Department of Management

Degree Offered
• Bachelor of Science in Business Administration

Management Program Objectives
The management program provides the skills and knowledge needed for students who aspire to leadership roles in business. The program prepares them for various managerial positions. Students choose from one of four areas of emphasis (AoE) in management:

• Entrepreneurship
• Human Resource Management
• International Business
• Supply Chain Management

• Students pursuing the Entrepreneurship area of emphasis pursue positions such as small business manager, entrepreneur, or franchise owner. Students are also prepared for management roles within small business enterprises and how large companies need to use entrepreneurial thinking.
• Students pursuing the Human Resource Management area of emphasis develop capabilities for careers in compensation, recruiting, and training that could lead to managerial positions in human resources.
• Students pursuing the International Business area of emphasis are encouraged to study a foreign language and to participate in a study abroad program. They develop expertise in international business strategy, and they acquire an appreciation of foreign culture and business practices. Students electing this area of emphasis would be prepared to work in overseas locations and develop expertise in managing operations outside the United States.
• Students pursuing the Supply Chain Management area of emphasis develop the knowledge and skills to lead supply chain improvement projects, to function in supply chain teams, and to perform or lead supply chain operations. They also develop the knowledge and skills to manage the complexities and critical interdependence of global supply chain operations, and to use appropriate supply chain technology.

Business Management majors must declare one of the aforementioned areas of emphasis and complete all requirements for the major and the AoE in order to be eligible for graduation. Students who prefer not to pursue an area of emphasis may declare the General Business major, which offers students the opportunity to complete electives in more than one of the areas of emphasis.

FACULTY

CHAIR
• Joyce Thompson Heames - Ph.D. (University of Mississippi)
  Department Chairperson

PROFESSORS
• Neil Bucklew - Ph.D. (University of Wisconsin)
  Industrial relations, Collective bargaining, Negotiation and conflict resolution.
• Jack A. Fuller - Ph.D. (University of Arkansas)
  Heuristic decision making, Production planning and control, Systems analysis and design.
• Usha Haley - Ph.D. (Stern School of Business)
  Multinational Corporations and Strategic Management, Business-government relations, sanctions and subsidies.

ASSOCIATE PROFESSORS
• Gerald Blakely - Ph.D. (University of North Carolina at Chapel Hill)
  Human resources management, Organizational behavior.
• David Dawley - Ph.D. (Florida State University)
  Strategic management, Strategic turnaround decisions and organization commitment, Ph.D. seminar-strategy.
• Mark Gavin - Ph.D. (Purdue University)
  Organizational behavior, Human resource management, Ph.D. seminars-research methods and structural equation modeling.
• Jodi Goodman - Ph.D. (Georgia Institute of Technology)
  Organization behavior, Human resource management, Learning & training methodologies, Statistics, Ph.D. seminar-org behavior.
• Joyce Thompson Heames - Ph.D. (University of Mississippi)
  Talent acquisition, Ph.D. seminar-HRM, Organizational behavior, Management, Corporate social responsibility, Training and development.
• Jeffrey Houghton - Ph.D. (Virginia Polytechnic Institute and State University)
  Talent acquisition, Ph.D. seminar-HRM, Organizational behavior, Management, Corporate social responsibility, Training and development.
International human resources management, Self leadership, Team processes, Ph.D. seminar-leadership.

• Gary Insch - Ph.D. (Indiana University)
  International business and strategic management.

• Nancy McIntyre - Ph.D. (University of Rhode Island)
  Management, Organizational behavior.

• Abhishek Srivastava - Ph.D. (University of Maryland, College Park)
  Organizational behavior, Leadership, Team effectiveness, Ph.D. seminar-philosophy of research.

• Ed Tomlinson - Ph.D. (The Ohio State University)
  Organization behavior, Trust, Negotiation and conflict resolution, Compensation and benefits, Ph.D. seminar-group processes.

ASSISTANT PROFESSORS

• Ajay Aluri - Ph.D. (Oklahoma State University)
  Hospitality management, Social media.

• Jennifer Sexton - Ph.D. (Florida State University)
  Strategy, Entrepreneurship, Global business communication.

• Linda Sypolt - J.D. (West Virginia University)
  Copyright/patents, Labor law.

• Miles A. Zachary - Ph.D (Texas Tech University)
  Strategic management, Entrepreneurship

TEACHING PROFESSOR

• David Cale - Ph.D. (Duquesne University-Pittsburgh)
  Ethics, Entrepreneurship.

