

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 the strategy and operations of the business world.

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.

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 communication 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 Other Academic Units.

College Degree Requirements

Overview of College Degree Requirements

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

1. Non-Business Requirements

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

2. Business Core

- Purposeful Strategist (includes ACE 6, 8, 10)
- Data Driven Decision Maker

- Effective Communicator (includes ACE 1 and 2)
- Empowered Professional

3. Business Major

4. Electives

Non-Business Requirements

(remaining ACE requirements not included in the Business Core and Business Major requirements)

Five Courses (normally 15-17 hours)

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

- The college requires a calculus course from the below options to complete the ACE 3 requirement.
- 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 ACE 4 and/or ACE 9 toward the major 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 ACE coursework must be taken for a grade.

ACE 3: Mathematical, Computational, Statistical or Formal Reasoning Skills

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 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). They will later take MATH 107 Calculus II and MATH 208 Calculus III.
 - Raikes students **MUST** take MATH 106 and MATH 107 (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.

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 will determine where a student starts.

- 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.

ACE 4: The Study of Scientific Methods and Knowledge of the Natural and Physical World

Choose one course from ACE 4 Certified Courses. (Course credit will vary between 3-5 credit hours.)

ACE 5: Study of Humanities

Choose one course from ACE 5 Certified Courses.

ACE 7: Study of the Arts to Understand Their Context

Choose one course from ACE 7 Certified Courses.

ACE 9: Global Awareness or Knowledge of Human Diversity Through Analysis of an Issue

Choose one course from ACE 9 Certified Courses.

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.

Business Core – Four Sections (approximately 53 hours for most majors)

- Purposeful Strategist – 33 hours
- Data Driven Decision Maker – 7 hours (17 hours for Actuarial Science)
- Effective Communicator – 9 hours (7 hours for Actuarial Science)
- Empowered Professional – 3-4 hours

The Business Core is designed to expose students to the various business disciplines. The Business Major courses are those courses identified for each of the individual majors. All coursework for the Business Core (except where noted differently) must be taken for a grade. All students in the College of Business will take the Business Core (unless otherwise noted).

Purposeful Strategist - 33 hours

- MNGT 101 Introduction to Business
- ACCT 201 Introductory Financial Accounting
- ACCT 202 Introductory Managerial Accounting
- ECON 211 Principles of Macroeconomics (ACE 6)
- ECON 212 Principles of Microeconomics (ACE 6)
- BLAW 371 Legal Environment (ACE 8)
- FINA 361 Finance
 - Actuarial Science majors take FINA 461.
- MNGT 301 Introduction to Management
- MRKT 341 Marketing
- SCMA 331 Operations and Supply Chain Management
- MNGT 475 Business Strategies (ACE 10)
 - A capstone course integrating business concepts covered throughout the program.
 - Actuarial science majors may take FINA 461 concurrently with MNGT 475.

- Must be taken at the University of Nebraska-Lincoln and taken for a grade.

Data Driven Decision Maker

- BSAD 50 Business Computer Applications
 - Required basic-skills computer course that uses Microsoft Access, Word, PowerPoint, and Excel.
- SCMA 250 Spreadsheet Analytics
 - Actuarial science majors take ACTS 250 Actuarial Technical Skills.
- ECON 215 Statistics (ACE 3)
 - 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 ACTS 445 Introduction to Actuarial Models instead of ECON 215; (actuarial science majors 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 instead of ECON 215.
- SCMA 350 Business Analytics/Information Analysis
 - Marketing and agribusiness majors may choose to take MRKT 350.
- Actuarial science majors will take SCMA 451 Introduction to Predictive Analytics.

Effective Communicator

- BSAD 220 Business Writing (ACE 1)
- MRKT 257 Sales Communication (ACE 2)
 - Or, COMM 286 Business and Professional Communication (ACE 2)
- BSAD 261 Applied Improv for the Successful Business Leader
- BSAD 340 Navigating Emerging Technologies in Business
 - ACTS 475 meets the knowledge requirement for BSAD 340 for Actuarial Science majors; BSAD 340 is waived for Actuarial Science majors.

Empowered Professional (PrEP) (3-4 hours)

Designed to develop confident and professional business students positioned for lifelong career success, the Professional Enhancement Program (PrEP) consists of four required 1-hour courses.

- BSAD 111 PrEP I, Investing in Strengths or BSAD 111S PrEP I, Investing in Strengths for Transfer Students
- 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
 - Taken the semester of graduation.

Business Major – (21-31 hours)

- Coursework for the major requires completion of specific, required courses of the department (see individual major page), along with other guidelines.

