Management

The **management major** prepares students to lead in a competitive and dynamic business environment. The focus is on developing the skills necessary for effective and efficient organizations. The major provides flexibility for students to double major in many other fields, for example: Psychology, Public Relations, or English, or in other business fields including Marketing and Finance. Minors are also available in Human Resource Management, Economics, Finance, and Accounting within the business department as well as many others outside of business such as Writing or Biology. These choices can lead to enhanced career opportunities.

Management majors cultivate specific skills that enable them to: collaborate with others in analyzing real business cases and developing strategic business plans; correctly identify and employ cognitive motivational theories; and learn the basic management functions in organizations. Majors can choose from International Management and Operations Management. Students may elect to pursue the general Management degree, or select one of the specific tracks to focus their coursework and career options. Qualified Management majors may also take up to 12 semester hours of graduate classes that will count toward both their undergraduate degree and a future graduate degree.

Management – The traditional management track prepares you to effectively run an organization including planning, implementing, controlling, monitoring, and motivating teams. It is a perfect major to combine with a second major or minor.

International Management – This track prepares you for working in multinational organizations, understanding cultures and the processes of working in an international setting. International management involves understanding international economics, leading change in international corporations and creating global business strategies. Employers seek candidates who have an international perspective and this coursework is designed to prepare you for those opportunities.

Operations Management – This track prepares you for the administration of business practices that lead to greater efficiency within organizations, especially manufacturing or production, as a production, group or team leader. This track builds your skills to motivate your team as you plan, innovate, cost, and implement projects while maintaining quality and efficiency to maximize the profit of an organization.

Sustainability/Corporate Social Responsibility Management – This track will prepare you to lead with purpose and pride in your work. This track is for individuals with a passion for good, creating organizations with strong values and a commitment to our communities and the environment. This track particularly reflects the Mission of Mount Mercy University and the values of the Sisters of Mercy.

See the Graduate section (http://catalog.mtmercy.edu/graduateprograms/) of this *Catalog* for more information on Graduate programs offered at Mount Mercy. The Graduate Policy (http://catalog.mtmercy.edu/graduateprograms/policies/) section describes the policy on undergraduates taking graduate courses. Juniors and seniors *may* be eligible to take up to 13 graduate-level credits through the MMU Plus program.

Core Requirements for all Business Majors

Required:		
BA 203	Principles of Law	3
BA 250	Technology & Communication In Business	3
BA 270	Business Statistics	3
or MA 135	Basic Statistics	
BA 379	Financial Management	3
BA 435	Senior Seminar in Business	3
or BA 436	Business Strategy Seminar	
BC 265	Principles Of Accounting I	3
BC 266	Principles Of Accounting II	3
BK 208	Principles Of Marketing	3
BN 204	Principles Of Management	3
EC 251	Macroeconomics Principles	3
EC 252	Microeconomic Principles	3
Choose One of the Following:		**3**
MA 130	Finite Mathematics	
MA 132	Basic Mathematical Modeling	
MA 139	Pre-Calculus	
MA 164	Calculus I (Required for Actuarial Science Majors)	
Internship - use course number which corresponds to your major:		**3**
BA 425	Finance Internship	
BC 425	Accounting Internship	
BK 421	Marketing Internship	
BN 424	Management Internship	
GS 424	Experiential Learning	
The internship credits used for the business core CANNOT double count as a major elective.		
Total Hours		**39**

Management Track (Core business requirements plus 18 additional semester hours)

Business Core		**39**
Required:		
BN 304	Human Resource Management	3
BN 380	Organizational Behavior	3
BN 384	Strategic Management	3
Choose Three of the Following (two of which must be either BA, BN, BC, or EC):		**9**
BA 300	Entrepreneurship	
BA 305	Employment Law and Labor Relations	
BA 310	Dispute Resolution	
BA 344	Investments [1]	
BA 350	Risk Management	
BN 340	Management Information Systems	
BN 350	International Management	
BN 360	Business & Society	
BN 364	Production & Operations Management	
BN 377	Project Management	
BN 382	Corporate Social Responsibility	
BN 392	Advanced Topics in Human Resource Management	
BN 424	Management Internship [2]	
EC 366	Money and Banking [1]	
EC 376	International Economics [1]	

BC 315	Cost Accounting	
PO 326	Politics and Public Policy	
PS 349	Industrial/Organizational Psychology	
Total Hours		**57**

[1] Can NOT double count for the human resource management and finance majors or minors.
[2] Can NOT double count with the marketing major.

