# Department of Management

## Degree Offered
- Bachelor of Science in Business Administration

## Management Program Objectives
The management major provides the skills and knowledge needed for students who aspire to leadership roles in business. The major 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, franchise owner or opportunities with large companies with an innovation focus. So, students are prepared for management roles with small business or large companies.

- Students pursuing the **Human Resource Management** area of emphasis develop capabilities for careers in compensation, recruiting, or 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.

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
- Abhishek Srivastava - Ph.D. (University of Maryland, College Park)

### PROFESSORS
- Jack A. Fuller - Ph.D. (University of Arkansas)
  Heuristic decision making, Production planning and control, Systems analysis and design.
- Mark Gavin - Ph.D. (Purdue University)
  Organizational behavior, Human resource management, Ph.D. seminars-Research methods, Structural equation modeling.
- Jodi Goodman - Ph.D. (Georgia Institute of Technology)
  Organization behavior, Human resource management, Learning & training methodologies, Statistics, Ph.D. seminar-Organizational behavior.
- Usha Haley - Ph.D. (New York University)
  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 resource management, Organizational behavior, Business research methods.
- David Dawley - Ph.D. (Florida State University)
  Strategic management, Strategic turnaround decisions and organization commitment, Ph.D. seminar-Strategy.
- Jeffrey Houghton - Ph.D. (Virginia Polytechnic Institute and State University)
  International human resources management, Self leadership, Team processes, Ph.D. seminar-Leadership.
- Nancy McIntyre - Ph.D. (University of Rhode Island)
  Management, Organizational behavior.
- Curt Moore - Ph.D. (Texas Tech University)
  Entrepreneurship, Strategy, Ph.D. seminar - Organization theory, Entrepreneurship
- Edward Tomlinson - Ph.D. (The Ohio State University)
  Organizational behavior, Trust, Negotiation, Conflict resolution, Compensation and benefits, Ph.D. seminar-Group processes.
ASSISTANT PROFESSORS

- Ajay Aluri - Ph.D. (Oklahoma State University)
  Hospitality management, Social media.
- Olga Bruyaka - Ph.D. (Jean Moulin University Lyon 3, EM Lyon)
  Strategic management, Technology management and innovation, Strategic alliances, Firm internationalization, Social issues in management
- Jennifer Sexton - Ph.D. (Florida State University)
  Strategy, Entrepreneurship, Global business communication.

TEACHING PROFESSOR

- David Cale - Ph.D. (Duquesne University-Pittsburgh)
  Business ethics
- Steve Cutright - M.B.A. (West Virginia University)
  Entrepreneurship
- Frank DeMarco - M.B.A. (West Virginia University)
  Hospitality, Hotel and restaurant management.
- Suzanne Gosden-Kitchen - Ed.D. (West Virginia University)
  Human resource management, Diversity, EEO, Disability, Business writing, Higher education leadership.
- Thomas Zeni - Ph.D. (University of Oklahoma, Norman)
  Ethical decision-making, Counterproductive work behaviors, Emotions in organizations, and Quantitative methodology and research design

EXECUTIVE IN RESIDENCE

- William Hutchison - M.S.I.R. (West Virginia University)
  Collective bargaining, Compensation & benefits.

PROFESSORS EMERITI

- Neil Bucklew
- Randyl D. Elkin
- John Harpell, Jr.
- Richard W. Humphreys
- Thomas S. Isaack
- Ali H. Mansour

ADJUNCT PROFESSORS

- Shane Courtland - Ph.D.
- David Hendrickson - J.D.
- Eric London - J.D.
- Tina Parton - M.S.I.R.
- Jon Reed - J.D.
- Kellyn Smith - M.S.I.R.
- Mark Sullivan - M.S.I.R.
- Jessika Thomas - J.D.
- Elizabeth Vitullo - Ph.D.
- Carrie White - Ed.D.

Admission

Students who are direct admitted to the major as first-time freshmen must possess an overall GPA of at least 2.5 and have completed the course prerequisites listed in the table below with minimum grade of C-, unless otherwise noted, to be eligible to enroll in upper-division course work.

Students who are not direct admitted to the major (i.e. Business) will declare the major at the beginning of the semester in which they satisfy the course prerequisites listed below. Applicants also must possess an overall GPA of at least 2.5 to be considered for admission to the major.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting</td>
<td>6</td>
</tr>
<tr>
<td>&amp; ACCT 202</td>
<td>Principles of Accounting</td>
<td></td>
</tr>
<tr>
<td>CS 101</td>
<td>Intro to Computer Applications</td>
<td>4</td>
</tr>
<tr>
<td>ECON 201</td>
<td>Principles of Microeconomics</td>
<td>6</td>
</tr>
<tr>
<td>&amp; ECON 202</td>
<td>Principles of Macroeconomics</td>
<td></td>
</tr>
<tr>
<td>ECON 225</td>
<td>Elementary Business and Economics Statistics</td>
<td>3</td>
</tr>
</tbody>
</table>
or STAT 211 Elementary Statistical Inference

ENGL 101 Introduction to Composition and Rhetoric
& ENGL 102 and Composition, Rhetoric, and Research
or ENGL 103 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

Students who are direct admitted to the major and meet the requirements listed above are guaranteed permission to enroll in upper-division course work. The College will accommodate as many majors as resources are available. Students who are denied admission to the major may apply for admission in a future application period or accept admission to an alternative major in the College.