- Business majors and minors cannot double count with Business Core (for example, MNGT 301 and MNGT 475 do not count towards the management majors).
- Business students cannot earn a major and a minor in the same area (for example, an Economics major cannot get an Economics minor; an International Business major cannot earn a Global Leadership minor). Similarly, International Business majors cannot earn a major or minor in the same option or subplan as their International Business major. (For example, an International Business-Finance major cannot earn a major or minor in Finance but could earn a major or minor in any other business area.)
- Business Administration majors cannot double count courses with any College of Business major or minor.
- 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).
- Sequencing of classes is critical; plan the major courses well in advance of enrollment. Visit with an academic advisor for assistance in planning critical class sequencing.
- A maximum of 3 hours of coursework may transfer if the 18-hour limitation has not been exceeded. Further restrictions may apply.

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.
- In a 21-hour Business Major, students will average 28 hours of elective credit; second major options and/or minors may be appropriate to consider for elective hours.

Other 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.

- Economics, marketing, and management (Entrepreneurship, General, and Leadership options) majors – 3 hours of business electives.
- Accounting, business administration, and management (Human Resources and Clifton Builders options) 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 more than 24 hours of business coursework.
- Finance majors – no additional business coursework, as the major consists of 24-27 hours of business coursework.
- Supply chain management and business analytics majors – no additional business coursework, as the major consists of 27 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 Non-Business Requirement, Business Core, Business Major, or if there is a violation of transfer limits, etc.

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).

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.
- Grades of C- or lower may be replaced in the calculation of GPA 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

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 ACCT 395A, BSAD 111, BSAD 222, BSAD 333, BSAD 444, BSAD 395 (and cross-listings), MRKT 395).
- 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, 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 (391, 395, 396) 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 (391, 395, 396) **only** as elective credit.
- ACCT 395A, BSAD 395 (and cross-listings) and MRKT 395 taken in the Pass/No Pass format will not count against the six hour Pass/No Pass maximum in open electives.
- Advanced Placement grades of Pass and Credit By Exam grades of Pass 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 Pass grades to fulfill degree requirements. These hours will not count against the 6-hour maximum number of hours permitted.

Transfer Credit Rules

For detailed information on transfer credit rules, see Transfer Credit Restrictions (<https://catalog.unl.edu/undergraduate/business/>) under Course Exclusions and Restrictions (<https://catalog.unl.edu/undergraduate/business/>).

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 during part of this time 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 Requirements**:

MNGT 301	Introduction to Management	3
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And for the **Business Core Capstone Requirement**:

MNGT 475	Business Strategies	3
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Neither of these courses may be used to count toward the major.

MNGT 391, MNGT 395, MNGT 396, and MNGT 396H do not apply toward the major nor the business elective. They may only be used as free elective credit.

Specific Major Requirements

Business Major

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 to five courses (12 or 15 credit hours) to meet the requirements for the Business Major.

Required Management Courses

ENTR 321	Foundations of Entrepreneurship	3
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:

- 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 options within their major. Multiple options may not be chosen.

OPTION: Human Resource Management

Required Courses

MNGT 430	Human Resource Analytics	3
MNGT 461	Strategic Human Resource Management	3
MNGT 463	Compensation Administration	3
MNGT 464	Talent Acquisition and Staffing	3
MNGT 466 / ECON 485	The Regulatory Environment for Employment and Labor	3

Credit Hours Subtotal:	15
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Total Credit Hours	15
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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
MNGT 365	Managing Diversity in Organizations
MNGT 411	Philanthropy and Leadership
MNGT 412	Negotiating and Conflict Management
MNGT 414	International Management
MNGT 451	Strengths Coaching, Theory and Practice
MNGT 470	Leadership, Communication & Teams in the Virtual World

OPTION: Entrepreneurship and Innovation

Required Courses

ENTR 421	Identifying and Exploring Entrepreneurial Opportunities	3
ENTR 423	Business Plan Development and Decision Making	3
Select three hours from:		3

ENTR 422	Managing Rapid Growth and Change in Organizations
ENTR 325	The 48 Hour Challenge: Building Entrepreneurial Teams and Testing Ideas
ENTR 326	Venture Finance: The Basics and Essentials of Startup Financing
ENTR 327	Entrepreneurial Creativity
ENTR 328	How to Pitch Yourself and Your Ideas

Select one of the following:	3
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ENTR 322	Family Business
ENTR 425	Franchising
MNGT 365	Managing Diversity in Organizations
MNGT 411	Philanthropy and Leadership
MNGT 412	Negotiating and Conflict Management
MRKT 345	Market Research