Management: International Management Track (Core business requirements plus 21 additional semester hours)

Business Core		**39**
Required:		
BN 304	Human Resource Management	3
BN 380	Organizational Behavior	3
BN 384	Strategic Management	3
Choose Three of the Following:		**9**
BN 350	International Management	
BN 360	Business & Society	
BN 424	Management Internship	
CO 260	Intercultural Communication	
EC 376	International Economics	
Total Hours		**57**

Management: Operations Management Track (Core business requirements plus 21 additional semester hours)

Business Core		**39**
Required:		
BN 304	Human Resource Management	3
BN 380	Organizational Behavior	3
BN 384	Strategic Management	3
PS 349	Industrial/Organizational Psychology	3
Choose Three of the Following:		**9**
BA 305	Employment Law and Labor Relations	
BC 315	Cost Accounting	
BK 301	Product, Brand and Category Management	
BN 364	Production & Operations Management	
BN 377	Project Management	
BN 382	Corporate Social Responsibility	
BN 424	Management Internship	
Total Hours		**60**

Management: Sustainability/Corporate Social Responsibility Track (Core business requirements plus 21 additional semester hours)

Business Core		**39**
Required:		
BN 304	Human Resource Management	3
BN 380	Organizational Behavior	3
BN 382	Corporate Social Responsibility	3
BN 384	Strategic Management	3
LS 301	Foundations of Servant Leadership	3
Choose Two of the Following:		**6**
BN 360	Business & Society	
BN 424	Management Internship	
GS 157	American Food [4]	
or HO 257	The Economics and Culture of Food Distribution	
ME 155	Water - A Shared Responsibility [4]	
PO 112	Globalization and Human Survival [4]	
Total Hours		**60**

[4] Courses also count for Core Curriculum requirements.

Students CANNOT double major between the business major (Accelerated) and the management major.
Students CANNOT earn more than one track in Management Major.
Students CANNOT double major between Management and Business - Education.

Academic Requirements for the Management Major

All management majors in all tracks must achieve a minimum grade of C- in all courses required for the major and BN 204 Principles Of Management in the business core. This applies to equivalent courses transferred from other institutions.
See Academic Requirements for all business department majors and minors found in the Business Administration (http://catalog.mtmercy.edu/curriculum/businessadministration/) section of the *Catalog*.
The following is the typical sequence of courses required for the major*:

Management Track

Freshman

Fall	Hours	Winter	Hours	Spring	Hours
CO 101	3	Holistic Health Domain	3	BK 208	3
MA 130	3			BN 204	3
Writing Competency	4			Literature Domain	3
Portal	3			Fine Arts Domain	3
				Historical Roots Domain	3
	13		**3**		**15**

Sophomore

Fall	Hours	Winter	Hours	Spring	Hours
BA 203	3	Elective	3	BA 270	3
BC 265	3			BC 266	3
Natural World Domain	4			EC 251	3
Philosophy Domain	3			Religious Studies Domain	3

				Self and Society Domain	3
	13		**3**		**15**

Junior

Fall	Hours	Winter	Hours	Spring	Hours
BA 250	3	Elective	3	BA 379	3
EC 252	3			BN 384	3
BN 304	3			Management Elective	3
BN 380	3			Management Elective	3
Global Awareness Domain	3			Elective	3
	15		**3**		**15**

Senior

Fall	Hours	Winter	Hours	Spring	Hours
Management Elective	3	Elective	3	BA 435	3
Elective	3			ME 450	1
BN 424	3			Elective	3
Elective	3			Elective	3
				Elective	3
	12		**3**		**13**

Total Hours: 123

Note: Elective courses could be used for a second major, a minor, a course of interest, internship or study abroad experience.

