Department of Management

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:

• Entrepreneurship
• Human Resource Management
• International Business

• 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.
• 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, 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.
• 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-Pittsburgh)
  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, Norman)
  Ethical decision-making, Counterproductive work behaviors, Emotions in organizations, and Quantitative methodology and research design

PROFESSORS EMERITI
• Gerald Blakely
• Neil Bucklew
• Randyl D. Elkin
• John Harpelli, 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
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 Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting and Principles of Accounting</td>
<td>6</td>
</tr>
<tr>
<td>&amp; ACCT 202</td>
<td></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>and 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>
</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.

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

<table>
<thead>
<tr>
<th>General Education Foundations</th>
<th>3-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>F1 - Composition &amp; Rhetoric</td>
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<tr>
<td>ENGL 101</td>
<td>Introduction to Composition and Rhetoric</td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition, Rhetoric, and Research</td>
</tr>
<tr>
<td>or ENGL 103</td>
<td>Accelerated Academic Writing</td>
</tr>
</tbody>
</table>

| F2A/F2B - Science & Technology | 4-6 |
| F3 - Math & Quantitative Reasoning | 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>Hours</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 8)</td>
<td>3</td>
</tr>
<tr>
<td>ECON 202</td>
<td>Principles of Macroeconomics (Minimum grade of C-; may fulfill GEF 8)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Select one of the following (Minimum Grade of C-; may fulfill GEF 8):</td>
<td>3</td>
</tr>
<tr>
<td>ECON 225</td>
<td>Elementary Business and Economics Statistics</td>
<td></td>
</tr>
<tr>
<td>STAT 211</td>
<td>Elementary Statistical Inference</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Select one of the following (Minimum grade of C-; may fulfill GEF 1):</td>
<td>3-6</td>
</tr>
<tr>
<td>ENGL 101</td>
<td>Introduction to Composition and Rhetoric</td>
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</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition, Rhetoric, and Research</td>
<td></td>
</tr>
<tr>
<td>ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
<tr>
<td>GEF 2A, Science and Technology</td>
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</tr>
<tr>
<td>GEF 5, Human Inquiry &amp; the Past</td>
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<td>GEF 6, The Arts &amp; Creativity</td>
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<td>GEF 7, Global Studies &amp; Diversity</td>
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<td>Select one of the following; minimum grade of C- in MATH 150 or D- in MATH 154 or higher; (may fulfill GEF 3):</td>
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<tr>
<td>MATH 124</td>
<td>Algebra with Applications</td>
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<tr>
<td>&amp; MATH 150</td>
<td>and Applied Calculus</td>
<td></td>
</tr>
<tr>
<td>MATH 129</td>
<td>Pre-Calculus Mathematics</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 155</td>
<td>and Calculus 1</td>
<td></td>
</tr>
<tr>
<td>MATH 150</td>
<td>Applied Calculus</td>
<td></td>
</tr>
<tr>
<td>MATH 153</td>
<td>Calculus 1a with Precalculus</td>
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</tr>
<tr>
<td>&amp; MATH 154</td>
<td>and Calculus 1b with Precalculus</td>
<td></td>
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<tr>
<td>MATH 155</td>
<td>Calculus 1</td>
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</tr>
<tr>
<td></td>
<td>Select one of the following (may fulfill GEF 4):</td>
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<tr>
<td>PSYC 101</td>
<td>Introduction to Psychology</td>
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<tr>
<td>SOCA 101</td>
<td>Introduction to Sociology</td>
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<tr>
<td>BCOR 191</td>
<td>First-Year Seminar</td>
<td>1</td>
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<tr>
<td>BCOR 199</td>
<td>Introduction to Business (Fulfills First Year Seminar requirement)</td>
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<tr>
<td>BCOR 299</td>
<td>Business Communication (Fulfills Writing and Communication Skills Requirement)</td>
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<td>BCOR 320</td>
<td>Legal Environment of Business</td>
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<tr>
<td>BCOR 330</td>
<td>Information Systems and Technology</td>
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<tr>
<td>BCOR 340</td>
<td>Business Finance</td>
<td>3</td>
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<tr>
<td>BCOR 350</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 360</td>
<td>Supply Chain 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>Human Resource Management Fundamentals</td>
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</tr>
<tr>
<td>MANG 360</td>
<td>International Business</td>
<td>3</td>
</tr>
<tr>
<td>MANG 422</td>
<td>The Individual and the Organization</td>
<td>3</td>
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<tr>
<td>MANG 434</td>
<td>Business Research Methods</td>
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<tr>
<td></td>
<td>Required Area of Emphasis</td>
<td>12</td>
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<tr>
<td></td>
<td>Unrestricted Electives (needed to reach 120 hours)</td>
<td>19</td>
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</table>

