

Management (MAN)

MAN 101H, 201H, 301H Leadership Challenges and Innovation: Honors 1-3 Hours

Introduction to key factors in organizational success, including the roles of leadership and culture, the value of a diverse workforce and an inclusive environment, and the importance of creativity and innovation.

MAN 101S, 201S, 301S Leadership Challenges and Innovation 1-3 Hours

Introduction to key factors in organizational success, including the roles of leadership and culture, the value of a diverse workforce and an inclusive environment, and the importance of creativity and innovation.

MAN 101T, 201T, 301T Leadership Challenges and Innovation 1-3 Hours

Introduction to key factors in organizational success, including the roles of leadership and culture, the value of a diverse workforce and an inclusive environment, and the importance of creativity and innovation.

MAN 119S, 219S, 319S, 419S, 519S, 619S, 719S, 819S, 919S Topics in Management 1-9 Hours

This course is used to record credit the student earns while enrolled at another institution in a program administered by the University's Study Abroad Office. Credit is recorded as assigned by the study abroad adviser in the Department of Management. University credit is awarded for work in an exchange program; it may be counted as coursework taken in residence. Transfer credit is awarded for work in an affiliated studies program.

MAN 320F Foundations of Management and Organizational Behavior 3 Hours

An introduction to the management of organizations. Issues are addressed from the perspectives of strategy and planning, organizational behavior, and operations management.

MAN 325 Strategic Human Resources Management 3 Hours
Overview of the personnel function, covering recruitment, compensation, equal employment, job analysis, training, benefits, employee discipline, collective bargaining, safety, and health.

MAN 327 Innovation and Entrepreneurship 3 Hours
Explores the theoretical foundations and research evidence underlying innovation and entrepreneurship. Subjects include discovering and creating new sources of value, recognizing and evaluating opportunities, generating business models, engaging stakeholders, shaping markets, and competing against larger competitors and entrenched institutions.

MAN 327E New Venture Mechanics 3 Hours
Starting up a new venture involves a wide range of decisions, activities, and processes such as those involved in identifying the potential of an idea, developing and protecting an idea, building a new venture team, creating a business plan, obtaining resources, and establishing a business entity. Covers the basic analytical tools and processes involved in all these aspects of founding a new business.

MAN 327H Innovation and Entrepreneurship: Honors 3 Hours
Examines the knowledge and skills used to discover and create new sources of value, develop ideas into viable businesses, recognize and shape opportunities, generate new business models, engage with the ecosystem of new ventures, launch new businesses, and manage an innovation portfolio. Draws on various theoretical foundations, research evidence, and business cases to develop an understanding of effectiveness in entrepreneurship and innovation.

MAN 328 Consulting and Change Management 3 Hours
Designed to develop the fundamental change knowledge and consulting skills of students who plan to work with organizations as change agents, whether internally as managerial employees or externally as outside consultants.

MAN 129S, 229S, 329S, 429S, 529S, 629S, 729S, 829S, 929S Topics in Management 1-9 Hours

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MAN 332F Topics in Foundations of Management 3 Hours

MAN 334M Healthcare System Management 3 Hours
Introduction to the business ecosystem of the U.S. healthcare industry using a multi-disciplinary approach to investigate business structures, processes, and outcomes of health services in America. Explores the functionality of various healthcare components.

MAN 336 Organizational Behavior 3 Hours
The process of managing organizations and the behavior of individuals and groups within the organizational setting.

MAN 336H Organizational Behavior: Honors 3 Hours
An exploration of the process of managing organizations and the behavior of individuals and groups within the organizational setting.

MAN 338 Lean Startup Essentials 3 Hours
Focus on the entrepreneurial process including problem identification, innovation, business plans, fund raising, legal aspects, launching, and management.

MAN 340 Leadership and Urban Engagement 3 Hours
Explore leadership skills and goals in the urban context. Read and discuss leadership challenges that arise when stakeholders come together to plan, make decisions, and take action in organizational and community settings.

MAN 140S, 240S, 340S, 440S, 540S, 640S, 740S, 840S, 940S Topics in Management 1-9 Hours

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MAN 147C, 247C, 347C Texas Startup Accelerator 1-3 Hours
Support startups in an experiential leadership practicum through projects designed to accelerate the venture's development.