Note: See the Curriculum section *(*http://catalog.mtmercy.edu/curriculum/#corecurriculumtext*) for more information on Portal, Competency, Domain, and Capstone courses.*

International Management Track

Freshman

Fall	Hours	Winter	Hours	Spring	Hours
CO 101	3	Holistic Health Domain	3	BK 208	3
MA 130	3			BN 204	3
Writing Competency	4			Literature Domain	3
Portal	3			Fine Arts Domain	3
				Historical Roots Domain	3
	13		**3**		**15**

Sophomore

Fall	Hours	Winter	Hours	Spring	Hours
BC 265	3	Elective	3	BC 266	3
BA 270	3			BA 203	3
Natural World Domain	4			EC 251	3
Philosophy Domain	3			Religious Studies Domain	3
				Self and Society Domain	3
	13		**3**		**15**

Junior

Fall	Hours	Winter	Hours	Spring	Hours
BA 250	3	Elective	3	BA 379	3
EC 252	3			BN 384	3
BN 304	3			International Management Elective	3
BN 380	3			International Management Elective	3
Global Awareness Domain	3			Elective	3
	15		**3**		**15**

Senior

Fall	Hours	Winter	Hours	Spring	Hours
Foreign Language Elective (200 or above)	3	Elective	3	BA 435	3
International Management Elective	3			ME 450	1
Elective	3			Elective	3
BN 424	3			Elective	3
				Elective	3
	12		**3**		**13**

Total Hours: 123

Note: Elective courses could be used for a second major, a minor, a course of interest, internship or study abroad experience.

Note: See the Curriculum section *(*http://catalog.mtmercy.edu/curriculum/#corecurriculumtext*) for more information on Portal, Competency, Domain, and Capstone courses.*

Operations Management Track

Freshman

Fall	Hours	Winter	Hours	Spring	Hours
CO 101	3	Holistic Health Domain	3	BK 208	3
MA 139	4			BN 204	3
Writing Competency	4			Literature Domain	3
Portal	3			Fine Arts Domain	3
				Historical Roots Domain	3
	14		**3**		**15**

Sophomore

Fall	Hours	Winter	Hours	Spring	Hours
BC 265	3	Elective	3	BC 266	3
BA 270	3			BA 203	3
Natural World Domain	4			EC 251	3
Philosophy Domain	3			Religious Studies Domain	3
				Self and Society Domain	3
	13		**3**		**15**

Junior

Fall	Hours	Winter	Hours	Spring	Hours
BA 250	3	Elective	3	BA 379	3
EC 252	3			BN 384	3
BN 304	3			Operations Management Elective	3
BN 380	3			Operations Management Elective	3
Global Awareness Domain	3			Elective	3
	15		**3**		**15**

Senior

Fall	Hours	Winter	Hours	Spring	Hours
Operations Management Elective	3	Elective	3	BA 435	3
Operations Management Elective	3			ME 450	1
Elective	3			Elective	3
BN 424	3			Elective	3
				Elective	3
	12		**3**		**13**

Total Hours: 124

Note: Elective courses could be used for a second major, a minor, a course of interest, internship or study abroad experience.
Note: See the Curriculum section *(*http://catalog.mtmercy.edu/curriculum/#corecurriculumtext*) for more information on Portal, Competency, Domain, and Capstone courses.*

Sustainability/Corporate Social Responsibility Track

Freshman

Fall	Hours	Winter	Hours	Spring	Hours
CO 101	3	Holistic Health Domain	3	BK 208	3
MA 139	4			BN 204	3
Writing Competency	4			Literature Domain	3
Portal	3			Fine Arts Domain	3
				Historical Roots Domain	3
	14		**3**		**15**

Sophomore

Fall	Hours	Winter	Hours	Spring	Hours
BC 265	3	LS 301	3	BC 266	3
BA 270	3			BA 203	3
Natural World Domain	4			EC 251	3
Philosophy Domain	3			Religious Studies Domain	3
				Self and Society Domain	3
	13		**3**		**15**

Junior

Fall	Hours	Winter	Hours	Spring	Hours
BA 250	3	Elective	3	BA 379	3
EC 252	3			BN 384	3
BN 304	3			BN 382	3
BN 380	3			CSR Management Elective	3
Global Awareness Domain	3			Elective	3
	15		**3**		**15**

Senior

Fall	Hours	Winter	Hours	Spring	Hours
CSR Management Elective	3	Elective	3	BA 435	3
BN 424	3			ME 450	1
Elective	3			Elective	3
Elective	3			Elective	3
				Elective	2
	12		**3**		**12**

Total Hours: 123

Note: Elective courses could be used for a second major, a minor, a course of interest, internship or study abroad experience.
Note: See the Curriculum section *(*http://catalog.mtmercy.edu/curriculum/#corecurriculumtext*) for more information on Portal, Competency, Domain, and Capstone courses.*

*Disclaimer

The course offerings, requirements, and policies of Mount Mercy University are under continual examination and revision. This *Catalog* presents the offerings, requirements, and policies in effect at the

time of publication and in no way guarantees that the offerings, requirements, and policies will not change.
This plan of study represents a typical sequence of courses required for this major. It may not be applicable to every student. Students should contact a department faculty member to be sure of appropriate course sequence.