• Frank DeMarco - M.B.A. (West Virginia University)
  Hospitality, Hotel and restaurant management.

• Tim Heames - M.S. (Carnegie Mellon University)
  Strategic management, Entrepreneurship, International business.

• Suzanne Gosden-Kitchen - Ed.D. (West Virginia University)
  Human resource management, Diversity, EEO, Disability, Business writing, Higher education leadership.

EXECUTIVE IN RESIDENCE

• William Hutchison - MSIR (West Virginia University)
  Collective bargaining, Compensation & benefits.

ADJUNCT PROFESSOR

• Jon Reed - J.D.

PROFESSORS EMERITI

• Randyl D. Elkin
• John Harpell, Jr.
• Richard W. Humphreys
• Thomas S. Isaack
• Ali H. Mansour
• Dietrich Schaupp

Admission

Students must formally apply for admission to the management program at the beginning of the first semester of the sophomore year or at the beginning of the semester in which they will meet the program course prerequisites. Applicants must possess an overall GPA of at least 2.5 to be considered for admission. The following course prerequisites must be completed with a minimum grade of C:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201 &amp; ACCT 202</td>
<td>Principles of Accounting and Principles of Accounting</td>
<td>6</td>
</tr>
<tr>
<td>CS 101</td>
<td>Intro-Computer Applications</td>
<td>4</td>
</tr>
<tr>
<td>ECON 201 &amp; ECON 202</td>
<td>Principles of Microeconomics and Principles of Macroeconomics</td>
<td>6</td>
</tr>
<tr>
<td>ECON 225</td>
<td>Elemntry Business/Econmcs Stat</td>
<td>3</td>
</tr>
</tbody>
</table>
or STAT 211
ENGL 101
& ENGL 102
or ENGL 103
Elemntry Statistical Inference
Composition And Rhetoric
and Composition And Rhetoric
Accelerated Academic Writing

Choose one of the Following: 3-4
MATH 126A College Algebra 5-Day
MATH 126B College Algebra 4-Day
MATH 129 Pre-Calculus Mathematics
MATH 153 Calculus 1a with Precalculus

Choose one of the Following: 3-4
MATH 150 Applied Calculus *
MATH 154 Calculus 1b with Precalculus *
MATH 155 Calculus 1 *
MATH 156 Calculus 2 *

Total Hours 31-33

* A minimum grade of C in MATH 150 is required for admission to the program. A grade of D in MATH 154 or a higher level of college calculus also satisfies the calculus requirement for admission to the program.

Qualified applicants are admitted into the management program in order of descending GPA, calculated using all (transferable) baccalaureate coursework attempted at regionally accredited institutions. The College will accommodate as many management majors as resources are available. Students who are denied admission to the management program because of GPA may elect to apply to the program in a future semester or accept admission to an alternative bachelor's program in the College.

Management Program Requirements

GENERAL EDUCATION CURRICULUM

Please use this link to view a list of courses that meet each GEC requirement. (http://registrar.wvu.edu/current_students/general_education_curriculum)

NOTE: Some major requirements will fulfill specific GEC requirements. Please see the curriculum requirements listed below for details on which GECs you will need to select.

General Education Curriculum

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 101</td>
<td>Composition And Rhetoric</td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition And Rhetoric</td>
</tr>
<tr>
<td>or ENGL 103</td>
<td>Accelerated Academic Writing</td>
</tr>
<tr>
<td>GEC 2A</td>
<td>Mathematics</td>
</tr>
<tr>
<td>GEC 2B</td>
<td>Natural and Physical Science</td>
</tr>
<tr>
<td>GEC 2C</td>
<td>Additional GEC 2A, B or C</td>
</tr>
<tr>
<td>GEC 3</td>
<td>The Past and Its Traditions</td>
</tr>
<tr>
<td>GEC 4</td>
<td>Issues of Contemporary Society</td>
</tr>
<tr>
<td>GEC 5</td>
<td>Artistic Expression</td>
</tr>
<tr>
<td>GEC 6</td>
<td>The Individual in Society</td>
</tr>
<tr>
<td>GEC 6F</td>
<td>First Year Seminar</td>
</tr>
<tr>
<td>GEC 7</td>
<td>American Culture</td>
</tr>
<tr>
<td>GEC 8</td>
<td>Western Culture</td>
</tr>
<tr>
<td>GEC 9</td>
<td>Non-Western Culture</td>
</tr>
</tbody>
</table>

Total Hours 38-45

Degree Requirements

To qualify for the Bachelor of Science in Business Administration students must meet the following criteria:

• Complete a minimum of 120 credit hours.
• Possess an overall GPA of 2.5 or higher.
• Possess a minimum GPA of 2.5 for all Major Courses (i.e. GSCM, HRMG, INBS, MANG, SBEN), using the most recent letter grade attempted.
• Upper-division business and economics course work must be completed in residence at WVU. Exceptions to this requirement must be approved by the dean or designee.

