

Management Major - Bachelor of Science (BS)

The **management major** aims to provide students with the knowledge and skills needed to effectively manage people and processes in today's global and diverse business environment. The management coursework is designed to help students understand the theory and practice of management, how to be socially responsible leaders and team members, to make evidence-based decisions and to communicate effectively in a variety of organizational settings. To this end, the management department has identified the following learning outcomes for the major:

1. Students will demonstrate critical management content knowledge related to organizational processes and managing and leading people.
2. Students will apply evidence-based decision-making to address business issues individually and collaboratively.
3. Students will practice effective teamwork and leadership skills/ behaviors in a way that promotes inclusivity and engages others to work together towards a common goal.
4. Students will demonstrate knowledge of cultural diversity and will use knowledge to recommend effective management practices for international and cross-cultural business.
5. Students will apply an understanding of sustainable business concepts (including corporate social responsibility and business ethics) to decision-making within organizations.

Special interest areas

The management major is designed to be flexible so that students can explore their interests within the field of management and take classes that best support their own career goals. Thus, there are no formal concentrations, tracks or emphases within the management major, but students are encouraged to consider using the following special areas to assist in selecting management electives for targeted career paths:

Students interested in **International Management** may want to take some of the following courses:

- MGT 430 Cross-Cultural Management
- MGT 431 Business, Labor and Human Rights
- MGT 484 International Human Resource Management
- BLAW 405 The Law of International Business Transactions
- MGT 492 Global Supply Chain Management and Logistics

Students interested in **Human Resource Management** may want to take some or all of the following courses:

- MGT 303 Principles of Labor-Management Relations
- MGT 385 Human Resource Management
- MGT 386 Compensation and Benefits Administration
- MGT 483 Employee Training and Development
- MGT 484 International Human Resource Management
- MGT 485 Collective Bargaining
- MGT 486 Human Resources: Current Issues and Policies

Students interested in **Organizational Behavior** may want to take some of the following courses:

- MGT 400 Special Topics in Management
- MGT 412 Leadership and Team Development
- MGT 487 Managing Diversity and Inclusion in Organizations

Students interested in **Operations & Supply Chain Management** may want to take some of the following courses:

- MGT 395 Management Science
- MGT 399 Project Management: Planning, Scheduling, Executing, and Controlling
- MGT 492 Global Supply Chain Management and Logistics
- MGT 493 Green Operations Management

Major requirements

(College of Business Administration)

College of Business Administration (CBA) core requirements

All students enrolled in any program within the college are required to complete the following:

- College of Business (CBA) core courses (<https://catalog.uwlax.edu/undergraduate/businessadministrationcba/#CBACore>)
- CBA upper division prerequisite requirement - Most professional, upper division courses (300/400 level) in the CBA require students to have the following to register into the course:
 - A grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110/ENG 112, MTH 160/MTH 175/MTH 207, and STAT 145/STAT 245;
 - 54 credits or higher earned (or in progress).

Curriculum

24 credits

Code	Title	Credits
Core		
MGT 360	International Management	3
MGT 408	The Global Responsibility of Business	3
Select one of the following two courses. ¹		
MGT 385	Human Resource Management	3
or MGT 420 Entrepreneurship		
Electives		
Select 15 credits from any 300/400 level MGT course or any of the following non-MGT courses. At least nine of the 15 elective credits should be 400 level courses. ^{2,3}		15
BLAW 305	Business Law	
BLAW 405	The Law of International Business Transactions	
BLAW 415	Current Topics in Law	
IS 360	Management of Business Analytics	
Total Credits		24

¹ If both courses are taken, 3 credits may be applied toward the 15 credits from any 300/400 level MGT course.

² A limit of three internship credits from MGT 450 or MGT 452 may be applied toward the management major.

³ A limit of three independent study credits from MGT 499 may be applied toward the management major.

Up to three credit hours of outside elective courses may be approved by the faculty adviser and department chair. Students with interests in special areas (p. 1) (e.g., operations management, human resources, international management, etc.) should work closely with their advisers to select classes accordingly.

Degree requirements

All students must complete the general education, college core, major/minor, and university degree requirements in order to qualify for a degree. The easiest way to track all of these requirements is to refer to the Advisement Report (AR) found in the Student Information System (WINGS) Student Center. All enrolled students have access to the AR.

- General education (<http://catalog.uwlax.edu/undergraduate/generaleducation/>)
- College core (p. 2)
- Baccalaureate degree requirements (p. 2)

College of Business Administration core requirements

All students enrolled in any program within the college must complete the 16 business core courses listed below and all requirements for the major (see department listings). MGT 449 must be taken in the semester of graduation.

Code	Title	Credits
ACC 221	Accounting Principles I ¹	3
ACC 222	Accounting Principles II ¹	3
BLAW 205	The Legal and Ethical Environment of Business ¹	3
ECO 110	Microeconomics and Public Policy ¹	3
ECO 120	Global Macroeconomics ¹	3
ECO 230	Data Analysis for Business Applications	3
ENG 110	College Writing II ¹	3
or ENG 112	College Writing AP (Advanced Placement)	
FIN 355	Principles of Financial Management	3
IS 220	Information Systems for Business Management	3
MGT/MKT 301	Business Communication	3
MGT 308	Organizational Behavior	3
MGT 393	Production and Operations Management	3
MKT 309	Principles of Marketing	3
MTH 160	Mathematics for Business ¹	4-5
or MTH 175	Applied Calculus	
or MTH 207	Calculus I	
STAT 145	Elementary Statistics (or equivalent) ¹	4
or STAT 245	Probability and Statistics	
Capstone - taken in the semester of graduation		
MGT 449	CBA Capstone: Applied Business Strategy	3
Total Credits		50-51

¹ A grade of "C" or better required.

