MANAGEMENT

Department Code: MGT

Introduction

The Department of Management at the University of Miami Business School is heterogeneous with respect to both research and teaching areas. Faculty scholarship and teaching encompass a number of fields including entrepreneurship, human resource management, international management, leadership, operations management, organizational behavior, strategic management, supply chain management, global business, and teams. Given both the multinational context and diversity present in twenty-first century organizations, coursework in the Department of Management is focused on preparing business students to be productive and effective contributors to the various communities they are embedded within or impact. Students who select any of the Management major areas of specialization pursue a variety of careers after graduation including starting businesses, running family businesses, accepting management positions in domestic or international organizations, attending law school, or pursuing other advanced graduate degrees.

Educational Objectives

Among the department's objectives are:

- The development of critical thinking skills to evaluate decision choices, challenges, and issues confronting managers today;
- The improvement of interpersonal skills and learning to work effectively in teams; and
- An understanding of the tools, methods, and procedures used to successfully lead people and organizations.

Note: No one course may be applied toward more than one major and/or minor area of specialization in the Department of Management. All area specific coursework for any major and/or minor in the Department of Management must be completed with a grade of "C" or higher. A minimum cumulative GPA of 2.5 is required for all specific coursework taken in the major and/or minor area of specialization.

Dual Degrees in Management

- B.S. in Industrial Engineering and B.S.B.A. in Management Dual Degree (https://bulletin.miami.edu/undergraduate-academic-programs/business/management/industrial-engineering-bs-management-bsba/)

MGT 100. Managing for Success in the Global Environment. 3 Credit Hours.
This course will introduce students to the basics of management success in a multi-cultural, international environment. Course topics include an introduction to effective management and communication, understanding cultural differences, working in teams, and the role of the individual in managing his or her own success during the college experience, through such things as career/major exploration, development and building of a resume, and presentation techniques. The course utilizes both a lecture and workshop format, and culminates in a group project presentation integrating course topics.
Requisite: Business School and Freshman Standing.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 102. Seminar for First Year Students. 1 Credit Hour.
Seminars designed to introduce up to 25 first year students to topics related to Business. Topics will vary from year to year, as will faculty teaching the seminars.
Business School freshmen only by permission from advisors.
Components: LEC.
Grading: GRD.
Typically Offered: Fall.

MGT 199. Professional Development and Success in the Workplace. 1 Credit Hour.
This one-credit course is designed to expose undergraduate business students to advanced professional development topics, including organization of a career search, practices for updating a résumé, job search mechanics, and proper networking and interview strategies. It also improves students' preparedness to find and secure internships or permanent placement offers, with a focus on critical communication skills and a strategic approach to success in the workplace.
Requisite: Business School and Sophomore Status or higher. AND (if students have taken BUS 211 students cannot take MGT 199).
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 253. Introduction to Entrepreneurship. 3 Credit Hours.
Focuses on the process of identifying entrepreneurial opportunities and the operations of a new venture. This course is open to University of Miami Business School students, Entrepreneurship minors, or Management minors.
Requisite: Business School or MGMT minor or ENTR minor.
Components: LEC.
Grading: GRD.
Typically Offered: Fall, Spring, & Summer.

MGT 270. Introduction to Health Sector Organization and Management. 3 Credit Hours.
This course provides a basic understanding of the components of the health care sector and their interrelationships. The role of hospitals, ambulatory care (including physicians), long-term care, mental health care, hospice care, and pharmaceuticals will be examined. The role of government financed (Medicare and Medicaid) and private health insurance in affecting decision making by health care consumers and providers will be examined as well. A historical context will be used.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 302. Human Resource Management. 3 Credit Hours.
Theory and practice of people management including recruitment, selection, compensation, performance management, etc., as they relate to the other management functions in the conduct of an organization. Attention is focused on the needs of the line executive as well as those intending to pursue a staff career in HR.
Requisite: Must be in the Business School or have a MGMT minor plan.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 303. Operations Management. 3 Credit Hours.
Problems and methods of planning the efficient utilization of capital, labor, equipment, and materials. Sales forecasting, production planning, production control, scheduling, routing, dispatching, expediting, materials planning, inventory control, capital budgets, and costing are discussed. The application of quantitative techniques in problem solving and decision making are included as well as case problems.
Prerequisite: MAS 201 or MAS 311 or MTH 224 or ISE 311 or PSY 291 or PSY 292.
Components: LEC.
Grading: GRD.
Typically Offered: Fall, Spring, & Summer.

