DEPARTMENT OF MANAGEMENT

The BBA in Management offers a broad range of career opportunities. A management student develops the ability to plan, organize, make decisions, communicate, and lead effectively in a variety of work settings. Written and verbal communication, teamwork, and problem solving are emphasized.

Management majors pursue a specialization, also called directed elective track, that allows for a focused area of study in one of the following areas.

- **Consulting and General Management** - This track will appeal to students interested in problem-solving and helping individuals or organizations as they maneuver the business environment, whether the student anticipates working in the consulting industry or in any managerial role.

- **Entrepreneurial Leadership** - Designed for students interested in learning the entrepreneurial process, the role of creativity in identifying and/or developing entrepreneurial opportunities, the elements of a business plan, and the leadership practices associated with successful organizations.

- **Human Resource Management** - A career in human resources allows HR professionals to engage in the strategic management of an organization’s human capital. Students in this track will learn how HR professionals develop and implement workplace policies and initiatives regarding employee recruiting, selection, compensation, training & development, performance management, career planning, and employee & labor relations.

- **Nonprofit Management** - For students seeking to invest themselves in a mission beyond profit-making and into the realm of social change for charitable, educational, religious, scientific, and other “public good” causes and organizations.

- **Pre-Law** - This track will expose students to opportunities that combine law and business, and could include careers in corporate law, international affairs, public policy, and conflict resolution, to name a few. Many students in this track will pursue a law or other advanced degree.

Combining theory and application both inside and outside the classroom allows the student to obtain the knowledge and competencies sought by and readily applied in organizations such as consulting firms, Fortune 500 companies, retail and services industries, nonprofit and charitable entities, governmental agencies, new ventures, and family businesses.

The Management major allows the student to select from a variety of jobs, organizations and industries within the student’s specialization or more broadly in management. It also provides a solid foundation for pursuing graduate studies in business, law, and a variety of other disciplines.

Faculty

Barrick, Murray R, Distinguished Professor
Management
PHD, University of Akron, 1988

Bierman, Leonard, Professor
Management
MA, University of California, Los Angeles, 1980
JD, University of Pennsylvania School of Law, 1978

Boive, Steven R, Associate Professor
Management
PHD, The University of Texas at Austin, 2006

Boswell, Wendy R, Professor
Management
PHD, Cornell University, 2000

Buerger, Victoria L, Clinical Professor
Management
PHD, Texas A&M University, 1990

Call, Matthew L, Assistant Professor
Management
PHD, University of South Carolina, 2016

Cannella, Albert A, Professor
Management
PHD, Columbia University, 1991

Chandler, Ronald S, Executive Professor
Management
MS, Texas A&M University, 2001

Courtright, Stephen H, Associate Professor
Management
PHD, University of Iowa, 2012

Deshong, Tery D, Executive Professor
Management
JD, The University of Tulsa, 1991

Devers, Cynthia E, Associate Professor
Management
PHD, Michigan State University, 2003

Dwivedi, Priyanka, Assistant Professor
Management
PHD, The Pennsylvania State University, 2017

Eden, Lorraine A, Professor
Management
PHD, Dalhousie University, Canada, 1976

Elmore, Otis E, Senior Lecturer
Management
JD, The University of Texas at Austin, 1976

Flint, Gerald D, Clinical Professor
Management
PHD, Texas A&M University, 1997

Griffin, Ricky W, Distinguished Professor
Management
PHD, University of Houston, 1978

Hailey, Camille E, Senior Lecturer
Management
JD, South Texas College of Law, 1993
Howard, Michael D, Assistant Professor  
Management  
PHD, University of Washington, 2012

Ireland, Robert D, Distinguished Professor  
Management  
PHD, Texas Tech University, 1977

King-Metters, Kathryn H, Executive Professor  
Management  
PHD, Capella University, 2007

Koopman, Joel, Assistant Professor  
Management  
PHD, Michigan State University, 2014

Koufteros, Beth A, Senior Lecturer  
Management  
MOD, Bowling Green State University, 1992

