MGMT 294 | SPECIAL TOPICS IN MANAGEMENT  
Units: 1-4  
Repeatability: Yes (Repeatable if topic differs)  
An overview and analysis of selected topics in management. The course may be repeated if the topic changes. Prerequisites may change depending on the topic.

MGMT 300 | ORGANIZATIONAL BEHAVIOR  
Units: 3  
Repeatability: No  
The study of human behavior in organizational settings. Examines the interface between human behavior and the organizational context, and presents frameworks for managing people in the organization. Topics addressed include perceptual processes, personality, learning, motivation, attitudes, stress, group dynamics, intergroup behavior, conflict, power, politics, leadership, and cross-cultural implications. Behavioral science concepts are applied through self-assessment, case studies, and experiential exercises. Note: Students may take this course after successfully completing 45 units.

MGMT 301 | ORGANIZATIONAL THEORY AND GLOBAL LEADERSHIP  
Units: 3  
Prerequisites: MGMT 300  
In today’s global environment successful business leaders must understand theories of organizational design, structure, development, and effectiveness both domestically and abroad. Topics in this macro-oriented course include a number of international and contemporary management issues, including limitations in traditional views of leadership and the need for a more comprehensive view of how leadership works in organizations throughout the world. The relationship of leadership to culture and gender in organizations is explored, and practical leadership skills crucial to organizational effectiveness in a global business environment are integrated into the course through experiential learning exercises and interactive simulations.

MGMT 302 | FAMILY BUSINESS  
Units: 3  
Repeatability: No  
Prerequisites: MGMT 300  
Family-owned businesses make up as much as 80 percent of all U.S. businesses, including 175 of the Fortune 500. They face different challenges than their non-family-owned peers. This course discusses ways in which family-owned businesses are unique, stressing some of the special challenges they face, such as: grooming a management successor from within the family; implementing an estate plan to pass ownership of the business to the proper individuals while avoiding our confiscatory estate tax; techniques for resolving family conflicts that erupt in the business and business conflicts that threaten to destroy the family; setting fair compensation for family members and non-family employees; and motivating non-family employees to support the family’s goals. Family business is a cross-functional, multi-disciplinary study which includes aspects of management, communications and conflict resolution, law, estate planning, accounting and taxation, and family counseling. (This course is equivalent to ENTR 302.)

MGMT 303 | INTERPERSONAL RELATIONS  
Units: 3  
Repeatability: No  
Core Attributes: Advanced writing competency  
Prerequisites: MGMT 300  
An advanced course covering theories, research, and skill development in the area of interpersonal relations. Topics covered include interpersonal influence, conflict, emotional styles, communication, group roles, non-verbal behavior, and personal growth. Course concepts are integrated with classroom exercises and outside organizational experiences to provide the student with both knowledge and skills for interacting effectively with others in managerial and personal situations.

MGMT 304 | ENTREPRENEURSHIP AND NEW VENTURES  
Units: 3  
Repeatability: No  
Prerequisites: FINA 300 and MGMT 300 and MKTG 300 and (MATH 130 with a minimum grade of C- or MATH 150 with a minimum grade of C- or MATH 151 with a minimum grade of C-)  
An examination of the problems and processes for launching and/or purchasing business ventures. Topics include the nature and role of the entrepreneur, identifying and assessing potential opportunities for new ventures, structuring and staffing the new venture, preparing the business plan, attracting venture capital, and dealing with key legal issues. Note: Students are eligible to register for this course after successfully completing 45 units and the course prerequisites. (This course is equivalent to ENTR 304.)

MGMT 305 | CAREER DEVELOPMENT  
Units: 3  
Repeatability: No  

MGMT 306 | WOMEN IN MANAGEMENT  
Units: 3  
Repeatability: No  
Core Attributes: Advanced writing competency  
This course is designed to give women a repertoire of skills needed in various work-related situations. The course examines management requirements for various organizational levels and stresses the difference between personal and organizational issues.

MGMT 307 | HUMAN RESOURCE MANAGEMENT  
Units: 3  
Prerequisites: MGMT 300  
An introduction to the roles of both the staff specialist and manager regarding the human resource management function. Topics include, but are not limited to, staffing, compensating, training, appraising, and developing an organization’s human resources, as well as employment law, labor relations, and the strategic role of human resource management in today’s organization.

MGMT 308 | SMALL BUSINESS MANAGEMENT  
Units: 3  
Repeatability: No  
Prerequisites: MGMT 300 and FINA 300 and MKTG 300  
Application of the basic business disciplines to the small business environment. Examines both growth-oriented small firms on the way to becoming large firms and small, income-substitution firms. Issues include: managing to provide for the survival and growth of the small business; how smallness influences management processes such as recruitment and motivation of employees; and how smallness influences marketing, finance, operations, and other functional areas within the small firm.

MGMT 309 | INTERNATIONAL COMPARATIVE MANAGEMENT  
Units: 3  
Repeatability: No  
Prerequisites: MGMT 300  
Addresses the dilemmas and opportunities that managers face as they work in multicultural and global environments. The main objective of the course is to increase the effectiveness of managers/employees in identifying, understanding, and managing the cultural components of organizational dynamics. Focuses on the relationships between cultural values and the practice of managing people. (For International Business minors only, BUSN 361 may substitute MGMT 300 as the prerequisite for this course.).
MGMT 310 | INNOVATION AND DESIGN THINKING  
Units: 3  
Repeatability: No  
Prerequisites: MGMT 300  
Teaches an iterative problem solving process of discovery, ideation, and experimentation using design-based techniques. Students develop insights and innovative solutions for diverse issues in business and public management. Introduces innovation and entrepreneurship. Note: Students are eligible to register for this course after successfully completing 45 units and the course prerequisites.