### Curriculum Requirements

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 202</td>
<td>Principles of Accounting</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 199</td>
<td>Introduction to Business</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 299</td>
<td>Business Communication</td>
<td>3</td>
</tr>
<tr>
<td>CS 101</td>
<td>Intro-Computer Applications</td>
<td>4</td>
</tr>
<tr>
<td>ECON 201</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 202</td>
<td>Principles of Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 225 or STAT 211</td>
<td>Elementary Business/Economics Stat or Elementary Statistical Inference</td>
<td>3</td>
</tr>
</tbody>
</table>

Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 101 &amp; ENGL 102</td>
<td>Composition And Rhetoric and Composition And Rhetoric</td>
<td>6</td>
</tr>
<tr>
<td>ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td>3</td>
</tr>
</tbody>
</table>

**GEC 2B Natural Science**

**GEC 3, 5, 9**

Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 126A &amp; MATH 150</td>
<td>College Algebra 5-Day and Applied Calculus</td>
<td>6</td>
</tr>
<tr>
<td>MATH 126B &amp; MATH 150</td>
<td>College Algebra 4-Day and Applied Calculus</td>
<td>6</td>
</tr>
<tr>
<td>MATH 126C &amp; MATH 150</td>
<td>College Algebra 3-Day and Applied Calculus</td>
<td>6</td>
</tr>
<tr>
<td>MATH 129 &amp; MATH 155</td>
<td>Pre-Calculus Mathematics and Calculus 1</td>
<td>6</td>
</tr>
<tr>
<td>MATH 153 &amp; MATH 154</td>
<td>Calculus 1a with Precalculus and Calculus 1b with Precalculus</td>
<td>6</td>
</tr>
<tr>
<td>PSYC 101</td>
<td>Introduction to Psychology</td>
<td>3</td>
</tr>
<tr>
<td>SOCA 101</td>
<td>Introduction to Sociology</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 320</td>
<td>Legal Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 330</td>
<td>Information Systems/Technology</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 340</td>
<td>Business Finance</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 350</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 360</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 370</td>
<td>Managing Individuals &amp; Teams</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 380</td>
<td>Business Ethics</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 460</td>
<td>Contemporary Business Strategy</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 331</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>MANG 330</td>
<td>HR Management Fundamentals</td>
<td>3</td>
</tr>
<tr>
<td>MANG 360</td>
<td>International Business</td>
<td>3</td>
</tr>
<tr>
<td>MANG 422</td>
<td>Individual &amp; Organization</td>
<td>3</td>
</tr>
<tr>
<td>MANG 434</td>
<td>Business Research Methods</td>
<td>3</td>
</tr>
</tbody>
</table>

**Area of Emphasis Electives**

**Unrestricted Electives**

Total Hours: 120

*A grade of C is required in MATH 150. A grade of D in MATH 154 or a higher college calculus course satisfies the calculus requirement.*
Suggested Plan of Study

First Year

Fall | Hours | Spring | Hours
---|---|---|---
BCOR 199 | 3 | ACCT 201 | 3
CS 101 | 4 | ECON 201 | 3
Select one of the following: | 3 | Select one of the following: | 3
MATH 126A | | MATH 150 |
MATH 126B | | MATH 154 |
MATH 129 | | MATH 155 |
MATH 153 | | |
SOCA 101 | 3 | MATH 156 |
GEC Objective 2B, 3, 5, or 9 | 3 | GEC Objective 2B |
| | | 4 |
| | 16 | 16 |

Second Year

Fall | Hours | Spring | Hours
---|---|---|---
ACCT 202 | 3 | BCOR 299 | 3
ECON 202 | 3 | BCOR 330 | 3
ECON 225 | 3 | BCOR 340 | 3
ENGL 102 | 3 | BCOR 350 | 3
PSYC 101 | 3 | BCOR 370 | 3
| | | 15 |