Upper division prerequisite requirement

Most professional, upper division courses (300/400 level) in the CBA require students to have the following to register into the course:

1. A grade of "C" or better in ACC 221, ACC 222, BLAW 205, ECO 110, ECO 120, ENG 110/ENG 112,

MTH 160/MTH 175 /MTH 207, and STAT 145/STAT 245;

2. 54 credits or higher earned (or in progress).

Baccalaureate degree requirements

Candidates for the Bachelor of Arts or the Bachelor of Science degrees must accomplish the following:

1. Fulfill the general education requirements.
2. Complete at least one ethnic studies (diversity) course.
3. Complete the courses prescribed by the Undergraduate Curriculum Committee for the degree desired in the respective school or college.
4. Earn a minimum of 120 semester credits with at least a 2.00 cumulative GPA.^{1, 2}
5. At least 40 credits must be earned in 300/400 level courses. Transfer courses earned or transferred at the 300/400 level apply to this requirement.
6. Complete major and minor requirements with at least a 2.00 GPA^{1, 2} in each major and minor (and concentration or emphasis, if selected).
7. A minimum of 30 semester credits in residence at UWL is required for graduation. (See undergraduate resident requirement (<http://catalog.uwlax.edu/undergraduate/academicpolicies/graduation/#undergraduate-residence-requirement>)).
8. Submit an application for graduation via the "Apply for Graduation" link in the WINGS Student Center as soon as the student has registered for his or her final semester or summer term in residence. December and winter intersession graduates should apply by May 1. May and summer graduates should apply by December 1.

¹ Grade point average requirements for some programs will be considerably higher than 2.00. Re-entering students may be required to earn credits in excess of the 120 needed for graduation in any curriculum in order to replace credits earned in courses in which the content has changed substantially in recent years. Each case will be judged on its own merit.

² The grade point average recorded at the time the degree is awarded will not be affected by future enrollment.

No degree will be awarded unless all requirements are fulfilled and recorded within 30 days after the official ending date of each term.

Sample degree plan

Below is a sample degree plan that can be used as a guide to identify courses required to fulfill the major and other requirements needed for degree completion. A student's actual degree plan may differ depending on the course of study selected (second major, minor, etc.). Also, this sample plan assumes readiness for each course and/or major plan, and some courses may not be offered every term. Review the course descriptions or the class timetable (<http://www.uwlax.edu/records/regISTRATION/>) for course offering information.

The sample degree plans represented in this catalog are intended for first-year students entering UWL in the fall term. Students should use the Advisement Report (AR) in WINGS (<https://wings.uwlax.edu>) and work closely with their faculty advisor(s) and college dean's office to ensure declaration and completion of all requirements in a timely manner.

General Education Program

The general education curriculum (Gen Ed) is the common educational experience for all undergraduates at UWL. Sample degree plans

include Gen Ed placeholders to ensure completion of the general education requirements. Courses may be rearranged to fit the needs or recommendations of the student's program of study. Gen Ed courses may be taken during winter term (January between the semesters) and summer to reduce the course load during regular terms (fall and spring). Students should consult with their advisor and/or the college academic services director in their college/school for assistance with course and schedule planning. Refer to the general education requirements (<http://catalog.uwlax.edu/undergraduate/generaleducation/>) for more specific details.

At least 40 credits of the 120 credits required must be earned at the 300/400-level.

Note: New students and transfer students with less than 12 credits earned are required to take FYS 100 First-Year Seminar (3 cr.) during one of their first two semesters at UWL.

This sample degree plan does not establish a contractual agreement. It identifies the minimum requirements a student must successfully complete, to qualify for a degree, in a format intended to assist the student in planning their academic career. Actual degree plans may differ.

Year 1

Fall	Credits Spring	Credits
ECO 110 or 120 (Gen Ed Global Studies/ Gen Ed Self & Society) ¹	3 ECO 110 or 120 (Gen Ed Global Studies/ Gen Ed Self & Society) ¹	3
ENG 110 or 112 (Gen Ed Literacy - Written) ¹	3 CST 110 (Gen Ed Literacy - Oral)	3
MTH 160, 175, or 207 (Depending on math placement exam results) ¹	4 STAT 145 (Depending on math placement exam results) ¹	4
Gen Ed Arts	2 FYS 100 (Gen Ed First-Year Seminar)	3
Gen Ed World Hist	3 Gen Ed Arts	2
	15	15

Year 2

Fall	Credits Spring	Credits
ACC 221 ¹	3 ACC 222 ¹	3
BLAW 205 ¹	3 University Elective	3
University Elective	3 MGT 301 or MKT 301	3
Gen Ed Minority Cultures	3 Gen Ed Natural Lab Science	4
University Elective	3	
	15	13

Year 3

Fall	Credits Spring	Credits
FIN 355	3 MGT 393	3
MGT 308	3 MGT 360	3
University Elective	4 MGT Electives (300/400 Level)	3
ECO 230	3 MKT 309	3
IS 220	3 University Elective	3
	16	15

Year 4

Fall	Credits Spring	Credits
MGT 408	3 MGT 449	3
MGT 385 or 420 ²	3 MGT Electives (400 Level)	3
Gen Ed Health & Well-Being	3 MGT Electives (300/400 Level)	3
MGT Electives (400 Level)	3 MGT Electives (400 Level)	3
University Elective	3 University Elective	1

	Gen Ed Humanistic Studies	3
	15	16
Total Credits: 120		

¹ A grade of "C" or better is required for the CBA core requirements.

² If both courses are taken, 3 credits may be applied toward the 15 credits from any 300/400 level MGT course.