MANAGEMENT

Description
A major in management at the University of Nebraska equips students with the essential skills to effectively manage people and resources in today's business systems and organizational structures. Our management curriculum prepares students for careers in leadership and supervision of employees in the workplace, project management, starting up and managing a business, and utilizing the critical role of information in strategy and operations of the business world.

Admission
Major/Department Admission
Admission requirements for all majors in the College are the same as those for University Admission as noted under UNL General Admission Requirements.

COLLEGE REQUIREMENTS
College Admission
The entrance requirements for the College of Business are the same as the University of Nebraska—Lincoln General Admission Requirements.

Admission Deficiencies/Removal of Deficiencies
Students admitted to the College of Business with core course deficiencies are advised to remove these deficiencies as soon as possible.

College-level course work taken to remove deficiencies MAY NOT be used to meet degree requirements in the College.

College Degree Requirements
Professional Enhancement Program (PrEP) (4 hours)
Designed to develop confident, professional and polished business students for lifelong career success, the PrEP program consists of four required one hour courses. These courses are labeled BSAD 111 PrEP I, Investing in Strengths, BSAD 222 PrEP II, Career Development and Planning, BSAD 333 PrEP III, Internship and Job Search Strategies, BSAD 444 PrEP IV, Professional and Life Skills and are offered across the four year curriculum. Raikes students complete this requirement as a part of their other courses.

College General Education Requirements
The curriculum requirements for the College consist of course work in three areas. All course work (except electives and where otherwise noted) must be taken for a grade.

The three areas include the following:

Non-Business Requirements (NBR)
- Which consist primarily of College and University ACE (Achievement-Centered Education) course work.

Business Core
- Foundation (BCF), which also includes ACE 6 & 8
- Intermediate (BCI)
- Advanced-Major (BCA-M)
- Advanced-Capstone (BCA-C), (ACE 10)

Electives
Non-Business Requirements (NBR)
(Most of the ACE requirements)

Eight Courses (normally 24-26 hours)
All students in the College of Business will take the following non-business courses (unless otherwise noted).

- While NBR 1, 2, 7 and 8 identify specific ACE options to choose from or identify an ACE course specifically required for the College, NBR 3, 4, 5, and 6 allow students to select courses according to their personal interests (and meet ACE 4, 5, 7, and 9).
- Most students will take course work to fulfill these requirements during the freshman/sophomore year. However, if hours are still needed during the junior/senior year, there may also be options to 'double count' course work for NBR 3 (ACE 4) and/or NBR 6 (ACE 9) toward the major (BCA-M) or a minor. This is likely to be of most benefit to 'transfer-in students' due to the nature of the program and when ACE requirements are traditionally taken.

All course work for NBR must be taken for a grade.

NBR 1: Written Communication (ACE 1)
Choose ONE of the following:
ENGL 150 Writing and Inquiry
ENGL 151 Writing and Argument
Students should refer to the course descriptions to select the one course best suited to individual interests. While several communication courses may be selected to fulfill the university ACE 1 outcome, one of the above is a specific requirement for the College of Business and will fulfill both requirements with one course. ENGL 150 and ENGL 151 are restricted to first and second year students. Upper class students will need to take ENGL 254 Writing and Communities as a substitute.

NBR 2: Mathematical, Computational, Statistical or Formal Reasoning Skills (ACE 3)
Choose ONE of the following:
MATH 104 Applied Calculus
MATH 106 Calculus I
Any advanced calculus course above the 106 level

Notes regarding the selection of course work for NBR 2 (ACE 3):

- Credit cannot be given for both MATH 104 and MATH 106. Students must determine the appropriate course early in their program.
- A first semester student's score on the Math Placement Exam will determine eligibility for MATH 104 or MATH 106. The student should select between these classes based on the following sets of circumstances.
- Actuarial Science majors MUST take MATH 106 (or a higher-level calculus).
- Actuarial science majors will also take MATH 107 Calculus II and MATH 208 Calculus III and either CSCE 101 Fundamentals of Computer Science and CSCE 101L Fundamentals of Computing Laboratory or CSCE 155A Computer Science I.
- Raikes students MUST take MATH 106 (or a higher-level calculus).
• MATH 106 (or higher calculus) is strongly encouraged for those students considering graduate school, accounting majors and finance majors.

• While several courses can be selected to fulfill the university ACE 3 outcome, one of the above is a specific requirement for the College of Business and will fulfill both requirements with one course.

• Freshman students who place below MATH 104 on the Math Placement Exam may want to consider summer school in order to maintain their sequence of courses.

Math Placement Exam (MPE)

Students admitted to the College of Business are required to take a Math Placement Examination prior to enrolling in the college math requirement of MATH 104 or MATH 106 (or higher math).

• The results of this examination determine which math course students will enroll in their first semester on campus.

• The Math Placement Exam may be retaken if a student feels that they can test into a higher level course.

• Students lacking sufficient high school preparation in math may need to enroll in equivalent high school preparatory courses, as will be determined by the MPE.

• Preparatory courses should be taken as soon as possible to avoid future sequencing problems.

• Additional information about the exam can be found at www.math.unl.edu (http://www.math.unl.edu).

Whether required to enroll in preparation course work first, as indicated on the MPE (MATH 100A Intermediate Algebra, MATH 101 College Algebra and/or MATH 103 College Algebra and Trigonometry), or in one of the required courses, it is critical to begin MATH the first semester on campus.

NBR 3: The Study of Scientific Methods and Knowledge of the Natural and Physical World (ACE 4)

Choose one course from ACE 4 Certified Courses. (Course credit will vary between 3-4 credit hours.)

• ABUS majors – NBR 3 (ACE 4) – AGRI 115 Biotechnology: Food, Health and Environment, AGRO 131 Plant Science, ENTO 115 Insect Biology, MSYM 109 Physical Principles in Agriculture and Life Sciences, NRES 108 Earth’s Natural Resource Systems Laboratory, PLPT 110 Molds and Man may be taken to fulfill the science requirement (NBR 3–ACE 4) as well as a requirement for the major (BCA-M).

NBR 4: Study of Humanities (ACE 5)

Choose one course from ACE 5 Certified Courses.

• IBUS majors – NBR 4 (ACE 5) – FREN 301 Representative Authors I, FREN 302 Representative Authors II; RUSS 301 Representative Authors I, RUSS 302 Representative Authors II, RUSS 482 Russian Literature in Translation I, RUSS 483 Russian Literature in Translation II; SPAN 305 The Analysis of Communication in Spanish, SPAN 314 Introduction to Hispanic Literature: Spain, SPAN 315 Representative Authors of Spain, SPAN 331 Latin American Civilization can be taken to fulfill NBR 4–ACE 5 as well as a requirement for a language minor.

NBR 5: Study of the Arts to Understand Their Context (ACE 7)

Choose one course from ACE 7 Certified Courses.

NBR 6: Global Awareness or Knowledge of Human Diversity Through Analysis of an Issue (ACE 9)

Choose one course from ACE 9 Certified Courses.

Students enrolling for their first semester with junior standing (or more), will see that the list of approved courses includes a few business courses. While this section is labeled “non-business requirements,” students may elect to enroll in one of the business courses to fulfill the ACE 9 requirement as long as prerequisites are completed (which are generally reserved for juniors or seniors). Work closely with your advisor and bring this to their attention to question how this course may potentially satisfy other degree program requirements, including the major.

The options include:

• ACTS majors – must complete an International Business Course as part of the degree requirements. Actuarial science majors may choose to take ECON 321 Introduction to International Economics to fulfill the IBCR as well as the global awareness requirement (NBR 6–ACE 9).

• ABUS majors – AECN 346 World Food Economics, AECN 367 Agricultural Development in Developing Countries, AECN 420 International Food and Agricultural Trade, AECN 425 Agricultural Marketing in a Multinational Environment, AGRI 282 Introduction to Global Agricultural and Natural Resources Issues, ENSC 110 Energy in Perspective, HORT 200 Landscape and Environmental Appreciation, may be taken to fulfill the global awareness requirement (NBR 6–ACE 9) as well as a requirement for the major.

• BSAD majors – ECON 321, MNGT 414 Leadership in a Global Context may be taken to fulfill the global awareness requirement (NBR 6–ACE 9) as well as a requirement for the major. (ECON 321 and MNGT 414 are also IBCR course options).

• ECON majors – ECON 321 may be taken to fulfill the global awareness requirement (NBR 6–ACE 9) as well as a requirement for the major. (ECON 321 is also an IBCR option).

• IBUS majors – ECON 321 or MNGT 414 may be taken to fulfill the global awareness requirement (NBR 6–ACE 9) and may fill a requirement for the major. (Both are also IBCR options).