| Total Hours | 120 |
## Suggested Plan of Study

### First Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
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<tbody>
<tr>
<td>BCOR 199</td>
<td>3</td>
<td>ACCT 201</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 191</td>
<td>1</td>
<td>ECON 201 (GEF 8)</td>
<td>3</td>
</tr>
<tr>
<td>CS 101 (GEF 2A)</td>
<td>4</td>
<td>ENGL 101 (GEF 1)</td>
<td>3</td>
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<tr>
<td>Select one of the following (GEF 3):</td>
<td>Select one of the following:</td>
<td></td>
<td></td>
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<tr>
<td>MATH 124</td>
<td></td>
<td>MATH 150</td>
<td></td>
</tr>
<tr>
<td>MATH 129</td>
<td></td>
<td>MATH 154</td>
<td></td>
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<td>MATH 150</td>
<td></td>
<td>MATH 155</td>
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<td>MATH 153</td>
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<td>MATH 156</td>
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<tr>
<td>MATH 155</td>
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<td>GEF (Choose from F2A, 5, 6 or 7)</td>
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<tr>
<td>Select one of the following (GEF 4):</td>
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<td></td>
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<tr>
<td>SOCA 101</td>
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<tr>
<td>PSYC 101</td>
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Total: 17

### Second Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
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<tbody>
<tr>
<td>ACCT 202</td>
<td>3</td>
<td>BCOR 299</td>
<td>3</td>
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<tr>
<td>ECON 202 (GEF 8)</td>
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<td>BCOR 330</td>
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<tr>
<td>ECON 225 (GEF 8)</td>
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<td>BCOR 340</td>
<td>3</td>
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<td>ENGL 102 (GEF 1)</td>
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<td>BCOR 350</td>
<td>3</td>
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<tr>
<td>GEF (Choose from F2A, F5, F6, or F7)</td>
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<td>BCOR 370</td>
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Total: 15

### Third Year

<table>
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<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Area of Emphasis Elective</td>
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<td>Area of Emphasis Elective</td>
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<tr>
<td>BCOR 320</td>
<td>3</td>
<td>BCOR 360</td>
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</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</td>
<td>MANG 422</td>
<td>3</td>
</tr>
<tr>
<td>Minor or Unrestricted Electives</td>
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<td>Minor or Unrestricted Electives</td>
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</table>

Total: 15

### Fourth Year

<table>
<thead>
<tr>
<th>Fall</th>
<th>Hours</th>
<th>Spring</th>
<th>Hours</th>
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</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>
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</tr>
<tr>
<td>BCOR 380</td>
<td>3</td>
<td>BCOR 460</td>
<td>3</td>
</tr>
<tr>
<td>Minor or Unrestricted Electives</td>
<td>5</td>
<td>MANG 434</td>
<td>3</td>
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<tr>
<td></td>
<td></td>
<td>Minor or Unrestricted Electives</td>
<td>2</td>
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</tbody>
</table>

Total: 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.

### 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>
</tbody>
</table>
HRMG 470 or HRMG 480
Conflict Management
Collective Bargaining and Labor Relations

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:

ECON 451 International Economics 6
FIN 480 International Finance
MKTG 440 Export Management
MKTG 485 Global Marketing

Total Hours 12

ENTREPRENEURSHIP AREA OF EMPHASIS

ENTR 400 Fundamentals of Entrepreneurship 3
ENTR 420 Entrepreneurial Finance 3
ENTR 430 Business Analysis and Planning 3
ENTR 440 Small Business Consulting 3

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

Entrepreneurship

ENTR 191. First-Year Seminar. 1-3 Hours.
Engages students in active learning strategies that enable effective transition to college life at WVU. Students will explore school, college and university programs, policies and services relevant to academic success. Provides active learning activities that enable effective transition to the academic environment. Students examine school, college and university programs, policies and services.

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

ENTR 300. Creativity and Idea Generation. 3 Hours.
This course is about enhancing your personal creativity: seeing what others do not see, thinking what others do not think; coming up with new ideas.

ENTR 340. Survey of Entrepreneurship. 3 Hours.
PR: BUSA 202 or ACCT 201. This course offers a study of the concepts necessary to become a successful small business entrepreneur. The course work includes practical application of marketing and management skills.

ENTR 380. Survey of Business Planning. 3 Hours.
PR: ENTR 340. This course will provide the student with an in-depth understanding of the issues involved in the planning and creation of a new venture. The student will be exposed to the various roles of the entrepreneur.

ENTR 400. Fundamentals of Entrepreneurship. 3 Hours.
PR or CONC: BCOR 350 and BCOR 370. Fundamental principles and practices related to entrepreneurship. Focuses on areas such as leadership, motivation, human resource management as they apply to entrepreneurship.
ENTR 405. Entrepreneurial Creativity & Innovation. 3 Hours.
This course offers an in-depth study of theories and models of creativity to solve problems and identify opportunities in entrepreneurial business contexts. Students will synthesize their course experiences and develop a set of creative business ideas, which will be incorporated into feasibility assessments, financial analyses, and business plans in subsequent entrepreneurship major courses.

