

MANAGEMENT

Description

A major in management at the University of Nebraska–Lincoln 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 the University of Nebraska–Lincoln General Admission Requirements.

COLLEGE REQUIREMENTS

College Admission

The entrance requirements for the College of Business (CoB) 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 coursework taken to remove deficiencies MAY NOT be used to meet degree requirements in the College.

Honors Program

Nebraska Business Honors Academy

The Nebraska Business Honors Academy is a unique cohort-based program for high-ability students with demonstrated leadership potential. The goal of the Academy is to develop critical thinking, problem-solving, and communications skills to prepare graduates to be strategic decision-makers and innovators. The Academy combines a rigorous curriculum (including approximately 40 credit hours of cohort-based courses) with leadership training, co-curricular activities, and corporate involvement. Nebraska Business Honors Academy requirements differ from those listed in the catalog. Students work closely with the Academy’s advisors on appropriate sequencing and enrollment in Academy-specific requirements.

Jeffrey S. Raikes School of Computer Science and Management

The purpose of the Jeffrey S. Raikes School of Computer Science and Management is to produce unique graduates who combine business knowledge and computing fundamentals for enterprise information and software systems. Graduates will be professionals who understand the multiple levels of new information systems and who become the technology sector’s innovators, product developers, entrepreneurs, chief information officers, and CEOs. Students interested in learning more about the Jeffrey S. Raikes School of Computer Science and Management program and curriculum requirements (which may differ from those listed here) are encouraged to call 402-472-6000 or visit the Jeffrey S. Raikes program website (<https://raikes.unl.edu/>). Students

may also reference the Jeffrey S. Raikes School of Computer Science and Management catalog section under Academic Programs and Policies.

College Degree Requirements

Overview of College Degree Requirements

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

1. Non-Business Requirements (NBR)

- Consist primarily of College and University ACE (Achievement-Centered Education) coursework

2. Business Core

- Foundation (BCF), (includes ACE 6)
- Intermediate (BCI), (includes ACE 8)
- Advanced-Major (BCA-M)
- Advanced-Capstone (BCA-C), (ACE 10)

3. 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 coursework 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’ coursework 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 coursework 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 primarily restricted to first- and second-year students. Upperclass students who have not completed one of these options should 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 coursework 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 majoring in accounting, majoring in finance, majoring in economics, or considering graduate school.
 - While several courses may 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 Exam 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 are able to 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 on the Math Placement website (<http://www.math.unl.edu/resources/undergraduate/mpe/>).

Whether required to enroll in preparation coursework 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.)

- Agribusiness majors – NBR 3 (ACE 4) – AGRI 115 Biotechnology: Food, Health and Environment; PLAS 100 Plants, Landscapes, & the Environment; PLAS 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.

- International business majors – NBR 4 (ACE 5) – FREN 301 Survey of French Literature, FREN 302 Themes in French Literature, RUSS 301 Russian Cultural Studies, RUSS 302 Studies in Russian Culture and Film, RUSS 482 Russian Literature in Translation, RUSS 483 Russian Secular and Political Folklore, SPAN 305 The Analysis of Communication in Spanish, SPAN 314 Ecological Imagination in Hispanic Culture, SPAN 315 Gender and Sexuality in Hispanic Culture, SPAN 331 War and Human Rights in Latin America may be taken to fulfill NBR 4–ACE 5 as well as a requirement for a language minor or toward the major language requirement.

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 in major.

The options include:

- Actuarial science 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).
- Agribusiness 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, and PLAS 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.
- Business administration majors – ECON 321 and MNGT 414 International Management 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.)

