

MANAGEMENT AND HUMAN RESOURCES (M H R)

M H R 300 – MANAGING ORGANIZATIONS

3 credits.

The management of people and organizations: diversity, attitude and job satisfaction, emotions, personality and value, individual and group decision making, motivation, teams, leadership, influence, strategy, organizational structure and culture, and change management.

Requisites: Open to undergraduates or declared in undergraduate Business Exchange program

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Summarize how employee behavior affects organizational performance. Audience: Undergraduate

2. Explain strategies that improve individual, group, and team performance. Audience: Undergraduate

3. Develop leadership and management potential through feedback, self-reflection, and implementable action plans to achieve personal and career goals. Audience: Undergraduate

4. Explain how organizational inputs and processes relate to critical outcomes such as productivity and survival. Audience: Undergraduate

5. Recommend organizational behavior-related solutions to address problems faced by organizations. Audience: Undergraduate

M H R 305 – HUMAN RESOURCE MANAGEMENT

3 credits.

Policies and practices; principles and techniques applicable to problems such as employee staffing, training, labor relations, wages, communications, etc.

Requisites: (Freshman, sophomore, or junior standing only), or declared in undergraduate Business Exchange program

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 310 – CHALLENGES & SOLUTIONS IN BUSINESS SUSTAINABILITY

3 credits.

Provides central knowledge and skills to tackle challenges at the intersection of business and sustainability. Analysis of the causes of sustainability challenges as relating to business and study of frameworks and measurement systems for incorporating sustainability into corporate decision-making and business analysis.

Requisites: Junior standing or declared in undergraduate Business Exchange program. Not open to graduate/professional students

Course Designation: Breadth – Social Science

Level – Intermediate

L&S Credit – Counts as Liberal Arts and Science credit in L&S

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Explain the social, economic, and environmental dimensions of the sustainability challenges of business activity and identify potential trade-offs and interrelationships among these dimensions at a level appropriate to the course. Audience: Undergraduate

2. Analyze the causes of and solutions for the sustainability challenges resulting from business activity. Audience: Undergraduate

3. Apply sustainability principles and/or frameworks to addressing the challenge of incorporating sustainability into corporate decision-making. Audience: Undergraduate

M H R 320 – NEW VENTURES IN BUSINESS, THE ARTS AND SOCIAL ENTREPRENEURSHIP

3 credits.

Develop capabilities to conceive of new ventures that create value and critically analyze the role of entrepreneurship in society. Activities include: Imagine/design new ventures, identify markets and funding sources, develop founding teams, do scholarly research on impact of entrepreneurship.

Requisites: None

Repeatable for Credit: No

Last Taught: Fall 2023

Learning Outcomes: 1. Explain the entrepreneurial mindset and methods used in starting new ventures and what differs for social purpose ventures Audience: Undergraduate

2. Generate new venture concepts using idea generation techniques and articulate their value proposition Audience: Undergraduate

3. Evaluate opportunities using rigorous feasibility and experimentation processes Audience: Undergraduate

4. Develop, define, and clearly communicate a business concept Audience: Undergraduate

5. Apply introductory concepts in accounting, finance, marketing, intellectual property strategy and entity selection Audience: Undergraduate

M H R 321 – SOCIAL ENTREPRENEURSHIP

1 credit.

Learn how to create a socially-engaged businesses and how to use entrepreneurial approaches to non-profit ventures. Activities include developing mission statements, assessing social impact, seeking funding from varied sources. Guest lecturers, cases, role playing. Grounded in management theory.

Requisites: None**Repeatable for Credit:** No**Last Taught:** Spring 2024**Learning Outcomes:** 1. Define social entrepreneurship\\n Audience: Undergraduate

2. Articulate elements of effective mission statements\\n Audience: Undergraduate

3. Explain the social, economic, and/or environmental dimensions of the sustainability challenge(s) of businesses and nonprofit organizations\\n Audience: Undergraduate

4. Apply sustainability principles and/or frameworks to addressing the challenge of assessing social impact\\n Audience: Undergraduate

5. Identify basic forms of financing available to social-purpose organizations Audience: Undergraduate

M H R 322 – INTRODUCTION TO ENTREPRENEURSHIP

3 credits.

Gain and apply knowledge about foundations of entrepreneurship, and key topics such as founding teams, customer/market discovery, starting and growing a business.

Requisites: Not open to graduate/professional students**Repeatable for Credit:** No**Last Taught:** Spring 2024**Learning Outcomes:** 1. Apply basic market discovery techniques. Audience: Undergraduate

2. Define the basic steps taken to start a new venture. Audience: Undergraduate

3. Identify career paths in entrepreneurship. Audience: Undergraduate

4. Exercise appropriate leadership, value diverse perspectives, and work collaboratively to accomplish organizational objectives in an entrepreneurial context. Audience: Undergraduate

M H R 365 – CONTEMPORARY TOPICS

1-3 credits.

Exploration of subject areas possibly to be introduced into the business curriculum.

Requisites: Sophomore standing. Not open to graduate/professional students**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2024**M H R 399 – READING AND RESEARCH-MANAGEMENT**

1-6 credits.

Individual work suited to the needs of undergraduate students may be arranged with a faculty member.

Requisites: Consent of instructor**Course Designation:** Level - Advanced

L&S Credit - Counts as Liberal Arts and Science credit in L&S

Repeatable for Credit: Yes, unlimited number of completions**Last Taught:** Spring 2024**M H R 401 – LEADING TEAMS**

3 credits.