ENTR 415. Entrepreneurship in Action. 3 Hours.
PR: ENTR 335. This course focuses strategy formation/implementation for an entrepreneurial business. Students will participate in a simulated real world experience in managing an entrepreneurial business enterprise.

ENTR 416. Social Entrepreneurship. 3 Hours.
PR: ENTR 400. This course will expose students to the topics and concepts in the emerging field of social entrepreneurship. The primary topic - how social entrepreneurs use business models to create sustainable enterprises.

ENTR 420. Entrepreneurial Finance. 3 Hours.
PR: (BCOR 340 or FIN 325) and (ENTR 400 or SBEN 310) and (ACCT 331 or FIN 320 or ACCT 431). Fundamental principles and practices in finance related to entrepreneurship. Focuses on areas such as accounting, budgeting, and financial management as they apply to entrepreneurship.

ENTR 425. Risk Assessment and Contracts. 3 Hours.
PR or CONC: ENTR 420. This course teaches students to assess risks in entrepreneurial enterprises that lead to business failures. Students will learn to develop business models, implement operational strategies, and structure legal agreements that mitigate exposure to risk in new ventures and emerging growth entities.

ENTR 430. Business Analysis and Planning. 3 Hours.
PR: ENTR 420 or SBEN 410. This course addresses the unique entrepreneurial experience of conceiving, evaluating and developing a full business plan for a new small business start up through the appropriate concepts and methodologies.

ENTR 436. Family Business. 3 Hours.
PR: ENTR 400. This class focuses on the different aspects of family businesses that facilitate competitive advantage while maintaining ethical and socially responsible principles. The objectives of this course are to create an awareness of family business issues, understand the role of familial relationships in a business context, and develop critical thinking skills in the context of family business challenges.

ENTR 440. Entrepreneurial Practicum. 3 Hours.
PR: ENTR 430 or. SBEN 438. This course provides practical experience in the development of formal policies and procedures and solutions to address identified business issues in a small business or entrepreneurial environment.

ENTR 460. Entrepreneurial Strategy: Managing New Entry, Innovation & Growth. 3 Hours.
PR or CONC: ENTR 440. This course will incorporate concepts from strategy and organizational design to address how entrepreneurs can strategically manage new entry, innovation, and growth.

ENTR 489. Student Business Plan Competition. 3 Hours.
This course provides an in-depth instruction on writing a comprehensive business plan and presenting the plan to a group of potential investors. Only current finalists competing in the student business plan competition are eligible to enroll.

ENTR 491. Professional Field Experience. 1-18 Hours.
PR: Consent. (May be repeated up to 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.

ENTR 492. Directed Study. 1-3 Hours.
Directed study, reading, and/or research.

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

ENTR 495. Independent Study. 1-6 Hours.

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 191. First-Year Seminar. 1-3 Hours.
Engages students in active learning strategies that enable effective transition to college life at WVU. Students will explore school, college and university programs, policies and services relevant to academic success. Provides active learning activities that enable effective transition to the academic environment. Students examine school, college and university programs, policies and services.

MANG 200A. . 1-4 Hours.
PR: BCOR 185. Special topics relevant to management. (A maximum of nine semester hours in any special topics 200 course offered by the College of Business and Economics may be applied toward bachelor's and master's degree.)

MANG 200B. . 1-4 Hours.
PR: BCOR 185. Special topics relevant to management. (A maximum of nine semester hours in any special topics 200 course offered by the College of Business and Economics may be applied toward bachelor's and master's degrees.)

MANG 200C. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200D. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200E. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200F. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200G. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200H. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200I. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200J. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200K. . 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.
MANG 200L. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200M. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200N. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200O. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200P. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200Q. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200R. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200S. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200T. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200U. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200V. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200W. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200X. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200Y. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

MANG 200Z. 1-4 Hours.
PR: Consent. Investigation of topics not covered in regularly scheduled courses.

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 349A. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349B. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349C. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349D. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349E. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349F. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349G. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349H. 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349I. 1-6 Hours.
Seminars arranged for advanced graduate students.
MANG 349J. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349K. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349L. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349M. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349N. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349O. . 1-6 Hours.
MANG 349O. Seminar in Management. 1-6 hr. PR: Consent. In-depth study of important management issues.

MANG 349P. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349Q. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349R. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349S. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349T. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349U. . 1-6 Hours.
Seminars arranged for advance students.

MANG 349V. . 1-6 Hours.
Seminars arranged for advance graduate students.

MANG 349W. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349X. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349Y. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 349Z. . 1-6 Hours.
Seminars arranged for advanced graduate students.

MANG 360. International Business. 3 Hours.
PR or CONC: 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 422. The Individual and the 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. Introduction 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 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.