- Economics 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).
- International business majors – BSAD 320 Global Issues, BSAD 420 Global Leadership and the Culture Map, 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. (They are also IBCR options.)
- Management majors – MNGT 365 Managing Diversity in Organizations or 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.)
- Supply chain management majors – ECON 321 may be taken to fulfill the global awareness requirement (NBR 6–ACE 9) as well as a directed elective for the major. (ECON 321 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 double counting is an option, only 3 hours of credit are awarded; students 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 that requires sophomore standing and ENGL 150 or ENGL 151 as prerequisites. While it is also an ACE 1 course, as is ENGL, **BOTH** are specific requirements for the College of Business.

NBR 8: Oral Communication Skills (ACE 2)

Choose one course from:

MRKT 257 Sales Communication

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.

NOTE: In the selection of coursework for any of the above NBR's, the term *prerequisite*, when stated anywhere in this catalog, means coursework that **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) – 18 hours
- Business Core Intermediate (BCI) – 18 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 eleven majors, and the capstone course is taken in the final semester of the program. All coursework for the Business Core (except where noted differently) must be taken for a grade.

Professional Enhancement Program (PrEP) (4 hours)

Designed to develop confident, professional, and polished business students positioned for lifelong career success, the PrEP program consists of four required 1-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 as part of the Business Core requirements.

Business Core Foundation (BCF) – Nine Courses (18 hours)

All students in the College of Business will take the following courses (unless otherwise noted).

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

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.
 - Taken as a freshman (*preferably first semester*).
- BSAD 111S
 - 0-credit-hour course, available exclusively to transfer students (*offered Pass/No Pass only*).
 - Required of all on- and off-campus transfer students.
 - Taken as soon as possible upon transfer into the college (*preferably first semester*).

BCF 2 – BSAD 50 Business Computer Applications

- 0-credit-hour course (*offered Pass/No Pass only*).
- Offered twice per semester and should generally 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 that uses Microsoft Access, Word, PowerPoint, and Excel.

BCF 3 – SCMA 250 Spreadsheet Analytics

- 1-credit-hour course.
- ECON 215 Statistics is a prerequisite or may be taken concurrently.

BCF 4 – ACCT 201 Introductory Accounting I and ACCT 202 Introductory Accounting II

- ACCT 201
 - Sequential; take ACCT 201 first.
 - Prerequisite: 2.5 cumulative GPA; sophomore standing, (or freshman standing, with MATH 104 or MATH 106 with a grade of C or better and 14 hours of University of Nebraska–Lincoln credit).
- ACCT 202

- Sequential; take ACCT 202 following completion of ACCT 201.
- Prerequisite: 2.5 cumulative GPA; grade of C or better in ACCT 201; sophomore standing, (or freshman standing with 14 hours of University of Nebraska-Lincoln credit and MATH 104 or MATH 106 with a grade of C or better).
- Grade of C or better in prerequisites is normally required for accounting courses.

BCF 5 – ECON 211 Principles of Macroeconomics and ECON 212 Principles of Microeconomics (ACE 6)

- Not sequential.
- Prerequisite: Completion of 12 hours of coursework.

BCF 6 – ECON 215 Statistics (ACE 3)

- Prerequisites: Sophomore standing; MATH 104 or MATH 106; BSAD 50; and a 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 Statistics).
- 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.
- Economics majors or minors can take STAT 380 Statistics and Applications instead of ECON 215.

BCF 7 – BSAD 222 PrEP II, Career Development and Planning

- 1-credit-hour course (*offered Pass/No Pass only*).
- Prerequisites: Major in College of Business; sophomore standing; and a 2.5 GPA.
- Taken as a sophomore.

Business Core Intermediate (BCI) – Six Courses (18 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).
- Enrollment in BCI normally occurs during the sophomore and junior years.
- All coursework 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, FINA, and SCMA, to stay on sequence for major.
 - There are exceptions to these requirements for specific majors (ABUS, ACCT, MRKT, and 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. For details on transfer rules, see Transfer Credit Restrictions under Course Exclusions and Restrictions.

- 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 (ACE 8)

- Accounting majors must take BLAW 372.

