

Management

The B.S.B.A. in Management is an included program in the University's accreditation by AACSB International.

The Bachelor of Science in Business Administration (B.S.B.A.) degree with a major in Management is for people who aim for or hold positions of organizational leadership. Management encompasses a variety of leadership skills, and the management program builds administrative competence for careers in industrial, service, governmental, educational, and other settings. The orientation is toward effective utilization of resources and information and the direction of human affairs in a complex changing environment. Students choose one of two specializations.

Management Specialization

This specialization prepares students for a broad range of managerial and leadership positions in various organizations. It emphasizes on understanding organizational processes; identifying constraints, inefficiencies and conflicts within an organizations; utilizing conceptual, analytical and technical management-oriented methodologies to enhance an organization's core competencies and improve utilization of its resources; and devise operational and strategic plans to achieve organizational goals and objectives.

Human Resources Management Specialization

This specialization focuses on issues related to the management of people as the most valuable resource within an organization. It emphasizes on a comprehensive understanding of issues involved with workforce management and required core competencies therewith in modern business organizations where employees are regarded as human capital, and effective people management is perceived as the impetus for development of successful long-term competitive strategies.

Program Requirements

In addition to general University requirements, students seeking the B.S.B.A. in Management must meet the requirements listed below. A minimum course grade of "C" is required in all College of Business prerequisites and courses.

Students should consult with their academic advisor for courses which may satisfy both the General Education requirements and common prerequisites.

General Education

In addition to the General Education requirements listed on this page, students must satisfy all additional University requirements, including the Gordon Rule, multicultural, and foreign language requirements. With appropriate planning and coordination with an academic advisor, students may satisfy some of the general University requirements through the General Education curriculum. For a complete listing of general degree requirements, refer to the "Graduation and General Degree Requirements (<http://catalog.uwf.edu/undergraduate/universityrequirements>)" section of this catalog.

General Education Curriculum:

Communication

ENC 1101 English Composition I 3

ENC 1102 English Composition II 3

Mathematics

Choose one course from Group A and one Additional course from either Group A or Group B 6

Group A

MAC 1105	College Algebra
MAC 2311	Analytic Geometry and Calculus I
MGF 1106	Mathematics for Liberal Arts I
MGF 1107	Mathematics for Liberal Arts II
STA 2023	Elements of Statistics

Group B

MAC 1105C	College Algebra with Lab
MAC 1114	Trigonometry
MAC 1140	Precalculus Algebra
MAC 2233	Calculus with Business Applications
MAC 2312	Analytic Geometry and Calculus II

Social Sciences

Choose one course from Group A and one additional course from either Group A or Group B 6

Group A

AMH 2020	United States since 1877
ANT 2000	Introduction to Anthropology
ECO 2013	Principles of Economics Macro
POS 2041	American Politics
PSY 2012	General Psychology
SPM 2010	Sport in Global Society
SYG 2000	Introduction to Sociology

Group B

AMH 2010	United States to 1877
ANT 2400	Current Cultural Issues
ANT 2100	Introduction to Archaeology
CCJ 2002	Survey of Crime and Justice
CPO 2002	Comparative Politics
DEP 2004	Human Development Across the Lifespan
EUH 1000	Western Perspectives I
EUH 1001	Western Perspectives II
FIN 2104	Personal Financial Planning
GEA 2000	Nations and Regions of the World
GEB 1011	Introduction to Business
IDH 1041	Honors Core 2
INR 2002	International Politics
MMC 2000	Principles of Mass Communication
PLA 2013	Survey of American Law
SOW 2192	Understanding Relationships in the 21st Century
SYG 2010	Current Social Problems

Humanities

Choose one course from Group A and one additional course from either Group A or Group B 6