Third Year

Fall | Hours | Spring | Hours
---|---|---|---
Area of Emphasis Elective | | | 3
BCOR 320 | 3 | BCOR 360 | 3
MANG 330 | 3 | MANG 360 | 3
GEC Objective 2B, 3, 5, or 9 | 3 | MANG 422 | 3
Unrestricted Electives | 3 | GEC Objective 2B, 3, 5, or 9 | 3
| | | 15 |

Fourth Year

Fall | Hours | Spring | Hours
---|---|---|---
Area of Emphasis Elective | | | 3
ACCT 331 | 3 | Area of Emphasis Elective or Unrestricted Elective | 3
BCOR 380 | 3 | BCOR 460 | 3
GEC Objective 2B, 3, 5, or 9 | 3 | MANG 434 | 3
Unrestricted Electives | 2 | Unrestricted Electives | 2
| | | 14 |

Total credit hours: 120

Area of Emphasis

A student must declare an Area of Emphasis (AoE) upon matriculation to the management program. The required courses for each area of emphasis are listed in the charts below.

**SUPPLY CHAIN MANAGEMENT AREA OF EMPHASIS**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSCM 350</td>
<td>Sourcing and Supply Management</td>
<td>3</td>
</tr>
<tr>
<td>GSCM 355</td>
<td>Logistics/Distribution Mangmnt</td>
<td>3</td>
</tr>
<tr>
<td>GSCM 450</td>
<td>Supply Chain Quality Managemnt</td>
<td>3</td>
</tr>
<tr>
<td>GSCM 455</td>
<td>Project Management</td>
<td>3</td>
</tr>
<tr>
<td>MIST 320</td>
<td>Managing Info Technology</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Hours 15
HUMAN RESOURCE MANAGEMENT AREA OF EMPHASIS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>HRMG 440</td>
<td>Training and Development</td>
<td>3</td>
</tr>
<tr>
<td>HRMG 450</td>
<td>Staffing and Selection</td>
<td>3</td>
</tr>
<tr>
<td>HRMG 460</td>
<td>Compensation &amp; Benefits</td>
<td>3</td>
</tr>
<tr>
<td>HRMG 470</td>
<td>Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>or HRMG 480</td>
<td>Collective Barg/Labor Relatns</td>
<td></td>
</tr>
</tbody>
</table>

Total Hours: 12

INTERNATIONAL BUSINESS AREA OF EMPHASIS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>INBS 310</td>
<td>Global Business Communication</td>
<td>3</td>
</tr>
<tr>
<td>INBS 480</td>
<td>Global Strategic Issues</td>
<td>3</td>
</tr>
</tbody>
</table>

Choose two of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 451</td>
<td>International Economics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 480</td>
<td>International Finance</td>
<td>3</td>
</tr>
<tr>
<td>MKTG 440</td>
<td>Export Management</td>
<td>3</td>
</tr>
<tr>
<td>MKTG 485</td>
<td>Global Marketing</td>
<td></td>
</tr>
</tbody>
</table>

Total Hours: 12

ENTREPRENEURSHIP AREA OF EMPHASIS

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTR 400</td>
<td>Fundamentals-Entrepreneurship</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 420</td>
<td>Entrepreneurial Finance</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 430</td>
<td>Business Analysis and Planning</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 440</td>
<td>Entrepreneurship Practicum</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Hours: 12

HUMAN RESOURCE MANAGEMENT COURSES

HRMG 440. Training and Development. 3 Hours.
PR: MANG 330. This course provides a theoretical and practical understanding of the field of training and development and offers some practical approaches to conducting training programs.

HRMG 450. Staffing and Selection. 3 Hours.
PR: MANG 330. This course focuses on the management of employee staffing and selection and includes such topics as government regulations affecting selection processes, reliability and validity of selection measures, and the measurement of actual job performance.

HRMG 460. Compensation & Benefits. 3 Hours.
PR: MANG 330. Designing and implementing total compensation systems in both private and public sectors. The emerging elements of total compensation systems are included providing insights into problems and opportunities for personnel.

HRMG 470. Conflict Management. 3 Hours.
This course focuses on the management of conflict in an organizational setting. The topics covered include foundations of individual behavior, styles for managing conflict, negotiations, mediation, and arbitration.

HRMG 480. Collective Barg/Labor Relatns. 3 Hours.
PR: MANG 330. Examination of the theory and practice of collective bargaining. Topics include economics and historical environment, labor law, unionization, contract negotiation, contract content patterns, conflict resolution, grievance handling, and an introduction to arbitration.

