and procedures. Emphasis is on maintenance planning, forecasting and cost control, reliability, safety, and flight schedule performance.
Prerequisites: RSCH 202.

MGMT 420  Management of Production and Operations  3 Credits (3,0)
An intensive study of management of production and operations in all organizations, both service-oriented and product-oriented, will be conducted. Scheduling, inventory control procurement, quality control, and safety are investigated. Particular attention is given to applications of aviation-oriented activities.
Prerequisites: RSCH 202.

MGMT 421  Small Business Management  3 Credits (3,0)
The student will undertake an analysis of the theoretical and practical knowledge necessary to be successful in conceiving, initiating, organizing, and operating a small business. Special focus will be placed on small businesses in the aviation field.
Prerequisites: RSCH 202.
MGMT 422 Information Technology Management, Strategy, and Governance  3 Credits (3.0)
The course examines how firms use IT to architect a foundation for executing their business strategies and competing on information products and services. Information Technology departments are required to increase system performance and improve availability while simultaneously reduce costs and improve quality. The use of best practices methods and metrics must be used.
Prerequisites: MGMT 221 and RSCH 202.

MGMT 424 Project Management in Aviation Operations  3 Credits (3.0)
This course introduces the student to the concept of project management in aviation operations. It addresses the three-dimensional goals of every project: the accomplishment of work in accordance with budget, schedule, and performance requirements. The procedures for planning, managing, and developing projects in an aeronautical environment are covered, as well as the aspects of controlling project configuration from inception to completion. Automated tools used to determine cost, schedule, staffing, and resource allocation are covered, as well as the process of determining the effectiveness and technical validity of aviation-related projects.
Prerequisites: MGMT 391 and RSCH 202.

MGMT 427 Management of the Multicultural Workforce  3 Credits (3.0)
Students are provided with an opportunity to explore management of the multicultural workforce. The elements of cultural anthropology and international business, communicating across cultures, contrasting cultural values, and managing and maintaining organizational culture are addressed in the context of international aviation management.
Prerequisites: RSCH 202.

MGMT 428 Business Analytics and Data Intelligence  3 Credits (3.0)
The massive growth of the Internet and the rapid expansion of communication and information technology have resulted in a great flow of data -- both structured and unstructured, and while accessing and gathering data is important, analyzing and making sense of that data is even more important. This course introduces students to how businesses can use applications and technologies to effectively manage, analyze, and distribute enterprise data to arrive to more accurate analysis that can lead to more confident decision making and greater operational efficiencies, cost reduction, greater revenue, and reduced risks.
Prerequisites: MGMT 221 and RSCH 202.

MGMT 436 Strategic Management  3 Credits (3.0)
Strategic management principles involving strategy, formulation, implementation, evaluation, and organization analysis are studied in this management capstone course. Case analysis and the use of strategic management principles are used to examine and solve organizational problems.
Prerequisites: HUMN 330 ECON 210 ECON 211 MATH 211 or MATH 222 MGMT 201 MGMT 221 MGMT 311 MGMT 312 MGMT 314 MGMT 332 MGMT 371 MGMT 390 and RSCH 202.

MGMT 440 Advanced Professional Logistics  3 Credits (3.0)
In the advanced professional logistics course, a heavy emphasis is placed on the analysis of the Systems Engineering, Integrated Logistics Support and other previously learned business logistics theories and concepts so as to determine their appropriate application. A secondary emphasis is placed on the horizontal integration of these theories and concepts in a practical framework, which will serve as professional guidance for the business logistics manager. Prerequisites: listed courses or the equivalent of each of these courses.

MGMT 441 Introduction to Management Science  3 Credits (3.0)
The study of management science encompasses the logical approach to solving optimal decision-making managerial problems by developing mathematical models. The course explores concise examples of how to solve these models as they apply in the industry. Topics to be covered include linear programming, sensitivity analysis, transportation and assignment models, inventory models, critical path method, program review and evaluation technique analysis, decision and queuing theory.
Prerequisites: RSCH 202.

