

## **A. B. Freeman School of Business**

### **Course and Faculty Listings**

#### **MANAGING HUMAN AND SOCIAL CAPITAL**

##### **Professors**

*Arthur P. Brief*, Lawrence Martin Chair of Business, PhD, University of Wisconsin at Madison, 1974.

*Michael J. Burke*, PhD, Illinois Institute of Technology, 1982.

*Angelo J. DeNisi*, PhD, Purdue University, 1977

##### **Associate Professor**

*Adrienne Colella*, PhD, Ohio State University, 1989

##### **Clinical Professor**

*Christopher McCusker*, PhD, University of Illinois, 1994

#### **MHSC 301 Organizational Behavior**

Prerequisite: Newcomb-Tulane Social science core curriculum requirement. Junior standing or above. MHSC 301 develops and applies concepts from psychology and social psychology to organizational problems that managers face. Topics such as perception, communication, attitudes, motivation, influence, group dynamics, and organizational change are covered in a lecture, discussion, and problem-solving framework.

#### **MHSC 302 Business Ethics**

Prerequisite: MHSC 301. This course has a writing requirement. This course considers the ethical responsibilities of managers and corporations. Specific objectives of the course include fostering an understanding of the ethical responsibilities in becoming a manager; improving the individual and group skills in identifying and analyzing ethical issues in the contexts they arise and developing action plans based upon those analyses; and, providing a safe setting in which to examine critically the assumptions and values people bring to complex business decisions that raise ethical issues. Class sessions will entail case discussions, exercises, and presentation of theoretical frameworks for interpreting business ethics.

#### **MHSC 410 Dimensions in Human Resources Management**

Prerequisite: All business prerequisites; Junior standing or above. MHSC 410 introduces the major strategies and procedures for effectively managing human resources. Through readings, cases, and a series of experiential exercises, students learn about the legal environment of human resource management, analyzing jobs and work, staffing, performance management, training, compensation, and workplace safety.

#### **MHSC 411 Negotiations and Conflict Resolution**

Prerequisite: All business prerequisites; Junior standing or above. This course addresses the theoretical foundations and practical skills used in resolving differences and negotiating mutually satisfying outcomes. Students develop skills through simulated negotiations in a variety of contexts. Class topics include the nature of negotiations, different negotiating styles, distributive versus integrative bargaining, conflict, and intercultural bargaining. Self-reflection and giving and receiving feedback are key aspects in developing negotiation skills.

#### **MHSC 455 Internship**

Freeman School majors may elect to do a managing human and social capital internship that will appear as a one-credit, 400-level course on their transcripts; however, the credit does not apply towards the 122 minimum hours required for a BSM degree. The purpose of the internship must be to apply (within an ongoing business organization) the intellectual capital obtained from first-through third-year courses of the BSM program. Before registering for this course, the student must present a proposal describing how the proposed internship will meet the stated objectives and how the student will demonstrate that the objectives have been met. This proposal must be approved by the instructor before course registration. The student is responsible for locating the firm and arranging an internship position. This course is normally offered only during the summer and fulfills the “curricular practical training” option for students with F-1 visa status.

#### **MHSC 457 Service Learning Internship**

Freeman School majors may elect to do a managing human and social capital service-learning internship that meets the Newcomb-Tulane College public service requirement for graduation; however, the credit does not apply towards major requirements for a BSM degree. Interested students should consult with their academic advisers.