Credit Hours Subtotal:	12
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Total Credit Hours	12
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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
MNGT 412	Negotiating and Conflict Management
MNGT 464	Talent Acquisition and Staffing
MRKT 345	Market Research

OPTION: Leadership in Organizations

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

Required Courses

MNGT 411	Philanthropy and Leadership	3
MNGT 412	Negotiating and Conflict Management	3
MNGT 413	Building Ethical and 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

ENTR 321B	Foundations of Entrepreneurship	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	Identifying and Exploring Entrepreneurial Opportunities	3
ENTR 422	Managing Rapid Growth and Change in Organizations	3
ENTR 423	Business Plan Development and Decision Making	3
Select one from the following:		3
ENTR 322	Family Business	
ENTR 425	Franchising	
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	Philanthropy and Leadership	
MNGT 412	Negotiating and Conflict Management	
MNGT 413	Building Ethical and Sustainable Organizations	
MNGT 414	International Management	

MNGT 451	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 choose 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>		
Select from:		
MNGT 461	Strategic Human Resource Management	
MNGT 463	Compensation Administration	
MNGT 464	Talent Acquisition and Staffing	
MNGT 466	The Regulatory Environment for Employment and Labor	
<i>Entrepreneurship and Innovation</i>		
Select from:		
ENTR 421	Identifying and Exploring Entrepreneurial Opportunities	
ENTR 422	Managing Rapid Growth and Change in Organizations	
ENTR 423	Business Plan Development and Decision Making	

ENTR 425	Franchising	
<i>Leadership in Organizations</i>		
Select from:		
MNGT 411	Philanthropy and Leadership	
MNGT 412	Negotiating and Conflict Management	
MNGT 413	Building Ethical and Sustainable Organizations	
MNGT 414	International Management	
Select one elective from the following Management course offerings: ¹		3
Any 300 Level MNGT Course		
Any 400 Level MNGT Course		
ENTR 322	Family Business	
ENTR 421	Identifying and Exploring Entrepreneurial Opportunities	
ENTR 422	Managing Rapid Growth and Change in Organizations	
ENTR 422A	Small Business Owner	
ENTR 423	Business Plan Development and Decision Making	
ENTR 424	Practicum in Entrepreneurship	
ENTR 425	Franchising	
Credit Hours Subtotal:		12
Total Credit Hours		12

¹ Excluding ENTR 321, MNGT 300, MNGT 301, MNGT 301H, MNGT 360, MNGT 361, MNGT 395, MNGT 391, MNGT 396, MNGT 475, MNGT 475H, and RAIK 476H.

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:

- ACE 9 – MNGT 365 Managing Diversity in Organizations or MNGT 414 International Management can be double counted to fulfill ACE 9 AND coursework for the major.
- 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.
- ENTR 121 Introduction to Entrepreneurship and Innovation 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

A grade of D- or above is required for all courses in the major. Grades of C or better are required in transfer courses from outside of the University of Nebraska system.

Pass/No Pass

As noted in the College Degree Requirements section, all coursework for the major must be taken for a grade.

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 Business Major or the minor.

Requirements for Minor Offered by Department

Management Minor

- The management minor is available to College of Business students only. No more than one course/requirement may be transferred into the minor.
- Coursework used for this minor cannot double count with the Business Core or the Business Administration major.
- MNGT 300 Management Essentials For Contemporary Organizations, MNGT 301 Introduction to Management, MNGT 301H Honors Introduction to Management, MNGT 391 Special Topics, MNGT 395 Professional Internship, MNGT 396 Independent Study, MNGT 396H Honors: Independent Study, MNGT 475 Business Strategies, MNGT 475H Honors: Business Strategies, 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 (select from MNGT or ENTR).

Grade Rules

C- and D Grades

A grade of D- or above is required for all courses in the minor. Grades of C or better are required in transfer courses from outside of the University of Nebraska system. Course prerequisites still apply.

Pass/No Pass

No course may be taken pass/no pass.

ENTR 121 Introduction to Entrepreneurship and Innovation

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

Prerequisite for: ENTR 421; ENTR 422; ENTR 423

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 Foundations of Entrepreneurship

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; ENTR 422; ENTR 423

ENTR 321B Foundations of Entrepreneurship

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; ENTR 422; ENTR 423

Experiential Learning: Student Teaching/Education Practicum

ENTR 322 Family Business

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

Experiential Learning: Fieldwork

ENTR 325 The 48 Hour Challenge: Building Entrepreneurial Teams and Testing Ideas

Description: Provides an opportunity to experience the highs, lows, fun, and pressure of developing a business idea and working in a startup environment. Understand the challenging trade-offs entrepreneurs face as they launch a new business, product, service, or process. Identify and evaluate potential business opportunities in the marketplace using established tools. Formulate and justify a pitch for a new product or service.