Examines components that comprise teams, highlights key factors that influence team effectiveness, develops skills in diagnosing opportunities and threats that face teams, and enhances teamwork expertise.

Requisites: Not open to graduate/professional students**Repeatable for Credit:** No**Last Taught:** Spring 2024**Learning Outcomes:** 1. Explain the challenges and opportunities of working in teams as well as developing and leading them. Audience: Undergraduate

2. Identify common pitfalls in team dynamics and decision-making, and how to avoid them. Audience: Undergraduate

3. Describe different types of conflicts that teams experience and how to resolve them. Audience: Undergraduate

4. Practice different techniques to promote team communication, cohesion, and creativity. Audience: Undergraduate

5. Reflect on how personality and emotional intelligence influences interactions with others. Audience: Undergraduate

M H R/INTL BUS 403 – GLOBAL ISSUES IN MANAGEMENT

3 credits.

Focuses on the strategic management required in global business. Topics include environmental analysis, global strategy, and subsidiary control. The aim of the course is to develop special skills that are required to manage international firms.

Requisites: Sophomore standing. Not open to graduate/professional students**Repeatable for Credit:** No**Last Taught:** Spring 2024**M H R 412 – MANAGEMENT CONSULTING**

3 credits.

Offers an understanding of fundamental principles, methods, and tools used in management consulting and develop skills to diagnose the functioning of an organization, problem solving, and to design and implement interventions to enhance individual, group, and organizational effectiveness.

Requisites: Sophomore standing. Not open to graduate/professional students**Repeatable for Credit:** No**Last Taught:** Spring 2024

M H R 415 – STRATEGIC MANAGEMENT OF INNOVATION AND CORPORATE ENTREPRENEURSHIP

3 credits.

Covers innovation and entrepreneurship in an existing corporate environment. Adopt the perspective of decision-makers who must evaluate the potential of new technologies, decide on their adoption, and establish their implementation in the current firm's activities and products. Discuss how established firms can build an internal environment such that all employees adopt entrepreneurial behaviors and generate their own technological or business model innovations.

Requisites: M H R 322, 423, or 434

Repeatable for Credit: No

Learning Outcomes: 1. Analyze the unique characteristics of technology markets and industries. This includes a focus on platforms, technology standards, and ecosystems. Audience: Undergraduate

2. Evaluate whether a technological solution is a business opportunity within an established organization. Audience: Undergraduate

3. Identify the process of commercializing technology in existing organizations and the appropriate mode of commercialization (i.e., license, internal commercialization, sale, or startup). Audience: Undergraduate

4. Offer recommendations regarding the work environment and practices that support entrepreneurial initiatives within an established organization. Audience: Undergraduate

M H R 420 – LEADING CHANGE IN ORGANIZATIONS

3 credits.

To be effective, leaders must be able to adapt their organization and the people within it to address the challenges they face. Those who are able to adapt quickly can create a competitive advantage. Explore how leaders can enact, foster, and implement change in organizations and individuals. Topics will include managing organizational transformations, responding to crises, and performance improvement.

Requisites: Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Recognize the nature of complex organizations, the dynamic environments in which they exist, and key issues involved in the successful management of evolving organizations. Audience: Undergraduate

2. Become effective leaders of the change management process from initiation to execution. Audience: Undergraduate

3. Facilitate inclusive change in organizations and organizations characterized by diverse views and populations. Audience: Undergraduate

4. Develop the capability to effectively respond to organizational crises considering the short- and long-term needs of all stakeholders. Audience: Undergraduate

5. Identify and facilitate opportunities for performance improvement in individuals and teams. Audience: Undergraduate

M H R 422 – ENTREPRENEURIAL MANAGEMENT

3 credits.

Addresses entrepreneurship as a career, a phenomenon and as a method of bringing ideas to market. Appropriate for students interested in starting entrepreneurial ventures, advising managers or working in a small business. Including opportunity discovery, business and financial planning.

Requisites: GEN BUS 310, ACCT I S 300, (ACCT I S 100 and 211), or (ACCT I S 100 and ECON/FINANCE 300) and junior standing; or declared in undergraduate Business Exchange program. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Evaluate whether an idea is an entrepreneurial opportunity using both quantitative and qualitative tools. Audience: Undergraduate

2. Explain the process of building and growing a startup and the challenges associated with each phase of that process for both high-growth and traditional startups. Audience: Undergraduate

3. Apply select quantitative and qualitative skills and resources required for successfully managing and growing a startup. Audience: Undergraduate

4. Explain how to start and finance a new business venture. Audience: Undergraduate

5. Create and present a report analyzing commercial potential of an entrepreneurial opportunity including evaluating potential for sustained growth. Audience: Undergraduate

M H R 423 – STRATEGIC MANAGEMENT

3 credits.

Synthesis of material from accounting, economics, finance, operations management, human resources, law, marketing, and technology to consider problems in corporate and business-level strategy; top management problems; discussion of actual business cases.

Requisites: Sophomore standing. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 427 – ENTREPRENEURIAL GROWTH STRATEGIES

3 credits.

General management course that analyzes and integrates growth patterns and business disciplines in context of nascent and high growth firms.

Requisites: Sophomore standing, M H R 422, and ACCT I S 211; or declared in undergraduate Business Exchange program. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 434 – VENTURE CREATION

3 credits.

Intended for students who seek to transform their own ideas into new ventures. Students will learn the process of evaluating, formalizing, and communicating a new venture idea. Student originated product/service/venture concept required for course.