MAN 147I, 247I, 347I Texas Startup Incubator 1-3 Hours
Build and grow a new venture through an experiential leadership practicum, with advice and assistance on the entrepreneurial process.

MAN 347P Entrepreneurship Practicum 3 Hours
Application of entrepreneurship skills and focus on additional project management skills through individual or group assignments conducted in an entrepreneurial setting, focusing on new business development either within existing companies (corporate entrepreneurship) or as stand-alone ventures (entrepreneurship).

MAN 366P Management Practicum: Social Entrepreneurship I 3 Hours
Focuses on developing business plans through a semester-long project. Explores non-profit, for-profit, and hybrid organizations and how they deal with corporate social responsibility.

MAN 367P Social Entrepreneurship II 3 Hours

Apply skills and focus on readying chosen projects to increase awareness and understanding of business and economics issues, and prepare presentation teams for regional and national competitions based on criteria set by the international Enactus organization.

MAN 369P Social Innovation Practicum 3 Hours

Explores a broad overview of the field of social innovation, and examines concepts and tools that support the creation of social ventures. Includes creating a social venture, articulating its vision, creating a business plan, choosing an organizational form, and assessing the venture's financial and social impact.

MAN 171T Topics in Management 1 Hour

MAN 372T Topics in Management 3 Hours

MAN 372T.1 Intercultural Management 3 Hours

Examine a conceptual framework and specific tools for interacting successfully in international teams, negotiations, and partnerships. Discuss cultural patterns characteristic of world regions and particular countries in terms of their implications for corporate management.

MAN 372T.10 Women in Entrepreneurship 3 Hours

MAN 372T.11 Leading a Multicultural Workforce 3 Hours

Discuss the complexity of diversity within a national and global framework and to explore the relationship of diversity in organizational change and development. Focus on developing the cross-cultural competence needed to lead effectively in the modern collaboration-powered global marketplace and provide evidence-based insights, as well as proven individual, interpersonal, enterprise-level strategies to successfully harness the power of diversity and inclusion in teams, organizations, markets, and societies.

MAN 372T.18 People Analytics 3 Hours

Explore the use of analytics in the creation and management of human capital. Examine recruiting, selecting, deploying, developing, and managing performance of employees.

MAN 372T.2 Interdisciplinary Entrepreneurship 3 Hours

Focus on skill development and mentoring in start-up formation, technology development, market validation, marketing, sales, operations, human resources, program management, and finance. Discuss intellectual property, social issues in design, and ethical and safety considerations.

MAN 372T.20 Entrepreneurial Management 3 Hours

Evaluate the life cycle of an entrepreneurial business, including the attractiveness of an idea, launching and growing the business, and harvesting the profits.

MAN 372T.21 The Art and Science of Negotiation 3 Hours

Develop a broad array of negotiation skills in useful analytical frameworks with emphasis placed on simulations, role-playing, and cases.

MAN 372T.22 Women in Management 3 Hours

MAN 372T.3 Developing and Pitching Ideas 3 Hours

MAN 372T.4 Leading for Impact 3 Hours

Explore leadership and personal development by engaging in personal assessments, action planning, peer discussion, and self-reflection in an interactive format.

MAN 372T.5 Technology Transfer and Entrepreneurship 3 Hours

Explore creating wealth from scientific discovery, which is the core of any business enterprise. Design a business model grounded in the entrepreneurial process for wealth creation around a scientific patent, which includes business models, eco-systems, funding the enterprise, and business plans.

MAN 372T.6 Performance and Sports Analytics 3 Hours

Examine the state of sports analytics in American sports.

MAN 372T.7 Entrepreneurial Leadership For Women 3 Hours

MAN 372T.8 Energy Strategy 3 Hours

MAN 372T.9 Leadership Issues 3 Hours

MAN 374 General Management and Strategy 3 Hours

Designed to enable students to analyze business situations from the point of view of the practicing general manager. Addresses key tasks involved in general management, including strategic decisions that ensure the long-term health of the entire firm or a major division.

MAN 374H General Management and Strategy: Honors 3 Hours

Designed to enable students to analyze business situations from the point of view of the practicing general manager. Addresses key tasks involved in general management, including strategic decisions that ensure the long-term health of the entire firm or a major division.