Credit Hours: 1

Max credits per semester: 1

Max credits per degree: 1

Grading Option: Graded with Option

ENTR 326 Venture Finance: The Basics and Essentials of Startup Financing

Notes: Open to students of all majors and colleges at the University of Nebraska-Lincoln; Some sections may include mentors from the community who are local entrepreneurs and business community members from the entrepreneurship ecosystem in Lincoln and Omaha.

Description: Provide a real-world look at raising money for "start-up companies" and why it matters. Open-forum discussion, practical application exercises, and examination of real-world case studies.

Credit Hours: 1

Max credits per semester: 1

Max credits per degree: 1

Grading Option: Graded with Option

ENTR 327 Entrepreneurial Creativity

Description: Develop your creativity by examining it within the context of entrepreneurship. Learn how entrepreneurial processes can develop our creative abilities in a variety of contexts, including (but not limited to) the new business context.

Credit Hours: 2

Max credits per semester: 2

Max credits per degree: 2

Grading Option: Graded

ENTR 328 How to Pitch Yourself and Your Ideas

Description: Introduction to the basic concepts of how to present yourself and ideas in a compelling manner. Explore how to prepare, design, and deliver a persuasive presentation. Utilize lectures, readings, discussions, reflection papers, and presentations to develop presentation or 'pitch' skills

Credit Hours: 1

Max credits per semester: 1

Max credits per degree: 1

Grading Option: Pass No Pass

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

Prerequisites: Junior Standing; ENTR 121 or ENTR 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

Experiential Learning: Fieldwork

ENTR 422 Managing Rapid Growth and Change in Organizations

Prerequisites: Junior Standing; ENTR 121 or ENTR 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

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

Prerequisites: Junior Standing; ENTR 121 or ENTR 321

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

Experiential Learning: Research

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 425 Franchising

Description: Introduction to franchising, how it relates to the entrepreneurial journal, and the differences compared to the traditional business model. Explores how to choose between buying an independent business and joining a franchise network and what makes a successful franchisee compared to another.

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 101 Introduction to Business

Description: Introduction to each of the core business disciplines with a focus on developing critical thinking, problem-solving, and teamwork. Development of baseline skills in analyzing and solving business problems, working in teams, and communicating solutions professionally.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

Prerequisite for: ECON 211; ECON 212; MNGT 301H

MNGT 101T Introduction to Business for Transfer Students

Prerequisites: Open to CoB majors, sophomore standing

Description: Introduction to each of the core business disciplines with a focus on developing critical thinking, problem-solving, and teamwork. Development of baseline skills in analyzing and solving business problems, working in teams, and communicating solutions professionally.

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 191 Special Topics in Management

Description: Specific topic covered in any given term and credit awarded is to be determined by the instructor. Topic varies.

Credit Hours: 1-3

Min credits per semester: 1

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded with Option

MNGT 300 Management Essentials For Contemporary Organizations

Prerequisites: Open to non-CoB students. Credit toward the degree cannot be earned in both MNGT 300 and any of the following: MNGT 301 or MNGT 301H

Notes: Students who complete MNGT 300 prior to declaring a Business Major may substitute MNGT 300 for MNGT 301. Letter grade only.

Description: Designed to be an introduction to the role of managers in various organizational structures and types for students from non-business fields. Explores how the practice of management is relevant to different fields of study or academic disciplines. Provides 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 for managing human capital.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

Prerequisite for: MNGT 342; MNGT 430; MNGT 475; MNGT 475H, RAIK 476H

MNGT 301 Introduction to Management

Prerequisites: 12 hours credit, MNGT 101/101T (or 101T concurrent).

Credit toward the degree cannot be earned in both MNGT 300 & any of the following: MNGT 301 or 301H

Notes: Students who complete MNGT 300 prior to declaring a Business Major may substitute MNGT 300 for MNGT 301. 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

Prerequisite for: MNGT 342; MNGT 430; MNGT 461; MNGT 463; MNGT 464; MNGT 475; MNGT 475H, RAIK 476H

MNGT 301H Honors Introduction to Management

Prerequisites: Open to CoB Honors Academy students; 12 hours credit, MNGT 101/101T (or 101T concurrent). Credit toward the degree cannot be earned in both MNGT 300 & MNGT 301 or 301H.