Requisites: Sophomore standing. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 441 – TECHNOLOGY ENTREPRENEURSHIP

3 credits.

Designed for undergraduate students interested in learning about the fundamental issues related to starting and managing technology-based new ventures. Encourages students to consider how technology-based solutions can solve economic and socially oriented problems.

Requisites: Sophomore standing. Not open to graduate/professional students

Repeatable for Credit: No

Last Taught: Fall 2023

M H R/A A E 540 – INTELLECTUAL PROPERTY RIGHTS, INNOVATION AND TECHNOLOGY

3 credits.

Uses economic concepts to illustrate the nature of technological innovation, competition, and economic growth. Topics: economics of the intellectual property protection (IPP); market structure and innovation; interaction between public and private sectors; IPP and anticompetitive policies; globalization.

Requisites: Graduate/professional standing and (ECON 301 or 311)

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2021

M H R 604 – LEADERSHIP THEORY AND PRACTICE

2-3 credits.

Presents leadership theories grounded in research in Industrial and Organizational Psychology and Organizational Behavior and the implications of those theories for practice in organizations.

Requisites: Not open to students with credit for M H R 704.

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Articulate the differences between effective management and leadership principles. Audience: Undergraduate

2. Identify leadership research that supports or rebuts leadership myths and popular half-truths. Audience: Undergraduate

3. Explain foundational theories and approaches to leadership using research and professional literature. Audience: Undergraduate

4. Explain the implications of leadership theories for leadership practice in organizations. Audience: Undergraduate

5. Reconcile the results of leadership psychometric self-assessments with leadership theories and personal experiences with effective leadership. Audience: Undergraduate

6. Apply leadership theories to guide leadership practice in order to enhance real-world effectiveness in organizations. Audience: Undergraduate

M H R 610 – COMPENSATION: THEORY AND ADMINISTRATION

3 credits.

Determinants of wage levels, wage structures and individual wages; analysis of the impact of wages on individual attitudes and decisions to participate and perform in organizations.

Requisites: Sophomore standing and (M H R 305 or 705), or declared in the Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 611 – STRATEGIC TALENT MANAGEMENT

2-3 credits.

Explores the strategies and range of processes, methods, and resources that organizations use in talent (human capital) management initiatives to support achievement of business strategy and short and long-term objectives. The focus is on understanding the fundamentals of effective talent management including talent attraction, talent acquisition, talent (career) development, motivation and engagement, and talent retention.

Requisites: M H R 300, 305, graduate/professional standing, or declared in the Business Exchange program

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Develop a talent attraction and acquisition strategy, using data-based decisions, that aligns with business strategy Audience: Undergraduate

2. Recommend methods to develop the skills and abilities of talent Audience: Undergraduate

3. Propose strategies that motivate talent in a manner that supports achievement business objectives Audience: Undergraduate

4. Design a talent retention strategy that aligns with and reinforces business strategy Audience: Undergraduate

M H R 612 – LABOR-MANAGEMENT RELATIONS

3 credits.

Labor-management relations at the firm level including its evolution, characteristics and contemporary issues. Emphasis on analysis of the labor-management relationship through reference to theory and research on collective action, bargaining behavior and conflict resolution.

Requisites: Sophomore standing and (M H R 305 or 705), or declared in the Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 614 – PEOPLE ANALYTICS

2-3 credits.

Technological advances have led many organizations to adopt a more "data-driven" approach to managing their employees. It is therefore critical for managers to understand how to integrate data analytics into their organization's human resource management or risk being at a competitive disadvantage. Build hands-on skills to analyze data in ways that facilitate the development and evaluation of human capital policies, practices, programs, and strategies. Learn to take advantage of data and analytics in decision-making processes. Emphasis on experiential learning using data from various organizational contexts.

Requisites: None**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024**Learning Outcomes:** 1. Design an analytic plan that can inform managers' decision-making processes Audience: Both Grad Undergrad

2. Apply statistical tools to answer applied questions of interest Audience: Both Grad Undergrad

3. Use results of statistical analyses to inform HR practices, policies, and strategies Audience: Both Grad Undergrad

4. Communicate analytic plans and findings to non-expert audiences Audience: Both Grad Undergrad

5. Apply advanced statistical tools to answer applied questions of interest Audience: Graduate

6. Communicate analytic plans and findings to statistically advanced audiences Audience: Graduate

M H R 617 – DIVERSITY IN ORGANIZATIONS

2-3 credits.

Provides a thorough understanding of the advantages and challenges presented by workplace diversity, suggesting techniques to manage effectively and maximize the benefits of diversity. Includes a comprehensive survey of demographic groups and an analysis of their history to foster a thorough understanding of the dimensions of diversity. Discussions will include effectively managing diversity on the basis of race, sex, LGBTQIA, religion, age, ability, national origin, and intersectionality in organizations and about issues various groups face, including discrimination. Provides practical insight into subconscious/implicit bias, team diversity, and diversity management in the United States and abroad. Goal is to learn to work with diverse groups to create a productive organization in which everyone feels included.

Requisites: Junior standing**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Spring 2024**Learning Outcomes:** 1. Define key terminology associated with diversity in organizations Audience: Both Grad Undergrad

2. Explain the major theories used in diversity research to understand diversity in organizations Audience: Both Grad Undergrad

3. Apply these theories to replicate diversity successes, diagnose diversity challenges, and make informed decisions to manage diversity well Audience: Both Grad Undergrad

4. Connect historical context to current impact for various demographics Audience: Both Grad Undergrad

5. Reflect upon the topics discussed in the class and determine applications for future work settings Audience: Graduate

M H R 628 – NEGOTIATIONS

2-3 credits.