MAN 179C, 379C Independent Research in Management 1,3 Hours

MAN 183, 283, 383 Current Topics in Organization Science 1-3 Hours

MAN 183.16, 283.16, 383.16 Leading People and Organizations 1-3 Hours

Designed to increase the student's effectiveness as a manager through discussion of organizational behavior and design, and guidelines for applying these concepts.

MAN 183.17, 283.17, 383.17 Organizational Behavior for Executives 1-3 Hours

Explore organizational behavior frameworks and concepts that leaders can use to get things done in their teams and organizations. Examine how leaders can design effective organizations and teams, engage employees, improve decision making, manage interpersonal and team dynamics, exercise influence, and adapt to changing internal and external contexts.

MAN 183.20, 283.20, 383.20 Art and Science of Negotiation 1-3 Hours

MAN 183.23, 283.23, 383.23 People Analytics 1-3 Hours

Covers issues related to making human resource decisions in a more effective manner. Uses a strategic perspective, with particular emphasis on the links between human resource decisions and a firm's competitive position.

MAN 183.24, 283.24, 383.24 Managing Human Capital 1-3 Hours

Explore issues related to talent management processes, including how companies hire, socialize, appraise, reward, and retain talent. Use a strategic perspective of the impact of organizational context on how companies manage human capital and the practices and analytical frameworks that help managers leverage human capital.

MAN 183.25, 283.25, 383.25 Strategic Human Capital for Executives 1-3 Hours

Examine a set of analytical approaches to leveraging data that exist within an organization to make strategic human capital decisions. Explore how leading companies are applying analytics within their people organizations, as well as how these approaches are driving important organizational outcomes.

MAN 183.26, 283.26, 383.26 Leading in High Stakes Environments 1-3 Hours

Examine the art and science of securing an agreement between two or more interdependent parties who are seeking to maximize their outcomes. Explore research and theory that help improve understanding of the behavior of individuals, groups, and organizations in the context of competitive situations.

MAN 183.27, 283.27, 383.27 Advocacy for Executives 1-3 Hours
Focus on how leaders, especially senior leaders, can better advocate for their ideas. Examine how executives can effectively and persuasively communicate their ideas to diverse audiences, enhance their reputations as innovative leaders, build partnerships around their ideas, and successfully influence others to adopt their innovative notions.

MAN 183.31, 283.31, 383.31 Organizational Change and Strategic Renewal 1-3 Hours

MAN 185, 285, 385 Current Topics in Strategic Management 1-3 Hours

MAN 185.1, 285.1, 385.1 Action Skills for Managers: Implementing Strategy 1-3 Hours

MAN 185.10, 285.10, 385.10 Managing Corporate Restructuring 1-3 Hours

Examine turnaround business situations, strategic and financial issues, and the operating manager's perspective.

MAN 185.13, 285.13, 385.13 Corporate Strategy for Executives 1-3 Hours

Study the formulation and implementation of strategies specifically related to firm growth. Explore vertical integration, horizontal integration, diversification, acquisition, growth in platform ecosystems, technology-driven growth, and international growth.

MAN 185.18, 285.18, 385.18 New Venture Creation for Executives 1-3 Hours

Examine what advantages start-ups have over existing organizations when it comes to identifying new opportunities and developing innovative solutions to address pain points and create value.

MAN 185.19, 285.19, 385.19 Management Sustainability Practicum 1-3 Hours

MAN 185.2, 285.2, 385.2 The Art of Leadership 1-3 Hours

MAN 185.20, 285.20, 385.20 Advanced Venture Development 1-3 Hours

MAN 185.22, 285.22, 385.22 New Venture Creation 1-3 Hours
Examine what advantages start-ups have over existing organizations when it comes to identifying new opportunities and developing innovative solutions to address pain points and create value.

MAN 185.23, 285.23, 385.23 Introduction to Entrepreneurship 1-3 Hours

MAN 185.24, 285.24, 385.24 Entrepreneurial Growth 1-3 Hours

MAN 185.25, 285.25, 385.25 Social and Economic Aspects of Entrepreneurship 1-3 Hours

MAN 185.26, 285.26, 385.26 Managing Corporate Turnarounds, Restructuring, and Bankruptcy 1-3 Hours

Examine turnaround business situations, i.e., established firms experiencing operational, financial and managerial difficulties. Consider strategy issues as well as financial ones with an emphasis on the operating manager's perspective.

