

Management (MGMT)

B.B.A. with a Major in Aviation Management (<https://catalog.und.edu/undergraduateacademicinformation/departmentalcoursesprograms/management/mgmt-bba-avm/>)

B.B.A. with a Major in Human Resource Management (<https://catalog.und.edu/undergraduateacademicinformation/departmentalcoursesprograms/management/mgmt-bba-hrm/>)

B.B.A. with a Major in Management (<https://catalog.und.edu/undergraduateacademicinformation/departmentalcoursesprograms/management/mgmt-bba/>)

B.B.A. with a Major in Operations and Supply Chain Management (<https://catalog.und.edu/undergraduateacademicinformation/departmentalcoursesprograms/management/mgmt-bba-oscm/>)

Leadership Minor (<https://catalog.und.edu/undergraduateacademicinformation/departmentalcoursesprograms/leadershipminor/lead-minor/>)

Minor in Human Resource Management

Minor in Operations and Supply Chain Management (<https://catalog.und.edu/undergraduateacademicinformation/departmentalcoursesprograms/management/mgmt-minor-oscm/>)

Certificate in Human Resource Management

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Four Year Plan - B.B.A. with Major in Aviation Management

First Year		Credits
First Semester		
ENGL 110	College Composition I	3
MATH 103	College Algebra	3
or MATH 146	or Applied Calculus I	
or MATH 165	or Calculus I	
AVIT 102	Introduction to Aviation	5
AVIT 100	Aviation Orientation	1
ATSC 110 & 110L	Meteorology I and Meteorology I Laboratory	4
Credits		16
Second Semester		
ENGL 130	Composition II: Writing for Public Audiences	3
ECON 201	Principles of Microeconomics	3
AVIT 103	Introduction to Air Traffic Management	2
AVIT 208	Aviation Safety	3
AVIT 221	Basic Attitude Instrument Flying	3
Essential Studies: Social Science		3
Credits		17
Second Year		
First Semester		
ECON 202	Principles of Macroeconomics	3
ACCT 200	Elements of Accounting I	3
AVIT 222	IFR Regulations and Procedures	3
Essential Studies: Oral Communication		3
Essential Studies: Fine Arts		3
Credits		15

Second Semester		
ACCT 201	Elements of Accounting II	3
ISBA 217	Fundamentals of Computer Information Systems	3
ECON 210	Introduction to Business and Economic Statistics	3
AVIT 250	Human Factors	2
AVIT 323	Aerodynamics - Airplanes	3
AVIT 324	Aircraft Systems	3
Credits		17

Third Year		
First Semester		
MGMT 300	Principles of Management	3
AVIT 325	Multi-Engine Systems and Procedures	2
Essential Studies: Humanities		3
Essential Studies: Analyzing Worldviews		3
FIN 310	Principles of Financial Management	3
Credits		14

Second Semester		
ATSC 231	Aviation Meteorology	4
MRKT 305	Marketing Foundations	3
ACCT 315	Business Law I	3
MGMT 301	Operations Management	3
Essential Studies: Humanities or Fine Arts		3
Credits		16

Fourth Year		
First Semester		
AVIT 402	Airport Planning and Administration	3
or AVIT 405	or Airline Operations and Management	
or AVIT 407	or General Aviation Operations and Management	
AVIT 403	Aerospace Law	3
MGMT 310	Organizational Behavior	3
Essential Studies: Diversity of Human Experience		3
Credits		12

Second Semester		
MGMT 302	Human Resource Management	3
AVIT 485	Aviation Senior Capstone (advanced communication)	3
Elective(s)		4
MGMT 475	Strategic Management	3
Credits		13
Total Credits		120

All students must complete University, Program, and Essential Studies requirements ([undergraduateacademicinformation/essentialstudies/](https://catalog.und.edu/undergraduateacademicinformation/essentialstudies/))

Four Year Plan - B.B.A. with Major in Human Resource Management

Freshman Year		
Fall		
MATH 103	College Algebra	3
or MATH 146	or Applied Calculus I	
or MATH 165	or Calculus I	
ENGL 110	College Composition I	3
Essential Studies: Fine Arts		3
Essential Studies: Social Science (PSYC 111 Recommended)		3
Essential Studies: Diversity of Human Experience		3
Credits		15
Spring		
ENGL 130	Composition II: Writing for Public Audiences	3
ECON 201	Principles of Microeconomics	3
Essential Studies: Lab Science		4