Notes: Students who complete MNGT 300 prior to declaring a Business Major may substitute MNGT 300 for MNGT 301. 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

Prerequisite for: MNGT 342; MNGT 430; MNGT 461; MNGT 463; MNGT 464; MNGT 475; MNGT 475H, RAIK 476H

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

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 342 Introduction to Sports Management

Prerequisites: Sophomore standing and MNGT 300 or MNGT 301

Description: Provides an introduction to the sports industry and the factors that make it unique to other industries. Discuss basic management skills necessary in the operation of sports organizations. Examine social, behavioral, managerial, and strategic foundations of the sports industry.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

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

Experiential Learning: Case/Project-Based Learning

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. Credit toward the degree cannot be earned in MNGT 360 and MNGT 360H.

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 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: AECN 416; 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 391 Special Topics

Description: 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 with Option

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

Experiential Learning: Internship/Co-op

MNGT 396 Independent Study

Prerequisites: Permission of department chair

Description: Faculty-supervised independent study

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 396H Honors: Independent Study

Prerequisites: Good standing in the University Honors Program or by invitation; permission of department chair. Credit toward the degree cannot be earned in both MNGT 396 and MNGT 396H.

Description: Faculty-supervised independent study

Credit Hours: 3-6

Min credits per semester: 3

Max credits per semester: 6

Max credits per degree: 12

Grading Option: Graded with Option

MNGT 411 Philanthropy and Leadership

Prerequisites: Junior standing

Notes: Cannot be taken Pass/No Pass

Description: Significant community engagement by conducting an entire philanthropic grant process across the semester. Fosters understanding of how strategic giving has social impact. Examine the structure of projects. Refine leadership through applied group work. Focus on philanthropic environment and awareness of corporate and non-profit contributions as they create social change within the community.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

Experiential Learning: Community Engagement

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 Sustainable Organizations

Prerequisites: Junior standing.

Notes: Credit toward the degree cannot be earned in both MNGT 413 and UHON 395H. 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: 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 430 Human Resource Analytics

Prerequisites: MNGT 300 or MNGT 301; ECON 215 or equivalent

Description: An introduction to common analytical approaches used in human resource management. Various methods and analyses are helpful for HR professionals to evaluate questions and issues. Use real-world data to learn statistical techniques that are often used to interpret HR-relevant organizational situations and effectively communicate empirically-based solutions to decision-makers.

Credit Hours: 3

Max credits per semester: 3

Max credits per degree: 3

Grading Option: Graded

MNGT 451 Strengths Coaching, Theory and Practice

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

Experiential Learning: Student Teaching/Education Practicum

MNGT 461 Strategic Human Resource Management

Prerequisites: Junior Standing; MNGT 301 and MNGT 361

Description: Engage with the theory and practice of strategic human resource management in contemporary organizational settings. Examine the fundamentals of HRM strategic planning and scenario models. Learn the importance of evidenced based decision making, and using HRM analytics such as return on investment. Primary focus on 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 301 and MNGT 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 301 and MNGT 361

Description: 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. Examples of tools used by HR professionals in the staffing process are provided. 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

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

Prerequisites: Open to CoB majors, 2.5 GPA, ACCT 201 & 202, BSAD 261, ECON 211 & 212, FINA 361, MNGT 301, MRKT 341, SCMA 331, SCMA 350, or equivalent

Notes: 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

Experiential Learning: Case/Project-Based Learning

MNGT 475H Honors: Business Strategies**Crosslisted with:** RAIK 476H

Prerequisites: Open to CoB Honors and Raikes students, 2.5 GPA, ACCT 201 & 202, BSAD 261, ECON 211 & 212, FINA 361, MNGT 301, MRKT 341, SCMA 331, SCMA 350, or equivalent. Credit toward the degree can only be earned in: MNGT475, MNGT 475H or RAIK 476H.

Notes: 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**Experiential Learning:** Case/Project-Based Learning**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

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
- E-commerce 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's 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's of Human Resources and Industrial Relations, University of Illinois - Urbana, IL
- Doctor of Dental Surgery (DDS), University of Nebraska Medical Center - Lincoln, NE
- Juris Doctor (JD), University of Nebraska-Lincoln - Lincoln, NE
- Master's of Arts in Educational Administration/Student Affairs Administration, University of Nebraska-Lincoln - Lincoln, NE
- Master's of Business Administration, University of Nebraska-Lincoln - Lincoln, NE
- Master's of Professional Accountancy, University of Nebraska-Lincoln - Lincoln, NE
- Master's of Fine Arts in Interactive Media, University of Southern California - Los Angeles, CA