MGT 304. Organizational Behavior. 3 Credit Hours.
First professional course in management. Concepts of organization, motivation, leadership, dynamics of the group, personality, organizational development strategies, and other behavioral aspects involved in the effective management of an organization are discussed.
Requisite: Must be in Business School OR have a plan of MGMT_MN OR LDSP_MN AND Sophomore status or higher.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 307. Advanced Organizational Behavior. 3 Credit Hours.
Continuation of MGT 304--primarily for, but not limited to, Management OR Human Resource Management majors. Case analyses, simulations, and research projects may be utilized to study concepts from MGT 304 for more depth.
Prerequisite: MGT 304.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 308. Training and Development. 3 Credit Hours.
An examination of key issues in designing training and development programs. Topics include organizational needs analysis, training design and implementation, evaluation techniques, and understanding of how such programs interact with other human resource functions.
Requisite: Must be in the Business School or have a MGMT minor plan.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 309. Organizational Staffing. 3 Credit Hours.
This course covers human resource planning, recruiting and selection, career transitions and other workforce movement. An important goal of the class will be to provide opportunities to develop skills that are relevant to effectively managing talent flow. It will provide students with a systematic examination of employee staffing functions in organizations with a specific focus on evidence-based decision making.
Prerequisite: MGT 302 and MGT 307.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 324. Negotiation Strategies. 3 Credit Hours.
A skills-based approach to learning the art and science of negotiation. Course covers preparation, and negotiation skills such as establishing trust and relationship-building. Topics include power, persuasion, creativity, problem-solving, ethics, and cross-cultural negotiation. Skills and self-insight will be acquired through self-assessment, role-play negotiation exercises, and case studies.
Requisite: Must be in Business School OR have a plan of MGMT_MN OR LDSP_MN AND Sophomore status or higher.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 349. International Business. 3 Credit Hours.
Designed to introduce students to the study of international business. Through discussions and analyses of the unique challenges and opportunities faced by multinational corporations (MNCs) and their managers, students gain an understanding of how to conduct business across different cultural, political, economic, and legal environments, as well as how to function effectively and succeed in MNCs. The course work and usage of teaching methods such as case analyses, experiential learning exercises, and debates seek to help students develop a global mindset and skills for effective global management (e.g., conceptual, analytical, cross-cultural communication, negotiation, and presentation skills).
Requisite: Must be in the Business School or have a MGMT minor plan.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 354. Growing the New Venture. 3 Credit Hours.
Covers the basics of scaling a start-up. Topics include sources of capital, market choices, division of the equity pie, choice of distribution channels, choosing an accountant and a legal advisor, preparation of a business plan, and product design. Teams of students develop business plans to start new enterprises.
Prerequisite: MGT 253.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 357. Entrepreneurship Simulation Experience: Inside the Mind of the Entrepreneurial CEO. 3 Credit Hours.
Provides students with unique entrepreneurial experiences derived from starting and running businesses through computer simulation. Topics include: opportunity and environment assessment for potential businesses; initiation, organization, administration, and launch of the businesses; operation of the businesses in a competitive environment; responsibilities, functioning, and issues of entrepreneurial teams; evaluation, measurement, and competitive ranking of business success.
Requisite: Must be in the Business School or have a MGMT minor or ENTR minor.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 359. Comparative Management. 3 Credit Hours.
Analysis of professional management as affected by the cultural environments in which it operates in major industrial nations. The problems of trans-cultural managers in multinational structures is examined.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 360. Effective Leadership. 3 Credit Hours.
This course covers the key theories, models, and frameworks analyzing effective leadership styles used by top influencers. A multimedia approach is taken, using readings, films, lecture, discussion, and case analyses. The emphasis is on building a sound grasp of good practice, and on developing the ability to apply such knowledge to everyday leadership situations.
Prerequisite: MGT 304.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 371. Doing Business in Latin America. 3 Credit Hours.
This elective examines the key local, regional, and global forces affecting the conduct of business in the main Latin American markets of Mexico, Brazil, Venezuela and Chile. These forces include historical, cultural and demographic factors as well as the fast-changing politics and economics of the region. Students will be introduced to the complex relationships between business and government in LatAm as well as the unique advantages and disadvantages of companies based in the region.
Components: LEC.
Grading: GRD.
Typically Offered: Spring.