Lester, Richard H, Clinical Professor  
Management  
PHD, Texas A&M University, 2003

Lewis, Donald H, Executive Professor  
Management  
MBA, Texas A&M International University, 1992

Mahajan, Vanita, Senior Lecturer  
Management  
MBA, Texas A&M University, 1986

Paetzold, Ramona L, Professor  
Management  
JD, Indiana University, 1990  
PHD, Indiana University, 1979

Panina, Daria, Clinical Associate Professor  
Management  
PHD, Rutgers, The State University of New Jersey, 2002

Pustay, Michael W, Professor  
Management  
PHD, Yale University, 1973

Schleicher, Deidra J, Associate Professor  
Management  
PHD, The Pennsylvania State University, 1998

Shetty, Bharathi S, Lecturer  
Management  
MS, Texas A&M University, 2009

Swim, Keith D, Clinical Associate Professor  
Management  
JD, Texas Tech University, 1980

Tihanyi, Laszlo, Professor  
Management  
PHD, Indiana University, 1996

Watt, John D, Clinical Associate Professor  
Management  
PHD, Kansas State University, 2002

Welch, Ben D, Clinical Professor  
Management  
PHD, Texas A&M University, 1990

Wesson, Liesl S, Senior Lecturer  
Management  
MS, Texas A&M University, 1992

Wesson, Michael J, Associate Professor  
Management  
PHD, Michigan State University, 2002

Withers, Michael C, Assistant Professor  
Management  
MBA, Arizona State University, 2011

Zapata, Cindy P, Associate Professor  
Management  
PHD, University of Florida, 2008

Zardkoohi, Asghar, Professor  
Management  
PHD, Virginia Polytechnic Institute and State University, 1977

## Majors

- Bachelor of Business Administration in Management, Consulting/General Management Track (http://catalog.tamu.edu/undergraduate/business/management/management-bba-consulting-general-management)
- Bachelor of Business Administration in Management, Entrepreneurial Leadership Track (http://catalog.tamu.edu/undergraduate/business/management/management-bba-entrepreneurial-leadership)
- Bachelor of Business Administration in Management, Nonprofit Management Track (http://catalog.tamu.edu/undergraduate/business/management/management-bba-nonprofit-management)
- Bachelor of Business Administration in Management, Pre-Law Track (http://catalog.tamu.edu/undergraduate/business/management/management-bba-pre-law)

## Certificates


## Courses

**MGMT 105 Introduction to Business**

CREDITS 3. 3 Lecture Hours.  
(BUSI 1301) Introduction to Business. Survey of economic systems, forms of business ownership and running the small business; organizing and managing businesses; managing human resources; managing production and information; managing marketing; introducing financial issues including accounting, money, and banking, securities markets; business issues and challenges including legal and regulatory environment, business ethics, and international business. Limited to students in freshman or sophomore classification.
MGMT 209 Business, Government and Society
Credits 3. 3 Lecture Hours.
Impact of the external environment-legal, political, economic and international-on business behavior; market and non-market solutions to contemporary public policies confronting business persons examined including antitrust law, employment and discrimination law, product safety regulation, consumer protection and ethics. May not be used to satisfy degree requirements for majors in business.
Prerequisites: Sophomore classification; for students other than business and agribusiness majors.

MGMT 211 Legal and Social Environment of Business
Credits 3. 3 Lecture Hours.
Role of government in business and society; analysis of social policy and legal institutions; ethical problems in management decisions; administrative law; antitrust law; employment and discrimination law; regulation of business transactions; protection of property rights; regulation of information in markets including securities and product safety; international business law.
Prerequisite: Sophomore classification.

MGMT 212 Business Law
Credits 3. 3 Lecture Hours.
(BUSI 2301) Business Law. Legal principles of business; legal reasoning; dispute resolution and procedure; contract law; bankruptcy law; property law; Uniform Commercial Codes sections concerning contracts, security interests, negotiable instruments and sales.
Prerequisite: Sophomore classification.