Group A

ARH 1000	Art Appreciation
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LIT 2000	Introduction to Literature
MUL 2010	Music Appreciation
PHI 2010	Introduction to Philosophy
THE 2000	Theatre Appreciation
Group B	
AML 2010	American Literature I
AML 2020	American Literature II
AML 2072	Sex, Money, and Power in American Literature
ARH 2050	Western Survey I: Prehistory to the Medieval Period
ARH 2051	Western Survey II: Renaissance to Contemporary
ART 1015C	Exploring Artistic Vision
ART 2821	Art and Visual Culture Today
CRW 2001	Introduction to Creative Writing
ENL 2010	History of English Literature I
ENL 2020	History of English Literature II
IDH 1040	Honors Core 1
MUH 2930	The Music Experience: Special Topics
PHI 2103	Critical Thinking
PHI 2603	Ethics in Contemporary Society
REL 1300	World Religions
THE 2300	Survey of Dramatic Literature
SPC 2608	Basic Communication Skills

Natural Sciences

Choose one course from Group A and one additional course from either Group A or Group B 6

Group A	
AST 1002	Descriptive Astronomy
BSC 1005	General Biology for Non-Majors
BSC 1085	Anatomy and Physiology I
BSC 2010	Biology I
CHM 1020	Concepts in Chemistry *
CHM 2045	General Chemistry I *
ESC 2000	Introduction to Earth Science
EVR 2001	Introduction to Environmental Science
PHY 1020	Introduction to Concepts in Physics *
PHY 2048	University Physics I **
PHY 2048C	University Physics I - Studio
PHY 2053	General Physics I **
Group B	
ANT 2511	Biological Anthropology
BOT 2010	General Botany
BSC 1050	Fundamentals of Ecology
BSC 1086	Anatomy and Physiology II *
BSC 2011	Biology II
BSC 2311	Introduction to Oceanography and Marine Biology *
CGS 2060	Excursions in Computing
CHM 1032	Fundamentals of General Chemistry *
CHM 2046	General Chemistry II *

CIS 2530	Introduction to Cyber Security
GEO 1200	Physical Geography
GLY 2010	Physical Geology *
MCB 1000	Fundamentals of Microbiology *
PHY 2049	University Physics II **
PHY 2054	General Physics II *

* May be taken with or without lab.

** General Physics is non-calculus based and is usually recommended for non-science majors. University Physics is calculus based and is usually recommended for science majors.

*** Although students receive 5 semester hours credit for PHY 2048C, an additional 3 semester science course will be needed to meet General Education requirements.

General Education Electives

Choose an additional course from two of the three areas of Humanities, Social Sciences and Natural Sciences

Management majors should take the following courses to satisfy components of the General Education curriculum courses:

Humanities		3
SPC 2608	Basic Communication Skills	
Mathematics		6
STA 2023	Elements of Statistics	
MAC 2233	Calculus with Business Applications	
Social Sciences		3
ECO 2013	Principles of Economics Macro	

Common Prerequisites

State mandated common prerequisites must be completed prior to graduation, but are not required for admission to the program. See the Common Prerequisite Manual (<https://dlss.flvc.org/admin-tools/common-prerequisites-manuals>) for course substitutions from Florida colleges and universities.

ACG 2021	Principles of Financial Accounting	3
ACG 2071	Principles of Managerial Accounting	3
CGS 2570	Personal Computer Applications	3
ECO 2013	Principles of Economics Macro *	3
ECO 2023	Principles of Economics Micro	3
MAC 2233	Calculus with Business Applications *	3
STA 2023	Elements of Statistics *	3
Total Hours		21

* Indicates common prerequisites which can be used to satisfy General Education requirements.

Lower Division Electives

Students must complete sufficient 1000/2000 level electives to complete at least 60 semester hours in the lower division. Current UWF students may use elective courses at any level (1000-4000) to meet this elective requirement.

Total Hours	3-12
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College of Business BSBA Core

All students pursuing a BSBA major in the College of Business must complete each of the following BSBA core courses with a grade of C (2.0) or better.