MGT 401. Strategic Management. 3 Credit Hours.
An integrative approach to strategy formulation and implementation, from a domestic and international perspective, is the focus of this core capstone course. All the primary areas of business are emphasized using cases and readings. Course is required of all graduating seniors in Business.
Requisite: Business School and Senior Standing.
Components: LEC.
Grading: GRD.
Typically Offered: Fall, Spring, & Summer.

MGT 402. Out of This World Entrepreneurship. 3 Credit Hours.
Explore the entrepreneurial frontier of space. From launch systems and satellites to tourism, in-orbit manufacturing, and deep space missions, this course dives into the evolving commercial space ecosystem. Through case studies, interactive discussions, and research, students will build a framework to evaluate and identify entrepreneurial opportunities in space.
Requisite: Junior status or higher AND Prerequisite: MGT 253 or equivalent.
Components: LEC.
Grading: GRD.
Typically Offered: Spring.

MGT 418. HR Analytics. 3 Credit Hours.
This is a course in HR metrics and analytics, and it addresses the growing need for data-driven, analytical approaches to managing human resources. HR practitioners need to be skilled in understanding (1) the types of problems that can be addressed using HR analytics, (2) how to collect, analyze and interpret human resource data, (3) how to evaluate the validity of those analyses, and (4) how to communicate analytical and statistical results in a practical way to influence decisions. Students will learn statistical methods necessary to deal with business problems, increase knowledge and skills in planning and managing HR analytics projects, and develop an understanding of major legal and ethical considerations related to HR analytics projects
Prerequisite: MGT 302 and MGT 307 and MAS 202 or MAS 312 or equivalent.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 422. Leading Teams. 3 Credit Hours.
The objectives of this course are to develop interpersonal communication and conflict management skills necessary to work in teams and exercise leadership in teams. Topics include team development, decision making, and managing conflict.
Requisite: Must be in Business School OR have a plan of MGMT_MN OR LDSP_MN AND Sophomore status or higher.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 423. Leading with Emotional Intelligence. 3 Credit Hours.
Emotional Intelligence is one of the keys to high performance leadership, as well as promoting the wellbeing of employees in organizations. Emotional intelligence provides a framework for understanding how people's emotions contribute to their optional functioning at work. In this class, students will learn how to perceive emotions in themselves and others, how to understand the sources and consequences of emotions, and techniques for managing their own emotions as well as the emotions of others. By learning the theoretical foundations of emotional intelligence and engaging in experiential activities, students will enhance their leadership potential through the development of their emotional skills.
Prerequisite: MGT 304 and MGT 360.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 428. Compensation and Benefits Design. 3 Credit Hours.
Examines techniques and theories related to the design and management of performance management systems including compensation and benefits programs within organizations. Compensation includes cash compensation, such as base pay, merit pay, seniority pay, individual, group and organization-wide incentive plans, skills-based pay, and pay-for-knowledge. Benefits include health care plans, pension and profit-sharing plans, life and disability plans, and paid time off.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 432. AI-Powered Strategy: Redefining Business Models. 3 Credit Hours.
This course explores how artificial intelligence (AI) can be strategically leveraged to transform business models, drive innovation, and create competitive advantage. Through an industry focus on healthcare and consumer products, students will learn to identify high-impact AI opportunities, assess organizational readiness, and design AI-enabled value propositions. Topics include AI strategy and platforms, generative AI disruption, ethical and governance challenges, and change management. The course blends academic theory with real-world applications through a semester-long team capstone project.
Requisite: Sophomore Standing or higher.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 440. Families in Business. 3 Credit Hours.
Family controlled businesses (both private and publicly-traded) are unique forms of ownership that are challenged by family dynamics, emotional attachment to the firm and various other issues resulting from the interaction of family, management and ownership - particularly where the family wishes to perpetuate its influence and/or control from generation to generation.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 445. Supply Chain Modeling and Analysis. 3 Credit Hours.
Course introduces students to managerial decision problems in supply chain systems, developing structured mathematical tools to model and solve problems. Students will also learn to apply these tools through problem-solving exercises, experiential games, and spreadsheet-based case studies.
Prerequisite: MGT 303.
Components: LEC.
Grading: GRD.
Typically Offered: Fall.