Theory and practice of negotiations.

Requisites: Sophomore standing or declared in the Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Explain the game theory approach to the negotiator's dilemma, and thus the issues of distributive and integrative bargaining (i.e., to compete or cooperate; to claim value or create value).

Audience: Both Grad Undergrad

2. Recognize the contingent nature of appropriate tactics for negotiation preparation, opening, concession-making, and closing. Audience: Both Grad Undergrad

3. Explain the foundational impacts of bargaining style, goals, relationships, standards, interests, leverage, ethical concerns, cultural differences, and departures from economic interests. Audience: Both Grad Undergrad

4. Understand how some issues can be exploited to create value, enabling win-win outcomes. Audience: Both Grad Undergrad

5. Apply appropriate tactics in cooperative and competitive negotiations, both alone and as part of a negotiating team. Audience: Both Grad Undergrad

6. Analyze the negotiations process and settlements in order to identify strengths, weaknesses, and opportunities for improvement. Audience: Both Grad Undergrad

7. Evaluate recent negotiations research in relation to course principles. Audience: Graduate

M H R/INTEGART 632 – INTRODUCTION TO ARTS ENTREPRENEURSHIP

3 credits.

An overview and foundation in preparation for developing, launching, or advancing innovative projects in arts, culture, design, and humanities.

Learn the unique contexts and challenges of creative careers. Develop creative project goals while gaining an understanding of the nature and structure of arts entrepreneurship in a variety of sectors - for-profit, nonprofit, government, and hybrid.

Requisites: Sophomore standing

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

Learning Outcomes: 1. Recognize and equitable entrepreneurship opportunities in arts and cultural expression through projects, partnerships, initiatives, and organizations. Audience: Both Grad Undergrad

2. Assess challenges and opportunities in the arts and cultural sector and develop them into project business plans. Audience: Both Grad Undergrad

3. Analyze case studies that lead to the discovery, acquisition, and alignment of key resources necessary for a concept's success (time, money, space, equipment, talent.) Audience: Graduate

4. Communicate and present a clear and compelling project plan which includes narrative, budget, marketing plan, fund development plan, and the accompanying strategies in written and spoken form. Audience: Both Grad Undergrad

5. Evaluate a project's outcomes in ways that consider equity, inclusivity, and diversity as a measure of current and future success. Audience: Both Grad Undergrad

6. Illustrate acquired skills and learning by creating a web-based professional portfolio with work samples. Audience: Both Grad Undergrad

M H R/INTEGART 636 – ENTREPRENEURSHIP IN ARTS & CULTURAL ORGANIZATIONS

3 credits.

Become familiar with basic entrepreneurship principles and value proposition design techniques in social entrepreneurship settings with attention to the perspective of arts and cultural organizations. Content includes business model development, customer-driven innovation, lean startup practices, organizational capacity for entrepreneurial action, team performance, the structure of alliances and partnerships and funding mechanisms in the sector.

Requisites: Junior standing

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Identify and describe the key elements of a value proposition canvas Audience: Both Grad Undergrad

10. Develop teamwork, written and oral communication skills Audience: Both Grad Undergrad

2. Articulate the role of mission statements in social-purpose organizations, implications of entity choices, and sources of funding for nonprofit and related organizations in the arts and cultural space Audience: Both Grad Undergrad

3. Identify and analyze business models used in the creative economy across nonprofit and social-purpose organizations Audience: Both Grad Undergrad

4. Define the design thinking problem-solving approach and outline key elements of the process Audience: Both Grad Undergrad

5. Apply appropriate research methods (ethnographic versus market research) and invoke related tools (literature reviews, observational note-taking, etc.) to help test hypothesis in the development of new products/services for arts and cultural organizations Audience: Both Grad Undergrad

6. Analyze arguments about the role of entrepreneurial action and funding for arts and cultural organizations in the context of other disciplinary approaches in the visual and performing arts, design, and related fields Audience: Graduate

7. Design a value proposition canvas for an entrepreneurial cultural/creative organization in the Madison community that will inform product/service development for a distinct customer segment. Audience: Both Grad Undergrad

8. Rapidly test emergent ideas in the field with (potential) customers using a design thinking approach that includes creation of "prototypes" (storyboards, role play, 3D printed objects, etc.) and interpretation of results Audience: Both Grad Undergrad

9. Make connections between the world of ideas and concepts with day-to-day issues and concerns in cultural/creative organizations. Where possible, encourage/highlight/expose new connection points (e.g., "I never thought of it that way...") Audience: Both Grad Undergrad

M H R 640 – CREATIVE DESTRUCTION LAB I

1 credit.

Introduces key topics and concepts associated with technology entrepreneurship, venture formation, and project-based organizational consulting. Allows for practice of key analytical approaches to understanding technology venturing processes. Application required.

Requisites: Consent of instructor

Repeatable for Credit: No

Learning Outcomes: 1. Assess entrepreneurial challenges and startup viability in a disciplined and nonobjective manner. Audience: Undergraduate

2. Recognize opportunity spaces in knowledge-intensive industries and assess whether a specific technological innovation may generate new value for stakeholders. Audience: Undergraduate

3. Utilize a set of tools and frameworks to evaluate tech startup capabilities, processes, and opportunities. Audience: Undergraduate

M H R 641 – CREATIVE DESTRUCTION LAB II

2 credits.

