

Management (MN)

MN 6000X. Continuous Graduate Enrollment. 0 Semester Hours.

MN 6100. Special Studies to Management. 1 Semester Hour.

Selected topics vary from semester to semester.

MN 6200. Special Studies to Management. 2 Semester Hours.

Selected topics vary from semester to semester.

MN 6300. Special Studies to Management. 3 Semester Hours.

Selected topics vary from semester to semester. (Semester Offered Varies. Check with Program Director.).

MN 7301. Strategic Decision Making. 3 Semester Hours.

This course examines the nature, processes, and techniques of strategic decision-making in organizational contexts. Students explore individual and group approaches to decision-making, common cognitive traps, and models of effective strategic decision processes. Topics include human information processing, risk and probability assessment, creativity in decision-making, communication and individual differences, and the design and implementation of decision-making systems. Through readings, discussions, and applied assignments, students develop the ability to analyze complex problems, select appropriate decision techniques, and persuasively communicate strategic recommendations.

MN 7330. Introduction to US Healthcare Systems Management and Policy. 3 Semester Hours.

This course will examine numerous aspects of the US healthcare system, including, but not limited to; the history of public health in the U.S., the legal and constitutional basis for public health, administrative law and ethics, organization and measurement of healthcare systems, healthcare reform, safety nets, safety and preparedness, and policy development and implementation, quality performance and improvements, and strategic planning and marketing as they all relate to the overall US healthcare systems. (Semester Offered Varies. Check with Program Director.).

MN 7332. Values Driven Leadership Lab I. 3 Semester Hours.

This is the first of two interactive laboratory courses designed to develop socially responsible and sustainable approaches to business, emphasizing technology. The lab builds essential skills in budgeting, financial modeling, marketing, data analytics, and international business. Through hands-on projects and collaborative learning, students gain the analytical and technological proficiency required to drive innovation in today's business landscape. This course requires on-campus attendance on three Saturdays. (Spring).

MN 7333. Values Driven Leadership Lab II. 3 Semester Hours.

This is the second of two interactive laboratory courses designed to develop socially responsible and sustainable business approaches, emphasizing leadership and strategy. The lab focuses on ethical business practices and leadership, featuring the development of advanced behavioral skills and engagement with contemporary business issues and strategies. Through hands-on projects and collaborative learning, students gain leadership expertise and strategic management skills to make socially responsible business decisions. This course requires on-campus attendance on three Saturdays. (Fall).

MN 7334. Advanced Business Skills Lab. 3 Semester Hours.

This is one of three interrelated laboratory courses intended to develop socially responsible and sustainable approaches to business with emphasis in three distinct areas: Values-Driven Leadership Labs (V-Labs) focus on fundamentals of ethical leadership, to include strategies for aligning individual behavior and organizational culture, the development of advanced behavioral skills and familiarity with contemporary business issues and strategies. Students are assessed in several dimensions and participate in behavioral simulations at the group and individual level. Technical Labs (Tech-Labs) focus on essential skills such as spreadsheeting, and on the use of software tools for budgeting, data analytics, simulations and decision support. Fitness Labs (Fit-Labs) focus on individual and group strategies to develop physical and financial fitness, and an inquiry into the personal meaning of work in ways that will enhance performance and provide a healthy work-life balance. (Semester Offered Varies. Check with Program Director.).

MN 7342. Leadership and Ethics. 3 Semester Hours.

This M.B.A. core course fosters the students' ability to become an effective, ethical, visionary leader in the modern global business world. It explores ethical leadership challenges, informed by historical, cultural and contemporary leadership thought including servant leadership. Topics such as interpersonal skills, empowerment and delegation, conflict resolution, problem solving and the importance of values-based decision making are emphasized. Required of all students who have not previously completed BA 6355. (Semester Offered Varies. Check with Program Director.).

MN 7343. Ethics and Healthcare Management. 3 Semester Hours.

This course includes an introduction to trends and topics in legal, ethical and economic issues as they pertain to the healthcare industry. This will include the types of information and data that can be gathered by healthcare management leaders so that they can make sustainable & ethical decisions for the multitude of healthcare related business entities. (Semester Offered Varies. Check with Program Director.).