BCI 2 – SCMA 350 Business Analytics/Information Analysis or in certain cases MRKT 350 Marketing Analytics

- Marketing and agribusiness majors may choose to take MRKT 350, which carries an additional prerequisite of MRKT 341.
- Students must complete SCMA 250 prior to taking SCMA 350.

BCI 3 – FINA 361 Finance

- Actuarial science majors will take FINA 461 Advanced Finance to meet this requirement.
- Grade of C or better in this course is a requirement for a number of finance courses that follow.

BCI 4 – MRKT 341 Marketing

BCI 5 – SCMA 331 Operations and Supply Chain Management

BCI 6 – MNGT 301 Introduction to Management

Professional Enhancement Program – Upper level

PrEP – BSAD 333 PrEP III, Internship and Job Search Strategies

- 1-credit-hour course (*offered Pass/No Pass only*).
- Prerequisites: Major in College of Business; BSAD 222; and a 2.5 GPA.
- Taken second semester of sophomore year or junior year.

PrEP – BSAD 444 PrEP IV, Professional and Life Skills

- 1-credit-hour course (*offered Pass/No Pass only*).
- Prerequisites: Major in College of Business; senior standing or by permission; and a 2.5 GPA.
- Taken first or second semester of senior year.

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

- Coursework 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 coursework for the major must be taken for a grade (students may not take classes 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; plan the major courses well in advance of enrollment. Visit with an academic advisor for assistance planning critical class sequencing.
- By this point in time, the curriculum was designed for ACE (except ACE 10) to have been completed through other coursework. If missing an ACE 4 or 9, there may be options through the major to fulfill both requirements.
- A maximum of 3 hours of coursework 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 Strategies (ACE 10)

- Reserved for graduating seniors, this course requires the Business Core Foundation (BCF) and Intermediate (BCI) coursework 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 (not Pass/No Pass).

BCA-C 2 – BSAD 98 Senior Assessment

- A 0-credit-hour seminar required of ALL business graduating seniors.
- Taught via Canvas—all components must be completed to a satisfactory level to graduate.

Electives – Hours vary to meet 120 hour minimum to graduate

Electives round out the rest of the 120 hour curriculum. 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 coursework (to meet the requirement that 60 hours of coursework 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 coursework 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.
- 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; second 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) broadens 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 ECON 321 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, students are advised to plan ahead in scheduling this requirement into their programs.

IBCR Courses

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

- Available only to students studying abroad for which there is no University of Nebraska–Lincoln equivalent course.
- Available also for the Senshu, Japan, CIMBA Italy, and for the China Education Abroad Programs.
- Senshu program students may apply 3 hours towards electives in the FINA, MNGT, or MRKT major; 6 hours are applicable for BSAD or IBUS major/minor.
- BSAD 491 credit from any other study abroad program should be based on course topics directly associated with a specific major in MNGT, MRKT, or FINA and may need department consent to be used in the major. Students should visit with an academic advisor for assistance.

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

ECON 422 International Finance

ECON 423 Economics of the Less Developed Countries

ECON 440 Regional Development

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.*)

FINA 450 International Financial Management

MNGT 414 (*If not completed at this point, MNGT 414 may double count for ACE 9.*)

MRKT 453 International Marketing

SCMA 439 Global Sourcing and Distribution

SCMA 459 Global Information Systems

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

ECON 323 The Economic Development of Latin America

ECON 388 Comparative Economic Systems

ECON 487 Economies in Transition

If planned carefully, the IBCR course may 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 a MRKT elective in the MRKT major and also counts for the IBCR; FINA 450 International Financial Management counts for a FINA elective in the

FINA major (general option) and also fulfills the IBCR). On the other hand, if coursework for the major is already determined by personal choices or requirements, the IBCR may count in electives, and more specifically, for one of the 'business' electives needed for most majors. If not planned carefully this requirement may 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 requirement can be met by business or non-business coursework.