BA Courses

BA 101 Business 101: 1 semester hour
In preparation for their entry into the business department, students will explore skills necessary for success in the business world. They will explore all the business majors offered here so students gain an overall understanding of careers and courses of different majors and minors. This course will define professionalism and employer expectations. They will write two business orientated communications: email and two-page research project using APA. They will write a resume for an internship and prepare an elevator speech. They will explore the skills of teamwork, goal setting, assertive communication, and time management necessary to establish success in college and in the business environment. There will be a brief overview of all business department majors and associated careers, presented by the major coordinator, as well as introduction to business clubs, organizations, and Mount Mercy University volunteer missions.

BA 203 Principles of Law: 3 semester hours
This course provides a broad look at the American legal system. It includes a discussion of legal reasoning, the structure of the legal system, and several substantive areas of the law that are general practical interest. These specific topics include contracts, torts, administrative law, and agency law. Prerequisite: sophomore standing.

BA 240 Personal Financial Planning: 3 semester hours
This course examines basic financial skills which each of us must develop over our lifetime. Personal financial statements, calculating net worth, cash management tools, wise use of credit, and managing credit card debt are explored first. Also included is an overview of the federal tax system, tips to minimize the "tax bite", tax-deferred savings plans (IRA's and 401K's) and personal investing strategies for stocks, bonds, and mutual funds. In addition, topics will include the benefits of home ownership (tax savings and appreciation), use of escrow accounts, the benefits of mortgage and home equity debt, and the services a real estate broker can provide. The course also explores a variety of insurance products available (term life, permanent life, auto, medical), social security and retirement benefits, the basic provisions of a will, the use of trusts, and how to minimize gift/estate/inheritance taxes. The course may not be applied to any major or minor within the Business Administration Division.

BA 250 Technology & Communication In Business: 3 semester hours
In this course, students will study technology, research and communication as it relates to the business environment. Students will be expected to demonstrate proficiency in the use of computer software including word processing, spreadsheet, database and presentation. In addition, students will be required to complete a research paper using a specified format and to make a professional presentation using presentation software (i.e. PowerPoint). Research using the internet will be required. The various communication skills required of professionals in the business area will also be studied. This includes, but is not limited to, e-mail, team building, conducting a meeting and cooperative problem solving. This course is required of all business majors at Mount Mercy and must be taken at Mount Mercy. Prerequisites: Completion of the speech and freshman writing core curriculum requirements. Four-year Mount Mercy students take BA 250 during their sophomore year. All transfer students take BA 250 in their first semester at Mount Mercy or in the sophomore year if a freshman transfer.

BA 270 Business Statistics: 3 semester hours
This course studies descriptive and inferential statistics with an emphasis on business applications. Topics include: measures of central tendency, measures of dispersion, probability and probability distributions, confidence intervals, hypotheses testing, and an introduction to correlation and regression. Prerequisites: one year of high school algebra or MA 008 or departmental approval.

BA 300 Entrepreneurship: 3 semester hours
This course will teach students how to start and run their own business. Students will learn what constitutes an attractive investment opportunity, where to go for financing, how to keep accurate accounting records, and how to comply with state and federal tax laws. They will also learn about management, law, marketing, etc. Individual business owners will be utilized as speakers in the class. There will be a group project in which students will be required to develop a business plan. Prerequisites: BC 265, BC 266, BN 204, and BK 208. Offered spring semesters.

BA 305 Employment Law and Labor Relations: 3 semester hours
This is a survey course that looks at the history and development of employment law in the United States. We will look closely at the current legal issues found in case law, statutory law and regulations. We will also study the labor relations and collective bargaining system addressing issues such as wages, benefits and grievance procedures. Formerly BA 205. Prerequisite: BA 203.Offered online, block schedule.

BA 310 Dispute Resolution: 3 semester hours
Conflict is a fact of life. How we resolve our differences with our friends, neighbors, bosses, employees, customers, government, spouse and children makes a difference. In this course we will look at the techniques of principled negotiation that will help reach a wise agreement that satisfies all parties. We will also discuss other dispute resolution processes such as litigation, mediation, and arbitration. Classes will include role-plays and group projects to practice the techniques studied. Formerly BA 210. Prerequisite: BA 203.

