Degree Offered
• Bachelor of Science in Business Administration

Nature of the Program
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 three areas of emphasis (AoE) in management:

• Human Resource Management
• International Business

• 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. 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 area of emphasis and complete all requirements for the major and the AoE 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)

PROFESSORS
• 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.
• Edward Tomlinson - Ph.D. (The Ohio State University)

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

ASSISTANT PROFESSORS
• Tianxu Chen - Ph.D.
• James Field - Ph.D. (Virginia Commonwealth University)
• Kayla Follmer - Ph.D.
• Lily Morse - Ph.D.

TEACHING PROFESSOR
• David Cale - Ph.D. (Duquesne University)
  Business ethics
• Suzanne Gosden-Kitchen - Ed.D. (West Virginia University)
  Human resource management, Diversity, EEO, Disability, Business writing, Higher education leadership.
• Kelly Nix - Ph.D. (West Virginia University)
• Thomas Zeni - Ph.D. (University of Oklahoma)
  Ethical decision-making, Counterproductive work behaviors, Emotions in organizations, and Quantitative methodology and research design

PROFESSORS EMERITI
• Gerald Blakely
• Neil Bucklew
• Randyl D. Elkin
• Jack Fuller - PhD
  Professor Emeritus
• John Harpell, Jr.
• Richard W. Humphreys
• Thomas S. Isaack
• Ali H. Mansour

ADJUNCT PROFESSORS
• Margrit Blakely
• Anna Carrier - J.D.
• Susan Catanzarite - J.D.
• Deborah (DJ) Hendricks - Ph.D.
• David Hendrickson - J.D.
• Eric London - J.D.
• Tina Parton - M.S.I.R.
• Jon Reed - J.D.
• Bob Richardson - J.D.
• Kellyn Smith - M.S.I.R.
• Mark Sullivan - M.S.I.R.
• Jessika Thomas - J.D.

Admissions
For specific information regarding the admissions requirements for First Time Freshmen to the John Chambers College of Business and Economics, please visit http://catalog.wvu.edu/undergraduate/collegeofbusinessandeconomics/#admissionstext.

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>Description</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting 1</td>
<td>6</td>
</tr>
<tr>
<td>ACCT 202</td>
<td>Principles of Accounting 2</td>
<td></td>
</tr>
<tr>
<td>BCOR 121</td>
<td>Introduction to Business Applications</td>
<td>2</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>
<tr>
<td>or STAT 211</td>
<td>Elementary Statistical Inference</td>
<td></td>
</tr>
<tr>
<td>ENGL 101</td>
<td>Introduction to Composition and Rhetoric</td>
<td>6</td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition, Rhetoric, and Research</td>
<td></td>
</tr>
<tr>
<td>or ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
<tr>
<td>Choose one of the Following:</td>
<td></td>
<td>3-4</td>
</tr>
<tr>
<td>MATH 124</td>
<td>Algebra with Applications</td>
<td></td>
</tr>
<tr>
<td>MATH 126</td>
<td>College Algebra</td>
<td></td>
</tr>
<tr>
<td>MATH 129</td>
<td>Pre-Calculus Mathematics</td>
<td></td>
</tr>
<tr>
<td>MATH 153</td>
<td>Calculus 1a with Precalculus</td>
<td></td>
</tr>
<tr>
<td>Choose one of the Following:</td>
<td></td>
<td>3-4</td>
</tr>
<tr>
<td>MATH 150</td>
<td>Applied Calculus</td>
<td></td>
</tr>
</tbody>
</table>
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 Chambers 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 Chambers 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.

Due to Covid-19 – Admission requirements may differ from what is listed on this page. Please review the most up-to-date program admission requirements for the Bachelor of Science in Business Administration in Management (https://admissions.wvu.edu/academics/majors/management/) major.

ADMISSION REQUIREMENTS 2022-2023

The Admission Requirements above will be the same for the 2022-2023 Academic Year.

Major Code: 2154

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

Management Program Requirements

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

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

F2A/F2B - Science & Technology

F3 - Math & Quantitative Reasoning

F4 - Society & Connections

F5 - Human Inquiry & the Past

F6 - The Arts & Creativity

F7 - Global Studies & Diversity

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

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.