HRMG 491. Professional Field Experience. 1-18 Hours.
PR: Consent. (May be repeated for a maximum of 18 hours.) Prearranged Experiential learning program, to be planned, supervised, and evaluated for credit by faculty and field supervisors. Involves temporary placement with public or private enterprise for professional competence development.

HRMG 495. Independent Study. 1-6 Hours.
Faculty-supervised study of topics not available through regular course Offerings.

INTERNATIONAL BUSINESS COURSES

INBS 310. Global Business Communication. 3 Hours.
PR or CONC: BCOR 370. This course focuses on developing skills to communicate effectively in the cross-cultural context of the current international business environment. The focus is on interpersonal, team-and organizational-level communication in diverse cultural situations.
INBS 480. Global Strategic Issues. 3 Hours.
PR: MANG 360. An integrated, multifunctional approach that focuses on how globalization affects strategy, organization and control of a firm. Students are introduced to global strategic management and organization issues in the context of current theory, research and practice.

INBS 491. Professional Field Experience. 1-18 Hours.
PR: Consent. (May be repeated for a maximum of 18 hours.) Prearranged experiential learning program, to be planned, supervised, and evaluated for credit by faculty and field supervisors. Involves temporary placement with public or private enterprise for professional competence development.

INBS 495. Independent Study. 1-6 Hours.
Faculty supervised study of topics not available through regular course offerings.

MANAGEMENT COURSES

MANG 310. Management Of Small Business. 3 Hours.
PR: BCOR 370. Focusing on the management of small business, the course is designed both for those seeking employment in small business, and for those entering large organizations which deal with small firms as suppliers, customers, and competitors.

MANG 330. HR Management Fundamentals. 3 Hours.
PR: BCOR 370. Fundamental principles and practices related to the procurement, development, maintenance, and utilization of human resources. Focus on areas such as human resource planning, selection training, performance appraisals, compensation, safety and health and labor relations.

MANG 360. International Business. 3 Hours.
PR: BCOR 370. The course explores the cultural, economic, and political environments of business. Other topics include globalization, import and export, foreign direct investment, foreign currency exchange, regional economic cooperation, and the multinational enterprise.

MANG 420. Business Information Systems. 3 Hours.
PR: BCOR 330 and BCOR 370. Use of EDP for decision making with emphasis on application in the functions of finance, marketing, personnel, accounting, and operations management.

MANG 422. Individual & Organization. 3 Hours.
PR: BCOR 370. Examination of how the individual, the group, and the organization interact to influence the behavior of the business organization and that of its human resources.

MANG 426. Intro to Decision Analysis. 3 Hours.
PR: BCOR 330. Developing and solving decision analysis models utilizing spreadsheets.

MANG 434. Business Research Methods. 3 Hours.
PR: MANG 330 or consent. Research methods and measurement in human resources management; philosophy of science, ethics in research, research design, and analytical methods.

MANG 480. Corp. Social Responsibility. 3 Hours.
PR: BCOR 370. Provides an overview of personal support and involvement in not-for-profit organizations in meeting community needs.

MANG 490. Teaching Practicum. 1-3 Hours.
PR: Consent. Teaching practice as a tutor or assistant.

MANG 491. Professional Field Experience. 1-18 Hours.
PR: Consent. (May be repeated up to a maximum of 6 hours.) Prearranged experiential learning program, to be planned, supervised, and evaluated for credit by faculty and field supervisors. Involves temporary placement with public or private enterprise for professional competence development.

MANG 493A-Z. Special Topics. 1-6 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 494A-Z. Seminar. 1-3 Hours.
PR: Consent. Presentation and discussion of topics of mutual concern to students and faculty.

MANG 495. Independent Study. 1-6 Hours.
Faculty supervised study of topics not available through regular course offerings.

MANG 496. Senior Thesis. 1-3 Hours.
PR: Consent.

MANG 497. Research. 1-6 Hours.
Independent research projects.

MANG 498A-Z. Honors. 1-3 Hours.
PR: Students in Honors Program and consent by the honors director. Independent reading, study or research.

SMALL BUSINESS ENTREPRNRSHP COURSES

SBEN 491. Professional Field Experience. 1-18 Hours.
PR: Consent. (May be repeated a maximum of 18 hours.) Prearranged experiential learning program, to be planned, supervised, and evaluated for credit by faculty and field supervisors. Involves temporary placement with public or private enterprise for professional competence development.
SBEN 495. Independent Study. 1-6 Hours.
Faculty-supervised study of topics not available through regular course offerings.