BA 320 Applied Financial Reporting: 3 semester hours
This course will teach students how to analyze financial statements in detail. The financial statements will be approached from the users' perspective rather than the preparers' perspective. The course will combine the case approach with the lecture approach so students can apply the concepts learned to real businesses. Prerequisites: BC 265 and BC 266. Offered fall semesters.

BA 330 Estate Planning: 3 semester hours
This course covers the best way for assets to be transferred in a manner consistent with the wishes of the client while minimizing taxes and other fees. Prerequisite: BA 203.

BA 344 Investments: 3 semester hours
This course teaches students about a broad range of investment opportunities as well as how to analyze those opportunities. These opportunities are discussed in conjunction with investment goals. Additionally the course teaches students about various securities valuation techniques. Prerequisites: BC 265 and BC 266. Offered fall semesters.

BA 350 Risk Management: 3 semester hours
This course involves an overview of the managerial and administrative processes designed to minimize loss and the impact on the organization. This includes general liability, product liability, property damage, and worker's compensation. In this course students also examine methods used to evaluate both business and personal risk with particular emphasis on which methods can be used to minimize such risk in a cost-effective manner. Prerequisite: sophomore standing. Offered online, block schedule.

BA 360 Securities Analysis: 3 semester hours
This course is intended to be a follow-up course to the Investments course. This course will involve a very hands-on approach to valuing entire entities. Students will learn how to assess the prospects and the risk of a company and they will learn to value companies using a variety of approaches such as discounted cash flow analysis and various valuation metrics. Prerequisite: BA 344. Offered spring semesters.

BA 365 Financial Products: 3 semester hours
This course is designed to benefit students as consumers and would greatly benefit any student contemplating a career as a financial advisor. There are many different financial products in existence such as various types of life insurance products, annuities, structured vehicles, market linked notes, etc., with each having its own strengths and weaknesses. These products may be suitable for one investor and not for another due to a variety of factors such as age, risk tolerance, financial situation, family situation, etc. This course will explain each type of product, the strengths and weaknesses for each product, and the type of investor profile that may benefit from each type. Prerequisite courses: BA 379 Financial Management or BA 344 Investments.

BA 370 Quantitative Methods For Business: 3 semester hours
This course will expand on the material covered in the introductory course and introduce the topics of multiple regression and correlation, nonparametric methods of analysis, index numbers, time series analysis, decision making under uncertainty, and statistical quality control. Prerequisite: BA 270.

BA 371 Sport Event and Facility Management: 3 semester hours
This course provides students with an understanding of how sport events and facilities are managed. Students will analyze and evaluate management aspects like daily operations and functions, staffing, sponsorships, budgets, short- and long-term planning, and risk, emphasizing their application in practical situations. Prerequisite: BN 204 or instructor permission. Offered fall semesters.

BA 373 Sports Law: 3 semester hours
This course focuses on covering topics of professional and non-professional sports law issues. It includes a focus on the regulatory nature of domestic and international sport to include interscholastic, intercollegiate and Olympic sports. Integrated topics will include governing bodies such as the NAIA, NCAA and professional level regulations related to the use of agents, gender-related issues surrounding Title IX, testing for performance enhancing drugs, labor unions and current topics in sporting law. Prerequisite: BA 203. Offered spring semesters, odd calendar years.

BA 375 Financing Sports Organizations: 3 semester hours
This course builds upon courses in finance and accounting with application to the financial management of a sporting organization related. This includes refining skills in fiduciary responsibility while covering topics in financial analysis, business analytics, environmental/economic scanning, and taxation to help in managing decisions. Prerequisite: BC 265 and BC 266. Offered spring semesters, even calendar years.

BA 379 Financial Management: 3 semester hours
This is a decision-oriented course that emphasizes maximization of shareholder wealth. It includes a study of such concepts as cash flow, ratio analysis, financial forecasting, leverage, the time value of money, the capital budgeting process, and securities valuation. Prerequisites: BC 265 and BC 266.

BA 410 Financial Planning: 3 semester hours
This course will require students to complete the financial planning process from start to finish for a complex family situation. This process will include obtaining qualitative and quantitative information regarding the client’s personal situation; analyzing the client’s current course of action along with alternative courses of action; developing financial planning recommendations; presenting the financial planning recommendations; and monitoring the progress of the financial plan and update as necessary. The topics to be covered include professional conduct and regulation; general principles of financial planning; risk management and insurance planning; investment planning; tax planning; retirement savings and income planning; estate planning; and the psychology of financial planning. Prerequisite: BA 330, BA 344, BA 350, BA 365, BA 379.