BUL 3130	Legal Environment of Business	3
FIN 3403	Managerial Finance	3
GEB 3213	Writing for Business: Theory and Practice	3
GEB 3453	Business Ethics and Stakeholder Management	3
GEB 4361	International Business	3
ISM 3011	e-Business Systems Fundamentals	3
MAN 3025	Management Fundamentals	3
MAN 3504	Operations Management	3
MAN 4720	Strategic Management	3
MAR 3023	Marketing Fundamentals	3
Total Hours		30

College of Business Undergraduate Transfer Credit Policy

The College of Business at the University of West Florida is accredited by AACSB International, the highest level of accreditation available to a college or school of business. As such, the College believes that it is in the student's best interest to take all junior/senior level BSBA Core, Major, and Major-related courses at UWF. These courses are typically taught by academically or professionally qualified faculty members as defined in the College's policy on faculty qualifications.

Undergraduate transfer credit for degree programs in the College of Business is awarded consistent with specifications in the UWF Catalog and the requirements of Florida's Common Numbering System.

Normally, the College will not accept transfer credits for courses completed more than 15 years prior to the date of the request for acceptance of the transfer credits.

Normally, the College of Business will not accept transfer credits as equivalent to UWF 3000/4000 level business-related courses from institutions not accredited by AACSB International.

Students should seek guidance from their College of Business academic advisors on these matters.

Upper Division

Human Resource Management Specialization

MAN 3240	Behavior in Organizations ⁺	3
MAN 3301	Human Resources Management ⁺	3
MAN 4102	Management of Diversity ⁺	3
MAN 4330	Compensation and Benefits ⁺	3
MAN 4350	Recruitment and Selection ⁺	3
MAN 4341	Performance Management	3
MAN 4280	Business Leadership and Change Management ⁺	3
MAN 4441	Business Negotiation ⁺	3
Total Hours		24

Major-Related

Two 3000/4000 advisor-approved major-related electives ⁺	6
Total Hours	6

⁺ Courses included in the major GPA

Upper Division

Management Specialization

MAN 3240	Behavior in Organizations ⁺	3
MAN 3301	Human Resources Management ⁺	3
MAN 3550	Introduction to Management Science ⁺	3
MAN 4750	The Future: Projecting, Planning and Managing ⁺	3
Three 3000/4000 level advisor-approved Management/MIS (MAN/ISM) courses ⁺		9
Total Hours		21

Major-Related

One 3000/4000 level advisor-approved College of Business elective ⁺	3	
One 3000/4000 level advisor-approved elective outside College of Business	3	
One 3000/4000 level advisor-approved Management/MIS (MAN/ISM) course or an advisor-approved major-related elective ⁺	3	
Total Hours		9

⁺ Courses included in the major GPA

Innovation Leadership

The minor in Innovation Leadership focuses on topics of creativity, intrapreneurship, innovation and new entrepreneurial ventures. The program is grounded in both a classroom and experiential setting with industry and community partners and guest lecturers with recognized expertise. It requires completion of the following courses with a grade of "C" or higher. It requires completion of the following courses with a grade of "C" or higher. At least 9 sh must be completed at UWF College of Business. All prerequisites must be met.

ENT 2612	Foundations of Creativity and Innovation	3
MAN 3240	Behavior in Organizations	3
MAN 4280	Business Leadership and Change Management	3
ENT 4615	Innovation Within the Organization	3
ENT 4940	Internship in Innovation Leadership	3
Total Hours		15

Management

The Minor in Management requires completion of the following courses with a grade of "C" or higher. At least 9 sh of the required upper division course work must be completed at UWF. Management majors may not earn this minor.