• MNGT majors – MNGT 365 Managing Diversity in Organizations, MNGT 414 may be taken to fulfill the global awareness requirement (NBR 6–ACE 9) and may be able to fulfill a requirement for the major/ minor depending on the option selected. (MNGT 414 is also an IBCR option).

• An alternative to the above options is allowance of the course to count for NBR 6–ACE 9 and the associated minor—but only one or the other (major OR minor).

In any of the above instances where a double counting is an option, only 3 hours of credit are awarded; student will still need to meet the 120 hours for graduation. Any course that is used for both an ACE requirement and a first major requirement is not allowed to be used towards the completion of the 300/400 Upper Level Requirement.

NBR 7: Business Communication (ACE 1)

BSAD 220 Business Writing

• This is a business writing course with sophomore standing and either ENGL 150 or ENGL 151 as a prerequisite. While it is also an ACE 1
course, as is ENGL, BOTH are specific requirements for the College of
Business.

• Raikes students will complete a special version of 220.

NBR 8: Oral Communication Skills (ACE 2)
MRKT 257 Sales Communication

Or

COMM 286 Business and Professional Communication

• Due to the importance of this requirement to the business curriculum, the college recommends taking this course on campus.

• While several other courses may be selected to fulfill the university
ACE 2 requirement, COMM 286 or MRKT 257 is a specific requirement for the College of Business.

• Raikes students will complete RAIK 187H Honors: Introductory
Communication Seminar I and RAIK 188H Honors: Introductory
Communication Seminar II instead of COMM 286 or MRKT 257.

NOTE: In the selection of course work for any of the above NBR's, prerequisites, when stated anywhere in this Catalog, means course work
MUST BE COMPLETED to enroll in the class. Concurrent enrollment in any identified prerequisite(s) is NOT permitted unless so indicated in the course description.

Business Core – Four Sections (approximately 62-74
hours)

• Business Core Foundation (BCF) – 17 hours
• Business Core Intermediate (BCI) – 19 hours
• Business Core Advanced—Major (BCA-M) (hours vary from 21-33 hrs)
• Business Core Advanced—Capstone (BCA-C) (3 hours + 0 hour
assessment)

The foundation and intermediate courses are designed to expose
students to the various business disciplines. The advanced courses are those courses identified for each of the ten majors, and the capstone
course is taken the final semester of the program. All course work for the Business Core (except where noted differently), must be taken for a grade.

Business Core Foundation (BCF) – Eight Courses (17 hours)
All students in the College of Business will take the following courses
(unless otherwise noted).

All course work (except BSAD 50, BSAD 111, BSAD 222, BSAD 333,
and BSAD 444) must be taken for a grade. Raikes students are exempted from these courses.

Raikes students will complete a different series of course work for the
Business Core Foundation which may include:

• Foundation: RAIK 181H Honors: Foundations of Business I,
RAIK 182H Honors: Foundations of Business II & RAIK 270H
Statistics and Applications
• Computer Science Foundation: RAIK 183H Honors: Computer
Problem Solving Essentials, RAIK 184H Honors: Software
Development Essentials, RAIK 283H Software Engineering
III, RAIK 383H Software Engineering IV

BCF 1–BSAD 111 PrEP I, Investing in Strengths
• BSAD 111
  • 1-credit-hour course (offered Pass/No Pass only)
  • Required of all new freshmen
  • Take this course as a freshman (preferably first semester)
• BSAD 111S
  • 0-credit-hour course, available exclusively to transfer students.
  Required of all on- and off-campus transfer students
  • Take this course as soon as possible upon transfer into the
college (preferably first semester)

BCF 2–BSAD 50 Business Computer Applications
• 0-credit-hour course (Pass/No Pass).
• This course is offered twice per semester and should be taken in the
FIRST seven weeks of semester two. It is a prerequisite for ECON 215
which is normally taken in the fall of the second year.
• Required basic-skills computer course, use Access, Microsoft Word,
PowerPoint, and Excel.

BCF 3–ACCT 201 Introductory Accounting I and ACCT 202 Introductory
Accounting II
• ACCT 201 Introductory Accounting I
  • Sequential; take ACCT 201 first
  • Prerequisite: Sophomore standing, 2.5 cumulative GPA; or
freshman standing with completion of MATH 104 or MATH 106
with a grade of C or better, and a 2.5 cumulative GPA earned in 14
hours of university credit
• ACCT 202 Introductory Accounting II
  • Sequential; take ACCT 202 following completion of ACCT 201
  • Prerequisite: Sophomore standing; or freshman standing with
completion of MATH 104 or MATH 106 with a grade of C or better;
grade of C or better in ACCT 201; 2.5 cumulative GPA
  • Grade of C or better in prerequisites is normally required for
accounting courses

BCF 4–ECON 211 Principles of Macroeconomics and ECON 212 Principles
of Microeconomics (ACE 8/6)
• Not sequential
  • Prerequisite: Completion of 12 hours of course work
  • Raikes students will take RAIK 182H to satisfy the ECON 211 and
ECON 212 requirement and the ACE 6 requirement.

BCF 5–ECON 215 Statistics (ACE 3)
• Prerequisites: Sophomore standing; MATH 104 or MATH 106;
BSAD 50; 2.5 GPA
• Must take ECON 215 (not STAT 218 Introduction to Statistics nor
EDPS 459 Statistical Methods nor CRIM 300 Applied Statistics and
Data Processing in the Public Sector nor SOCI 206 Introduction to
Social Research II)
  • Actuarial science majors MUST take STAT 380 Statistics and
Applications instead of ECON 215; will also take STAT 462
Introduction to Mathematical Statistics I: Distribution Theory and
STAT 463 Introduction to Mathematical Statistics II: Statistical
Inference

BCF 6–BSAD 222 PrEP II, Career Development and Planning
• 1-credit-hour course (offered Pass/No Pass only)
  • Prerequisites: Majors in College of Business; Sophomore standing;
2.5 GPA.
  • Take this course as a sophomore.
Business Core Intermediate (BCI) – Eight Courses (20 hours)

- Prerequisites for the BCI courses include MATH (NBR2), ACCT 201, ACCT 202, ECON 211, ECON 212, ECON 215, BSAD 220, and a 2.5 GPA
- Required of all business students regardless of major (except where noted under individual courses)
- Raikes students may take RAIK 281H Honors: Business Systems and Operations I and RAIK 381H Honors: Advanced Topics in Business I in place of FINA 361 Finance, SCMA 331 Operations and Supply Chain Management, and SCMA 350 Business Analytics/Information Analysis. They will also take RAIK 341H Honors: Marketing in place of MRKT 341 Marketing. The BLAW requirement will be completed by taking RAIK 372H Honors: Business Law. Raikes requirements are subject to change.
- In addition to differences noted above, Raikes students will also complete:
  - Computer science electives: 6 hrs from the following: CSCE 378 Human-Computer Interaction, CSCE 475 Multiagent Systems, CSCE 476 Introduction to Artificial Intelligence, RAIK 384H Honors: Applied Numerical Analysis (which may be taken Pass/No Pass)
  - Enrollment in BCI normally occurs during the sophomore and junior year
  - All course work must be taken for a grade
  - Sequence with the following recommendations/restrictions:
    - Plan complete sequence of intentions to take BCI (and necessary prerequisites) to remain on schedule for graduation
    - Enroll in courses most applicable to your major as soon as possible, particularly MRKT or FINA and SCMA, to stay on sequence for major.
    - There are exceptions to these requirements for specific majors (ACCT, MRKT, ACTS). Please note those exceptions.
    - If transferring, a maximum of 3 hours may apply with further restrictions on applicability to not exceed the 15-hour limitation.
    - See the links for each course to know the specific prerequisites and course descriptions.

BCI 1 – BLAW 371 Legal Environment or BLAW 372 Business Law I

- BLAW 371 Legal Environment

OR

- BLAW 372
  - Accounting majors must take BLAW 372.
  - RAIKES students will take RAIK 372H Honors: Business Law to meet the BLAW requirement.

BCI 2 – SCMA 350 Business Analytics/Information Analysis and SCMA 350L Advanced Data Analysis Lab or in certain cases MRKT 350 Marketing Analytics

- MRKT and ABUS majors may choose to take MRKT 350, which carries an additional prerequisite of MRKT 341.
- RAIKES students will take RAIK 371H Fundamentals of Management Science in place of SCMA 350.

BCI 3 – FINA 361 Finance

- Actuarial science majors will take FINA 461 Advanced Finance instead of FINA 361.

BCI 4 – MRKT 341 Marketing

BCI 5 – SCMA 331 Operations and Supply Chain Management

- Raikes students do not need to complete this requirement.

BCI 6 – MNGT 301 Introduction to Management Professional Enhancement Program – Upper level


- 1-credit-hour course (offered Pass/No Pass only).
- Prerequisites: Majors in College of Business; 2.5 GPA; BSAD 222.
- Take this course second semester sophomore year or junior year.