Business coursework 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 coursework for the major are taken at the 300/400 level, and of those hours, coursework is not being double counted toward the NBR and major, then the additional 300/400-level hours can be used to fulfill the 300/400-level requirement. Students will need to consult their Degree Audit to determine how the requirements are applied.
- Business administration majors and business and law majors will complete a 24-hour major and only need to complete 9 upper-level hours.
- Finance majors will take between 24 and 27 hours for their major; consult the major section in this document or the Degree Audit to determine how many hours will double count for this requirement. This will depend on which option is selected for the major.
- Actuarial science majors, agribusiness majors, supply chain management 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 coursework used for a SECOND major (if selected), or upper-level graded coursework selected for a minor, MAY count.
- Coursework 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 first major.
- No course may be taken on a Pass/No Pass basis unless it is a business course numbered 395/398/399. Only 3 hours of 395/398/399 credit is allowed for this requirement.
- Students generally fulfill this requirement through their electives, but there may be a few upper-class students who may fulfill the requirement with the ACE course requirements.

Business Course/Business Elective Hours

At a minimum, 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, the Degree Audit will specify *minimum business* credit hour expectations for each student. Students

will generally see this addressed under the ELECTIVE section (BUSINESS ELECTIVES) on the Degree Audit.

- Accounting, economics, management, and marketing majors – 3 hours of business electives.
- Business administration majors – no additional business coursework, as the major consists of 24 hours of business coursework.
- Actuarial science majors – no additional business coursework, as the major consists of 28 hours of business coursework.
- Finance majors – no additional business coursework, as the major consists of 24-27 hours of business coursework.
- Supply chain management majors – no additional business coursework, as the major consists of 33 hours of business coursework.
- Agribusiness, Business & Law, and Raikes majors – no additional business coursework required due to intent of major as being 'business-related' coursework.
- 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.

Coursework must be taken for a grade except for 395/398/399 options, where grades are generally not permitted.

Experiential Learning Requirement

All undergraduates in the College of Business must complete an Experiential Learning designated course or experience (which may include 0-credit courses designated to document co-curricular activities recognized as experiential learning) beginning with the 2022-23 Undergraduate Catalog.

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 the equivalent of 8 hours of a foreign language while in college. However, students are 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 courses to enroll in ACCT courses.
- A grade of C or higher is required in FINA 361 in order to take most upper-level FINA courses.
- A grade of C or higher is 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 is required to enroll in many business courses, including 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 may be removed by retaking the course at the University of Nebraska–Lincoln or within the University system (UNK, UNO).
- Grades of C or better are required to transfer courses from outside of the University of Nebraska system.
- 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, BSAD 50, and BSAD 98 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 enrolled in **any** college 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 coursework to satisfy ACE requirements, the International Business Course Requirement (IBCR), nor any required business coursework, including in 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 the minor are used to meet ACE or any college-specific requirements.
- Students seeking any minor outside the College should verify rules applying to minimum grade expectations and Pass/No Pass options with the advisor for their minor, as additional restrictions may apply and 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 or an internship course (395, 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 or an internship course (395, 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 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 MRKT 350, and MRKT 341. Some upper-level courses in some majors will also require a 2.5 cumulative GPA. In some instances, a specific grade is required in certain courses to continue with upper-level coursework.

Transfer Credit Rules

For detailed information on transfer credit rules, see Transfer Credit 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 Business Advising and Student Engagement office (Hawks Hall 125).

ACE Requirements

All students must fulfill the Achievement-Centered Education (ACE) requirements. Information about the ACE program may be viewed at the Achievement-Centered Education website (<https://ace.unl.edu/>). MyRED may also be used to search for currently 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 coursework to meet this requirement:

- There are 10 ACE Student Learning Outcomes (SLOs). 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 4–10 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. (The 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 coursework 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 readmission to the College.