* 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.

Click here to view the Suggested Plan of Study (p. 5)

GENERAL EDUCATION FOUNDATIONS

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

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

General Education Foundations

F1 - Composition & Rhetoric 3-6

ENGL 101 Introduction to Composition and Rhetoric
& ENGL 102 and Composition, Rhetoric, and Research
or ENGL 103 Accelerated Academic Writing

F2A/F2B - Science & Technology 4-6

F3 - Math & Quantitative Skills 3-4

F4 - Society & Connections 3

F5 - Human Inquiry & the Past 3

F6 - The Arts & Creativity 3

F7 - Global Studies & Diversity 3

F8 - Focus (may be satisfied by completion of a minor, double major, or dual degree) 9

Total Hours 31-37

Please note that not all of the GEF courses are offered at all campuses. Students should consult with their advisor or academic department regarding the GEF course offerings available at their campus.

Management Program 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 2.0 or higher.
• Possess a minimum GPA of 2.0 for all Major Courses (i.e., ACCT, ENTR, GSCM, HRMG, INBS, MANG, and all AOE courses) calculated using all attempted GPA hours unless excluded by the D/F repeat policy.
• The College of Business and Economics accepts all baccalaureate transferable course work completed at public and private colleges in West Virginia and other regionally accredited institutions. Since the College is AACSB accredited, upper-division courses (courses equivalent to 300/400
level at WVU) must be evaluated by the Dean or designee before they may count toward business core, major core and major restricted electives in the Bachelor of Science in Business Administration or Bachelor of Science in Economics program.

## Curriculum Requirements

**Overall GPA of 2.0 or higher is required**

Possess a minimum GPA of 2.0 for all Major Courses (i.e. ACCT, ENTR, GSCM, HRMG, INBS, MANG, and all AOE courses), calculated using all attempted GPA hours unless excluded by the D/F repeat policy.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Minimum Grade or Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting (Minimum grade of C-)</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 202</td>
<td>Principles of Accounting (Minimum grade of C-)</td>
<td>3</td>
</tr>
<tr>
<td>CS 101</td>
<td>Intro to Computer Applications (Minimum grade of C-; may fulfill GEF 2A)</td>
<td>4</td>
</tr>
<tr>
<td>ECON 201</td>
<td>Principles of Microeconomics (Minimum grade of C-; may fulfill GEF 4 or 8)</td>
<td>3</td>
</tr>
<tr>
<td>ECON 202</td>
<td>Principles of Macroeconomics (Minimum grade of C-; may fulfill GEF 4 or 8)</td>
<td>3</td>
</tr>
</tbody>
</table>

Select one of the following (Minimum Grade of C-; may fulfill GEF 3):

- ECON 225 Elementary Business and Economics Statistics
- STAT 211 Elementary Statistical Inference

Select one of the following (Minimum grade of C-; may fulfill GEF 1):

- ENGL 101 Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research
- ENGL 103 Accelerated Academic Writing

- GEF 2A, Science and Technology
- GEF 5, Human Inquiry & the Past
- GEF 6, The Arts & Creativity
- GEF 7, Global Studies & Diversity

Select one of the following; minimum grade of C- in MATH 150 or D- in MATH 154 or higher

- MATH 126A & MATH 150 College Algebra 5-Day and Applied Calculus
- MATH 126B & MATH 150 College Algebra 4-Day and Applied Calculus
- MATH 129 & MATH 155 Pre-Calculus Mathematics and Calculus 1
- MATH 150 Applied Calculus
- MATH 153 & MATH 154 Calculus 1a with Precalculus and Calculus 1b with Precalculus
- MATH 155 Calculus 1
- PSYC 101 Introduction to Psychology (May fulfill GEF 4 or 8)
- SOCA 101 Introduction to Sociology (May fulfill GEF 4 or 8)
- BCOR 199 Introduction to Business (Fulfills First Year Seminar requirement)
- BCOR 299 Business Communication (Fulfills Writing and Communication Skills Requirement)
- BCOR 320 Legal Environment of Business
- BCOR 330 Information Systems and Technology
- BCOR 340 Business Finance
- BCOR 350 Principles of Marketing
- BCOR 360 Supply Chain Management
- BCOR 370 Managing Individuals and Teams
- BCOR 380 Business Ethics
- BCOR 460 Contemporary Business Strategy
- ACCT 331 Managerial Accounting
- MANG 330 Human Resource Management Fundamentals
- MANG 360 International Business
- MANG 422 The Individual and the Organization
- MANG 434 Business Research Methods

