The MASTER OF MANAGEMENT program prepares students for improved management performance, increased advancement opportunities and more effective leadership in private, public and not-for-profit organizations. The curriculum provides comprehensive management and leadership skills and introduces students to the best of contemporary industry practices. The program consists of a core of foundational and managerial skills courses and several concentration options and electives. At the core of the program is the Management Seminar sequence which students take as a cohort, providing a valuable experience in organizational learning. Students gain a powerful integration of theory and practice through an examination of their unique experiences of management in the workplace, home and community, using academic perspectives and theories.

Outcomes — Students improve their ability to manage themselves and their own professional development, and to manage and lead others. They develop strong communication, analytical, research and decision-making skills and the ability to use and understand the role of technology in organizations. They learn to manage human, financial and informational resources, foster change and innovation, and value and promote diversity in organizations. Students also deepen their understanding of the global, social and environmental context of management and the importance of ethical and socially responsible decision-making.

Careers — Graduates are prepared for advancement into supervisory and management positions in business, non-profit and government organizations in a variety of fields including human resources, retailing, marketing, financial services, information technology, health care, non-profit management, organizational development, consulting, and training and development.

Program Prerequisites — required if assessments indicate need MMG501E, MMG505, MMG507 . . . . . . additional 3-9 credits

Management Seminar & Project ............... 12 credits
MMG690 Introductory Seminar ..................... 1
Management Seminar I-IV — Take in sequence with same seminar leader
MMG691 Self-Diagnosis & Goal Setting .................... 2
MMG692 The Manager as Team Developer & Leader ............. 2
MMG693 Continuous Improvement, Lifelong Learning & Enhanced Employability . . . . . . . . . 2
MMG694 Current Issues in Management ............. 2
MMG800 Independent Learning Project ............. 3

Core Courses ........................................... 9 credits
MMG511 Foundations of Management ............. 3
MMG512 Organizational Environment ............. 3
MMG517 Research Methods for Managers .......... 3

Continued

Concentration Options ...................... 16 credits
Choose a concentration (below) or 16 credits of graduate management course work to meet career and academic goals.*

Business provides an overview of basic business functions such as accounting, marketing and finance and prepares students to become well-rounded managers ready for promotion. Students develop analytical and decision-making skills and learn to think strategically in terms of markets, technology and resources.

Business Negotiation and Conflict Resolution helps students improve negotiation skills, collaborate effectively, reach durable solutions to conflicts in the work setting, and enhance personal and professional goals through negotiation.

Non-Profit and Public Management provides an understanding of management’s role in a non-profit setting and of the non-profit/public sector’s role in society. Students learn to work more effectively with people from diverse cultures and build consensus, create and administer budgets, and work with government agencies and donors.

Organizational Leadership helps students understand organization design and dynamics, develop strategies for enhancing individual and organizational performance, and facilitate and manage change in organizations.

Small Business Development helps students understand the risks and issues in starting and running a small business, how to prepare a business plan, budget and manage finances, market a product or service, and manage and grow the business.

Information Technology Management helps students understand core information systems principles and the role of the information systems professional. It helps students become IT and business managers by providing them the tools needed to manage information technology departments and learn how to align technology and business needs.

Admissions requirements:

- Bachelor’s degree and other general requirements (see Admissions).
- 3-5 years of work experience recommended.
- Basic familiarity with computers, email and word processing.

SKILLS ASSESSMENTS are conducted to ensure that entering students demonstrate graduate level English language communication and writing skills, computer, and numeracy skills. If assessments indicate need, program prerequisite coursework will be required.*

*Please note: health care management and informatics courses may not be taken as electives outside those concentrations.
## Master of Management

**MM Concentration and Certificate Options**

Any subject area below may be taken as a concentration within the Master of Management degree or alone as a certificate.