BA 420 Cases In Finance: 3 semester hours
This course will teach students how to analyze financial cases. The case method of instruction simulates the "real world" by exposing students to actual situations where financial decisions must be made. Students must use their prior knowledge of finance and common sense to arrive at recommendations for each case. This process should enable students to sharpen their technical finance skills and enhance their ability to use subjective judgment in decision-making. Prerequisite: BA 344 and BA 379. Offered spring semesters.

BA 425 Finance Internship: 3 semester hours
Students may take advantage of internship opportunities which become available in the field of finance. These internships include off-campus supervision at local businesses and periodic conferences with the on-campus instructor. The on-campus instructor will determine any further requirements on an individual basis. (Maximum of one semester credit for each 3 hours per week for the semester spent at an outside company up to a maximum of 6 semester hours).

BA 430 Selected Topics in Business: 3 semester hours
This course includes an examination of major issues or topics in business. Course content and subtitle will vary. The course may be repeated with consent of the instructor. Offered winter term.

BA 435 Senior Seminar in Business: 3 semester hours
Capstone course designed to integrate knowledge of marketing, finance, economics, management, and accounting to be applied to various types of business and institutional situations. The method of instruction includes case studies, class discussion and readings. Prerequisites: BA 250, BA 379, BK 208, BN 204 and senior standing.

BA 436 Business Strategy Seminar: 3 semester hours
This is a capstone course designed to assist the student to integrate and apply knowledge of marketing, finance, economics, management, and accounting in the student's field of interest. Students will develop strategic plans using theoretical and actual case studies. This course is the required capstone course in the Business major in the Advance program. Prerequisites: BN 204, BK 208, BA 379.

BA 445 Business Administration Independent Study: 3 semester hours
If a student wishes to do individual study and/or research of a particular topic, he/she should contact the appropriate member of the department as a supervising instructor, as well as register through and obtain consent of his/her advisor.

BN Courses

BN 204 Principles Of Management: 3 semester hours
This course includes a systematic examination of the following four functions and processes within an enterprise: Planning - development of objectives and plans; Organizing - structuring work relationships; Leading - activating coordinated efforts; Controlling - measuring progress and taking corrective action. The course emphasizes an overall framework for effective integration of the distinct processes.

BN 304 Human Resource Management: 3 semester hours
This course includes a study of the place and function of the human resource management department in business and industry. Topics include equal opportunity programs, employment planning, recruitment, selection, performance evaluation, and compensation. Also included are training/development, safety/health and work scheduling. Prerequisite BN 204.

BN 340 Management Information Systems: 3 semester hours
This course addresses the ongoing process of gathering, storing, and retrieving the information that managers need to make immediate business decisions and to prepare long-term business plans. The concepts learned in this course apply to may functional areas including finance, marketing, manufacturing, production, and human resources. Topics include operational, tactical, and strategic decision making as well as design, analysis, and implementation of management information systems. Prerequisites BN 204 and BA 250.

BN 350 International Management: 3 semester hours
Organizations today are competing in a global marketplace that poses new challenges for managers. It is crucial that students of management be knowledgeable about the international dimensions that affect all businesses. This course will study the development of appropriate strategies for multinational companies. The environment and cultural context for international management will be examined along with worldwide developments. Prerequisites: BN 204 and Junior standing or approval of instructor.

BN 360 Business & Society: 3 semester hours
Business exists and business people work in and environment that includes relationships with other institutions such as government , public interest groups, and unions as well as with the individuals who are customers, workers, and fellow citizens. In this course these relationships and responsibilities to society as a whole and individual ethics are explored. Prerequisites: BN 204 and EC 251.Offered online, block schedule. Offered winter term.

BN 364 Production & Operations Management: 3 semester hours
This course will provide students with and introduction to the field of production and operations management. It will cover both manufacturing and service organizations with a balanced overview of quantitative and qualitative material. Particular emphasis will be placed on the subject of quality and its impact on the competitive position of goods and services in the domestic and world markets. Prerequisites BA 270 and BN 204. Offered spring semesters.