MGMT 261 Introduction to Entrepreneurship
Credit 1. 1 Lecture Hour.
Exposure to the mindset of entrepreneurship through interaction with successful entrepreneurs and hands-on activities for exploring the 21st century global entrepreneurial economy. May be taken two times for credit.
Prerequisite: Freshman classification in the Startup Living Learning Community.

MGMT 289 Special Topics in...
Credits 1 to 4. 1 to 4 Lecture Hours. 0 to 4 Lab Hours.
Selected topics in an identified area of business and management. May be repeated for credit.
Prerequisite: Approval of instructor.

MGMT 309 Survey of Management
Credits 3. 3 Lecture Hours.
Survey for non-business majors of the basic functions and responsibilities of managers; includes the environmental context of management, planning and decision making, organization structure and design, leading and managing people, and the controlling process; issues of globalization, ethics, quality and diversity integrated throughout the course. May not be used to satisfy degree requirements for majors in business.
Prerequisites: Junior classification; for students other than business and agribusiness majors.

MGMT 363 Managing People in Organizations
Credits 3. 3 Lecture Hours.
The role and importance of human behavior in organizations; models for understanding individual, group, and team dynamics, including individual differences, motivation, and leadership; managing organizational change; ethical issues in organizations; cross-cultural issues in managing people in organizations; the organizational context as determined by human resource management and organization design.
Prerequisite: MGMT 211 and admission to upper division in Mays Business School.

MGMT 372 Advanced Concepts in Organizational Behavior
Credits 3. 3 Lecture Hours.
Builds on the survey of organizational behavior in MGMT 363; review of core concepts and their application in organizational settings; includes personality and individual differences, job design, group and team dynamics, leadership and decision-making, conflict and cooperation, cross-cultural aspects of behavior in organizations.
Prerequisite: MGMT 363.

MGMT 373 Managing Human Resources
Credits 3. 3 Lecture Hours.
Strategic issues in managing human resources; shared responsibilities of line managers and human resource staff for developing and implementing human resource policies and procedures; human resource planning; job design, analysis and evaluation; staffing; compensation; performance appraisal; training and development; career management; labor relations; legal, ethical and international issues.
Prerequisite: MGMT 363.

MGMT 376 Entrepreneurial Perspectives
Credits 3. 3 Lecture Hours.
Entrepreneurship as a career choice and its impact on society and economy; definitions of entrepreneurship; discovery of entrepreneurial opportunities and start-up funding; innovation and entrepreneurship theories for analyzing and predicting success of start-up and established entrepreneurial organizations.
Prerequisite: Admission to upper division in Mays Business School.

MGMT 422 Management Consulting
Credits 3. 3 Lecture Hours.
The field of management consulting from the perspective of both the individual consultant and the consulting firm; fundamentals of diagnosing situations, planning and executing assignments, client management, common mistakes and ethical issues in consulting including a variety of diagnostic and problem-solving methodologies.
Prerequisite: MGMT 363.

MGMT 424 Organizational Design, Change and Development
Credits 3. 3 Lecture Hours.
Aspects of effectively planning for and introducing changes in organizational structures and procedures based on environmental demands; examination of the successful management of organizational and behavioral changes, focusing on planned and unplanned changes, and emphasizing development of change strategies and measurement of change effectiveness.
Prerequisite: MGMT 363.
MGMT 425 Human Resource Selection
Credits 3. 3 Lecture Hours.
Theory and application of methods for the recruitment and selection of managerial, non-professional and professional employees; exposure to scientific issues such as reliability and validity, legal issues such as equal opportunity and affirmative action, and selection techniques such as interviews and testing.
Prerequisite: MGMT 373.

MGMT 427 Human Resource Compensation
Credits 3. 3 Lecture Hours.
Theories and techniques of designing and managing programs of direct compensation and benefits, including the role of rewards in motivation, job evaluation, pay discrimination and comparable worth, internal and external equity comparisons and benefit plans.
Prerequisite: MGMT 373.

MGMT 429 Labor and Industry
Credits 3. 3 Lecture Hours.
Brief review of the history of organized labor; critical study of labor-management relations; analysis of fundamentals of labor contracts and administration of contract parts.
Prerequisite: Admission to upper division in Mays Business School.