MGMT 442 Introduction to Operations Management  3 Credits (3.0)
Operations Management is a study of activities that create value in the form of goods and services by transforming inputs into outputs. The course will cover the principles of management to the planning, control, design, operation, and updating of operational systems both in the manufacturing and service sectors. Topics such as forecasting, total quality management, process control techniques, capacity management, location strategies, layout strategies, inventory management, material requirements planning, aggregate planning, and supply chain management, will be covered.
Prerequisites: RSCH 202.

MGMT 444 Principles of Supply Chain Management  3 Credits (3.0)
Supply Chain Management is one of the hottest topics in business today. The focus of this course is on understanding the history, principles, and major elements of supply chain management. Specific topics include sourcing and purchasing management; managing supplier relationships; demand forecasting; inventory management; quality management; domestic and international transportation; customer relationship management; enterprise resource planning systems; facility location decision-making; performance management; and future challenges facing supply chain managers.
Prerequisites: RSCH 202.

MGMT 449 Strategic Marketing Management  3 Credits (3.0)
This is a capstone marketing course that focuses on strategic analysis and planning by aviation marketing managers. Emphasis will be given to corporate and marketing strategy, market analysis, and targeting, strategic marketing programming, and market control.
Prerequisites: RSCH 202.

MGMT 452 Construction Estimating & Bidding  3 Credits (3.0)
This course will develop the student's ability to perform material, labor, subcontract and equipment take-off quantities from construction drawings and specifications. Students are required to perform quantity takeoffs of materials, labor, equipment and subcontracts using a standard set of plans and specifications. Both manual and electronic take-off procedures are covered, beginning with a residential structure.
Prerequisites: RSCH 202.
MGMT 453 Construction Scheduling & Control 3 Credits (3.0)
This course provides students with a thorough understanding of project planning and scheduling principles utilized in facilities and construction management. It introduces various planning and control techniques in an integrated planning and control system. It helps students develop an understanding of time, cost, and resource management principles as well as ethics issues involved. The course also provides an overview of advanced project planning concepts.
**Prerequisites:** RSCH 202.

MGMT 454 Facilities Mechanical and Electrical Systems 3 Credits (3.0)
This course is an introduction to the basics of Mechanical, Electrical, Plumbing and Fire Protection systems (MEP). This includes the installation of these systems in buildings, resources for estimating and basic plan reading of the components of MEP systems in construction documents.
**Prerequisites:** RSCH 202.

MGMT 455 Construction Systems 3 Credits (3.0)
This course provides an introductory overview of the various materials used in construction. After receiving an introduction into fundamental principles of structural, physical and long-term performance, students learn about material and product manufacturing techniques and how they relate to mechanical and non-mechanical properties of the various materials. Common construction methods are introduced and building details are explored.
**Prerequisites:** RSCH 202.

MGMT 456 Economics for Facilities & Construction Managers 3 Credits (3.0)
This course is a study of economics as applied to construction and facilities management decision making emphasizing evaluation of the costs and benefits associated with technical projects. The time value of money and methods of discounted cash flow are studied to facilitate financial decisions regarding cash as capital.
**Prerequisites:** RSCH 202.

MGMT 457 Facilities & Construction Safety Systems 3 Credits (3.0)
This course is an introduction to the Occupational Safety and Health Administration (OSHA) regulations pertinent to general industry and construction.
**Prerequisites:** RSCH 202.

MGMT 458 Building Information Modeling (BIM) 3 Credits (3.0)
This course is a study of REVIT Architecture and is designed to quickly engage the student with hands-on exercises. This instructional material assumes some architectural and building understanding; a working knowledge of Microsoft Windows 7, Microsoft Windows Vista, Microsoft Windows XP, or Microsoft Windows 2000; and a basic knowledge and ability to load REVIT Architecture on a computer with at least 3 gig of RAM.
**Prerequisites:** RSCH 202.

MGMT 459 Facilities & Construction Capstone 3 Credits (3.0)
Students will demonstrate knowledge learned throughout the concentration of Facilities or Construction Management coursework. The theories learned will be applied to real work and project issues. Students will develop cost, time, safety and quality plans for a project.
**Prerequisites:** RSCH 202.