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 2.0 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 John Chambers 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.

<table>
<thead>
<tr>
<th>University Requirements</th>
<th>31</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Requirements</td>
<td>26</td>
</tr>
<tr>
<td>Business Core Requirements</td>
<td>33</td>
</tr>
<tr>
<td>Management Major Requirements</td>
<td>30</td>
</tr>
<tr>
<td>Total Hours</td>
<td>120</td>
</tr>
</tbody>
</table>

### University Requirements

#### General Education Foundations (GEF) 1, 2, 3, 4, 5, 6, 7, and 8 (31-37 Credits)

| Outstanding GEF Requirements 2, 5, 6, and 7 | 13 |
| BCOR 191 First-Year Seminar | 1 |
| General Electives | 17 |
| Total Hours | 31 |

### Program Requirements

- **ACCT 201**: Principles of Accounting 1 (Minimum grade of C-); 3 credits
- **ACCT 202**: Principles of Accounting 2 (Minimum grade of C-); 3 credits
- **BCOR 121**: Introduction to Business Applications (Minimum grade of C-); 2 credits
- **ECON 201**: Principles of Microeconomics (Minimum grade of C-; may fulfill GEF 8); 3 credits
- **ECON 202**: Principles of Macroeconomics (Minimum grade of C-; may fulfill GEF 8); 3 credits
- Select one of the following (Minimum Grade of C-; may fulfill GEF 1): 3-6 credits
  - **ENGL 101 & ENGL 102**: Introduction to Composition and Rhetoric and Composition, Rhetoric, and Research
  - **ENGL 103**: Accelerated Academic Writing
- Select one of the following (Minimum grade of C-; may fulfill GEF 8): 3 credits
  - **ECON 225**: Elementary Business and Economics Statistics
  - **STAT 211**: Elementary Statistical Inference
- Select one of the following; minimum grade of C- in MATH 150 or D- in MATH 154 or higher; (may fulfill GEF 3): 3-8 credits
  - **MATH 124 & MATH 150**: Algebra with Applications 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

| Total Hours | 26 |

### Business Core Requirements

- **BCOR 199**: Introduction to Business; 3 credits
- **BCOR 299**: Business Communication (Fulfills Writing and Communication Skills Requirement); 3 credits
- **BCOR 320**: Legal Environment of Business; 3 credits
- **BCOR 330**: Information Systems and Technology; 3 credits
- **BCOR 340**: Principles of Finance; 3 credits
- **BCOR 350**: Principles of Marketing; 3 credits
- **BCOR 360**: Supply Chain Management; 3 credits
- **BCOR 370**: Managing Individuals and Teams; 3 credits
- **BCOR 380**: Business Ethics; 3 credits
- **BCOR 460**: Contemporary Business Strategy; 3 credits
- Select one of the following (may fulfill GEF 4): 3 credits
  - **PSYC 101**: Introduction to Psychology
### Management Major Requirements

Posess a minimum GPA of 2.0 for all Major Courses, calculated using all attempted GPA hours unless excluded by the D/F repeat policy.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 331</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>MANG 330</td>
<td>Human Resource 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>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>MANG 434</td>
<td>Business Research Methods</td>
<td>3</td>
</tr>
</tbody>
</table>

#### Required Area of Emphasis

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENT 405</td>
<td>Entrepreneurial Creativity &amp; Innovation</td>
</tr>
<tr>
<td>MANG 480</td>
<td>Corporate Social Responsibility</td>
</tr>
<tr>
<td>MANG 491</td>
<td>Professional Field Experience</td>
</tr>
</tbody>
</table>

#### Total Hours

- **33**
- **30**

*If selected, it is recommended that students complete three hours of MANG 491, Professional Field Experience, for the "Select one of the following" requirement.

