

Management and Organization

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Success in any organization depends to a large extent on how it is set up and on how the people within it behave. The study of Management and Organization addresses these issues at two levels-interpersonally and organizationally. At one level, Management and Organization examines how and why people (including especially ourselves) behave as we do. This is an area of importance for managers in all disciplines. Management and Organization also addresses how the structure of the organization affects the behavior of the people within it, giving emphasis to the factors that affect cooperation, competition, and change.

A track in Management and Organization can be completed by taking three courses in the Department. An advanced track can be completed by taking five courses in the Department.

1. MAN 6107 Leadership Perspective

Examines the perspective of the manager/facilitator/leader in light of personal, organizational, and societal needs judged by standards of effectiveness and ethics.

Faculty: Dr. Alan Balfour

2. Managing Diversity

Course deals with questions, dimensions of style and structure, problems and paradigms of solutions that come out of management experience of a changing workforce during the past twenty years. Emerging styles of leadership among people of diverse cultural backgrounds will be explored as solutions, not as problems.

Faculty: Dr. Sally Fuller

3. MAN 6149 Leadership and Teams

Explores the nature of leadership and its effects of team dynamics in organizations. Focus is on managerial leadership and includes a broad survey of theory and research on Leadership and teams in organizations.

Faculty: Dr. Jerry Koehler; Dr. Sally Fuller

4. MAN 6204 Organizational Design and Structure

Studies the major and emerging philosophical underpinnings and conceptual frameworks helpful in understanding organizational behavior, and organizing practices. Topics Includes: paradigms and methods of organizational analysis; organizational effectiveness; environments and environmentalism; organizational power and systems of control; organizational structure; organizational technology.

Faculty: Dr. Jerry Koehler

5. MAN 6256 Politics and Control in Organizations

Examines the understanding of power processes (politics and control) in and around organizations at several levels -- individual, small groups, organizational and, to a lesser degree, societal. In addition, explores the power relationships between organizations and the larger political/economic systems of which they are a part. Major work in social science related to power is surveyed.

Faculty: Dr. Walter Nord

6. MAN 6289 Organizational Change and Development

Provides a discipline for improving organization effectiveness and member fulfillment by means of planned change.

Faculty: Staff

7. MAN 6297 Negotiating Agreement and Resolving Conflict (Conflict Resolution)

Presents overview of conflict resolution in organizations. Specifically, this course provides a background in negotiation, mediation, ombudsmen and investigator systems, peer review boards, arbitration and dispute resolution.

Faculty: Dr. Cynthia Cohen

8. MAN 6305 Human Resources Management

Focuses on the complex decision-making processes involved in the management of Human resources within a organizational system geared to meeting both individual needs And organizational objectives.

Faculty: Dr. Cynthia Cohen

9. MAN 6601 International Management

Examines strategy development and strategic decision making by managers in International and multinational settings. The primary unit of analysis is corporate-level Or SBU-level. The case method of instruction is heavily, but not exclusively, used in the course, which is designed to be integrative of various functional areas of the firm.

Faculty: Staff

10. MAN 6607 Managing International Cultural Differences

Examines the functions, activities, and interpersonal skills required of managers in multinational, multicultural organizations with specific attention given to select regions of the world. Focus is on how existence of different cultures affects management behavior and builds interpersonal skills to accommodate success.

Faculty: Dr. Charles Michaels; Dr. Alan Balfour

11. MAN 6726 Strategic Planning

Examines techniques to creatively vision and analyze the future to prepare individuals and organizations for future opportunities and threats. Designed to familiarize students with techniques for analyzing the future, critical issues, how the future will impact them as individuals.

Faculty: Dr. Michael Bowen

12. MAN 6930 Executive Leadership

Designed for MSN and MBA students who aspire to be top executives in triple bottom line organizations. Topics include classical approaches, influences, power, behaviors, contingency theories, gender, charismatic and transformational leadership. Further, it addresses the executive leadership role in the influence and development of the following organization processes: strategy, structure, management systems, motivation, decision-making, human resources policy, culture, communication, team innovation, control and change.

Faculty: Dr. Jerry Koehler

Track offered at the Tampa Campus and Downtown Center