MGMT 430/WGST 430 Employment Discrimination Law
Credits 3. 3 Lecture Hours.
Legal issues surrounding employment discrimination, including disparate treatment and impact; intent; affirmative action; sexual harassment; pregnancy, sex, race, religious, salary, disability, age, and ethnic discrimination; policy issues and perspectives to aid human resource specialists and managers.
Prerequisites: Admission to upper division in Mays Business School and senior classification.
Cross Listing: WGST 430/MGMT 430.

MGMT 432 Managing the Nonprofit Organization
Credits 3. 3 Lecture Hours.
Broad trends shaping the nonprofit sector, a primary driver of social change and key player in society and the economy that provides an array of goods and services; complex management challenges that confront nonprofits as they balance their mission and values against the requirements of effective management with limited resources.
Prerequisite: MGMT 363.

MGMT 435 Labor Law and Policy
Credits 3. 3 Lecture Hours.
Federal and state public policy and laws regulating human resource management including National Labor Relations Act, Railway Labor Act, Fair Labor Standards Act, employment discrimination statutes, statutes regarding public sector unionization, and other relevant legal authorities; various forms of dispute settlement including litigation, mediation, fact finding and arbitration; legal ramifications of strategic human resource management decision making.
Prerequisites: Admission to upper division in Mays Business School and senior classification.

MGMT 439 Negotiations
Credits 3. 3 Lecture Hours.
Overview of the various theories and processes of negotiation relevant to the broad spectrum of negotiation problems faced by employees and managers, and in situations outside of organizations; discovery of optimal solutions to problems and means to implement solutions through classroom simulations, role playing and case studies.
Prerequisite: MGMT 363.

MGMT 440 Creativity and Innovation in Business
Credits 3. 3 Lecture Hours.
Examines factors that may foster or stifle individual, team, organizational creative performance; presents techniques that may improve creative thinking skills.
Prerequisite: MGMT 363.

MGMT 450/IBUS 450 International Environment of Business
Credits 3. 3 Lecture Hours.
Broad survey of international business issues; analyzes the environment in which international businesses operate; examines international economic issues including trade theory, investment theory, foreign exchange and capital markets, and balance of payments; introduces multinational enterprises, global competition, international organizations, treaties and international law, national trade policies and the determinants of competitiveness of firms in international markets.
Prerequisite: Admission to upper division in Mays Business School.
Cross Listing: IBUS 450/MGMT 450.

MGMT 452/IBUS 452 International Management
Credits 3. 3 Lecture Hours.
An overview of international management to include international dimensions of organizational behavior, theory, strategy and human resource management; application of theoretical ideas to real-world situations through case analyses, presentations, projects and interactive class discussion.
Prerequisite: MGMT 450/IBUS 450 or IBUS 450/MGMT 450, or concurrent enrollment.
Cross Listing: IBUS 452/MGMT 452.

MGMT 453/IBUS 453 Emerging Economies: Brazil, Russia, India, China
Credits 3. 3 Lecture Hours.
Examination of present and future dynamics of the emerging economies of Brazil, Russia, India and China and their impact on the developing and developed worlds; importance of BRIC countries and their position in the world; history and development of these countries and the current business environment in each.
Prerequisite: MGMT 363.
Cross Listing: IBUS 453/MGMT 453.

MGMT 457/IBUS 457 Global Entrepreneurship
Credits 3. 3 Lecture Hours.
Practical issues associated with taking small- and medium-size business global; includes importing and exporting, developing global strategies, evaluating market opportunities, regional impact on economies and people.
Prerequisite: Admission to upper division in Mays Business School.
Cross Listing: IBUS 457/MGMT 457.