PrEP – BSAD 444 PrEP IV, Professional and Life Skills

- 1-credit-hour course (offered Pass/No Pass only).
- Prerequisites: Majors in College of Business; 2.5 GPA; Senior standing or by permission.
- Take this course first or second semester of senior year.

Business Core Advanced-Major (BCA-M) – (21-33 hours)

- Course work for the major requires completion of specific, required courses of the department, along with other guidelines.
- Refer to the major page for a listing of requirements.
- Careful and advanced planning is necessary as some courses for the major may not necessarily be available every semester and classes for the major are limited in the summer sessions.
- ALL course work for the major must be taken for a grade (no Pass/No Pass).
- Students may be able to take their International Business Course Requirement (IBCR) as part of their major.
- Although a 2.5 GPA may not be required to take these courses, a 2.5 is required to apply for graduation; thus, students are expected to maintain this level throughout their collegiate career.
- Sequencing of classes is critical, particularly for agribusiness, actuarial science, and international business; plan the major courses well in advance of enrollment.
- By this point in time, the curriculum was designed for ACE (except ACE 10) to have been completed through other course work. If missing an ACE 4 or 9, there may be options through the major to fulfill both requirements.
- A maximum of 3 hours of course work may transfer if the 15-hour limitation has not been exceeded. Further restrictions may apply.

Business Core Advanced-Capstone (BCA-C) – Two Courses (3 hours)

BCA-C 1 – MNGT 475 Business Policies and Strategies (ACE 10)

- Reserved for graduating seniors, this course requires the Business Core Foundation (BCF) and Intermediate (BCI) course work to be completed for enrollment. BLAW 371 or BLAW 372 may be completed concurrently. Actuarial students may take FINA 461 concurrently with MNGT 475.
- A capstone course integrating business concepts covered throughout the program.
- Course MUST be taken at the University of Nebraska–Lincoln and taken for a grade (no Pass/No Pass).
- Raikes students will take RAIK 476H instead of MNGT 475.
ICCR Courses

The course must be chosen from the following approved list of International Business Course Requirement (IBCR) courses. Many of these courses have prerequisites. Some are restricted for education abroad and others may only be offered once a year. Thus, you are advised to plan ahead in scheduling this requirement into your program.

IBCR Courses

BSAD 491 International Studies in Business and Economics (1-15 hrs)

Electives – Hours vary to meet 120 hour minimum to graduate

Electives round out the rest of the 120 hour curriculum where students have the option to choose courses toward a second major, a dual degree, a minor (or two); or, students can simply select courses of personal interest.

- Some hours may need to be additional business course work (to meet the requirement that 60 hours of course work be in business). This requirement will vary by major.
- There may be a need to enroll in an international business course requirement (IBCR) if not taken as part of the major or for the business elective(s) requirement.
- A minimum of 12 hours of 300/400 upper-level course work beyond the business core is required for most majors to ensure depth is achieved through enrollment in elective hours. See 300/400-level Elective Requirement below for additional information.

In addition to the Foundation, Leadership, and Computer Science Foundation courses listed earlier, Raikes students will also complete the following courses as part of the degree requirements:

- Raikes Design Studio Courses (must be taken for a grade): Raikes students will complete the Design Studio sequence as directed by the Raikes office.
- Raikes Computer Science Electives: Choose 6 hours from: CSCE 378 Human-Computer Interaction, CSCE 476 Introduction to Artificial Intelligence or RAIK 384H Honors: Applied Numerical Analysis (can be taken Pass/No Pass)

If not completed through the other area requirements, any remaining ACE requirements will need to be completed as required electives.

- In a 21-hour major, students will average 30 hours of elective credit; 2nd major options and/or minors may be appropriate to consider for elective hours.

Other Requirements

International Business Course Requirement (IBCR)

- The international business course requirement (IBCR) is to broaden the student's international perspective.
- Each student, excluding accounting majors, must include one course which emphasizes an international business perspective.
- Actuarial Science majors are encouraged to take FINA 450 if they have not met this requirement with completion of NBR 6 – ACE 9 with FINA 421 or MNGT 414.
- The IBCR must be taken for a grade.

The course must be chosen from the following approved list of International Business Course Requirement (IBCR) courses. Many of these courses have prerequisites. Some are restricted for education abroad and others may only be offered once a year. Thus, you are advised to plan ahead in scheduling this requirement into your program.

BSAD 320 Global Issues
BSAD 420 Global Leadership and the Culture Map
ECON 321 (If not completed at this point, ECON 321 may double count for ACE 9.)
ECON 421 International Trade (credit cannot be earned in both ECON 421 and AECN 420)
ECON 422 International Finance
ECON 423 Economics of the Less Developed Countries
ECON 466 Pro-seminar in International Relations I & ECON 467 Pro-seminar in International Relations II (Credit option for students participating in the Nebraska at Oxford Program.)
ECON 440 Regional Development
FINA 450 International Financial Management
MNGT 414 (If not completed at this point, MNGT 414 may double count for ACE 9.)
SCMA 459 Global Information Systems
MRKT 453 International Marketing
SCMA 439 Global Sourcing and Distribution

Although the following courses may also be used to fulfill requirements in the international business major/minor/IBCR, students should be aware that they are not necessarily offered on a consistent basis.

ECON 322 Introduction to Development Economics (credit cannot be earned in both ECON 322 and AECN 367 Agricultural Development in Developing Countries)
ECON 323 The Economic Development of Latin America
ECON 388 Comparative Economic Systems
ECON 487 Economies in Transition

If planned carefully, the IBCR course can count in two places. It is not an extra 3 hours of credit, but rather, is 3 hours embedded within other requirements. If selected carefully, it can also count for 3 hours of credit in the major (i.e. MRKT 453 International Marketing counts for MRKT elective in MRKT major and would count for the IBCR; FINA 450 International Financial Management counts for FINA elective in FINA major and would fulfill the IBCR as well; etc.). On the other hand, if course work for the major is already determined by personal choices or interest.
requirements, the IBCR can count in electives, and more specifically, for one of the 'business' electives needed for most majors. If not planned carefully this requirement can mean that the student will need to take an additional 3 hours of credit.

300/400 Upper-level Requirement
As part of the degree requirements, all students must complete a certain number of 300/400 level courses. Most of these courses will be completed in the Business Core but some majors will require additional hours from outside of the Business Core. With a "standard" 21 hour major 12 additional hours will be required. Normally, if a major is larger than 21 hours the number of additional upper level courses is reduced. This can be business or non-business course work.

- Business course work from the Business Core Intermediate (BCI), Business Core Advanced-Major (FIRST Major) or Business Core Advanced-Capstone may NOT be used to fulfill this requirement with exceptions noted below:
- If more than 21 hours of course work for the major are taken at the 300/400-level and of those hours, course work is not being double counted toward the NBR and major, the additional 300/400-level hours can be used to fulfill the 300/400-level requirement. You will need to consult your Degree Audit to determine your requirements.
- BSAD majors will complete a 24 hour major and only need to complete 9 upper level hours.
- FINA majors, will take between 24 and 27 hours for their major; consult the major section in this document or your Degree Audit to determine how many hours will double count for this requirement. This will depend on which option you select for the major.
- Actuarial science, agribusiness majors, and RAiKES students do not need to meet this requirement due to the additional hours at the 300/400 level required for the major/program.
- Business Core Advanced-Major course work used for a SECOND major (if selec), or upper level graded course work selected for a minor MAY count.
- Course work that is part of the Non-business Requirement (NBR) taken at the 300/400 level may be double counted to fulfill this requirement, if it is not being used to double count for the 1st major.
- No course may be taken on a Pass/No Pass basis unless it is business course numbered 398/399 credit. Only 3 hours of 398/399 is allowed for this requirement.
- Students generally fulfill this requirement through their electives, but there may be a few upper-class students who can fulfill the requirement with the ACE course requirements. Twelve (12) hours is based on a 21 hour major. The number is adjusted when there are larger majors.

Business Course/Business Elective Hours
At a minimum, sixty (60) hours of business courses are required for the BSBA degree.

The required hours WILL VARY BY MAJOR, dependent on how requirements have been accepted and/or completed throughout the previous components of the program. While GENERAL MINIMUM guidelines by major are noted below, My Degree Audit will specify minimum business credit hour expectations for each student. You will generally see this addressed under the ELECTIVE section (BUSINESS ELECTIVES) on My Degree Audit.