MAN 185.27, 285.27, 385.27 Leading Innovation and Change 1-3 Hours

MAN 185.33, 285.33, 385.33 Managing and Marketing in the Global Arena 1-3 Hours

MAN 185.36, 285.36, 385.36 Power and Politics 1-3 Hours
Covers skills and techniques to gain power and influence in organizations as political entities. Includes cases, business press, and theoretical articles.

MAN 185.38, 285.38, 385.38 Managing Diverse Workforce 1-3 Hours
Develop skills to effectively manage and capitalize on diversity within today's global organizations. Examine multiple dimensions of diversity—including, but not limited to, race, gender, generational differences, neurodiversity, remote/hybrid work arrangements, and cross-cultural dynamics—while developing practical competencies through case studies and experiential learning. Discuss the strategic value of diversity, offering frameworks for cultivating inclusive environments, driving innovation, and implementing metrics to sustain impactful diversity initiatives.

MAN 185.39, 285.39, 385.39 Assessing Technologies and Innovations 1-3 Hours

Explore integrated approaches for transitioning recent University of Texas research innovations from laboratory settings to market environments by bridging the dichotomy between technology push and market pull methodologies. Analyze the advancement of inventions developed by university inventors toward commercial viability, particularly where established demand is uncertain. Emphasize interactive engagement with inventors and extensive fieldwork involving industry experts, partners, and potential customers to investigate, evaluate, and test real-world opportunities and challenges in technology commercialization.

MAN 185.49, 285.49, 385.49 Strategic Management 1-3 Hours
Designed to help students develop a general management orientation. Subjects include the role of the general manager, formulating business and corporate-level strategy, managing strategic change, strategy implementation, and developing general managers.

MAN 185.51, 285.51, 385.51 Global Management 1-3 Hours

MAN 185.56, 285.56, 385.56 Healthcare Business Ecosystem 1-3 Hours

Explore the dynamics of the health care environment and health care reform. Analyze and discuss how health care strategy, delivery, and payment differ with value-based competition.

MAN 185.6, 285.6, 385.6 Management Planning and Control in Complex Systems 1-3 Hours

MAN 185.61, 285.61, 385.61 Perspectives on Public Policy 1-3 Hours
Designed to prepare MBA students, both as individuals and in their professional careers as managers and leaders, for active and effective participation in the democratic process.

MAN 185.62, 285.62, 385.62 Corporate Governance 1-3 Hours
Examines the roles and responsibilities of organizational leadership in a variety of settings, including large and small companies, startups and established companies, global, single-country, and single-region companies, and nonprofit entities.

MAN 185.63, 285.63, 385.63 Economics of Competitive Strategy 1-3 Hours
Develops and uses concepts from microeconomics, game theory, and the economics of industrial organization and applies these concepts to competitive decision making, using a combination of case analyses and lectures.

MAN 185.64, 285.64, 385.64 Enterprise of Technology: From Mind to Market 1-3 Hours

Focuses on moving an idea from the mind of the researcher to the marketplace by examining the activities involved in commercializing a technology from conception to profitable enterprise.

MAN 185.65, 285.65, 385.65 Management Consulting Practicum 1-3 Hours

Students work in supervised teams and develop recommendations to solve a real business problem for a client firm.

MAN 185.67, 285.67, 385.67 Nutrition Entrepreneurship 1-3 Hours

MAN 185.68, 285.68, 385.68 Performance and Sports Analytics 1-3 Hours

Leverage sports analytics to address business complexities, demystify pathways to thriving in the sports business sector, and foster the creation of innovative analytical tools through the fusion of computer science, mathematics, and statistics. Explore sports as a business, including crucial lessons in leadership and ethics with universal applicability.

MAN 185.69, 285.69, 385.69 Social Innovation Practicum 1-3 Hours
Overview of the field of social innovation, including concepts and tools that support the creation of social ventures. Hands-on application to develop a social venture, articulate its vision, create a business plan, choose an organizational form for the venture, and assess the venture's financial and social impact.

MAN 185.70, 285.70, 385.70 Strategic Innovation and Entrepreneurship 1-3 Hours

Explore how existing and new firms can innovate strategically to discover and create new sources of value. Examine dynamic views of strategy that enable the creation of new markets, new business models, and growth opportunities.

MAN 185.71, 285.71, 385.71 Persuasive Communications 1-3 Hours
Explore the best practices for persuasive communication. Examine and practice the fundamentals of strong communication in business settings.