Action learning through engaging with a real-world technology venture in the context of a knowledge-intensive industry. In teams, negotiate a project to support venture development, plan and implement the project, and present the results to the venture and the instructor. Provides direct insight into technology venture processes, observation of pitching and mentoring activities, and the real-world challenges associated with early stage venturing.

Requisites: M H R 640

Repeatable for Credit: No

Learning Outcomes: 1. Effectively collaborate with peers on a long-term project with multiple milestones and outputs. Audience: Undergraduate

2. Summarize desk and action research to address timely, important, and relevant challenges identified by the venture. Audience: Undergraduate

3. Reflect on one's contributions to a self-managed consultation project to support the development of a real-world technology venture. Audience: Undergraduate

M H R 700 – LEADING PEOPLE AND ORGANIZATIONS

1-3 credits.

Management of people and organizations, exploring concepts that will be valuable as a current employee or a future employee, manager, or leader. Concepts will be discussed at the individual, group or team, and the organizational level. Key organizational behavior topics include: diversity, attitude and job satisfaction, emotions, personality and value, individual and group decision making, motivation, teams, leadership, influence, strategy, organizational structure and culture, and change management.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2021

Learning Outcomes: 1. Summarize how employee behavior affects organizational performance. Audience: Graduate

2. Explain strategies that improve individual, group, and team performance. Audience: Graduate

3. Develop leadership and management potential through feedback, self-reflection, and implementable action plans to achieve personal and career goals. Audience: Graduate

4. Explain how organizational level inputs and processes relate to critical outcomes such as productivity and survival. Audience: Graduate

5. Recommend organizational behavior-related solutions to address current problems faced by organizations. Audience: Graduate

M H R 704 – MANAGING BEHAVIOR IN ORGANIZATIONS

2-3 credits.

Examines the effective management of behavior in organizations. Focuses on the application of theories of leadership and work motivation. Includes critical conceptual and analytical assessment of these theories. Emphasizes the management of work performance, managerial skill building, and enabling followers.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program. Not open to students with credit for M H R 604.

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Apply the scientific method as an epistemological guide to first understand, then be able to predict, and consequently lead organizational behavior. Audience: Graduate

2. Evaluate research behind some of the foundational theories of motivation and leadership: operant conditioning, goal-setting, social cognitive, contingency model of leadership effectiveness, and transactional vs. transformational leadership paradigm. Audience: Graduate

3. Practice differentiating research-derived, cumulatively-built evidence from leadership myths, popular half-truths, idiosyncratic anecdotes, and complete nonsense. Audience: Graduate

4. Articulate deductive and inductive reasoning, understanding of chance and associated errors of inference, and characterizing of applied recommendations through the lens of their inferential probabilities, or the lack of thereof. Audience: Graduate

M H R 705 – HUMAN RESOURCE MANAGEMENT

3 credits.

Two broad substantive areas are covered. (1) Evidence (theoretical and empirical) reviewed on the determinants of employee job attitudes and behavior. For example, the impact of compensation on employee satisfaction and performance. (2) Functional activities of personnel management and their impact on employee behavior evaluated. Sample topics: Selection, development, evaluation and compensation. Knowledge of Statistics strongly encouraged such as STAT 301.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 706 – LEADING AND WORKING IN TEAMS

1 credit.

Examines team dynamics, highlights key factors that influence team effectiveness, develops skills in diagnosing opportunities and threats that face teams, and enhances teamwork expertise. The content is applicable to projects across specializations. For instance, teamwork skills are essential to project teams developing new products/services, working on business strategy, implementing process improvements, designing new financial investment instruments, and developing real estate. In any of these projects, employees would work as a team to accomplish their goals. The team's success or failure will depend, to a large extent, on how the team members work together.

Requisites: Declared in a Master of Business Administration degree program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 710 – CHALLENGES & SOLUTIONS IN BUSINESS SUSTAINABILITY

2-3 credits.

Provides central knowledge and skills to tackle challenges at the intersection of business and sustainability. Analysis of the causes of sustainability challenges as relating to business and study of frameworks and measurement systems for incorporating sustainability into corporate decision-making and business analysis.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Explain the social, economic, and environmental dimensions of the sustainability challenges of business activity and identify potential trade-offs and interrelationships among these dimensions at a level appropriate to the course. Audience: Graduate

2. Analyze the causes of and solutions for the sustainability challenges resulting from business activity. Audience: Graduate

3. Apply sustainability principles and/or frameworks to addressing the challenge of incorporating sustainability into corporate decision-making. Audience: Graduate

4. Use knowledge and skills in business sustainability for developing professional values and pathways. Audience: Graduate

M H R 715 – STRATEGIC MANAGEMENT OF INNOVATION

2-3 credits.

Helps student gain tools, concepts and information about how to generate value from Innovation and technology in existing organizations.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Evaluate whether a technological solution is a business opportunity. Audience: Graduate

2. Explain the process of commercializing technology and the challenges associated with each phase of that process. Audience: Graduate

3. Articulate the skills and resources required for successfully managing technologies and innovative processes. Audience: Graduate

4. Produce an analysis of the commercial potential of a technological solution. Audience: Graduate

M H R 716 – ACCELERATING INNOVATION

2-3 credits.