- ACCT, ECON, MNGT, MRKT majors – 3 hours of business electives
- BSAD – no additional business course work as your major consists of 24 hours of business course work
- ACTS – no additional business course work as your major consists of 28 hours of business course work
- FINA – no additional business course work as your major consists of 24-27 hours of business course work
- ABUS and RAiK – no additional business course work required due to intent of major as being 'business-related' course work.
- Additional hours may be required if there is a variation in hours for NBR, BCF, BCI or BCA, or if there is a violation of transfer limits, the 15 hour rule, etc.

Course work must be taken for a grade except for 398/399 options where grades are generally not permitted

Foreign Languages/Language Requirement
Other than meeting the minimum requirement for admission to the University, the College does not require any additional work in foreign languages except for IBUS majors. IBUS majors must complete 8 hours of a foreign language while in college. However, students are always encouraged to take language courses.

Minimum Hours Required for Graduation
A minimum of 120 semester hours of credit is required for graduation; more may be necessary if specific degree requirements have not yet been completed.

Grade Rules
C- and D Grades
While students may earn grades of C- or D, there are restrictions and recommendations for such grades and further enrollment options:

- A grade of C or higher is expected in prerequisite course to enroll in accounting courses.
- A grade of C or higher is required in FINA 361 Finance in order to take most upper level FINA courses.
- A grade of C or higher required in other departmental higher-level sequencing courses (i.e. MATH 101 to take MATH 104, etc.). See course descriptions to determine enrollment restrictions.
- Minimum 2.5 cumulative GPA required to enroll in many business courses, ACCT 201, ACCT 202, BLAW 371, BLAW 372, ECON 215, FINA 361, MNGT 301, MNGT 475, MRKT 341, MRKT 350, SCMA 331, SCMA 350.
- Grades of C- or lower can be removed by retaking the course at Nebraska or within the University system (UNK, UNO).
- Grades of C or better are required to transfer courses from outside of the University of Nebraska.
- Academic bankruptcy options may be considered for students who have one or two semesters of poor performance.

Pass/No Pass
The Pass/No Pass option is designed for students who want to study areas or topics in which they may have minimum preparation. If used for this purpose, the option can enrich the student's academic experience without lowering the student's grade point average. Several restrictions apply when considering the Pass/No Pass option:

- BSAD 111, BSAD 222, BSAD 333, BSAD 444 and BSAD 50 are offered only as Pass/No Pass. All are required.
Students may apply no more than 6 hours of elective credit using the Pass/No Pass option (excludes BSAD 111, BSAD 222, BSAD 333, BSAD 444).

No student in any college enrolled at the University of Nebraska–Lincoln may take business courses in the College of Business using the Pass/No Pass option.

College of Business students may NOT take course work to satisfy ACE requirements, the International Business Course Requirement (IBCR), nor any required business course work, including the major and minor, using the Pass/No Pass option.

Students majoring in actuarial science through the College of Business may NOT take any math, actuarial science, or required courses using the Pass/No Pass option.

Students taking courses to fulfill the requirements of a minor in an area of study outside the College of Business are subject to College rules restricting use of the Pass/No Pass option if courses in their minor are used to meet ACE or any college-specific requirements.

Students seeking any minor outside the College should verify rules with the advisor for their minor as additional restrictions may apply and they often vary.

Students from UNO/UNK/UNMC and from other institutions are subject to the same restrictions listed here for University of Nebraska–Lincoln students.

Exceptions to the above rules are limited to the following and no other exceptions will be made.

- An independent study course (398, 399) may be taken in the College of Business using the Pass/No Pass option with the permission of the instructor and the department chair but College of Business students who qualify for this exception may use the independent study course (398, 399) only as elective credit.
- Advanced Placement grades of P and Credit By Exam grades of P will be accepted to fulfill degree requirements. These hours will not count against the 6-hour-maximum number of hours permitted.
- Students who travel abroad and return with “credit” rather than grades from the institution where they studied may use P grades to fulfill degree requirements. These hours will not count against the 6-hour-maximum number of hours permitted.

**GPA Requirements**

A 2.5 cumulative grade point average is required to apply for graduation, as well as a requirement for enrollment in ACCT 201 and ACCT 202, ECON 215, BLAW 371 and BLAW 372, FINA 361, SCMA 331, MNGT 301, MNGT 475, SCMA 350 or MKRT 350, and MKRT 341. Some upper level courses in some majors will also require a 2.5 Cum GPA. In some instances, a specific grade is required in certain courses to continue with upper-level course work.

**Transfer Credit Rules**

See Maximum/Minimum hour restrictions under Course Exclusions and Restrictions

**Residency**

At least 30 of the last 36 hours of credit must be registered for and completed in residence at the University of Nebraska-Lincoln.

Students electing to study abroad in their final semester are exempted for the hours earned abroad, but no additional hours may be transferred in the last 36 hours. This exemption requires filing a written appeal in the Undergraduate Programs office.

**ACE Requirements**

All students must fulfill the Achievement Centered Education (ACE) requirements. Information about the ACE program may be viewed at ace.unl.edu (http://ace.unl.edu). Students may also use the catalog’s course search facility to search for ACE groups. Example: Enter ACE one in the search to generate a list of all possible ACE 1 courses. MyRED may also be used to search for offered ACE classes.

**ACE Achievement-Centered Education—Ten Courses (normally 30 hours)**

This is the university's innovative, outcomes-focused general education component designed to enhance the undergraduate experience by providing broad exposure to multiple disciplines, complementing the major and helping students develop important reasoning, inquiry, and civic capacities.

Important rules to remember when selecting course work to meet this requirement:

- There are 10 ACE Student Learning Outcomes (SLOs) and at least one course, equivalent to 3 credit hours must be taken for each of the 10 SLOs.
- Up to three ACE SLOs from ACE 4—ACE 10 may be satisfied by work in one subject area.
- ACE SLOs must be satisfied by work in at least three subject areas.
- No ACE course may satisfy more than one ACE SLO in a student's program.
- If an ACE course addresses two ACE SLOs, the student decides which one of the two outcomes the course will satisfy in that student's program. (My Degree Audit will make an automatic decision based on first course taken; first SLO needed.)
- As part of the College requirements of non-business and business courses, many courses will also work for ACE. Students should carefully review required course work with ACE options to make the best use of courses to fulfill both degree requirements as well as University of Nebraska–Lincoln ACE requirements.

**Catalog Rule**

Students (including transfer students) must follow the Undergraduate Catalog in effect when they are admitted into the College of Business. Students who leave the College and return or those applying for 'readmission' to the College are subject to requirements in place at the time of their re-admission to the College.

**Learning Outcomes**

Majors in management will be able to:

1. Understand and apply key management theories.
2. Gather and evaluate data to make decisions that improve company performance, employee well-being, and stakeholder satisfaction.
3. Develop entrepreneurial and leadership skills.
4. Understand the dynamics and effectiveness of individual and team processes in organizational settings.
5. Acquire knowledge of values, ethics, and sustainability practices in organizations.
6. Appreciate the importance of diverse viewpoints and cross-cultural competency.
7. Use acquired knowledge and skills to critically examine novel situations and provide clear communication of choices and conclusions.

Major Requirements

Core Requirements
All students, regardless of their major or interests in the College, will take the following course as part of the Business Core Intermediate Requirements:

- MNGT 301 Introduction to Management 3

And for the Business Core Advanced Capstone Requirement:

- MNGT 475 Business Policies and Strategies 3

Neither of these courses may be used to count toward the major. As noted in the College Degree Requirements section, all course work for the major must be taken for a grade.

Specific Major Requirements

Business Core Advanced-Major (BCA-M)
In addition to the College Degree Requirements, students will complete 21 hours of course work for the management major. Students interested in pursuing the bachelor of science degree with a major in management will complete 9 hours of core management courses and one management option consisting of four courses (12 credit hours) to meet the requirements for the Business Core Advanced-Major (BCA-M).

Required Management Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 360</td>
<td>Managing Behavior in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 321 /</td>
<td>Entrepreneurship and Innovation in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 321</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MNGT 361</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Credit Hours 9

The management major offers course work in the following options of specialization:

- Human Resource Management
- Entrepreneurship and Innovation
- Leadership in Organizations
- Clifton Builders
- General Management

Tracks/Options/Concentrations/Emphases Requirements

Management majors must declare one of these specializations as a formal option within their major. Multiple options may not be chosen.

OPTION: Human Resource Management

Required Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 461</td>
<td>Strategic Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 463</td>
<td>Compensation Administration</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 464</td>
<td>Talent Acquisition and Staffing</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 466 /</td>
<td>The Regulatory Environment for Employment and Labor</td>
<td>3</td>
</tr>
<tr>
<td>ECON 485</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Credit Hours Subtotal: 12

Students pursuing the Human Resource Management Option may wish to consider selecting from the following courses to fulfill elective requirements within the College.