MGMT 460 Sustainable Facility Design and Construction 3 Credits (3.0)
Introduction to sustainable construction and design. Green building economics, rating systems; design process; site, landscape and low-energy strategies; built environment hydrologic cycle and carbon footprint; material loops; indoor air quality; construction operations and commissioning.
**Prerequisites:** RSCH 202.

MGMT 461 Global Project Management 3 Credits (3.0)
This course is designed to assist learners gain an understanding of the increasingly challenging task of working within global corporations and with distant and diverse work teams. The course describes how project managers can help organization and your projects adapt to thrive in this Global Project Management environment. The learner is introduced to collaborative tools, best practices on cross-cultural team management and global communication, and recommended organizational changes and project structures for the global environment.
**Prerequisites:** MGMT 391 and RSCH 202.

MGMT 462 Project Management Advanced Concepts 3 Credits (3.0)
This course is designed to assist learners gain an understanding of a wide range of topics that relate to project management. Knowledge of these topics is essential to successful project management. Some of these topics include human factors, technical factors, and organizational factors.
**Prerequisites:** MGMT 391 and RSCH 202.

MGMT 463 Human Resources Training and Development 3 Credits (3.0)
This course introduces the student to the roles of training and development in the growth and success of organizations. Students will learn about current developments in training, research, and in practice, including the strategic role of training and the use of new technologies in training. The use of the ADDIE model, a systematic instructional design model, will provide a framework for effective training including (1) Analysis, (2) Design, (3) Development, (4) Implementation, and (5) Evaluation. Course material will delve into such specifics as needs assessment, learning and transfer design, employee development and career management.
**Prerequisites:** RSCH 202.

MGMT 464 Compensation and Benefits 3 Credits (3.0)
This course introduces the student to the theoretical and practical bases of compensation and benefits. Importance will be placed on strategic role; in other words, how pay decisions help the organization achieve a competitive advantage and its goals. This course includes a systematic review and analysis of organizational reward systems. Total compensation systems include the environment as well as the impact of intrinsic rewards on employee motivation. Job analysis and performance appraisal will also be given emphasis.
**Prerequisites:** RSCH 202.
MGMT 492 Information Systems Project Management 3 Credits (3.0)
Although project management has been an established field for many years, managing information technology requires ideas and information that go beyond standard project management. By weaving together theory and practice, this course presents an understandable, integrated view of the many concepts skills, tools, and techniques involved in project management. Because the project management field and the technology industry change rapidly, this text provides up-to-date information on how good project management and effective use of software can help you manage projects, especially information technology projects. In this course, students apply all nine project management knowledge areas: project integration, scope, time, cost, quality, human resource, communications, risk, and procurement management; all five process groups: initiating, planning, executing, monitoring and controlling; and closing to information technology projects.
Prerequisites: MGMT 391 and RSCH 202.

MGMT 494 Aviation Information Systems 3 Credits (3.0)
This course will focus on a variety of information technology systems that are in use and their impact on successful operations within the aviation industry. An overview of current and emerging technologies in reservation systems, aircraft productivity modeling, air traffic control systems and various database, data communication and e-commerce systems will be explored.
Prerequisites: MGMT 221 and RSCH 202.

MGMT 495 Staffing and Workforce Planning 3 Credits (3.0)
This course is designed to provide an overview of the strategic planning processes by which organizations staff positions with both internal and external applicants. The course’s concentration will focus on the identifying and utilizing of forecasting tools involving personnel needs, recruitment strategies, and various applicant screening and interviewing techniques. Discussion topics will also include key legal compliance issues, HRM planning, job/competency analysis, engaging in an active diverse staffing pool, and the retention of personnel.

MGMT 499 Special Topics in Management 1-4 Credit (1-4.0)
These are individual independent or directed studies of selected topics in management. Prerequisite: Consent of instructor and approval of the department chair.
Prerequisites: RSCH 202.