Students who have transferred from a community college may be eligible to fulfill the requirements as stated in the catalog for an academic year in which they were enrolled at the community college prior to attending the University of Nebraska-Lincoln. The College will determine eligibility in consultation with academic advisors, provided the student a) was enrolled in a community college during the catalog year they are utilizing, b) maintained continuous enrollment at the previous institution for 1 academic year or more, and c) continued enrollment at the University of Nebraska-Lincoln within 1 calendar year from their last term at the previous institution. Students must complete all degree requirements from a single catalog year and within the timeframe allowable for that catalog year.

Learning Outcomes

Graduates of management will be able to:

1. Demonstrate an understanding of key organizational behavior concepts and theories and the ability to apply such concepts and theories to common workplace scenarios.
2. Exhibit competence in the laws and best practices related to human resource management.
3. Apply the theories and conceptual tools of Strategic Management to analyze a real-world business situation.

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
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And for the **Business Core Advanced Capstone Requirement**:

MNGT 475	Business Strategies	3
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Neither of these courses may be used to count toward the major. As noted in the College Degree Requirements section, all coursework for the major must be taken for a grade. MNGT 398 Special Topics and MNGT 399 Independent Study may not count toward the major or minor in management.

Specific Major Requirements

Business Core Advanced–Major (BCA-M)

In addition to the College Degree Requirements, students will complete 21 hours of coursework for the management major. Students interested in pursuing a 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

MNGT 321 /	Entrepreneurship and Innovation in Organizations	3
ENTR 321		
MNGT 360	Managing Behavior in Organizations	3
MNGT 361	Human Resource Management	3
Total Credit Hours		9

The management major offers coursework 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

MNGT 461	Strategic Human Resource Management	3
MNGT 463	Compensation Administration	3
MNGT 464	Talent Acquisition and Staffing	3
MNGT 466 /	The Regulatory Environment for	3
ECON 485	Employment and Labor	
Credit Hours Subtotal:		12
Total Credit Hours		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

ECON 481	Economics of the Labor Market	3
MNGT 365	Managing Diversity in Organizations	3
MNGT 411	Leading People and Projects	3
MNGT 412	Negotiating and Conflict Management	3
MNGT 414	International Management	3
MNGT 451	Strengths Coaching, Theory and Practice	3
MNGT 470	Leadership, Communication & Teams in the Virtual World	3
Credit Hours Subtotal:		21

OPTION: Entrepreneurship and Innovation

Required Courses

MNGT 421 /	Identifying and Exploring Entrepreneurial Opportunities	3
ENTR 421		
MNGT 422 /	Managing Rapid Growth and Change in Organizations	3
ENTR 422		
MNGT 423 /	Business Plan Development and Decision Making	3
ENTR 423		
Select one of the following:		3
MNGT 322 /	Family Business	
ENTR 322		

MNGT 365	Managing Diversity in Organizations	
MNGT 411	Leading People and Projects	
MNGT 412	Negotiating and Conflict Management	
MRKT 345	Market Research	
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

MNGT 365	Managing Diversity in Organizations	3
MNGT 412	Negotiating and Conflict Management	3
MNGT 464	Talent Acquisition and Staffing	3
MRKT 345	Market Research	3
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

MNGT 411	Leading People and Projects	3
MNGT 412	Negotiating and Conflict Management	3
MNGT 413	Building Ethical and Socially Sustainable Organizations	3
MNGT 414	International Management	3
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. Once accepted into the Clifton Builders program, you are required to declare the Clifton Builders management major or minor. **Please speak with Clifton Strengths Institute staff if you have questions.**

All Clifton Builders, regardless of track, are required to complete BSAD 76 Clifton Builders Practicum Experience.