Possible Electives

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 365</td>
<td>Managing Diversity in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 411</td>
<td>Leading People and Projects</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 412</td>
<td>Negotiating and Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 414</td>
<td>Leadership in a Global Context</td>
<td>3</td>
</tr>
<tr>
<td>ECON 481</td>
<td>Economics of the Labor Market</td>
<td>3</td>
</tr>
</tbody>
</table>

Credit Hours Subtotal: 15

OPTION: Entrepreneurship and Innovation

Required Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 421 /</td>
<td>Identifying and Exploring Entrepreneurial</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 421</td>
<td>Opportunities</td>
<td></td>
</tr>
<tr>
<td>MNGT 422 /</td>
<td>Managing Rapid Growth and Change in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 422</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MNGT 423 /</td>
<td>Business Plan Development and Decision Making</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 423</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Select one of the following: 3

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 322 /</td>
<td>Family Business</td>
<td>3</td>
</tr>
<tr>
<td>ENTR 322</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MNGT 365</td>
<td>Managing Diversity in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 411</td>
<td>Leading People and Projects</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 412</td>
<td>Negotiating and Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>MRKT 345</td>
<td>Market Research</td>
<td>3</td>
</tr>
</tbody>
</table>

Credit Hours Subtotal: 12

Total Credit Hours 12

Students pursuing the Entrepreneurship and Innovation Option may wish to consider selecting from the following courses to fulfill elective requirements within the College.

Possible Electives

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 365</td>
<td>Managing Diversity in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 412</td>
<td>Negotiating and Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 464</td>
<td>Talent Acquisition and Staffing</td>
<td>3</td>
</tr>
<tr>
<td>MRKT 345</td>
<td>Market Research</td>
<td>3</td>
</tr>
</tbody>
</table>

Credit Hours Subtotal: 12

OPTION: Leadership in Organizations

Not all courses are offered every year. Prior to declaring this option, consult with Business Advising.

Required Courses

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MNGT 411</td>
<td>Leading People and Projects</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 412</td>
<td>Negotiating and Conflict Management</td>
<td>3</td>
</tr>
<tr>
<td>MNGT 413</td>
<td>Building Ethical and Socially Sustainable</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Organizations</td>
<td></td>
</tr>
<tr>
<td>MNGT 414</td>
<td>Leadership in a Global Context</td>
<td>3</td>
</tr>
</tbody>
</table>

Credit Hours Subtotal: 12

Total Credit Hours 12
OPTION: Clifton Builders
This option is only available to College of Business students selected into the Clifton Builders Program. The goal of this option is to provide students with the confidence and tools to help develop their personal strengths and the leadership skills to create and impact the growth and success of organizations. Selection into the program is based upon entrepreneurial potential, as evidenced by application essays, an interview and the applicant’s Builder Profile 10 (BP10) score. BP10 is a 30-minute assessment of entrepreneurial talent created by Gallup. The assessment is completed online and measures 10 scientifically-proven talents of people who have started and grown something of economic value. Students accepted into the program must also have a minimum GPA of 2.50.

Required Courses
- MNGT 360B Managing Behavior in Organizations 3
- MNGT 321B Entrepreneurship and Innovation in Organizations 3
- MNGT 361 Human Resource Management 3
- MNGT 324B Building a Life for Impact 3

Credit Hours Subtotal: 12

Business Builder Track
- ENTR 421 / MNGT 421 Identifying and Exploring Entrepreneurial Opportunities 3
- ENTR 422 / MNGT 422 Managing Rapid Growth and Change in Organizations 3
- ENTR 423 / MNGT 423 Business Plan Development and Decision Making 3

Select one from the following:
- ENTR 322 / MNGT 322 Family Business
- MNGT 464 Talent Acquisition and Staffing

Credit Hours Subtotal: 12

Community Builder and Team Builder Tracks
Select four from the following:
- MNGT 365 Managing Diversity in Organizations
- MNGT 411 Leading People and Projects
- MNGT 412 Negotiating and Conflict Management
- MNGT 413 Building Ethical and Socially Sustainable Organizations
- MNGT 414 Leadership in a Global Context
- MNGT 451 / MNGT 851 Strengths Coaching, Theory and Practice
- MNGT 464 Talent Acquisition and Staffing
- MNGT 466 The Regulatory Environment for Employment and Labor
- MNGT 470 / MNGT 870 Leadership, Communication & Teams in the Virtual World

Credit Hours Subtotal: 12

Experiential Component
Students selected into the Clifton Builders program are also required to complete an experiential component which contributes to and enhances their personal and professional development; specified criteria, including a final project, for each experience will be provided and assessed by the Clifton Strengths Institute staff.

Business Builders
- Consult with a small business/start-up
- Participate in UNL Quick Pitch/Business Plan Competition
- Serve as student start-up assistant in the Center for Entrepreneurship
- NUTech Ventures incubator

Community Builders
- Complete UNL Civic Engagement Certificate
- Complete a Service Learning Travel Experience
- Long-term involvement with a nonprofit

Team Builders
- Serve as a peer strengths coach in the Strengths Lab (1 semester)
- Serve as a BSAD 111 PrEP I, Investing in Strengths coach
- Complete an internship with Gallup or Gallup Client

OPTION: General Management
This option is open to students who do not wish to specialize in one of the specified options of the management major. In addition to the three core courses for the management option, students must take 12 additional hours (four courses): three of these courses must be selected from the management options (Human Resource Management, Entrepreneurship, and Leadership), and one elective from the management course offerings.

Required Courses
Select one course from each option:

- Human Resource Management
- Entrepreneurship and Innovation
- Leadership in Organizations

Select one elective from the management course offerings

Credit Hours Subtotal: 12

Students pursuing the General Management Option may select from the course catalog to fulfill elective requirements within the College.

Additional restrictions beyond those noted per individual courses above include:
- NBR 6–ACE 9 – MNGT 365 Managing Diversity in Organizations or MNGT 414 Leadership in a Global Context can be double counted to fulfill NBR 6–ACE 9 AND course work for the major.
- MNGT 414 may also be counted for the IBCR.
- In any option where double counting is permitted, only 3 hours of credit are used; students must still meet the 120-hour requirement for the degree.
- In any option where double counting is permitted for NBR requirements and the major, course work cannot, in turn, be used for any minor.
- MNGT 121/ENTR 121 Introduction to Entrepreneurial Management, MNGT 301 Introduction to Management, MNGT 398 Special Topics, MNGT 399 Independent Study, and MNGT 475 Business Policies and Strategies may NOT be counted toward the major.
- BSAD 491 International Studies in Business and Economics may count for a maximum of 3 hours credit, only for those students who...
take it as part of the Nebraska at China Education Abroad Program or the Senshu University Program, or for a transfer course from an international institution for which 'management-related' course work was done, evaluated, and approved for credit toward the major.

Additional Major Requirements

Grade Rules

C- and D Grades
Same as College grade rules.

Pass/No Pass
Same as College Pass/No Pass rules.

GPA Requirements
Same as College GPA requirements.

Course Level Requirement

MNGT 475 is the capstone requirement for ALL business students and is to be taken the final semester in the program. Refer to the course description for other specific course prerequisites. This course may NOT be used toward the major (BCA-M).

Requirements for Minor Offered by Department

Management Minor

• The management minor is available to College of Business students only. The college requires that 75% of the course work for the minor will be completed at the University of Nebraska–Lincoln.

• Management course work used for this minor cannot be double counted toward business core foundation (BCF) intermediate (BCI) or advanced-major (BCA-M; BCA-C) degree requirements, for another major, or any other business minor requirements.

• All course work for the management minor must be taken for a grade (no Pass/No Pass).

• MNGT 399 Independent Study and MNGT 499H Honors Thesis may NOT be used toward the minor.

• To fulfill the requirements for a management minor, students must complete 12 graded hours of 300/400-level management course work.

Electives

As noted in the options area, students may choose to take elective course work required for the degree in the suggested course options as listed under the areas of options. See College Degree Requirements—Electives for additional options/restrictions regarding elective credit for the degree.

Grade Rules

C- and D Grades
Same as College grade rules.

Pass/No Pass
Same as College Pass/No Pass rules.

GPA Requirements
Same as College GPA requirements.

Course Level Requirement

MNGT 475 is the capstone requirement for ALL business students and is to be taken the final semester in the program. Refer to the course description for other specific course prerequisites. This course may NOT be used toward the major (BCA-M).

ENTR 121 Introduction to Entrepreneurial Management

Crosslisted with: MNGT 121

Description: Combines the expertise of Business College faculty with real world experiences of successful practitioners to examine the success principles of the free enterprise system and provide students an understanding of the nature of entrepreneurship and intrapreneurship.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Format: LEC

ACE: ACE 6 Social Science

ENTR 275 Agribusiness Entrepreneurial Finance

Crosslisted with: AECN 275, EAEP 275, HORT 275, AGRO 275

Description: Overview of financial issues for agribusiness start-ups. Business funding specific to new enterprises. Case studies on financial practices for start-up firms.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Format: LEC

ENTR 291 Special Topics in Entrepreneurship for Non-Business Majors

Notes: Will not fulfill any of the requirements for a degree in the College of Business Administration.