MN 7344. Organizational Culture, Power, and Politics. 3 Semester Hours.

This course examines the linkages between organizational culture and strategy, types of power, and politics that exist in organizations. Students conduct an organizational cultural analysis. (Semester Offered Varies. Check with Program Director.).

MN 7375. MBA Internship. 3 Semester Hours.

The M.B.A. internship enables students in the full-time M.B.A. program to gain hands-on experience with either a for-profit or not-for profit organization during a 12 week period during the summer. Students must successfully complete a minimum of 20 hours weekly over a 12-week period (mid-May through mid-August) and other course requirements to receive three (3) hours of graduate credit. To be eligible for an internship for elective credit, M.B.A. students must complete the Application for M.B.A. Internship and have it signed by the M.B.A. Director to verify that they meet the following requirements: they must be enrolled in regular status in the One-year M.B.A., not be actively employed, not be receiving tuition reimbursement, did not receive more than three hours of credit for internships as an undergraduate, have completed all prerequisite-knowledge requirements and a minimum of 12 hours of M.B.A. core courses with a cumulative GPA of 3.25. Requires Program Director Approval. Check with Program Director.

MN 8314. Improving the Performance and Productivity of Teams. 3 Semester Hours.

This course provides the student with intensive exposure on how work groups can be led and developed into high-performance teams through the self-management process. The three phases of the course include planning and preparation, organizational requirements and changes, and detailed steps of creating, developing, and leading teams at the lowest level of the organization. The course emphasizes leadership, job redesign, and the dynamics of interpersonal and group interaction. (Summer Only).

MN 8323. Corporate Social Responsibility. 3 Semester Hours.

This course provides an understanding of the theory and practice of companies that choose to fulfill social responsibility roles in addition to traditional profit-oriented activities that maximize shareholder value. Students study the philosophical and economic rationale for such activities, identify sources of information about participating companies, and document the extent of reported company activities related to the environment, the community, and employees and their families. Companies in the US and abroad are examined.

MN 8324. Employment Law. 3 Semester Hours.

This course examines the rights and responsibilities of organizations and workers regarding the employment laws that shape the workplace in the United States. General intellectual considerations are also addressed. (Semester Offered Varies. Check with Program Director.).

MN 8375. Business Communication and Team Dynamics. 3 Semester Hours.

This course will examine the intersection between communication theory, leadership, and organizational theory by examining aspects of public speak, rhetoric, strategy, and persuasion. Topics will include practicing persuasion, managing messages and building great teams, optimizing personal communications, and optimizing team dynamics. (Semester Offered Varies. Check with Program Director.).

MN 9355. Applied Business Research. 3 Semester Hours.

In this course, the student will conduct and submit an applied research paper covering a topic approved by the instructors that will be useful and of value to an organization's management. This will require that the student examine and apply what they have learned in graduate business-level coursework, especially as it relates to research, project analysis and management and evidence-based decision making. It is intended that the paper prepared for this course serve as a lead-in to the student's graduate thesis. Schmalkalden joint-degree students who successfully complete this course will satisfy the University's comprehensive/general examination requirement. The course may be taken by an elective by St. Mary's M.B.A.-General Management track students; these students will receive course credit but also would be required to complete BA9375 (M.B.A. capstone course) which includes a component that enables those students to satisfy the University's comprehensive/general examination requirement. (Semester Offered Varies. Check with Program Director.).

MN 9370. MBA Practicum.. 3 Semester Hours.

This course is a graduate level experiential learning activity in the form of a consultative practicum project for an external non-profit, for profit, Non-Governmental Agency, or similar entity. The actual content and structure of the practicum will vary according to contemporary business issues and the needs of practicum clients.

MN 9375. Strategic Management. 3 Semester Hours.

This capstone course integrates key concepts from accounting/finance, marketing, management, and MIS, emphasizing the role of the general manager in guiding the organization toward competitive advantage. Students will learn to identify and implement effective strategies across organizational levels by analyzing industry, corporate, and product strategy frameworks. The course hones students' abilities to set objectives, design policies, and execute strategies confidently for sustained competitive advantage.