

BU.120 (MANAGEMENT)

BU.120.601. Business Communication. 2 Credits.

This course refines students' skills in business writing, public speaking, and interpersonal communication. Through analyses and practice of communication strategies adopted by successful business professionals, students learn to write clearly and concisely, deliver compelling presentations, and construct effective arguments.

BU.121.610. Negotiation. 2 Credits.

This course provides students with the foundational knowledge and skills needed to negotiate. Designed around a series of research-based negotiation exercises, the course exposes students to a variety of negotiation situations that help them to understand two fundamental approaches to negotiation. By reflecting on these exercises in light of negotiation theory, students develop an awareness of their personal negotiation style, including its strengths and weaknesses. By the end of the course, students will be able to negotiate in an effective, ethical, and culturally appropriate manner.

BU.131.601. Business Leadership and Human Values. 2 Credits.

This foundational course develops students' capacities for understanding themselves as moral agents in a complex environment of competing values and often ambiguous ethical challenges inherent in business. Through a rigorously discursive exploration of human moral capabilities, value systems, ethical frameworks, and contemporary ethical dilemmas, students clarify their personal moral compass and develop a toolkit of knowledge and practices for sound ethical leadership in business and society?.

Prerequisite(s) :

BU.132.601. Business Law. 2 Credits.

A thorough working knowledge of the legal and regulatory environment in which businesses operate is essential for well-prepared business executives. This course provides an overview of the legal and regulatory environment affecting business in the United States. Topics include forms of business organization, contracts, torts and product liability, intellectual property, constitutional law business transactions, and discrimination and employment issues. Students are expected to utilize electronic library and Internet resources to complete assignments.

BU.142.620. Leadership in Organizations. 2 Credits.

The goal of Leadership in Organizations is to help students learn how to leverage organizational behavior to enhance their ability to lead. Specifically, this course seeks to provide students with both the analytical frameworks and the practical experience necessary to better lead individuals and groups in organizations. The analytical frameworks will help students to understand leadership; the practical experience will help students put that understanding into action. The aim is to help students lead, even if they do not currently find themselves in a formal leadership role. The practices that are discussed will promote effectiveness at any level.

Prerequisite(s) :

BU.142.730. Strategic Human Capital. 2 Credits.

Developing and managing human capital is vital for the success of any organization. In this course, students will examine ways in which human resources management can be used to enhance organizations' competitive capabilities. The goal will be to understand how an organization can select, train, and retain the right employees, and how it can effectively motivate them to make decisions that will allow the organization to successfully implement its overall strategy. Students will explore and master topics such as hiring and layoff decisions; human capital and on-the-job training; turnover; the provision of incentives; the advantages and disadvantages of alternative compensation schemes; objective and subjective performance evaluation; relative performance evaluation; promotions and other career-based incentive schemes; team production and team incentives; stock options and executive compensation; intrinsic and extrinsic motivation; non-monetary compensation; and mandated benefits.

BU.150.699. Special Topic. 2 Credits.

The principal objective of this course is to train MBA's to analyze a specific business situation, integrating the perspectives they have learned in core MBA courses to formulate logical, coherent, evidence-based recommendations for action by corporate decision-makers. Being able to formulate compelling recommendations that are delivered in a persuasive manner is a critical competency for anyone destined for a leadership / management role and / or a consulting career.

BU.151.620. Global Strategy. 2 Credits.

This course provides students with the conceptual tools necessary to understand and work effectively in today's interconnected world by developing strategic perspectives that link this changing environment, the state of the global industry, and the capabilities and position of the firm. The course provides frameworks for identifying and taking advantage of the opportunities presented in a dynamic global environment at the level of the country and industry. It then focuses on firm-level strategic choices regarding where to engage in which activities. Finally, it covers the challenges of integrating the multiple perspectives, functions, and interests that constitute the multinational firm.

BU.450.730. Design Leadership. 2 Credits.

This course offers students the opportunity to learn and participate in design thinking: a human-centered process utilized by some of the most creative and competitive business organizations. With emphases on research, ideation, and prototyping, design thinking helps students leverage their creativity and collective expertise to achieve innovative solutions. During this course, students will work in teams to solve complex problems while applying the entire design thinking process. A large component of the course is experiential, but students will examine design thinking through multiple academic lenses (design and design theory, organizational behavior, and social psychology).