Description: Variety of topics in small business and entrepreneurship, including, but not limited to marketing, finance, human resources, and operations.

Credit Hours: 1-6

Min credits per semester: 1

Max credits per semester: 6

Max credits per degree: 6

Format: LEC

ENTR 321 Entrepreneurship and Innovation in Organizations

Crosslisted with: MNGT 321

Prerequisites: Sophomore Standing

Description: Introduction to entrepreneurship management/marketing. Provides an 'insider's view' of entrepreneurial creativity, innovation, and value creation. First-hand accounts from personal experiences in creating new products, services, and ideas. Insight into real-world marketing creativity, leadership applications, research and development, market analysis, feasibility study, and potential careers in creativity and related fields. Involves the investigation of markets, both for profit and not-for-profit.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Format: LEC

Prerequisite for: ENTR 421, MNGT 421; ENTR 422, MNGT 422; ENTR 423, MNGT 423
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Crosslisted with</th>
<th>Description</th>
<th>Prerequisites</th>
<th>Credit Hours</th>
<th>Max credits per semester</th>
<th>Max credits per degree</th>
<th>Format</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTR 322</td>
<td>Family Business</td>
<td>MNGT 322</td>
<td>The opportunities and challenges that are distinctive to businesses owned and operated by members of a family. Shared governance, leadership development, succession, and family-business tensions.</td>
<td>Junior standing</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 388</td>
<td>Agribusiness Entrepreneurship</td>
<td>HORT 388, AGRO 388, EAEP 388, ABUS 388</td>
<td>Overview of types of agricultural enterprises. Basic accounting principles as they relate to agricultural businesses. Requires completion of a marketing plan specific to agricultural enterprises based on a business idea. Student team projects with emphasis on marketing.</td>
<td>Junior standing; ENTR/MNGT 321</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 421</td>
<td>Identifying and Exploring Entrepreneurial Opport</td>
<td>MNGT 421</td>
<td>Covers the creative skills fundamental to the process of identifying and exploiting entrepreneurial opportunities and the analytical toolkit needed to explore the feasibility of an entrepreneurial opportunity. Integrates experiential exercises, thought leadership in the field, and case study analysis to hone in on the critical importance of the entrepreneurial mindset to society. A variety of contexts are considered, including traditional small businesses, social/non-profit organizations, and innovative efforts within established firms.</td>
<td>Junior Standing; ENTR/MNGT 321</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 422</td>
<td>Managing Rapid Growth and Change in Organizations</td>
<td>MNGT 422</td>
<td>Addresses financial, human resource, operations and marketing issues that face entrepreneurs whose businesses are confronted with significant growth. In addition, will learn change management concepts that are targeted towards managing an organization in extremely turbulent times. Prepares students to work in fast-growth firms, whether they are interested in starting their own business or joining an already established fast-growth firm. Helpful for students interested in fast-growth industries such as life science and high technology.</td>
<td>Junior standing; ENTR/MNGT 321</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 422A</td>
<td>Small Business Owner</td>
<td>MNGT 422A</td>
<td>The obligations and operating practices required by ownership of one's own business, whether new or acquired. Interactions with owners of small businesses (e.g., on-site visits and discussions). Cases and projects relevant to small businesses.</td>
<td>Junior standing</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 423</td>
<td>Business Plan Development and Decision Making</td>
<td>MNGT 423</td>
<td>Takes an in-depth look at the business planning process. By the end of the class, students produce their own business plans. Learn through their own business plan writing, through in-depth cases studies, by engaging in role plays and by interacting with business executives. Business plans are a critical part of any organization, thus, preparing students to develop business plans for a variety of new concepts and ideas, whether inside an established firm or as part of the start-up new venture. Students will be asked to enter their business plans into the business planning competitions in which the university participates.</td>
<td>Junior standing; ENTR/MNGT 421</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 424</td>
<td>Practicum in Entrepreneurship</td>
<td>MNGT 422A</td>
<td>Practicum in Entrepreneurship. This course provides a hands-on experience. Students will choose one of two paths. They will work on their own start-up or they will intern at a start-up business. Students are responsible for weekly progress reports and other assignments suited to their path.</td>
<td>Junior standing</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 424A</td>
<td>Small Business Owner</td>
<td>MNGT 422A</td>
<td>Cannot be taken Pass/No Pass.</td>
<td>Junior standing</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
<tr>
<td>ENTR 488</td>
<td>Business Management for Agricultural Enterprises</td>
<td>HORT 488, HORT 888, EAEP 488, AGRO 488, EAEP 888, AGRO 888, ENTR 888, ABUS 488</td>
<td>Research a specific agricultural enterprise. Develop and present a business plan using materials from the primary area of interest. Requires the completion of a shadowing assignment and the analysis of case studies.</td>
<td>Junior standing</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>LEC</td>
</tr>
</tbody>
</table>
MNGT 121 Introduction to Entrepreneurial Management
Crosslisted with: ENTR 121
Description: Combines the expertise of Business College faculty with real world experiences of successful practitioners to examine the success principles of the free enterprise system and provide students an understanding of the nature of entrepreneurship and intrapreneurship.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 6 Social Science
MNGT 189H University Honors Seminar
Prerequisites: Good standing in the University Honors Program or by invitation.
Notes: University Honors Seminar 189H is required of all students in the University Honors Program. Topic varies.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
MNGT 198 Special Topics in Management
Description: Variety of topics on the undergraduate level.
Credit Hours: 1-3
Min credits per semester: 1
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
MNGT 300 Management Essentials For Contemporary Organizations
Prerequisites: For non-CBA students only; 2.5 GPA; Sophomore Standing
Notes: Credit towards the degree cannot be earned in both MNGT 300 and MNGT 320. Letter grade only.
Description: This course is designed to introduce students from non-business fields to the role of managers in various organizational structures and types. Students will explore how the practice of management is relevant to their chosen field of study or academic discipline. This course will provide an analysis of organizations and the management processes of planning, organizing, directing and controlling. Individual, group, intergroup and organizational responses to various environments and technologies are studied as well as pertinent techniques of human capital management.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
MNGT 301 Introduction to Management
Prerequisites: Sophomore standing; 2.5 GPA; Business Qualified (MATH104 or MATH106/106B or MATH107 or MATH208; BSAD220; ACCT201 and ACCT202; ECON211 and ECON212; ECON215 or equivalent.) Prereqs differ for RAIKES, ACTS, and ABUS majors - see bulletin for exceptions.
Notes: Credit toward the degree cannot be earned in both MNGT300 and MNGT301/MNGT301H. Cannot be taken Pass/No Pass.
Description: Nature of management - who managers are and what they do. Broad overview of best managerial practices. Framework for understanding contextual influences involved in both managing and being managed. Examines the multiple roles held by the manager: planning, organizing, controlling and leading an organization. Focus primarily on for-profit companies but also relevant to other types of organizations (non-profit and public sector).
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 475, MNGT 875
MNGT 301H Honors Introduction to Management
Prerequisites: CBA Hon Acad students; Soph; 2.5 GPA; Business Qualified (MATH104 or MATH106/106B or MATH107 or MATH208; BSAD220; ACCT201&202; ECON211&212; ECON215 or equivalent.) Prereqs differ for RAIKES, ACTS, and ABUS majors - see bulletin for exceptions.
Notes: Credit toward the degree cannot be earned in both MNGT300 and MNGT301/MNGT301H. Cannot be taken Pass/No Pass.
Description: Nature of management - who managers are and what they do. Broad overview of best managerial practices. Framework for understanding contextual influences involved in both managing and being managed. Examines the multiple roles held by the manager: planning, organizing, controlling and leading an organization. Focus primarily on for-profit companies but also relevant to other types of organizations (non-profit and public sector).
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 475, MNGT 875
MNGT 311 Leadership, Communication and Teams
Prerequisites: Sophomore Standing.
Notes: Credit towards the degree cannot be earned in both MNGT 311 and MNGT 467/867.
Description: Building on theory and historical and contemporary perspectives, this course will examine the process of leadership development, with a focus on relational models of leadership. The course will also focus on group dynamics and the promotion of optimum team performance. Students will learn the processes of group formation and how to take advantage of the talents of each group member to enhance the achievement of group objectives. The differences between groups and teams and how to structure work among group/team members to maximize learning and goal attainment will be emphasized. Learning and practicing new ways of communication will be a central component of this course.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 6 Social Science
MNGT 321 Entrepreneurship and Innovation in Organizations
Crosslisted with: ENTR 321
Prerequisites: Sophomore Standing
Description: Introduction to entrepreneurship management/marketing. Provides an 'insider's view' of entrepreneurial creativity, innovation, and value creation. First-hand accounts from personal experiences in creating new products, services, and ideas. Insight into real-world marketing creativity, leadership applications, research and development, market analysis, feasibility study, and potential careers in creativity and related fields. Involves the investigation of markets, both for profit and not-for-profit.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 421, MNGT 421; ENTR 422, MNGT 422; ENTR 423, MNGT 423