MGMT 460 Managing Projects
Credits 3. 3 Lecture Hours.
Application of management processes to complex interdisciplinary organizational environments through the study of program and project management; adoptions of traditional management theories to the project environment; master typical project management microcomputer software for project planning; resource allocation; project budgeting; and control of project cost, schedule and performance.
Prerequisite: MGMT 363.
MGMT 461 Entrepreneurship and New Ventures
Credits 3. 3 Lecture Hours.
The entrepreneurial process from conception of a business idea to the actual start up of the venture; environmental scanning for new opportunities; matching individual skills and attributes with the requirements of the venture; evaluating the viability, growth potential and markets for the venture; securing financing; beginning operations.
Prerequisites: Admission to upper division in Mays Business School and senior classification.

MGMT 464 The Political Environment of Business
Credits 3. 3 Lecture Hours.
Role of business in contemporary society; the large corporation and its external environment; ownership and control controversy; private and collective choice processes; role of regulation; social issues including pollution, discrimination, consumer protection, corporate social and ethical responsibilities, corporate political activity; international business relations.
Prerequisites: MGMT 363 and senior classification.

MGMT 465 Corporate Governance
Credits 3. 3 Lecture Hours.
Overview of the theories and practice of corporate governance; history of corporations, role and relationship of boards of directors, shareholders and management; concepts of agency cost, shareholder activism, executive compensation and international corporate governance in globalized markets; ethical issues and corporate social responsibility.
Prerequisite: MGMT 363.

MGMT 466 Strategic Management
Credits 3. 3 Lecture Hours.
Strategic issues facing organizations, including top management decision making and social responsibility; environmental and industry analysis; establishing organizational mission and objectives; corporate, business and functional level strategy formulation; global and multidomestic strategies; strategic implementation and control; integrating operations, finance, marketing and human resource strategies; case analysis.
Prerequisites: MGMT 363; FINC 341; SCMT 364; MKTG 321; senior classification.

MGMT 470 Entrepreneurial Small Business
Credits 3. 3 Lecture Hours.
Exploration of practical approaches to growing a small business, evaluating and projecting financial performance, raising capital, legal formations and issues, human resource management, business plan development, franchising and family business; networking opportunities with local business leaders, successful former student entrepreneurs and current student entrepreneurs operating at the student incubator.
Prerequisites: Admission to upper division in Mays Business School and senior classification.

MGMT 475 Leadership Development
Credits 3. 3 Lecture Hours.
Explores the evolution of leadership theory and practice with an emphasis on effective and ineffective leaders’ traits, behaviors, and styles in profit and not-for-profit work organizations; reviews critical aspects of leader role behavior from theoretical and practical perspectives; examines leader effectiveness at the individual, group, and strategic level.
Prerequisite: MGMT 363.

MGMT 477 Entrepreneurship: The Lean Startup Approach
Credits 3. 3 Lecture Hours.
Application of current lean startup methodologies working directly with existing student entrepreneurs and mentors in preparing for the launch of a real business at the student incubator (Startup Aggieland); act as advocates and consultants assisting with organizational structure, marketing and market validation, financial analysis and risk assessment.
Prerequisites: Junior or senior classification and approval of instructor.

MGMT 481 Seminar in Management
Credit 1. 1 Other Hour.
Discussions and observation of current management practice in the public and private sectors of the nation; reading and discussion of current events and changes taking place in management theory and/or its application and practice in actual business and government situations. May be repeated for credit.
Prerequisites: Admission to upper division in Mays Business School; management major or approval of instructor.

MGMT 484 Management Internship
Credits 1 to 4. 1 to 4 Other Hours.
Internship in management: staffing; planning; organizing; leading and controlling. Enrollment is limited to those who have managerial responsibilities for the resources used by a business firm or the like.
Prerequisites: Management major; MGMT 363; approval of instructor prior to internship.

MGMT 485 Directed Studies
Credits 1 to 3. 1 to 3 Other Hours.
Directed study on selected problems in the area of management not covered in other courses.
Prerequisites: Admission to upper division in Mays Business School; senior classification and approval of department head.

MGMT 489 Special Topics in...
Credits 1 to 4. 1 to 4 Lecture Hours. 0 to 4 Lab Hours.
Selected topics in an identified area of management. Consult the professor offering a particular special topics course for details. May be repeated for credit.
Prerequisites: Admission to upper division in Mays Business School and approval of instructor.