BN 370 Advanced Topics in Management Information Systems: 3 semester hours
This course is an advanced study of contemporary and emerging management information systems issues. Students will examine and focus on the strategic impact and competitive advantage of information technologies on the business (for profit and nonprofit) environment. Students will develop a firm understanding of the strategic, tactical, technical and management issues surrounding both consumer e-commerce and business-to-business systems, and explore emerging issues related to supply chain management, business process reengineering, enterprise resource planning, and internet privacy and security. Prerequisite: BN 340.

BN 377 Project Management: 3 semester hours
This course is an introductory study of contemporary project management practices and issues designed for juniors or seniors. Students will examine the strategic value and competitive advantage of project management in the business environment. Students will gain a first-hand understanding of initiating, planning, executing, controlling and closing out a project. Students will develop an understanding of the strategic, tactical, technical and management issues of project management. Emerging issues related to critical chain scheduling, parametric cost estimation, and PM licensure are also reviewed. Lectures will be derived from Project Management Institute's (PMI) Project Management Body of Knowledge (PMBOK1) and the assigned textbook. Prerequisites: BN 204 and BA 250. Offered online, block schedule.

BN 380 Organizational Behavior: 3 semester hours
This course examines human behavior in the work environment at the individual and group levels. Emphasis areas include: group behavior/ dynamics, theories for motivation, leadership, decision making process, corporate culture, organizational behavior in the global setting and values and attitudes affecting work behavior. Prerequisites: BN 204 and junior standing.

BN 382 Corporate Social Responsibility: 3 semester hours
In this course students will examine concepts of the triple bottom line (people, planet, profit) and corporate social responsibility. Students will explore the fundamental psychological, cultural, ethical, and economic sustainability issues affecting an increasingly broad range of global stakeholders. Students will study how and why leaders deploy sustainability efforts such as sustainable innovation, making work life sustainable for the workforce, engaging to solve local and global sustainability challenges, and responding to global issues relating to outsourcing, poverty, and human rights. Topics will include how companies are using supply chain and quality management, capacity planning and forecasting, as well as systems thinking to make significant gains; and how communities are responding to the increasing concerns about sustainability through programs like Blue Zones, regulation, and a push toward localization. Prerequisite: Sophomore Standing.

BN 384 Strategic Management: 3 semester hours
This course includes a study and application of the formulation, implementation, evaluation and control of corporate strategies. Lecture, discussion, and case analysis will be used in applying the strategic management concepts. Prerequisites: BA 250, BN 204, BK 208, BA 379, and junior standing.

BN 386 Compensation, Benefits, and Evaluations: 3 semester hours
This course covers the fundamental concepts of compensation theory and application related to hiring, growing, and retaining organizational talent. Other areas of focus include government, legal, and union influences; job analysis and evaluation, building and maintaining compensation and benefit structures, and effectively evaluating employee performance. Students will gain an understanding of how to assess reward systems for equity and cost effectiveness; as well as how to access and diagnose compensation management issues and develop appropriate solutions. Prerequisites: BN 204 and BN 304. Offered online, block schedule. Offered spring semesters.

BN 392 Advanced Topics in Human Resource Management: 3 semester hours
This course is an advance topics study of contemporary HRM practices and issues designed for juniors or seniors. Students will examine the strategic value and competitive advantage of HRM in the business environment. Students will gain a first-hand understanding of the assumption that all managers are accountable to their organizations in terms of the impact of their HRM activities, and they are expected to add value by leading their employees ethically and effectively. This course includes hands-on application of the learning theories, principles, and methods involved in all phases of employment in an increasingly knowledge-based and global work environment. Topic focus will include the best people-centered practices of high performing organizations, the personal and cultural implications of mergers and acquisitions, and how to develop sustainable workforce practices for the future. Prerequisites: BN 204 and BN 304. Offered online, block schedule. Offered fall semesters.

BN 424 Management Internship: 3 semester hours
Students may take advantage of internship opportunities that become available in the area of management. These internships include off-campus supervision at local establishments and periodic conferences with the on-campus instructor. The on-campus instructor will determine any further requirements on an individual basis. (Maximum of one semester credit for each three hours per week for a semester spent at an outside agency up to a maximum of six semester hours).

BN 425 Human Resource Internship: 3 semester hours
Students may take advantage of internship opportunities in the area of Human Resource. These internships include periodic conferences with the instructor. The instructor will require that students submit a paper summarizing their activities as well as their learning outcomes upon completion of the internship experience. (Maximum of 1 semester hour of credit for each 40 hours worked up to a maximum of 6 semester hours).