MNGT 321B Entrepreneurship and Innovation in Organizations
Prerequisites: Sophomore Standing. Acceptance into the Clifton Builders Program.
Description: Introduction to entrepreneurship management/marketing. Provides an 'insider's view' of entrepreneurial creativity, innovation, and value creation. First-hand accounts from personal experiences in creating new products, services, and ideas. Insight into real-world marketing creativity, leadership applications, research and development, market analysis, feasibility study, and potential careers in creativity and related fields. Involves the investigation of markets, both for profit and not-for-profit.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Offered: FALL/SPR

MNGT 322 Family Business
Crosslisted with: ENTR 322
Description: The opportunities and challenges that are distinctive to businesses owned and operated by members of a family. Shared governance, leadership development, succession, and family-business tensions.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 324B Building a Life for Impact
Prerequisites: Acceptance into the Clifton Builders Program
Notes: Initial course for all students accepted into the Clifton Builders Program.
Description: An exploration of personal strengths and individual uniqueness for creating growth and impact in organizations. Focuses on developing expertise in strengths based leadership, well-being, and employee engagement.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Offered: FALL

MNGT 360 Managing Behavior in Organizations
Prerequisites: Sophomore standing
Notes: Cannot be taken Pass/No Pass.
Description: Foundations of organizational behavior. This course provides the basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors. The course builds critical thinking skills by examining the role of perception, personality and attitudes, motivation, leadership, group dynamics, employee engagement, organizational culture, communication and decision making in the management of work. Also includes two workshops created and delivered by Gallup Inc: Leading High Performance Teams and Creating an Engaging Workplace.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: AECN 416; MNGT 461; MNGT 463; MNGT 464
ACE: ACE 6 Social Science

MNGT 360B Managing Behavior in Organizations
Prerequisites: Sophomore standing. Acceptance into the Clifton Builders Program.
Description: Foundations of organizational behavior. Provides the basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors. Builds critical thinking skills by examining the role of perception, personality and attitudes, motivation, leadership, group dynamics, employee engagement, organizational culture, communication and decision making in the management of work. Also includes two workshops created and delivered by Gallup Inc: Leading High Performance Teams and Creating an Engaging Workplace.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Offered: SPRING

MNGT 360H Honors: Managing Behavior in Organizations
Prerequisites: Open only to CBA Honors Academy students in good standing or by permission. Sophomore standing.
Notes: Cannot be taken Pass/No Pass.
Description: The foundation and application of organizational behavior. Perspective, historical background, methodology, and theoretical framework for human behavior in organizations. Micro- (perception, personality and attitudes, motivation, and learning) interactive (group dynamics, conflict, stress, power and politics, and leadership), and macro- (communication, decision making, organization theory and design, and organizational culture) levels of analysis. Applications for performance improvement and organizational change and development.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: AECN 416; MNGT 461; MNGT 463; MNGT 464
ACE: ACE 6 Social Science
MNGT 361 Human Resource Management
Prerequisites: Sophomore Standing
Description: Introductory course that approaches Human Resource Management from the perspective of the human resource professional and the individual manager or supervisor. Presents the integrated nature of human resource management and the operation of human resource policies and principles in the contemporary organizational environment. Materials will cover the challenges and opportunities faced by those who are charged with responsibility for acquisition, management, development, and retention of organizational human capital. Provides an overview of the typical human resource functions and requisite decision making in those areas.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: MNGT 461; MNGT 463; MNGT 464

MNGT 365 Managing Diversity in Organizations
Description: Challenges and opportunities for maximizing the power of a diverse workforce. Contemporary response to the issues of effective management of pluralistic perspectives and the impact of diversity on organizational climate and productivity. Introduction to diversity competence skill development techniques, strategies, and best practices for organizational effectiveness.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 6 Social Science ACE 9 Global/Diversity

MNGT 398 Special Topics
Prerequisites: Permission of department chair.
Notes: Specific topic covered in any given term and credit awarded is to be determined by the instructor. Topic varies.
Credit Hours: 1-6
Min credits per semester: 1
Max credits per semester: 6
Max credits per degree: 12
Format: LEC

MNGT 399 Independent Study
Prerequisites: Junior standing; permission of supervising instructor and department chair.
Notes: Pass/No Pass only.
Description: Special research project or reading program.
Credit Hours: 1-6
Min credits per semester: 1
Max credits per semester: 6
Max credits per degree: 12
Format: IND

MNGT 399H Honors: Independent Study
Prerequisites: Good standing in the University Honors Program or by invitation; permission of instructor and department chair.
Description: Special research project or reading program.
Credit Hours: 3-6
Min credits per semester: 3
Max credits per semester: 6
Max credits per degree: 12
Format: IND

MNGT 411 Leading People and Projects
Crosslisted with: MNGT 811
Prerequisites: Junior standing
Notes: Credit toward the degree cannot be earned in both MNGT411 and MNGT465/865 Cannot be taken Pass/No Pass
Description: Organizations are complex systems calling for a leadership processes including the leader, the follower and the context to effect change. Students should emerge with an understanding of many of the basic concepts and generalizations about leadership, which relate to human behavior and interactions in organizations. Objectives and class activities focus on understanding how leaders function in organizations and on one’s leadership operations in the organizational setting. Participants will utilize concepts, generalizations, theories and frames of reference to analyze organizations and leadership to understand and improve their functions. Topics covered include: Systems Theory and Organizational theory, the change process and the leadership process, roles in changing organizations, power and politics in organizations, congruence of individual and organizational ethics, and the behavioral concerns in project management.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 412 Negotiating and Conflict Management
Prerequisites: Junior standing.
Notes: Cannot be taken Pass/No Pass.
Description: Management in organizational settings requires skillful negotiation. This course will help develop a set of useful negotiation skills and strategies. Course uses a series of negotiation simulations and debriefings that help students learn to identify different types of conflict situations; learn to employ appropriate, purposeful negotiation techniques; and learn to evaluate negotiated outcomes.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 413 Building Ethical and Socially Sustainable Organizations
Prerequisites: Junior standing.
Notes: Credit toward the degree cannot be earned in both MNGT413 and UHON395H. Cannot be taken Pass/No Pass.
Description: Examines how ethical organizations are created to engage with and prosper in natural, economic, and social environments.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 414 Leadership in a Global Context
Prerequisites: Junior standing.
Notes: Credit toward the degree cannot be earned in both MNGT428/828 and MNGT414. Cannot be taken Pass/No Pass.
Description: Taught from the perspective of US enterprises operating in the global economy. The manner in which cultural, economic, political, and social differences affect the management of business, governmental, military, and other enterprises is considered. Emphasis on problems of managing in Latin America, Europe, and Asia.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 9 Global/Diversity
MNGT 421 Identifying and Exploring Entrepreneurial Opportunities
Crosslisted with: ENTR 421
Prerequisites: Junior Standing; ENTR/MNGT 321
Description: Covers the creative skills fundamental to the process of identifying and exploiting entrepreneurial opportunities and the analytical toolkit needed to explore the feasibility of an entrepreneurial opportunity. Integrates experiential exercises, thought leadership in the field, and case study analysis to hone in on the critical importance of the entrepreneurial mindset to society. A variety of contexts are considered, including traditional small businesses, social/non-profit organizations, and innovative efforts within established firms.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424
ACE: ACE 6 Social Science

MNGT 422 Managing Rapid Growth and Change in Organizations
Crosslisted with: ENTR 422
Prerequisites: Junior Standing; ENTR/MNGT 321
Description: Addresses financial, human resource, operations and marketing issues that face entrepreneurs whose businesses are confronted with significant growth. In addition, will learn change management concepts that are targeted towards managing an organization in extremely turbulent times. Prepares students to work in fast-growth firms, whether they are interested in starting their own business or joining an already established fast-growth firm. Helpful for students interested in fast-growth industries such as life science and high technology.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424