MAN 185.73, 285.73, 385.73 Opportunity Identity and Analysis 1-3 Hours

MAN 185.74, 285.74, 385.74 Technology Strategy 1-3 Hours

MAN 185.75, 285.75, 385.75 Energy Technology and Policy 1-3 Hours
Discuss energy technologies, fuels, environmental impacts, and public policies with an interdisciplinary framework. Explore quantitative and qualitative concepts in energy, such as fuels and energy technologies, energy policy levers, societal aspects of energy, culture, economics, war, and international affairs. Utilize historical examples, current events, and future looking predictions related to all aspects of the energy system.

MAN 185.76, 285.76, 385.76 Business of Healthcare 1-3 Hours

MAN 185.77, 285.77, 385.77 Startup Consulting Practicum 1-3 Hours
Develop skills to research the viability of a business idea, analyze results, and deliver strategic recommendations in a compelling stakeholder presentation. Gain real-world experience with early-stage startups while collaborating cross-functionally and learning strategic frameworks.

MAN 185.8, 285.8, 385.8 Managing Corporate Diversification and Renewal 1-3 Hours

MAN 185.9, 285.9, 385.9 Strategic Analysis for High-Tech Industries 1-3 Hours

MAN 185D Global Practicum for Executives 1 Hour

Examine the history, culture, politics, and economics of a region through direct experience with a study tour or global management seminar in the respective regional area.

MAN 185E, 285E, 385E Directed Studies in Global Management and Business Practices 1-3 Hours

Study global business practices through lectures on campus and trips to international partner schools.

MAN 185F, 285F, 385F Leading for Impact 1-3 Hours

Analysis and application of contemporary concepts and theories of principled leadership for work teams and organizations.

MAN 185G Strategic Innovation and Entrepreneurship 1 Hour

MAN 285H Innovation in the New Economy: Entrepreneurial Mindset 2 Hours

Examine approaches that executives can use for identifying and creating new business opportunities, and for designing organizations and processes to foster employee creativity and innovation.

MAN 285L Leading for Impact for Executives 2 Hours

Explore leadership and how to apply concepts in ways that have impact on the world and local community.

MAN 185S, 285S, 385S Leading For Impact Capstone 1-3 Hours

Explore leadership development and provide opportunities to practice leadership abilities through projects for real organizations.

MAN 185T, 285T, 385T Leading for Impact I 1-3 Hours

Analyze and apply contemporary concepts and theories of principled leadership for work teams and organizations.

MAN 185U, 285U, 385U Leading for Impact II 1-3 Hours

Explore leadership development and provide opportunities to practice leadership abilities through projects for real organizations.

MAN 390 Topics in Seminar: Organization Science 3 Hours

Intensive analysis of organizational science issues.

MAN 390.1 Research in Organizational Science 3 Hours

MAN 390.11 Management of Knowledge Workers 3 Hours

The study of knowledge workers at four levels of analysis: as individuals, as team members, as organizational resources, and as national resources. Strong emphasis on theory building.

MAN 390.12 Longitudinal Analysis 3 Hours

Conduct rigorous analyses of organizational and other phenomena that evolve and change across time.

MAN 390.2 Introduction to Research Methods in Management 3 Hours

MAN 390.3 Research Methods in Management 3 Hours

MAN 390.4 Seminar in Organizational Behavior 3 Hours

MAN 390.5 Seminar in Organization Theory 3 Hours

MAN 390.6 Organizational Decision Making 3 Hours

MAN 390.9 Behavioral Decision Theory 3 Hours

MAN 191S, 291S, 391S, 691S Independent Study 1,2,3,6 Hours

MAN 393 Topics in Seminar: Strategic Management 3 Hours

Intensive analysis of strategic management issues.

MAN 393.1 Foundations of Strategic Management 3 Hours

MAN 393.2 Contemporary Issues in Strategic Management 3 Hours

MAN 393.3 Research in Strategic Management 3 Hours

MAN 393.5 Executive Leadership 3 Hours

MAN 393.6 Management of Diversification 3 Hours

MAN 698 Thesis 6 Hours

MAN 398R Master's Report 3 Hours

Preparation of a report to fulfill the requirement for the master's degree under the report option.

MAN 399W, 699W, 999W Dissertation 3,6,9 Hours