

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.

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

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.

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 and Ethical Environment of Business	3
FIN 3403	Managerial Finance	3
GEB 3213	Writing for Business: Theory and Practice	3
GEB 4361	International Business	3
ISM 3011	e-Business Systems Fundamentals	3
ISM 3116	Introduction to Business Analytics	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 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.

General Education

In addition to the General Education requirements listed on this page, students must satisfy all additional University requirements, including the College-Level Communication and Computation, 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 [University Requirements](#) section of this catalog.

General Education Curriculum:

Communication

ENC 1101	English Composition I (Core)	3
ENC 1102	English Composition II (Breadth)	3

Humanities

Choose one course from Group A (Core) and one additional course from either Group A or Group B (Breadth) **6**

Group A (Core)

ARH 1000	Art Appreciation
LIT 2000	Introduction to Literature
MUL 2010	Music Appreciation
PHI 2010	Introduction to Philosophy
THE 2000	Theatre Appreciation

Group B (Breadth)

AML 2010	American Literature I
AML 2020	American Literature II
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	The Self, Creativity, Your Career and Visual Culture
CRW 2001	Introduction to Creative Writing
ENL 2010	History of English Literature I
ENL 2020	History of English Literature II
IDH 1040	Honors Core: Humanities
LIT 2030	Introduction to Poetry
MUH 2930	The Music Experience: Special Topics
PHI 2103	Critical Thinking
PHI 2603	Ethics in Contemporary Society
REL 1300	World Religions

SPC 2608	Public Speaking	
THE 2300	Survey of Dramatic Literature	

Mathematics

Choose one course from Group A (Core) and one Additional course from either Group A or Group B (Breadth) 6

Group A (Core)		
MAC 1105	College Algebra	
MAC 1105C	College Algebra with Lab	
MAC 2311	Analytic Geometry and Calculus I	
MGF 1130	Mathematical Thinking	
STA 2023	Elements of Statistics	
Group B (Breadth)		
MAC 1114	Trigonometry	
MAC 1140	Precalculus Algebra	
MAC 1147	Precalculus with Trigonometry	
MAC 2233	Calculus with Business Applications	
MAC 2312	Analytic Geometry and Calculus II	
MGF 1131	Mathematics in Context	
STA 2360	Introduction to Data Science	

Natural Sciences

Choose one course from Group A (Core) and one additional course from either Group A or Group B (Breadth) 6

Group A (Core)		
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	
GLY 2010	Physical Geology	
PHY 1020	Conceptual Physics	
PHY 2048	Calculus-Based Physics I * **	
PHY 2048C	Calculus-Based Physics I Studio ***	
PHY 2053	Algebra-Based Physics I * **	
Group B (Breadth)		
ANT 2511	Biological Anthropology *	
AST 2037	Life in the Universe	
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 2020	Introduction to Machine Learning	
CHM 2046	General Chemistry II *	
CIS 2530	Introduction to Cybersecurity	
IDH 1043	Honors Core: Natural Sciences	
MCB 1000	Fundamentals of Microbiology *	
PHC 2082	Informatics and Your Health	

PHY 2049	Calculus-Based Physics II * **	
PHY 2054	Algebra-Based Physics II * **	

* May be taken with or without lab.

** Algebra-Based Physics is usually recommended for non-science majors, while Calculus-Based Physics is 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.

Social Sciences

Choose one course from Group A (Core) and one additional course from either Group A or Group B (Breadth) 6

Group A (Core)		
AMH 2010	United States to 1877	
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	
Group B (Breadth)		
ANT 2100	Introduction to Archaeology	
ANT 2400	Current Cultural Issues	
CCJ 2002	Survey of Crime and Justice	
COM 2023	Death and Communication	
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	
HIS 2050	Explore History: Special Topics	
IDH 1041	Honors Core: Social Sciences	
INR 2002	International Politics	
MMC 2000	Principles of Mass Communication	
PLA 2013	Survey of American Law	
SOW 2192	Understanding Relationships in the 21st Century	
SPM 2010	Sport in Global Society	
SYG 2000	Introduction to Sociology	
SYG 2010	Current Social Problems	

General Education Electives

Choose an additional course from two of the five areas of Communication, Mathematics, Social Sciences, Humanities, and Natural Sciences.

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

Humanities		3
SPC 2608	Public Speaking	
Mathematics		6
STA 2023	Elements of Statistics	

MAC 2233	Calculus with Business Applications	
Social Sciences		3
ECO 2013	Principles of Economics Macro	

Multicultural Requirement

Multicultural Courses

An important component of a liberal education is the study of cultures other than one's own. As such, multiculturalism encompasses the appreciation of the values, expressions, and modes of organization of diverse cultural communities. To further such study, the University of West Florida requires all students pursuing a bachelor's degree to complete at least one course that explores one or more of the dimensions of another culture (language, religion, socio-economic structures, etc.). Students are exempt from this requirement if they have completed an A.A. degree, the general education program at a Florida public institution, or a baccalaureate degree.