### BUSINESS
- **MMG520** Financial Accounting .................................................. 3
- **MMG525** Decision Techniques for Managers ................................ 3
- **MMG733** Marketing Management .................................................. 3
- **MMG740** Human Resource Management ........................................ 3

**Choose one elective course:**
- **MMG521** Managerial Accounting .................................................. 3
- **MMG560** Managing a Diverse Workforce ........................................ 3
- **MMG710** Project Management Concepts & Practices ....................... 3
- **MMG713** Total Quality & Operations Management ........................... 3
- **MMG715** Management Information Technology ................................ 3
- **MMG725** Financial Management ................................................... 3
- **MMG732** Global Business ................................................................ 3
- **MMG734** Business Planning ............................................................. 3
- **MMG735** Entrepreneurship & Small Business Management ............... 3
- **MMG746** The Manager as Negotiator .............................................. 3

**Choose one directed study:**
- **DMG602** Introduction to Project Management .................................. 1
- **DMG603** Drafting Business Contracts ............................................. 1
- **DMG621** Statistical Analysis Using Spreadsheets ............................. 1
- **DMG607** Special Topics in Management ......................................... 1
- **DMG608** Emergency Management .................................................. 1
- **DMG604** Social Media Marketing .................................................... 1

### BUSINESS NEGOTIATION & CONFLICT RESOLUTION
- **MMG746** The Manager as Negotiator .............................................. 3
- **MMG747** Conflict Management: Strategies, Tactics & Behavior ......... 3
- **MMG748** Multi-Party/Multi-Issue Negotiations ................................. 3
- **DMG603** Drafting Business Contracts ............................................. 1

**Choose two elective courses:**
- **MMG749** Global Negotiation .......................................................... 3
- **MMG758** Mediation in the Workplace .............................................. 3
- **MMG560** Managing a Diverse Workforce ........................................ 3
- **MMG761** Conflict Resolution in Multicultural Organizations ............ 3

### ORGANIZATIONAL LEADERSHIP
- **MMG660** Managing a Diverse Workforce ........................................ 3
- **MMG740** Human Resource Management ........................................ 3
- **MMG743** Models of Leadership ...................................................... 3
- **MMG755** Organization Development & Change Management ............ 3

**Choose one elective course:**
- **MMG535** Communication Strategies for Organizational Effectiveness .................................................. 3
- **MMG744** Management Training & Development .............................. 3
- **MMG746** The Manager as Negotiator .............................................. 3
- **MMG757** Consulting Skills for Managers ......................................... 3
- **MMG770** Grant Writing ................................................................. 3

**Choose one directed study:**
- **DMG602** Intro to Project Management ............................................ 1
- **DMG614** Performance Management ................................................ 1
- **DMG753** Introduction to Organizational Coaching ........................... 1

### SMALL BUSINESS DEVELOPMENT
- **MMG735** Entrepreneurship & Small Business Management ............. 3
- **MMG520** Financial Accounting ...................................................... 3
- **MMG733** Marketing Management ................................................... 3
- **DMG615** Developing a Business Plan .............................................. 1

**Choose two elective courses:**
- **MMG710** Project Management Concepts & Practices ....................... 3
- **MMG725** Financial Management ................................................... 3
- **MMG740** Human Resource Management ........................................ 3
- **MMG746** The Manager as Negotiator .............................................. 3

### INFORMATION TECHNOLOGY MANAGEMENT
- **MMG522** Fundamentals of Information Systems (required first course, may be waived with permission) .................................................. 3
- **MMG715** Management Information Technology ................................ 3
- **MMG710** Project Management Concepts & Practices ....................... 3
- **MMG717** Systems Analysis & Design for the IT Manager ................. 3

**Choose one elective course:**
- **MMG 519** Networks, Security & Telecommunications Management .... 3
- **MMG716** Emerging Technologies ................................................... 3
- **MMG718** E-Business Development for IT Managers .......................... 3
- **MMG795** Advanced Project Management ......................................... 3

**Choose one directed study:**
- **DMG621** Statistical Analysis Using Spreadsheets ......................... 1
- **DMG623** Business Solutions Using the Internet .............................. 1

### HEALTH CARE MANAGEMENT, INFORMATICS, and SENIOR CARE MANAGEMENT — See separate program charts

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**MMG600** Practicum Available in each area of concentration; may be taken with special permission .......................... 1-3