How startups and business accelerators create and diffuse innovation. Topics covered include the basic economics of startups and business accelerators, the development of acceleration platforms, the accelerator model of innovation sourcing and selection, and fostering mindsets of innovation.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Learning Outcomes: 1. Articulate the startup model and business accelerator model of innovation that is driving the entrepreneurial economy. Audience: Graduate

2. Explain how external innovation is financed. Audience: Graduate

3. Utilize analytic skills and effective communication to present an investment decision and logic to decision-makers. Audience: Graduate

M H R 720 – LEADING CHANGE IN ORGANIZATIONS

2-3 credits.

To be effective, leaders must be able to adapt their organization and the people within it to address the challenges they face. Explore how leaders can enact, foster, and implement change in organizations and individuals. Topics will include managing organizational transformations, responding to crises, and performance improvement.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Recognize the nature of complex organizations, the dynamic environments in which they exist, and key issues involved in the successful management of evolving organizations. Audience: Graduate

2. Demonstrate effective leadership of the change management process from initiation to execution. Audience: Graduate

3. Develop the capability to effectively respond to organizational crises considering the short- and long-term needs of all stakeholders. \n Audience: Graduate

4. Identify opportunities for performance improvement in individuals and teams. Audience: Graduate

M H R 722 – ENTREPRENEURIAL MANAGEMENT

2-3 credits.

Describes activities and skills necessary to start and manage an enterprise. Includes decisions about domain, purchase versus start-up, preferred market, financing, legal form, staffing, organization structure, location, and legal requirements. Describes the entrepreneurial role in business initiation.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Explain what it takes to be a successful entrepreneur. \n Audience: Graduate

2. Understand how to manage an entrepreneurial firm. \n Audience: Graduate

3. Recognize and evaluate entrepreneurial opportunities. \n Audience: Graduate

4. Demonstrate effective oral and written communication skills associated with entrepreneurial management. \n Audience: Graduate

5. Explain the importance of entrepreneurial organizations in society. \n Audience: Graduate

6. Demonstrate positive and productive interactions with professionals and fellow students across the entrepreneurial spectrum. \n Audience: Graduate

M H R 723 – BUSINESS STRATEGY

2-3 credits.

Integrative approach to strategic management, including strategy formulation/implementation at business unit, corporate levels. Cases, discussion, lecture, simulation are used to communicate concepts. Emphasizes development of unique tools for analysis of companies and industries, application of knowledge to business problems.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Perform an external analysis of the firm's environment (industry, competitors, and the broader environment), and an internal analysis of the firm's resources (capabilities, tangible and intangible assets, etc.). Audience: Graduate

2. Perform an analysis of alternative strategic positions within an industry, distinguishing between cost and differentiation strategies, with implications for building competitive advantage. Audience: Graduate

3. Analyze a firm's resources (capabilities, tangible and intangible assets etc.) as a basis of assessing the merits of firm growth into new industries and geographies. Audience: Graduate

4. Assess and respond to different types of change in the industry environment (technological change, industry evolution, competitive threats, disruption) that may alter industry structure and the firm's competitive advantage. Audience: Graduate

5. Analyze the benefits and challenges of alternative modes of achieving growth including: de novo growth, mergers, acquisitions, and alliances. Audience: Graduate

M H R 724 – GROWTH STRATEGIES: MULTI BUSINESS AND GLOBAL ARENAS

2-3 credits.

Examines growth strategies that extend the firm's scope into new businesses and geographies. Most firms operate in multiple products, markets, and geographic arenas. Explore complementarities (and costs) of operating in a portfolio of strategic arenas defined by products, customers, and global markets. This includes the analysis of strategic choices to vertically integrate (e.g., internal suppliers) as well as maintaining external alliance partners.

Requisites: (M H R 723 or concurrent enrollment) or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Analyze a firm's resources (capabilities, tangible, and intangible assets, etc.) as a basis to assess the merits of firm growth into new industries and geographies. Audience: Graduate

2. Evaluate the costs and potential gains (synergies) associated with operating in multiple product or geographic markets. Audience: Graduate

3. Balance the tradeoffs associated with different market entry strategies such as de-novo growth, strategic alliances, and mergers and acquisitions. Audience: Graduate

4. Assess a firm's need to vertically integrate business units. Audience: Graduate

M H R 728 – BARGAINING, NEGOTIATING AND DISPUTE SETTLEMENT FOR MANAGERS

3 credits.

Designed to improve student knowledge of the bargaining process and their negotiating skills. Students will learn about different bargaining theories and have the opportunity to apply these theories in exercises and role-playing cases.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R/I SY E 729 – BEHAVIORAL ANALYSIS OF MANAGEMENT DECISION MAKING

3 credits.

Examination of behavioral science literature dealing with the processes by which individuals, small groups and organizations make decisions. Understanding decision-making behavior in order to improve managerial performance; modeling decision-making processes for systems design and theory building purposes. Knowledge of statistics strongly encouraged such as STAT 301.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2022

M H R 734 – VENTURE CREATION

3 credits.

Intended for students who seek to transform their own ideas into new ventures. Students will learn the process of evaluating, formalizing, and communicating a new venture idea. Student originated product/service/venture concept required for course.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 738 – WEINERT APPLIED VENTURES IN ENTREPRENEURSHIP (WAVE)

3 credits.

Students develop and present comprehensive business and financing plans for a start-up firm. Investment recommendations are made to the WAVE Board. Class meets in a seminar format with various subject matter experts.

Requisites: M H R 715, 722, 734, or 741

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 739 – WISCONSIN ENTERPRISE DEVELOPMENT FELLOWSHIP SEMINAR

1 credit.