**Required Area of Emphasis** 12
## Suggested Plan of Study

### First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCOR 199</td>
<td>3</td>
<td>ACCT 201</td>
<td>3</td>
</tr>
<tr>
<td>CS 101 (GEF 2A)</td>
<td>4</td>
<td>ECON 201 (GEF 4)</td>
<td>3</td>
</tr>
<tr>
<td>Select one of the following:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>MATH 126A</td>
<td>3</td>
<td>Select one of the following:</td>
<td>3</td>
</tr>
<tr>
<td>MATH 126B</td>
<td></td>
<td>MATH 150</td>
<td></td>
</tr>
<tr>
<td>MATH 129</td>
<td></td>
<td>MATH 154</td>
<td></td>
</tr>
<tr>
<td>MATH 153</td>
<td></td>
<td>MATH 155</td>
<td></td>
</tr>
<tr>
<td>SOCA 101 (GEF 8)</td>
<td>3</td>
<td>MATH 156</td>
<td>3</td>
</tr>
<tr>
<td>GEF (Choose from F2A, 5, 6 or 7)</td>
<td>3 GEF (Choose from F2A, 5, 6 or 7)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

### Second Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 202</td>
<td>3</td>
<td>BCOR 299</td>
<td>3</td>
</tr>
<tr>
<td>ECON 202 (GEF 8)</td>
<td>3</td>
<td>BCOR 330</td>
<td>3</td>
</tr>
<tr>
<td>ECON 225 (GEF 3)</td>
<td>3</td>
<td>BCOR 340</td>
<td>3</td>
</tr>
<tr>
<td>ENGL 102 (GEF 1)</td>
<td>3</td>
<td>BCOR 350</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 101 (GEF 8)</td>
<td>3</td>
<td>BCOR 370</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

### Third Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area of Emphasis Elective</td>
<td>3</td>
<td>Area of Emphasis Elective</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 320</td>
<td>3</td>
<td>BCOR 360</td>
<td>3</td>
</tr>
<tr>
<td>MANG 330</td>
<td>3</td>
<td>MANG 360</td>
<td>3</td>
</tr>
<tr>
<td>GEF (Choose from F2A, 5, 6 or 7)</td>
<td>3 GEF (Choose from F2A, 5, 6 or 7)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Unrestricted Electives</td>
<td>3</td>
<td>Unrestricted Electives</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

### Fourth Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area of Emphasis Elective</td>
<td>3</td>
<td>Area of Emphasis Elective</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 331</td>
<td>3</td>
<td>Area of Emphasis Elective or Unrestricted Electives</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 380</td>
<td>3</td>
<td>BCOR 460</td>
<td>3</td>
</tr>
<tr>
<td>Unrestricted Electives</td>
<td>5</td>
<td>MANG 434</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>Unrestricted Electives</td>
<td>15</td>
</tr>
</tbody>
</table>

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 and Distribution Management</td>
<td>3</td>
</tr>
<tr>
<td>GSCM 450</td>
<td>Supply Chain Quality Management</td>
<td>3</td>
</tr>
<tr>
<td>GSCM 455</td>
<td>Project Management</td>
<td>3</td>
</tr>
</tbody>
</table>
MIST 320  Managing Information Technology  3

Total Hours  15

**HUMAN RESOURCE MANAGEMENT AREA OF EMPHASIS**

<table>
<thead>
<tr>
<th>Course</th>
<th>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 and 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 Bargaining and Labor Relations</td>
<td></td>
</tr>
</tbody>
</table>

Total Hours  12

**INTERNATIONAL BUSINESS AREA OF EMPHASIS**

<table>
<thead>
<tr>
<th>Course</th>
<th>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</th>
<th>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>3</td>
</tr>
</tbody>
</table>

Total Hours  12

**ENTREPRENEURSHIP AREA OF EMPHASIS**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTR 400</td>
<td>Fundamentals of 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

**Major Learning Goals**

**MANAGEMENT**

The objective of providing a foundational education in management at the undergraduate level cannot be realized without appropriate curricula content, effective teaching, and ultimately, learning. Within the undergraduate management major, we subscribe to the following learning goals for each of our undergraduate students:

- Graduates will be able to deal with the dynamics of individuals and teams within organizations and to motivate, lead, and inspire employees toward achieving organizational goals.
- Graduates will have an appreciation of the ethical, legal, and regulatory issues impacting the decision-making process.
- Graduates will recognize the opportunities and challenges associated with the global marketplace.
- Graduates will acquire knowledge of basic functional areas of human resource management.