Required Courses

MNGT 321B	Entrepreneurship and Innovation in Organizations	3
MNGT 324B	Building a Life for Impact	3
MNGT 360B	Managing Behavior in Organizations	3
MNGT 361	Human Resource Management	3
Credit Hours Subtotal:		12
Total Credit Hours		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:		3
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:		12
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	International Management	
MNGT 451 / MNGT 851	Strengths Coaching, Theory and Practice	
MNGT 464	Talent Acquisition and Staffing	
MNGT 466 / ECON 485	The Regulatory Environment for Employment and Labor	
MNGT 470	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 that 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:	9
<i>Human Resource Management</i>	
<i>Entrepreneurship and Innovation</i>	
<i>Leadership in Organizations</i>	
Select one elective from the Management course offerings	3
Credit Hours Subtotal:	12
Total Credit Hours	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 International Management can be double counted to fulfill NBR 6–ACE 9 AND coursework 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, coursework 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 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' coursework 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 coursework for the minor will be completed at the University of Nebraska–Lincoln.
- Management coursework 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 coursework 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 coursework.

Electives

As noted in the options area, students may choose to take elective coursework 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

Grading Option: Graded

ENTR 275 Agribusiness Entrepreneurial Finance**Crosslisted with:** AECN 275, EAEP 275, PLAS 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**Grading Option:** Graded with Option**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**Grading Option:** Graded with Option**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**Grading Option:** Graded**Prerequisite for:** ENTR 421, MNGT 421; ENTR 422, MNGT 422; ENTR 423, MNGT 423**ENTR 322 Family Business****Crosslisted with:** MNGT 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**Grading Option:** Graded**ENTR 388 Business Systems in Entrepreneurship****Crosslisted with:** PLAS 388, EAEP 388, ABUS 388**Description:** Introductory models for a startup business. Ideation, customer segments, value proposition, minimal viable product and market fit.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded with Option**Offered:** FALL/SPR**Prerequisite for:** PLAS 301**ENTR 421 Identifying and Exploring Entrepreneurial Opportunities****Crosslisted with:** MNGT 421**Prerequisites:** Junior Standing; ENTR/MNGT 321**Notes:** Cannot be taken Pass/No Pass.**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**Grading Option:** Graded**Prerequisite for:** ENTR 424**ENTR 422 Managing Rapid Growth and Change in Organizations****Crosslisted with:** MNGT 422**Prerequisites:** Junior standing; ENTR/MNGT 321**Notes:** Cannot be taken Pass/No Pass**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**Grading Option:** Graded**Prerequisite for:** ENTR 424**ENTR 422A Small Business Owner****Crosslisted with:** MNGT 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**Grading Option:** Graded with Option

ENTR 423 Business Plan Development and Decision Making**Crosslisted with:** MNGT 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**Grading Option:** Graded**Prerequisite for:** ENTR 424**ENTR 424 Practicum in Entrepreneurship****Prerequisites:** ENTR 421, ENTR 422, and ENTR 423

Description: 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.

Credit Hours: 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**ENTR 488 Entrepreneurship and Enterprise Development****Crosslisted with:** PLAS 488, HORT 888, EAEP 488, EAEP 888, AGRO 888, ENTR 888, ABUS 488

Description: The process of starting your own enterprise. Competitive environment, risk management, finance for business startups, funding, and business plan writing.

Credit Hours: 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded with Option**Offered:** FALL/SPR**ACE:** ACE 10 Integrated Product**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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded

MNGT 301H Honors Introduction to Management

Prerequisites: CoB 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

Grading Option: Graded

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

Grading Option: Graded

Course and Laboratory Fee: \$25

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

Grading Option: Graded

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

Grading Option: Graded

Offered: FALL/SPR

Prerequisite for: ENTR 421, MNGT 421; ENTR 422, MNGT 422; ENTR 423, MNGT 423

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

Grading Option: Graded

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

Grading Option: Graded

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.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

Prerequisite for: AECN 416; MNGT 461; MNGT 463; MNGT 464

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

Grading Option: Graded

Offered: SPRING

MNGT 360H Honors: Managing Behavior in Organizations

Prerequisites: Open only to CoB 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

Grading Option: Graded

Prerequisite for: AECN 416; MNGT 461; MNGT 463; MNGT 464

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

Grading Option: Graded

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

Grading Option: Graded

ACE: ACE 9 Global/Diversity

MNGT 395 Professional Internship

Crosslisted with: BSAD 395, ACCT 395, ACTS 395, ECON 395, FINA 395, SCMA 395

Prerequisites: An undergraduate major in the College of Business with at least sophomore standing and departmental consent and acceptance into an approved internship. Departmental credit for course cross-listings may have additional requirements for consent.