### Suggested Plan of Study

#### First Year

<table>
<thead>
<tr>
<th>Term</th>
<th>Fall Hours</th>
<th>Spring Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCOR 199</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 191</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>BCOR 121</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Select one of the following (GEF 3):</td>
<td>3</td>
<td>Select one of the following:</td>
</tr>
<tr>
<td>MATH 124</td>
<td></td>
<td>MATH 150</td>
</tr>
<tr>
<td>MATH 129</td>
<td></td>
<td>MATH 154</td>
</tr>
<tr>
<td>MATH 150</td>
<td></td>
<td>MATH 155</td>
</tr>
<tr>
<td>MATH 153</td>
<td></td>
<td>MATH 156</td>
</tr>
<tr>
<td>MATH 155</td>
<td></td>
<td>GEF (Choose from F2B, 5, 6 or 7)</td>
</tr>
<tr>
<td>Select one of the following (GEF 4):</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>PSYC 101</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SOC 101</td>
<td></td>
<td></td>
</tr>
<tr>
<td>GEF (Choose from F2B, 5, 6 or 7)</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

- **15**
- **15**

#### Second Year

<table>
<thead>
<tr>
<th>Term</th>
<th>Fall Hours</th>
<th>Spring Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 202</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>ECON 202 (GEF 8)</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>ECON 225 (GEF 8)</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>ENGL 102 (GEF 1)</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>GEF (Choose from F2B, F5, F6, or F7)</td>
<td>3</td>
<td>3</td>
</tr>
</tbody>
</table>

- **15**
- **15**

#### Third Year

<table>
<thead>
<tr>
<th>Term</th>
<th>Fall Hours</th>
<th>Spring Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Area of Emphasis Elective</td>
<td>3</td>
<td>Area of Emphasis Elective</td>
</tr>
<tr>
<td>BCOR 320</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>MANG 330</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>GEF (Choose from F2B, 5, 6 or 7)</td>
<td>3</td>
<td>3 MANG 422</td>
</tr>
</tbody>
</table>

- **3**
- **3**
Areas of Emphasis Offered:

- Human Resource Management (p. 6)
- International Business (p. 6)

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.

HUMAN RESOURCE MANAGEMENT AREA OF EMPHASIS

- HRMG 440 Training and Development 3
- HRMG 450 Staffing and Selection 3
- HRMG 460 Compensation and Benefits 3
- Choose one of the following: 3
  - HRMG 470 Conflict Management 3
  - HRMG 480 Collective Bargaining and Labor Relations 3
- Total Hours 12

INTERNATIONAL BUSINESS AREA OF EMPHASIS

- INBS 310 Global Business Communication 3
- INBS 480 Global Strategic Issues 3
- Choose two of the following: 6
  - ECON 451 International Economics
  - FIN 480 International Finance
  - MKTG 440 Export Management
  - MKTG 485 Global Marketing
- Total Hours 12

Major Learning Outcomes

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.
Courses

HUMAN RESOURCE MANAGEMENT

HRMG 440. Training and Development. 3 Hours.
PR: MANG 330 with a minimum grade of C-. 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 with a minimum grade of C-. 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 and Benefits. 3 Hours.
PR: MANG 330 with a minimum grade of C-. 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 Bargaining and Labor Relations. 3 Hours.
PR: MANG 330 with a minimum grade of C-. 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

INBS 293. Special Topics. 1-6 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled 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

MANG 330. Human Resource Management Fundamentals. 3 Hours.
PR or CONC: 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 or CONC: BCOR 370. The course explores the cultural, economic, and political environments of business. Other topic include globalization, import and export, foreign direct investment, foreign currency exchange, regional economic cooperation, and the multinational enterprise.

MANG 422. Organizational Behavior. 3 Hours.
PR: BCOR 370. Examination of how the individual, group, and organization interact to influence the behavior of the business organization and its human resources. The purpose of this course is to understand, through theory and practice, the leadership methods that best help manage a diverse population of skilled workers in any organization.

MANG 426. Introduction to Decision Analysis. 3 Hours.
PR: (CS 101 or BCOR 121) and (ECON 225 or STAT 211) all with a minimum grade of C-. Developing and solving decision analysis models utilizing spreadsheets.
MANG 434. Business Research Methods. 3 Hours.
PR: MANG 330 with a minimum grade of C-. Research methods and measurement in human resources management; philosophy of science, ethics in research, research design, and analytical methods.

MANG 480. Corporate 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 493. Special Topics. 1-6 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 494. 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 498. Honors. 1-3 Hours.
PR: Students in Honors Program and consent by the honors director. Independent reading, study or research.