Certificates of Undergraduate Studies (this is new and not yet in the catalog but will need to be updated)

workplace diversity C.U.S.

Admission Requirements

The certificate in Workplace Diversity is embedded into the requirements for the Bachelor of Professional Studies degree with a concentration in organizational leadership. However, it is also open to any undergraduate student who has a minimum of 45 earned credits.

Completion Requirement

A 2.0 GPA in the program is required.

Course Requirements

|  |  |  |  |
| --- | --- | --- | --- |
| COMM 333 | Intercultural Communication | 4 | As needed |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 306 | Managing a Diverse Workplace | 4 | F, Sp |
| SOC208 | The Sociology of Race and Ethnicity | 4 | F, Sp Su |

Total Credit Hours: 16

Bachelor of Professional Studies

CHOOSE Concentration A or B below:

Course Requirements

A. Organizational Leadership

|  |  |  |  |
| --- | --- | --- | --- |
| BPS 460 | Seminar in Organizational Leadership | 4 | F, Sp |
| COMM 333 | Intercultural Communication | 4 | As needed |
| COMM 454 | Organizational Communication | 4 | Annually |
| ECON 200 | Introduction to Economics | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 306 | Managing a Diverse Workforce | 4 | F, Sp |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 4 | F, Sp, Su |
| MGT 341W | Business, Government, and Society | 4 | F, Sp, Su |

Total Credit Hours: 36

B. Social Services

|  |  |  |  |
| --- | --- | --- | --- |
| BPS 461 | Seminar in Social Services | 4 | F, Sp |
| COMM 333 | Intercultural Communication | 4 | As needed |
| HPE 410 | Managing Stress and Mental/Emotional Health | 3 | F, Sp |
| NPST 300 | Institute in Nonprofit Studies | 4 | F |
| NPST 301 | Financial Management for Nonprofits | 3 | Sp |
| NPST 402 | Staff and Volunteer Management for Nonprofits | 3 | F |
| NPST 404 | Communications and Resource Development for Nonprofits | 3 | Sp |
| SWRK 325 | Diversity and Oppression II | 4 | F, Sp, Su |
| SWRK 326W | Generalist Social Work Practice | 4 | F, Sp |
| SPED 461/SPED 561 | Understanding Autism Spectrum Disorders | 3 | F |

Total Credit Hours: 35

**School of Business**

General Information

The School of Business houses three departments: (1) the Department of Accounting (2) the Department of Economics and Finance, and (3) the Department of Management and Marketing. The school also houses and coordinates the health care administration major.

Writing Requirement

A graded writing assignment is required in **every** course.

Suggested Sequence of Courses

Majors in the School of Business are designed primarily for upper-division students. Entering students should plan to complete their General Education Core and Distribution Requirements during their first two years. These courses provide excellent and necessary preparation for the major and its requirements.

In the first year, students may not take courses in the departments (except ECON 200, ECON 214, and ECON 215) but are strongly encouraged to complete MATH 177 and, for majors that require it, MATH 238.

Students entering their second year may enroll in a variety of required courses at the 200-level, including introductory courses in their major, such as MGT 201W, and MKT 201W.

In the third year, students with junior standing and with 60 credit hours or more may enroll in 300-level courses in the School of Business. Students with 45 credit hours or more may enroll in 300-level CIS electives such as FIN 301. At this time, students begin to take courses to fulfill the requirements of their major.

Retention Requirements1. Satisfactory completion (passing grade) of the college writing requirement.

1. Satisfactory completion (passing grade) of the college writing requirement.

2. A minimum cumulative grade point average of 2.00.

3. Students majoring in accounting, management, and marketing must achieve satisfactory completion of ACCT 201, ACCT 202; CIS 252; ECON 214, ECON 215; and MATH 177 and MATH 248.

Management B.S.

**Department of Management and Marketing**  
  
**Department Chair:** Constance Milbourne  
  
**Management Program Faculty: Professors** Jacques, Mello; **Associate Professors** Casey, Farinella, Sahba, Urda, Wu; **Assistant Professor** Feeney  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: MGT 491 Independent Study I and MGT 492 Independent Study II are available for those seeking departmental honors, with consent of instructor, department chair and dean.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 249 | Business Statistics II | 4 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 4 | F, Sp, Su |
| MGT 341W | Business, Government, and Society | 4 | F, Sp, Su |
| MGT 348 | Operations Management | 4 | F, Sp, Su |
| MGT 461W | Seminar in Strategic Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177 fulfills the Mathematics category of General Education and MATH 248 fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Note: If CIS 251 has been taken, this satisfies the CIS 252 requirement.

Concentrations

CHOOSE concentration A, B, or C below

A. General Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 306 | Managing a Diverse Workforce | 4 | F, Sp |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
|  | THREE ADDITIONAL FOUR CREDIT COURSES in management at the 300-level or above | 12 |  |

**COURSE DESCRIPTIONS**

# MGT - Management

MGT 100 - Introduction to Business (4)

Business concepts are introduced and the practices of management in both the business sector and nonprofit organizations. Topics focus on all of the management disciplines.

Offered: Fall, Spring.

MGT 201W - Foundations of Management (4)

Management concepts are explained, including planning, organizing, leading, and controlling. Students develop managerial communication skills by working with groups. This is a Writing in the Discipline (WID) course. (Formerly MGT 301)

Prerequisite: Completion of at least 30 college credits.

Offered: Fall, Spring, Summer.

MGT 249 - Business Statistics II (4)

A continuation of MATH 240 or MATH 248, emphasis is on applied statistics, both parametric and nonparametric. Students cannot receive credit for both MGT 249 and either MATH 241 or 445.

General Education Category: Advanced Quantitative/Scientific Reasoning

Prerequisite: MATH 240 or 248.

Offered: Fall, Spring, Summer.

MGT 306 - Managing a Diverse Workforce (4)

Topics include contemporary paradigms, cultural issues, and rationales for managing a diverse workplace. Individual approaches, conflicts, and organizational responses are examined.

Prerequisite: Completion of at least 60 college credits.

Offered: Fall, Spring.

MGT 310 - Small Business Management (4)

Management concepts are applied to small businesses and a business plan is developed.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall.

MGT 311 - Entrepreneurship and New Ventures (4)

Venture initiation, development, and capital are discussed. Emphasis is on decision making in an environment of market and venture uncertainty.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Spring.

MGT 320 - Human Resource Management (4)

This is an overview of the role of the general manager and human resource specialist.

Prerequisite: MGT 201 or MGT 201W, or MGT 301.

Offered: Fall, Spring, Summer.

# MKT - Marketing

MKT 201W - Introduction to Marketing (4)

This is an examination of the role of marketing in society, consumer behavior, product management, pricing, distribution and promotion. This is a Writing in the Discipline (WID) course. (Formerly MKT 301)

Prerequisite: Completion of at least 30 college credits.

Offered: Fall, Spring, Summer.

MKT 215 - Marketing Creativity (4)

Focusing on the theories and models that enable students to develop perspectives upon creativity and its potential impacts on organizational life. Effective management of creativity within marketing organizations is emphasized.

Prerequisite: Completion of at least 30 college credits.

Offered: Fall, Spring.

MKT 310 - Product Design and Development (4)

The development process of new products, from idea generation to launch, is explored.

Prerequisite: MKT 201 or MKT 201W, or MKT 301.

Offered: As needed.