MGMT 311 | BUSINESS LEADERSHIP  
Units: 3  
Repeatability: No  
Core Attributes: Advanced writing competency  
Prerequisites: MGMT 300  
This course is designed to provide students with a comprehensive understanding of the theories, practices, and ethics of leadership; specifically, the impact of leadership within a business environment. Students will be provided with the knowledge and skills necessary to enhance their ability to be effective leaders. A systematic approach to leadership development is emphasized through contemporary readings on leadership, files, and experiential exercises.

MGMT 312 | GLOBAL SOCIAL ENTREPRENEURSHIP  
Units: 3  
Repeatability: No  
Prerequisites: MGMT 300  
Global social entrepreneurship is about how to frame problems and devise solutions for the world’s most pressing challenges. Through experiential learning and case discussion, students will acquire knowledge and capabilities for the creation of social ventures. The course invites exploration of social innovations that have transformed the world. Students will learn how to combine business and management skills with imagination, passion, empathy and courage to effectively tackle social problems.

MGMT 333 | TORERO VENTURES LAB  
Units: 3  
Repeatability: No  
The purpose of the Torero Ventures Lab is to provide real-world, hands-on learning to enable students to start their own sustainable ventures. The course is experiential in nature where students work in teams to bring their ideas into reality by working with customers, mentors, investors, partners, and other key stakeholders. Students will learn to confront the ambiguity, uncertainty, and the messiness inherent in the startup process, and navigate these to bring their ideas one step closer to the launch stage. In this course through a combination of lectures, interaction with potential customers and investors, live case studies, and readings, students will be able to create a sustainable business model for their new ventures, understand the concepts of customer discovery and prototyping, identify key practices involved in founding a startup, work in interdisciplinary teams to understand how to build and work in startup teams and learn from failures to develop a workable business model. Note: Students are eligible to register for this course after successfully completing 45 units and the course prerequisites.

MGMT 414 | INTERNATIONAL MANAGEMENT CONSULTING  
Units: 3  
Repeatability: No  
Prerequisites: MGMT 300  
This management consulting project-based course will provide participants with instruction and practical experience in conducting a consulting project with an international approach. Students work in teams to design and develop solutions to a business problem or strategic initiatives for a company. You will learn and demonstrate your ability to formulate a statement of work, establish goals and milestones, prepare a schedule of deliverables, allocate responsibilities to team members, and interact with your client. The course is a combination of class sessions, instructor-individual team conferences, student team meetings, research, team-client meetings, report writing, and presentation of consulting activity/project results.

MGMT 492 | STRATEGY SIMULATION  
Units: 3  
Prerequisites: (MATH 130 with a minimum grade of C- or MATH 150 with a minimum grade of C- or MATH 151 with a minimum grade of C-)  
Students will manage a company in a computer simulated oligopolistic industry. They will compete against companies managed by students from five other schools. Students will write detailed business plans, prepare budgets, and submit annual reports to shareholders while making management decisions for their company for 20 (simulated) quarters.

MGMT 494 | SPECIAL TOPICS IN MANAGEMENT  
Units: 1-4  
Repeatability: Yes (Repeatable if topic differs)  
Prerequisites: MGMT 300  
An in-depth analysis of selected topics in management. The course may be repeated if the topic changes. Prerequisites may change depending on the topic.

MGMT 496 | UNDERGRADUATE RESEARCH  
Units: 1-3  
Repeatability: Yes (Can be repeated for Credit)  
Students develop and/or assist in research projects in various fields of management under the supervision of a faculty member. Students will meet with a faculty member, with whom a research relationship is established, on an on-going basis to discuss the research project, assess the student’s role and responsibilities, and to discuss the process of conducting scholarly research. Students may participate in a range of research activities, including but not limited to: survey construction and design, project management, participant solicitation, experimental research, qualitative interviewing, focus group moderation, fieldwork, literature searches, data entry, data analysis, critical analysis, political economy inquiries, and writing of instruments and manuscripts. Students must register with a specific faculty member with whom they complete a contract outlining the roles and responsibilities of the student and faculty member. A maximum of three units of undergraduate research may be used to satisfy requirements for the major.

MGMT 497 | STRATEGIC MANAGEMENT  
Units: 3  
Repeatability: No  
Core Attributes: Advanced Integration  
Prerequisites: MGMT 300 and FINA 300 and DSCI 300 and (MKTG 300 or MKTG 303) and (ECON 216 with a minimum grade of C- or ECON 217 with a minimum grade of C-) and ECON 101 with a minimum grade of C- and ACCT 201 with a minimum grade of C- and (ITMG 100 with a minimum grade of C- or BUSN 101 with a minimum grade of C-) and MATH 130 with a minimum grade of C- or MATH 133 with a minimum grade of C- or MATH 150 with a minimum grade of C- or MATH 151 with a minimum grade of C-)  
This course develops skills in problem analysis and decision making in areas of corporate strategy and business policy. It is the integrating course of the undergraduate program and will concentrate on the application of concepts through case studies. Open only to final year seniors.

MGMT 499 | INDEPENDENT STUDY  
Units: 1-3  
Repeatability: Yes (Can be repeated for Credit)  
Independent study including empirical research and written reports. A maximum of 3 units of independent study may be used to satisfy requirements for the major.