An applied early stage startup practicum and professional socialization seminar in Entrepreneurship and Enterprise Development for students admitted into the Wisconsin Fellowship in Enterprise Development Program. Meets weekly on the topic of entrepreneurship and enterprise development. Learn to apply business and entrepreneurship frameworks and skills in a class project focused on early-stage ideas. Requires admission to the Wisconsin Enterprise Development Fellowship program

Requisites: Consent of instructor

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

Learning Outcomes: 1. Practice applying business frameworks/skills to early stage ideas Audience: Graduate

2. Demonstrate ability to provide and accept constructive business feedback on ideas Audience: Graduate

3. Improve ability to communicate your business idea via a short pitch Audience: Graduate

M H R 741 – TECHNOLOGY ENTREPRENEURSHIP

3 credits.

Designed for graduate students interested in learning about the fundamental issues related to starting and managing technology-based new ventures. Encourages students to consider how technology-based solutions can solve economic and socially oriented problems.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 744 – NONPROFIT GOVERNANCE & BOARD MEMBERSHIP

2 credits.

Learn about nonprofit board structure and governance, develop a commitment to community and civic engagement, and network with representatives from nonprofit organizations.

Requisites: Graduate/professional standing

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Learning Outcomes: 1. Articulate different organizational structures and board governance models in the nonprofit and not-for-profit sectors.

Audience: Graduate

2. Demonstrate and articulate the responsibilities of a nonprofit governance board including the duties of the board chair and board members. Audience: Graduate

3. Recognize the processes and protocols used by nonprofit and advisory boards to shepherd key issues through decision-making and into action by the organization. Audience: Graduate

4. Demonstrate connections between the world of ideas and concepts with day-to-day issues and concerns in cultural and creative organizations.

Audience: Graduate

M H R 746 – IMPACT CONSULTING FOR ARTS-BASED ORGANIZATIONS AND COMMUNITIES I

3 credits.

With the Wisconsin Idea as our guidepost, emphasis placed on learning and practicing the conceptual frameworks and skills related to creating lasting and sustainable impact in Wisconsin communities. Through classroom discussions, guest speakers, site visits, and field-consulting project(s), acquire and practice skills needed in designing, facilitating and developing key relationships and strategies that promote community vibrancy, revitalization, and create (or keep) the essence of what makes our Wisconsin towns and organizations special. Examples of the types of projects that will be conducted include the development of cultural plans, strategic/comprehensive community planning, program evaluations, change management, bench-marking, data collection and analysis, hosting public convenings (focus groups, town halls and forums), and business modeling.

Requisites: Declared in Business: General Management graduate program, Business: Management and Human Resources graduate program, Business: Arts Administration MBA, or Business: Arts and Creative Enterprise Leadership MAB.

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

Learning Outcomes: 1. Apply knowledge of management consulting practices. Audience: Graduate

2. Recognize and define key factors and issues relevant to a consulting engagement by building client/consultant relationships, through leadership of team meetings and partner convenings that involve the Art of Hosting techniques and establishment of guiding principles. Audience: Graduate

3. Practice a variety of processes that prompt the student to diagnose organizational and community challenges. Audience: Graduate

4. Practice techniques used in service to create equity, building diverse stakeholder groups, and being inclusive of all members of a community. Audience: Graduate

M H R 747 – IMPACT CONSULTING FOR ARTS-BASED ORGANIZATIONS AND COMMUNITIES II

2-3 credits.

With the Wisconsin Idea as our guidepost, emphasis placed on learning and practicing the conceptual frameworks and skills related to creating lasting and sustainable impact in Wisconsin communities. Through classroom discussions, guest speakers, site visits, and field-consulting project(s), acquire and practice skills needed in designing, facilitating and developing key relationships and strategies that promote community vibrancy, revitalization, and create (or keep) the essence of what makes our Wisconsin towns and organizations special. Examples of the types of projects that will be conducted include the development of cultural plans, strategic/comprehensive community planning, program evaluations, change management, bench-marking, data collection and analysis, hosting public convenings (focus groups, town halls and forums), and business modeling.

Requisites: M H R 746

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Apply knowledge of management consulting practices. Audience: Graduate

2. Demonstrate use of consulting practices in active learning with community clients through interviews, focus group/survey design and delivery for discovery, data acquisition, analysis and reporting, which lead to strategic planning and change management. Audience: Graduate

3. Practice in a variety of processes and interventions inherent in the management consulting field, specifically those techniques used in service to create equity, building diverse stakeholder groups, and being inclusive of all members of a community. Audience: Graduate

4. Recognize individual strengths, non-strengths, likes, dislikes, personality and goals with consulting opportunities, demands and behaviors so as to help enhance their placement and career opportunities in the future. Audience: Graduate

M H R 750 – PROFESSIONAL DEVELOPMENT FOR ARTS LEADERSHIP

1 credit.

Experience networking, engagement, and access to research and industry leaders. Practice active reflection through application of course concepts in non-classroom settings. Includes professional development through career services support and mock interview panels.

Requisites: Declared in Business: Arts and Creative Enterprise Leadership MA

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, for 2 number of completions

Last Taught: Spring 2024

Learning Outcomes: 1. Demonstrate connections between the world of ideas and concepts with day-to-day issues and concerns in cultural and creative organizations. Audience: Graduate

2. Demonstrate integrative learning through the application of knowledge, skills, and responsibilities to complex issues facing the sector. Audience: Graduate

3. Build cross-sector professional networks through conversations with professionals within and across arts/ creative enterprises and/or relevant communities. Audience: Graduate

M H R 765 – CONTEMPORARY TOPICS

1-4 credits.