MGT 446. Supply Chain Strategy. 3 Credit Hours.
This course will deal with issues such as inventory management, supply chain design/coordination, revenue management, and sourcing. Each module discusses how a real company practices some aspect of supply chain strategy, and then reviews the concepts behind that practice. Tools are provided to analyze the concepts, distill their principles, and suggest guidelines for implementation and improvement.
Prerequisite: MGT 303.
Components: LEC.
Grading: GRD.
Typically Offered: Spring.

MGT 448. Global Sourcing. 3 Credit Hours.
Global sourcing is the collaborative and structured process of critically analyzing an organization's spending and using this information to make business decisions about acquiring commodities and services more effectively and efficiently. This course will provide students a framework for thinking about strategic sourcing and tools to effectively implement the global sourcing process.
Prerequisite: MGT 303.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 450. MGT Internship. 1 Credit Hour.
Student is individually assigned to operating business firm or other organization to gain insight into management practice in area of career interest. Periodic reports and conferences are required. Cannot be used toward major requirements.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 451. Supply Chain Analytics Practicum. 3 Credit Hours.
The Supply Chain Analytics Practicum course (SCAP) places students with organizations throughout the world to address pressing challenges related to operations and/or supply chain. Students work in teams with guidance from faculty advisors to develop actionable and valuable recommendations for sponsors.
Prerequisite: MGT 445 and Pre/Corequisite: MGT 446 And Requisite: Senior Status.
Components: PRA.
Grading: GRD.
Typically Offered: Spring.

MGT 455. Entrepreneurial Consulting. 3 Credit Hours.
Students review techniques, methods, and analytic frameworks of management consultants. Emphasis is on problems of small business, particularly start-ups. Consulting practice is provided through preparation of reports on written cases and guest speakers, as well as hands-on projects in actual business firms or start-ups.
Prerequisite: MGT 253 And MGT 354.
Components: LEC.
Grading: GRD.
Typically Offered: Fall & Spring.

MGT 459. International and Multinational Management. 3 Credit Hours.
Foreign environment for overseas operations with a survey involving economics, political, and social constraints. The effects of overseas investments on foreign economies with emphasis on the emerging managerial structures is included.
Requisite: Must be in the Business School or have a MGMT minor plan.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 480. Leading Change. 3 Credit Hours.
Course is intended for students who are interested in learning how to lead, plan, and implement large-scale change efforts within organizations. Part of the course is devoted to organizational analysis techniques and the remainder addresses behavioral intervention strategies (including survey feedback, technostructural interventions, and team building).
Requisite: Must be in Business School OR have a plan of MGMT_MN OR LDSP_MN AND Sophomore status or higher.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 481. Leadership Practicum. 3 Credit Hours.
The Leadership Practicum requires having students observe (shadow) actual leaders to learn more about the respective leader's actual daily behaviors within his/her unique organizational context. Students will keep detailed journals containing field notes which they will then analyze based on the conceptual frameworks learned within the required course of the Leadership major.
Requisites: Senior status and Leadership majors only.
Components: PRA.
Grading: GRD.
Typically Offered: Spring.

MGT 496. Directed Studies in Management. 1-3 Credit Hours.
Supervised readings, individual research project, or independent investigation of selected non-STEM related problems in the discipline. Offered only by special arrangement with supervising faculty member, who approves topic and evaluation process at time of registration.
Components: THI.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 497. Directed Studies in Management. 1-3 Credit Hours.
Supervised readings, individual research project or independent investigation of selected STEM-related problems in the discipline. Offered only by special arrangement with supervising faculty member, who approves topic and evaluation process at time of registration.
Components: THI.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 498. Special Topics in Management. 3 Credit Hours.
Special topics in selected non-STEM areas of Management.
Requisite: Sophomore Standing or Higher.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 499. Special Topics in Management. 3 Credit Hours.
Special topics in selected STEM areas of Management.
Requisite: Sophomore Standing or Higher.
Components: LEC.
Grading: GRD.
Typically Offered: Offered by Announcement Only.

MGT 555. Management Departmental Honors Research Project.. 3 Credit Hours.
Research project to fulfill requirements for Departmental Honors in Management.
Components: THI.
Grading: SUS.
Typically Offered: Offered by Announcement Only.