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 |

Subtotal: 36

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 |  |

Subtotal: 76

B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 423 | Compensation and Benefits Administration | 4 | F |
| MGT 425 | Recruitment and Selection | 4 | F |
| MGT 428 | Human Resource Development | 4 | Sp |
| MGT 430W | Strategic Human Resource Management | 4 | Sp |

Subtotal: 76

C. Operations Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 347 | Supply Chain Management | 4 | Annually |
| MGT 355 | Quality Assurance | 4 | Sp |
| MGT 455 | Global Logistics and Enterprise Management | 4 | As needed |

MGT 347: (Or MKT 347: Supply Chain Management)

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 449W | Introduction to Econometrics | 4 | F, Sp |
| MGT 331 | Occupational and Environmental Safety Management | 4 | F |
| MGT 335 | Process Management | 4 | Sp |
| MGT 349 | Service Operations Management | 4 | F |
| MGT 359 | Current Topics in Service Operations Management | 4 | As needed |
| MGT 465 | Organizational Theory | 4 | As Needed |
| MGT 467 | Directed Internship | 4 | F, Sp, Su |
| MGT 490 | Directed Study | 4 | As needed |
| MGT 491 | Independent Study I | 4 | As needed |
| MGT 492 | Independent Study II | 4 | As needed |
| MKT 310 | Product Design and Development | 4 | As needed |
| MKT 322 | Services Marketing | 4 | As needed |

Subtotal: 76

**COURSE DESCRIPTIONS**

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 45 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 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.