Exploration of advanced subject areas possibly to be introduced into the business curriculum.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, unlimited number of completions

Last Taught: Spring 2024

M H R 773 – SEMINAR-ARTS ADMINISTRATION

3 credits.

Examination and applied analysis of selected topics in administration of both visual and performing arts organizations; marketing and audience development, contracts and legal problems, fund development, program planning and evaluation, facilities management, business and government relations.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Fall 2023

M H R 774 – SEMINAR-ARTS ADMINISTRATION

3 credits.

Continuation of M H R 773.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R 775 – APPLIED LEARNING IN HUMAN RESOURCE MANAGEMENT

1 credit.

Explore emerging and current human resources topics through applied learning experiences such as personal assessments, case studies, industry meetings, and exercises or workshops. Interact with leading human resources and business professionals to gain exposure to various leadership and communication styles. Focus on enhancing leadership and communication effectiveness.

Requisites: M H R 705 or concurrent enrollment

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: Yes, for 4 number of completions

Last Taught: Spring 2024

Learning Outcomes: 1. Examine industry standard human resource technical competencies (reflecting what knowledge HR professionals apply on the job) and behavioral competencies (reflecting how knowledge is applied). Audience: Graduate

2. Articulate current career aspirations Audience: Graduate

3. Prepare a strategic human resources-related business recommendation to address a current opportunity or challenge Audience: Graduate

4. Create a comprehensive dynamic (evergreen) networking plan Audience: Graduate

M H R 776 – STRATEGIC HUMAN RESOURCE MANAGEMENT CAPSTONE

2 credits.

Conduct research, apply strategic human resources knowledge, and complete a capstone project for a local client organization, addressing a human resources business challenge or need.

Requisites: M H R 705 and GEN BUS 725

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

Learning Outcomes: 1. Analyze a specific real-world human resources-related organizational challenge or need Audience: Graduate

2. Demonstrate the value and the impact of a specific human resources-related initiative utilizing appropriate business metrics Audience: Graduate

3. Create an action plan with necessary associated deliverables that meets the client challenge or need in a manner that aligns with the client's business strategy Audience: Graduate

4. Demonstrate effective, ethical team and client communication and relationship-building Audience: Graduate

M H R/E P D/GEN BUS 783 – LEADING TEAMS

1 credit.

Students will gain the knowledge and skills to continuously enhance their own team performance and productivity as well as the teams they are involved with. They will also be in a much better position to lead teams effectively.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Spring 2024

M H R/E P D/GEN BUS 785 – EFFECTIVE NEGOTIATION STRATEGIES

1 credit.

Improves students' negotiating skills, doing so by providing a theoretical underpinning that will help them to understand the sources of effective and ineffective approaches to negotiations.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program

Course Designation: Grad 50% - Counts toward 50% graduate coursework requirement

Repeatable for Credit: No

Last Taught: Summer 2023

M H R 799 – READING AND RESEARCH-MANAGEMENT

1-6 credits.

Individual work suited to the needs of graduate students.

Requisites: Consent of instructor**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2024**M H R 871 – SEMINAR-PERSONNEL MANAGEMENT**

3 credits.

Study and evaluation of merging issues in the field of personnel management. Extensive reading of appropriate literature together with analysis, reports and discussions.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2022**M H R 872 – SEMINAR IN ORGANIZATIONAL BEHAVIOR AND DESIGN**

3 credits.

Analysis and discussion of selected topics in organizational behavior and design.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2024**M H R 973 – DOCTORAL RESEARCH SEMINAR IN BUSINESS STRATEGY**

3 credits.

This doctoral level strategy research seminar invites students to explore drivers of performance heterogeneity among firms. Why do some firms out-perform others? The topic is integrative in that the answer draws on theory and empirical evidence from economics, sociology, and psychology, as well as management and organizational theory that is more interdisciplinary in nature. In studying this topic, we also focus on the research process: what is the anatomy of a scholarly contribution in strategy and how does one conduct strategy research?

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2022**M H R 975 – DOCTORAL RESEARCH SEMINAR IN MANAGEMENT**

3 credits.

Seminar for Ph.D. candidates majoring in management and at or near the doctoral thesis stage. Focus: Assisting the student in working through the conceptualization and design of a thesis topic.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Fall 2023**M H R 976 – DOCTORAL RESEARCH SEMINAR IN MANAGEMENT**

2 credits.

Continuation of M H R 975.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2023**M H R 977 – EMERGING ENTREPRENEURSHIP THEORY AND RESEARCH**

3 credits.

This PhD seminar explores contemporary entrepreneurship theory and research topics; providing students an opportunity to probe and develop scholarly theories of entrepreneurial behavior and outcomes. The course will incorporate presentations by the instructor, students and invited speakers.

Requisites: Graduate/professional standing or declared in graduate Business Exchange program**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** No**Last Taught:** Fall 2023**M H R 990 – MANAGEMENT INDEPENDENT RESEARCH PHD THESIS**

1-12 credits.

Individual work to complete dissertation requirement of Ph.D. program.

Requisites: Consent of instructor**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2024**M H R 999 – READING AND RESEARCH-MANAGEMENT AND HUMAN RESOURCES PHD**

1-6 credits.

Individual work suited to the needs of Ph.D. students may be arranged both during regular sessions and during the intersession periods.

Requisites: Consent of instructor**Course Designation:** Grad 50% - Counts toward 50% graduate coursework requirement**Repeatable for Credit:** Yes, unlimited number of completions**Last Taught:** Spring 2024