Notes: May be repeated.

Description: Provides an opportunity to study theories, principles, practices, techniques, and strategies utilized in the business field through an internship related to the major field of study and an integral or important part of their program of study. Reflect on classroom knowledge and develop practical experience in professional business situations through an approved internship.

Credit Hours: 0-3

Min credits per semester:

Max credits per semester: 3

Max credits per degree: 6

Grading Option: Graded with Option

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

Grading Option: Graded

MNGT 399 Independent Study

Prerequisites: Junior standing; permission of supervising instructor and department chair.

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

Grading Option: Graded with Option

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

Grading Option: Graded

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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded**MNGT 414 International Management****Prerequisites:** Junior standing.**Notes:** Credit toward the degree cannot be earned in both MNGT428/828 and MNGT414. Cannot be taken Pass/No Pass.**Description:** Introduction to major management issues that companies face when doing business internationally. Prepare leaders to deal with a wide array of cultural, economic, legal, and technological differences. Deal with concepts, issues, and research in international management, with a focus on the international application of: (1) culture, communication, and leadership, (2) strategic management, and (3) development and coordination of international subsidiaries.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**ACE:** ACE 9 Global/Diversity**MNGT 421 Identifying and Exploring Entrepreneurial Opportunities****Crosslisted with:** ENTR 421**Prerequisites:** Junior Standing; ENTR/MNGT 321**Notes:** Cannot be taken Pass/No Pass.**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**Grading Option:** Graded**Prerequisite for:** ENTR 424**MNGT 422 Managing Rapid Growth and Change in Organizations****Crosslisted with:** ENTR 422**Prerequisites:** Junior Standing; ENTR/MNGT 321**Notes:** Cannot be taken Pass/No Pass**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**Grading Option:** Graded**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**Grading Option:** Graded with Option**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**Grading Option:** Graded**Prerequisite for:** ENTR 424**MNGT 451 Strengths Coaching, Theory and Practice****Crosslisted with:** MNGT 851**Prerequisites:** Accepted as a Student Strengths Coach

Notes: Required course towards becoming a Certified Student Strengths Coach through the Clifton Strengths Institute.

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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded**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**Grading Option:** Graded

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**Grading Option:** Graded**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**Grading Option:** Graded**Offered:** FALL/SPR**MNGT 475 Business Strategies****Crosslisted with:** MNGT 875**Prerequisites:** Open only to students in the College of Business. SR; 2.5 GPA; major in the College of Business; 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:** Learn the principal concepts, frameworks, and techniques of strategic management. Formulate and apply business strategies, analyze cases, explore business simulations, and gain an understanding and appreciation of how strategy affects careers, company performance, and industry attractiveness.**Credit Hours:** 3**Max credits per semester:** 3**Max credits per degree:** 3**Grading Option:** Graded**ACE:** ACE 10 Integrated Product**MNGT 475H Honors: Business Policies and Strategies****Crosslisted with:** RAIK 476H**Prerequisites:** Open CoB 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**Grading Option:** Graded**ACE:** ACE 10 Integrated Product**MNGT 475L Business Policies and Strategies Corporate Partners Lab****Prerequisites:** Open only to CoB 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**Grading Option:** Graded**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**Grading Option:** Graded**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 - General**Management - Entrepreneurship****Management - Human Resources****Management****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

- 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

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