The requirement is satisfied by the successful completion of a multicultural course designated on the following list. Several of the selections are General Education courses, and students may enroll in these to meet both the General Education and the multicultural requirements.

***Passed by UWF Faculty Senate on 11/08/2002*

This list is continually updated and students are encouraged to check with their advisors for alternative options.

AML 2010	American Literature I	3
AML 2020	American Literature II	3
AML 3604	African American Literature	3
AML 3624	Black Women Writers	3
AML 4015	Topics in Nineteenth-Century American Literature	3
AML 4640	Topics in Native American Literature	3
ANT 1001	Anthropology as a Profession	1
ANT 2000	Introduction to Anthropology	3
ANT 2301	Human Sexuality and Culture	3
ANT 3212	Peoples and Cultures of the World	3
ANT 3312	North American Indians	3
ANT 3363	Japanese Culture	3
ANT 4006	Anthropology of Human Rights	3
ANT 4025	Ritual Use of Human Remains	3
ANT 4403	Environmental Anthropology	3
ANT 4516	Modern Human Physical Variation	3
ARH 1000	Art Appreciation	3
ARH 2050	Western Survey I: Prehistory to the Medieval Period	3
ARH 3201	Art and Culture in The Global Middle Ages	3
ARH 2051	Western Survey II: Renaissance to Contemporary	3
ARH 3590	Non-Western Art	3
ARH 3607	Native American Art	3
ARH 4412	The Age of Revolution to Romanticism in Europe: 1750-1850	3
ARH 4450	Modern Art: 1850-1980	3
ARH 4470	Contemporary Art	3
ARH 4563	Art of Japan	3

CCJ 3678	Race, Gender, Ethnicity, and Crime	3
COM 3014	Gender Communication	3
COM 3461	Intercultural Communication	3
COM 4242	Communication and Christianity	3
CPO 2002	Comparative Politics	3
CRW 2001	Introduction to Creative Writing	3
EDF 2085	Teaching Diverse Populations	3
ENG 4013	Introduction to Literary Theory	3
ENL 2020	History of English Literature II	3
EUH 1000	Western Perspectives I	3
EUH 1001	Western Perspectives II	3
EUH 3334	Emperors, Sultans, Dictators, and Democrats: The Balkans	3
EUH 3411	Rome and the Mediterranean World	3
EUH 3576	Soviet Union since 1917	3
FOL 3501	Global Cinema	3
GEA 2000	Nations and Regions of the World	3
GEB 4361	International Business	3
GEO 3421	Cultural Geography	3
GEO 3471	Geography of World Affairs	3
HSC 2622	Introduction to Global Health Sciences	3
HIS 2050	Explore History: Special Topics	3
HIS 4262	Rise and Fall of the Portuguese Empire	3
IDH 1040	Honors Core: Humanities	3
IDH 1041	Honors Core: Social Sciences	3
INR 2002	International Politics	3
LAH 4135	Spanish Conquest of the Americas	3
LAH 4131	'Atlantic Indians': How Indigenous and African Peoples Shaped Europe & the Americas	3
LAH 4451	Greater Mexico: Central America from Conquest to the 20th Century	3
LAH 4728	Gender and Sexuality in Latin America from Colonization to Today	3
LIT 2000	Introduction to Literature	3
LIT 2030	Introduction to Poetry	3
LIT 4036	Topics in Poetry and Poetics	3
LIT 4385	Feminist Theory	3
MAN 4102	Management of Diversity	3
MAR 4156	Seminar in International Marketing	3
MMC 3743	Communicating Fear: Horror Films and Popular Culture	3
MMC 3745	Communicating Fear Abroad: International Horror Films & Popular Culture	3
MMC 4601	Minorities and the Mass Media	3
MUH 2930	The Music Experience: Special Topics	3
MUL 2010	Music Appreciation	3
NUR 4615	Patient Centered Population Health	3
NUR 4636	Population-based Public Health Nursing	3
PHI 3790	African Philosophy	3
PUR 3404	International Public Relations	3
PSY 3860	Positive Psychology	3
SOP 3730	Psychology, Culture, and Society	3

SOW 4233	Human Diversity and Social Justice	3
SPN 3400	Advanced Stylistics	3
SPN 4520	Latin American Culture and Civilization	3
SYO 4421	Sociology of Health, Illness and Health Care	3
SYO 4530	Inequality in America	3

Civic Literacy Requirement

The 2017 Florida Legislature amended [Section 1007.25, Florida Statutes](#), to require students *initially entering a State University System (SUS) and/or Florida College System (FCS) institution in 2018-2019* and thereafter to demonstrate competency in civic literacy. The 2021 Legislature further amended Florida Statutes, requiring students to complete both a civic literacy course and an exam. As a result, there are three cohorts of students currently matriculating at Florida public institutions subject to varying requirements. As demonstrated in the table below, the exact civic literacy requirements are based on the academic term in which a student first enrolled in a Florida public institution.