MNGT 422A Small Business Owner
Crosslisted with: ENTR 422A
Prerequisites: Junior standing
Description: The obligations and operating practices required by ownership of one’s own business, whether new or acquired. Interactions with owners of small businesses (e.g., on-site visits and discussions). Cases and projects relevant to small businesses.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 423 Business Plan Development and Decision Making
Crosslisted with: ENTR 423
Prerequisites: Junior standing; ENTR/MNGT 421
Notes: Cannot be taken Pass/No Pass.
Description: Takes an in-depth look at the business planning process. By the end of the class, students produce their own business plans. Learn through their own business plan writing, through in-depth cases studies, by engaging in role plays and by interacting with business executives. Business plans are a critical part of any organization, thus, preparing students to develop business plans for a variety of new concepts and ideas, whether inside an established firm or as part of the start-up new venture. Students will be asked to enter their business plans into the business planning competitions in which the university participates.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Prerequisite for: ENTR 424

MNGT 451 Strengths Coaching, Theory and Practice
Crosslisted with: MNGT 851
Prerequisites: Accepted as a Student Strengths Coach
Description: Provides in-depth knowledge of strengths-based development and techniques to maximize the individual potential of others through the exploration and application of CliftonStrengths. Develops skills to be successful in coaching and positively impacting student development, engagement, and well-being in college and after graduation.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Offered: SPRING

MNGT 461 Strategic Human Resource Management
Prerequisites: Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed)
Description: The purpose of this course is to engage students with the theory and practice of strategic human resource management in contemporary organizational settings. Students will examine in detail the fundamentals of HRM strategic planning and scenario models. Students will learn the importance of evidenced based decision making, and using HRM analytics such as return on investment. The primary focus is human resource management effectiveness and engagement as a strategic partner in organizations.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 462 Labor Relations
Crosslisted with: MNGT 862
Prerequisites: Junior standing; MNGT 360 or ECON 381
Description: Interdisciplinary approach to labor-management relations with emphasis on collective bargaining and grievance administration. Appreciation of collective bargaining process gained through actual negotiating of a labor-management contract. On-going union-management relationships explored.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
MNGT 463 Compensation Administration
Prerequisites: Junior Standing; MNGT 360 and 361
Description: Design and administration of compensation systems. Deals with determinants of general level of pay, pay structures, wage and salary surveys, job analysis, job evaluation, performance evaluation, benefit plans, and financial incentive systems.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 464 Talent Acquisition and Staffing
Prerequisites: Junior Standing; MNGT 360 and 361
Description: This course will explain the process by which organizations forecast employment needs, recruit potential employees, select high potential candidates from applicant pools, assess job performance levels, give feedback, train and develop existing employees, and deal with voluntary and involuntary turnover. Students will be provided with examples of tools used by HR professionals in the staffing process. Students will also be expected to evaluate and suggest improvements to real HR recruiting and selection systems based on the information learned in the classroom.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC

MNGT 466 The Regulatory Environment for Employment and Labor
Crosslisted with: ECON 485, MNGT 866, ECON 885
Prerequisites: Junior Standing; MNGT 360 and 361 (departmental permission is required if MNGT 360 and/or MNGT 361 have not been completed).
Description: Government regulation of employment and labor relations. Includes laws and agencies relating to employment practices, pay, hours, equal employment opportunity, labor relations, safety, health, pensions, and benefits. Social and economic implications of governmental regulation considered.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Groups: Labor Economics

MNGT 470 Leadership, Communication & Teams in the Virtual World
Prerequisites: Junior or Senior standing
Description: Build skills for working successfully in the virtual world. Focus on issues and skill development impacting leadership, communication, and teamwork in the virtual world and effective practice of these skills.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
Offered: FALL/SPR

MNGT 475 Business Policies and Strategies
Crosslisted with: MNGT 875
Prerequisites: Open only to students in the College of Business Administration. SR; 2.5 GPA; major in the College of Business Administration; BSAD220; ACCT201 and ACCT202; ECON211 and ECON212; FINA 361; SCMA350 and SCMA331; MNGT301; SCMA 331; MRKT 341; or equivalent.
Notes: Seniors graduating at the end of the current term will have first priority. Non-priority students may be dropped. Cannot be taken Pass/No Pass.
Description: Formulation and application of business policies and strategies; analysis of cases using knowledge acquired in basic courses in accounting, economics, finance, human resources, information systems, marketing, and operations. The “C” complexity of business problems and the interrelationship of business functions.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 10 Integrated Product

MNGT 475H Honors: Business Policies and Strategies
Crosslisted with: RAIK 476H
Prerequisites: Open CBA Hon, Raikes and Hon students in good & SR standing. 2.5 GPA; major in Col of Bus; BSAD220; ACCT201&202; ECON211&212; FINA361; SCMA350&331; MNGT301; MRKT341; or equiv. Prereqs differ for RAIKES, ACTS, & ABUS majors - see bulletin for exceptions
Notes: Cannot be taken Pass/No Pass.
Description: Formulation and application of business policies and strategies; analysis of cases using knowledge acquired in basic courses in accounting, economics, finance, human resources, information systems, marketing, and operations. The “C” complexity of business problems and the interrelationship of business functions.
Credit Hours: 3
Max credits per semester: 3
Max credits per degree: 3
Format: LEC
ACE: ACE 10 Integrated Product

MNGT 475L Business Policies and Strategies Corporate Partners Lab
Prerequisites: Open only to CBA Honors Academy students in good standing. Must be taken concurrently with MNGT 475H.
Description: Application of strategic management theory and concepts to solve business problems for corporations.
Credit Hours: 2
Max credits per semester: 2
Max credits per degree: 2
Format: LAB

MNGT 499H Honors Thesis
Prerequisites: Good standing in the University Honors Program or by invitation, and permission.
Description: Conduct a scholarly research project and write a University Honors Program or undergraduate thesis.
Credit Hours: 3-6
Min credits per semester: 3
Max credits per semester: 6
Max credits per degree: 6
Format: IND

PLEASE NOTE
This document represents a sample 4-year plan for degree completion with this major. Actual course selection and sequence may vary and
should be discussed individually with your college or department academic advisor. Advisors also can help you plan other experiences to enrich your undergraduate education such as internships, education abroad, undergraduate research, learning communities, and service learning and community-based learning.

Management
Management - Entrepreneurship
Management - Human Resources
Management - Clifton Builders - Business Builders
Career Information
The following represents a sample of the internships, jobs and graduate school programs that current students and recent graduates have reported.

Transferable Skills
• Leadership
• Strategic Planning Skills
• Interpersonal Skills
• Written and Oral Communication Skills
• Entrepreneurial Skills
• Teamwork
• Organizational Skills
• Analytical Skills

Jobs of Recent Graduates
• Human Resources Assistant, Amazon.com - Seattle WA
• Management Trainee, Enterprise Rent-A-Car - Lincoln NE
• Inbound Sales Representative, Groupon, Inc. - Chicago IL
• Business Manager, Kiewit - Athens AL
• Business Development Manager, National Research Corporation - Lincoln NE
• Recruitment Specialist, Sandhills Publishing - Lincoln NE
• Accounting Systems Specialist, Southwest Airlines - Dallas TX
• Sales Coordinator, Stanley Black & Decker - Atlanta GA
• Executive Team Leader, Target - Omaha NE
• Account Executive, Yelp.com - Scottsdale AZ

Internships
• Human Resources Intern, Amazon.com - Phoenix AZ
• Ecommerce Coordinator, Bulu Box - Lincoln NE
• Events and Entertainment Intern, Chicago Bears - Bourbonnais IL
• Sales and Business Development Intern, Green Bay Packers - Green Bay WI
• Marketing Intern, Hudl - Lincoln NE
• Group Sales Intern, Indiana Pacers Sports & Entertainment - Indianapolis IN
• Event Planning Intern, Lincoln Children’s Zoo - Lincoln NE
• Business Development Intern, NRC Health - Lincoln NE

Graduate & Professional Schools
• Doctor of Chiropractic (DC), Cleveland College of Chiropractic - Overland Park KS
• Master of Arts in Children, Youth & Family Ministry, Luther Seminary - St. Paul MN
• Doctor of Medicine (MD), University of Colorado School of Medicine - Denver CO
• Master of Human Resources and Industrial Relations, University of Illinois at Urbana-Champaign - Urbana IL
• Doctor of Dental Surgery (DDS), University of Nebraska Medical Center - Lincoln NE
• Juris Doctor (JD), University of Nebraska-Lincoln - Lincoln NE
• Master of Arts in Educational Administration/Student Affairs Administration, University of Nebraska-Lincoln - Lincoln NE
• Master of Business Administration (MBA), University of Nebraska-Lincoln - Lincoln NE
• Master of Professional Accountancy (MPA), University of Nebraska-Lincoln - Lincoln NE
• Master of Fine Arts (MFA) in Interactive Media, University of Southern California - Los Angeles CA

• Senate Intern, Office of U.S. Senator - Washington DC
• Fund Adviser Intern, Union Bank & Trust - Lincoln NE