ACG 3082	Accounting for Non-Majors	3
or		
ACG 2021 & 2071	Principles of Financial Accounting and Principles of Managerial Accounting	
MAN 3025	Management Fundamentals	3
MAN 3240	Behavior in Organizations	3
3000/4000 level Management (MAN) courses ⁺		6
Choose one of the following:		3
ECO 2013	Principles of Economics Macro	

ECO 3003 Principles of Economic Theory and Public Policy

Total Hours 18

* May include HSA 4110 Health Care Policy and Administration

Human Resources Management Certificate

Department: [Management](#)

Method of Instruction: [Classroom](#)

Semester Hours: 12

The certificate in Human Resources Management focuses on knowledge and skills needed to specialize in this complex and ever changing field. Students gain foundational knowledge in the areas of overview of HRM, legal and ethical context of HRM, employee rewards, compensation systems, legislation affecting compensation and benefits, job analysis, planning and forecasting staffing requirements, selection tools and methods, employee training and development programs, motivation, leadership, conflict resolution, and organizational dynamics. Employers of all sizes and structure are seeking individuals with a broad based skill set in this field. Students who earn this certificate are expected to be able to differentiate themselves in today's competitive job market.

In addition to meeting general UWF requirements, participants must successfully complete the following courses earning a grade of "C" (2.0) or better in each course, and secure a combined grade point average of 2.5 or higher for the course required by the certificate. At least 9 sh must be completed at UWF College of Business. All prerequisites must be met in order to enroll in these courses. This certificate is not available to those who are pursuing (or have already earned) the Human Resource Management specialization.

MAN 3301	Human Resources Management	3
MAN 4330	Compensation and Benefits	3
MAN 4350	Recruitment and Selection	3
MAN 4341	Performance Management	3
Total Hours		12

Management Development Certificate

Department: [Management](#)

Method of Instruction: [Classroom](#)

Semester Hours: 12

Program Requirements: in addition to meeting general UWF requirements, participants must successfully complete the prescribed courses earning a grade of "C" (2.0) or better in each course, and secure a combined grade point average of 2.5 or higher for the course required by the certificate. A minimum of three courses must be completed at UWF.

Either initially, or after a few years in a professional situation, most people will be promoted to positions of management. For those who wish to earn additional credentials qualifying them to move into those management positions, while staying within their current degree program, the Department of Management and MIS has implemented the Management Development certificate program. The Management Development Certificate requires the successful completion of four courses (12 semester hours) in Management with a grade of at least a "C" (2.0) in each course. One course is required MAN 3025 - Management Fundamentals. The person pursuing the certificate selects the three additional courses with assistance from

an academic advisor to round out his or her background in the most beneficial manner. For instance, those who wish more of a human resource orientation may elect to take Organizational Behavior, Human Resource Management, and Management of Diversity as the three courses. Those who wish more of a quantitative side might take Management Science, Operations Management, and Policy Analysis and Formulation Analysis. The three courses must be from the Department of Management and MIS and must be junior or senior-level courses.

Management majors or Management minors may not earn this undergraduate certificate.

MAN 3025	Management Fundamentals	3
Three additional Management (MAN) 3000/4000 level courses		9
Total Hours		12

Small Business Management/ Entrepreneurship Certificate

Department: [Management](#)

Method of Instruction: [Classroom](#)

Semester Hours: 12

For those who need to manage a small business or those who aspire to start their own business, an understanding of how to manage a small business, develop a business plan, manage employees, and manage projects is crucial. This complex skill set is not only useful when one wants to manage a small business or start an entrepreneurial venture but also is an important selling point for job applicants. The Certificate in Small Business Management/ Entrepreneurship helps provide this background. In many cases, the courses within the Certificate program can be taken as a part of the requirements, or as electives, within the student's regular degree program. The certificate requires the successful completion of four Management courses listed below with a grade of at least a "C" (2.0) for each course. A minimum of three of the four courses must be completed at UWF. Participants must secure a combined grade point average of 2.5 or higher for the course required by the certificate. A minimum of three courses must be completed at the UWF.

This is an undergraduate certificate program.

MAN 3301	Human Resources Management	3
MAN 3583	Project Management	3
MAN 3802	Small Business/Family Business Management	3
MAN 4801	Business Plan Development for New Ventures	3
Total Hours		12