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, 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.

• 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.

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

PROFESSORS

• 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.

CHAIR

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

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 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)
  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 - PhD; Texas Tech University
  PhD Seminar - OT; Entrepreneurship
• Abhishek Srivastava - Ph.D. (University of Maryland, College Park)
  Organizational behavior, Leadership, Team effectiveness, Ph.D. seminar-philosophy of research.
• Edward 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.
• Olga Bruyaka - (Jean Moulin University Leon 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.
• 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.
• Steve Cutright - MBA, West Virginia University
  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.
• Mark Johnson - MA- HRIR (St. Francis University)

EXECUTIVE IN RESIDENCE
• William Hutchison - MSIR (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
• Dietrich Schaupp

ADJUNCT PROFESSORS
• David Hendrickson - J.D.
• Tina Parton - MSIR
• Jon Reed - J.D.
• Nathan Wright - MSIR
**Admission**

Students who are direct admitted to the major as first-time freshmen or first time transfers must possess an overall GPA of at least 2.5 and have completed the course prerequisites listed in 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) must formally apply for admission to 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 at the time of application to be considered for admission to the major.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 201</td>
<td>Principles of Accounting</td>
<td>3</td>
</tr>
<tr>
<td>&amp; ACCT 202</td>
<td>and Principles of Accounting</td>
<td></td>
</tr>
<tr>
<td>CS 101</td>
<td>Intro to Computer Applications</td>
<td>3</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>Composition and Rhetoric</td>
<td>6</td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition and Rhetoric</td>
<td></td>
</tr>
<tr>
<td>or ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
</tbody>
</table>

**Choose one of the Following:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 126A</td>
<td>College Algebra 5-Day</td>
</tr>
<tr>
<td>MATH 126B</td>
<td>College Algebra 4-Day</td>
</tr>
<tr>
<td>MATH 129</td>
<td>Pre-Calculus Mathematics</td>
</tr>
<tr>
<td>MATH 153</td>
<td>Calculus 1a with Precalculus</td>
</tr>
</tbody>
</table>

**Choose one of the Following:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MATH 150</td>
<td>Applied Calculus</td>
</tr>
<tr>
<td>MATH 154</td>
<td>Calculus 1b with Precalculus</td>
</tr>
<tr>
<td>MATH 155</td>
<td>Calculus 1</td>
</tr>
<tr>
<td>MATH 156</td>
<td>Calculus 2</td>
</tr>
</tbody>
</table>

**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. Students who are not direct admitted to the major will be admitted 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 major because of GPA 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.

**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](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</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENGL 101</td>
<td>Composition and Rhetoric</td>
<td>3</td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>and Composition and Rhetoric</td>
<td></td>
</tr>
<tr>
<td>or ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
<tr>
<td>GEC 2A - Mathematics</td>
<td></td>
<td>3-4</td>
</tr>
<tr>
<td>GEC 2B - Natural and Physical Science</td>
<td></td>
<td>7-8</td>
</tr>
<tr>
<td>GEC 2C - Additional GEC 2A, B or C</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>GEC 3 - The Past and Its Traditions</td>
<td></td>
<td>3</td>
</tr>
</tbody>
</table>
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., ENTR, GSCM, HRMG, INBS, MANG), 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

<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</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 to 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</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>Composition and Rhetoric</td>
<td>6</td>
</tr>
<tr>
<td>&amp; ENGL 102</td>
<td>Composition and Rhetoric</td>
<td></td>
</tr>
<tr>
<td>ENGL 103</td>
<td>Accelerated Academic Writing</td>
<td></td>
</tr>
<tr>
<td>GEC 2B Natural Science</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td>GEC 3, 5, 9</td>
<td>Select one of the following:</td>
<td></td>
</tr>
<tr>
<td>MATH 126A</td>
<td>College Algebra 5-Day and Applied Calculus *</td>
<td>6</td>
</tr>
<tr>
<td>&amp; MATH 150</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MATH 126B</td>
<td>College Algebra 4-Day and Applied Calculus *</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 150</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MATH 126C</td>
<td>College Algebra 3-Day and Applied Calculus *</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 150</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MATH 129</td>
<td>Pre-Calculus Mathematics and Calculus 1 *</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 155</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MATH 153</td>
<td>Calculus 1a with Precalculus and Calculus 1b with Precalculus *</td>
<td></td>
</tr>
<tr>
<td>&amp; MATH 154</td>
<td></td>
<td></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 and 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>Course Code</td>
<td>Course Title</td>
<td>Hours</td>
</tr>
<tr>
<td>-------------</td>
<td>---------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>BCOR 360</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 370</td>
<td>Managing Individuals and 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>
<td>3</td>
</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>
</tr>
<tr>
<td>MANG 434</td>
<td>Business Research Methods</td>
<td>3</td>
</tr>
</tbody>
</table>

Area of Emphasis Electives: 12-15
Unrestricted Electives: 10-7

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

<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</td>
<td>4</td>
<td>ECON 201</td>
<td>3</td>
</tr>
<tr>
<td>Select one of the following:</td>
<td>3</td>
<td>ENGL 101</td>
<td>3</td>
</tr>
<tr>
<td>MATH 126A</td>
<td></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</td>
<td>3</td>
<td>MATH 156</td>
<td></td>
</tr>
<tr>
<td>GEC Objective 2B, 3, 5, or 9</td>
<td>3</td>
<td>GEC Objective 2B</td>
<td>4</td>
</tr>
</tbody>
</table>

16  
16

#### 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</td>
<td>3</td>
<td>BCOR 330</td>
<td>3</td>
</tr>
<tr>
<td>ECON 225</td>
<td>3</td>
<td>BCOR 340</td>
<td>3</td>
</tr>
<tr>
<td>ENGL 102</td>
<td>3</td>
<td>BCOR 350</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 101</td>
<td>3</td>
<td>BCOR 370</td>
<td>3</td>
</tr>
</tbody>
</table>

15  
15

#### 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>GEC Objective 2B, 3, 5, or 9</td>
<td>3</td>
<td>MANG 422</td>
<td>3</td>
</tr>
<tr>
<td>Unrestricted Electives</td>
<td>3</td>
<td>GEC Objective 2B, 3, 5, or 9</td>
<td>3</td>
</tr>
</tbody>
</table>

15  
15

#### 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 Elective</td>
<td>3</td>
</tr>
<tr>
<td>BCOR 380</td>
<td>3</td>
<td>BCOR 460</td>
<td>3</td>
</tr>
<tr>
<td>GEC Objective 2B, 3, 5, or 9</td>
<td>3</td>
<td>MANG 434</td>
<td>3</td>
</tr>
</tbody>
</table>

15  
15
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 Code</th>
<th>Course Title</th>
<th>Credit 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>
<tr>
<td>MIST 320</td>
<td>Managing Information 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>Credit 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 Code</th>
<th>Course Title</th>
<th>Credit 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>
<tr>
<td>ECON 451</td>
<td>International Economics</td>
<td></td>
</tr>
<tr>
<td>FIN 480</td>
<td>International Finance</td>
<td></td>
</tr>
<tr>
<td>MKTG 440</td>
<td>Export Management</td>
<td></td>
</tr>
<tr>
<td>MKTG 485</td>
<td>Global Marketing</td>
<td></td>
</tr>
</tbody>
</table>

Choose two of the following: 6

Total Hours 12

**ENTREPRENEURSHIP AREA OF EMPHASIS**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit 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