Students Included in Cohort	Civic Literacy Competency Requirement
Cohort 1: Students first entering the SUS or FCS prior to fall 2018	None
Cohort 2: Students first entering the SUS or FCS in fall 2018 – summer A 2021	Complete a course or exam (course options AMH 2020, POS 2041)
Cohort 3: Students first entering the SUS or FCS in summer B 2021 (on or after July 1, 2021) and thereafter	Complete both a course and exam (course options AMH 2020, POS 2041)

Additionally, the 2021 Legislature made two additional exceptions: approving the use of accelerated mechanisms for meeting the course competency requirement and exempting high school students who pass the Florida Civic Literacy Exam in high school from the postsecondary exam requirement. These two changes are in effect for Cohort 3.

There are multiple ways to satisfy this requirement. Students should work with their academic advisor to determine which option is best for their degree requirements/degree plan.

Additional information can be found on our [Civic Literacy](#) website, SUS regulation [BOG 8.006](#) and Florida Statute [s.1007.25\(4,a-b\)](#).

Mathematics Pathway

Students are advised to complete the following courses to fulfill the mathematics pathway that aligns with the mathematics skills needed for success in their program and their career goals. Students should refer to their academic advisor for questions about the math pathway for their program. For information about this requirement, refer to the catalog page for [Mathematics Pathways](#). These courses may also fulfill requirements for General Education and Common Prerequisites.

Algebra through Calculus		
MAC 1105	College Algebra or MAC 1105CCollege Algebra with Lab	3
MAC 2233	Calculus with Business Applications or STA 2023 Elements of Statistics	3

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](#) 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.

Upper Division

Management Specialization

MAN 3240	Behavior in Organizations +	3
MAN 3301	Human Resources Management +	3
MAN 3550	Prescriptive Analytics +	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

Two 3000/4000 level advisor-approved College of Business elective +		6
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

Entrepreneurial Leadership and Innovation Minor

The minor in Entrepreneurial Leadership and Innovation 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. At least 9 semester hours must be completed at UWF College of Business. All prerequisites must be met.

ENT 2612	Entrepreneurial Creativity and Innovation	3
ENT 4615	Foundations of Entrepreneurial Leadership	3
MAN 3802	Small Business/Family Business Management	3
3000/4000 level Management (MAN) courses		3
Choose one of the following:		3
HFT 3053	Travel and Tourism Management	
MAR 3202	Supply Chain Logistics Management	
MAN 3240	Behavior in Organizations	
MAN 4102	Global Perspectives	
MAN 4280	Business Leadership and Change Management	
FIN 3144	Financial Planning with Business Applications	
FIN 4461	Financial Statement Analysis	
ACG 4180	Financial Statement Analysis	

Total Hours 15

Management Minor

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

ACG 3082	Accounting for Non-Majors	3-6
or ACG 2021 & ACG 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 18-21

Entrepreneurship and Innovation Certificate

Department: [Business Administration](#)

Method of Instruction: [Classroom and Online](#)

Semester Hours: 9

For those who need to manage a small business or those who aspire to start an entrepreneurial venture, an understanding of how to manage a start-up or a small business, develop a business plan, manage employees, and manage projects is crucial. The Certificate in Entrepreneurship and Innovation helps provide this understanding. The certificate requires the successful completion of three Entrepreneurship courses listed below with a grade of at least a "C" (2.0) for each course. A minimum of three of the three 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.

This is an undergraduate certificate program.

ENT 2612	Entrepreneurial Creativity and Innovation	3
ENT 4615	Foundations of Entrepreneurial Leadership	3
Choose one of the following electives:		3

MAN 3802	Small Business/Family Business Management	
ENT 4940	Internship in Entrepreneurial Leadership	
MAN 3240	Behavior in Organizations	
MAN 4280	Business Leadership and Change Management	
ART 2821	The Self, Creativity, Your Career and Visual Culture	
MAR 3202	Supply Chain Logistics Management	
CTS 4950	Innovative Solutions for Industry	
HFT 2000	Introduction to the Hospitality Industry	
HFT 3053	Travel and Tourism Management	
EEL 4XXX	Engineering and Technology Entrepreneurship	

Total Hours 9

Human Resources Management Certificate

Department: [Business Administration](#)

Method of Instruction: [Classroom and Online](#)

Semester Hours: 12

The certificate in Human Resources Management focuses on the knowledge and skills needed to specialize in this complex and ever-changing field. Students gain foundational knowledge in the areas of an overview of HRM, the 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. Students pursuing a BSBA in Human Resources Management are not allowed to pursue the Human Resources Management Certificate.

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: [Business Administration](#)

Method of Instruction: [Classroom and Online](#)

Semester Hours: 12

The Management Development Certificate program provides students with the opportunity to learn about the fundamentals of management and the importance of managerial functions within an organization. Students become familiar with methods through which managers acquire, control, and utilize various resources to achieve organizational goals. Obtaining this certificate is a good starting point for those who

wish to prepare for potentially pursuing a career in management by earning academic credit. The 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 their background in the most beneficial manner. The three courses must be from the Department of Management and MIS and must be junior or senior-level courses.

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.

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