Essential Studies: Oral Communication		3
Essential Studies: Fine Arts or Humanities		3
Credits		16
Sophomore Year		
Fall		
ACCT 200	Elements of Accounting I	3
ECON 202	Principles of Macroeconomics	3
Essential Studies: Humanities		3
ISBA 217	Fundamentals of Computer Information Systems	3
Free Elective		2-3
Credits		14-15
Spring		
ACCT 201	Elements of Accounting II	3
ECON 210	Introduction to Business and Economic Statistics	3
MGMT 300	Principles of Management	3
Essential Studies: Analyzing Worldviews		3
Essential Studies: Advanced Communication		3
Credits		15
Junior Year		
Fall		
MGMT 301	Operations Management	3
MGMT 302	Human Resource Management	3
MRKT 305	Marketing Foundations	3
Free Elective		3
Free Elective: (ACCT 315 Business Law Recommended)		3
Credits		15
Spring		
FIN 310	Principles of Financial Management	3
MGMT 310	Organizational Behavior	3
MGMT 400	Organizational Theory and Analysis	3
Free Elective		6
Credits		15
Senior Year		
Fall		
MGMT 412	Training and Development	3
MGMT 407	Wage and Salary Administration	3
Human Resource Management Elective (any management or leadership prefix course)		3
Free Elective		6
Credits		15
Spring		
MGMT 408	Performance Management and Human Resource Management Issues	3
MGMT 410	Staffing: Recruitment and Selection	3
MGMT 475	Strategic Management	3
Free Elective		6
Credits		15
Total Credits		120-121

Students must complete enough electives to bring total credit hours up to the 120. Every student must fulfill all University, Departmental, and Essential Studies requirements. (<https://und.edu/academics/essential-studies/>)

Four Year Plan - B.B.A. with Major in Management

Freshman Year		
Fall		
ENGL 110	College Composition I	3
MATH 103	College Algebra	3
or MATH 146	or Applied Calculus I	
or MATH 165	or Calculus I	
Essential Studies: Fine Arts		3
Essential Studies: Social Science (e.g., LEAD 101)		3
Free Elective		3
Credits		15
Spring		
ENGL 130	Composition II: Writing for Public Audiences	3
ECON 201	Principles of Microeconomics	3
Essential Studies: Oral Communication		3
Essential Studies: Lab Science		4
Free Elective		2-3
Credits		15-16
Sophomore Year		
Fall		
ACCT 200	Elements of Accounting I	3
ECON 202	Principles of Macroeconomics	3
ECON 210	Introduction to Business and Economic Statistics	3
Essentials Studies: Humanities		3
ISBA 217	Fundamentals of Computer Information Systems	3
Credits		15
Spring		
ACCT 201	Elements of Accounting II	3
MGMT 300	Principles of Management	3
MRKT 305	Marketing Foundations	3
Essential Studies: Fine Arts or Humanities		3
Essential Studies: Diversity of Human Experience		3
Credits		15
Junior Year		
Fall		
MGMT 301	Operations Management	3
MGMT 302	Human Resource Management	3
Essential Studies: Analyzing Worldviews		3
Essential Studies: Advanced Communication		3
Free Elective		3
Credits		15
Spring		
ACCT 315	Business Law I	3
MGMT 309	Quantitative Methods for Managers	3
Free Elective		9
Credits		15
Senior Year		
Fall		
FIN 310	Principles of Financial Management	3
MGMT 310	Organizational Behavior	3
Free Elective		6
MGMT 400	Organizational Theory and Analysis	3
Credits		15
Spring		
MGMT 475	Strategic Management	3
MGMT Elective		3

Free Electives	9
Credits	15
Total Credits	120-121

You must complete enough free electives to bring total credit hours up to 120.

Every student must fulfill all University, Departmental, and Essential Studies requirements. (<https://und.edu/academics/essential-studies/>)

Four Year Plan - B.B.A. with Major in Operations and Supply Chain Management

Freshman Year

Fall		Credits
ENGL 110	College Composition I	3
MATH 103	College Algebra	3
or MATH 146	or Applied Calculus I	
or MATH 165	or Calculus I	
Essential Studies: Fine Arts/Humanities		3
Essential Studies: Social Science		3
Essential Studies: Diversity of Human Experience		3
Credits		15

Spring

ENGL 130	Composition II: Writing for Public Audiences	3
ECON 201	Principles of Microeconomics	3
Essential Studies: Oral Communication (e.g. COMM 110)		3
Essential Studies: Humanities		3
Essential Studies: Lab Science		4
Credits		16

Sophomore Year

Fall		Credits
ACCT 200	Elements of Accounting I	3
ECON 202	Principles of Macroeconomics	3
ECON 210	Introduction to Business and Economic Statistics	3
Essential Studies: Fine Arts		3
ISBA 217	Fundamentals of Computer Information Systems	3
Credits		15

Spring

ACCT 201	Elements of Accounting II	3
MGMT 300	Principles of Management	3
Essential Studies: Analyzing Worldviews		3
Essential Studies: Advanced Communication		3
Free Elective		3
Credits		15

Junior Year

Fall		Credits
ACCT 315	Business Law I	3
FIN 310	Principles of Financial Management	3
MRKT 305	Marketing Foundations	3
Free Elective		3
MGMT 301	Operations Management	3
Credits		15

Spring

MGMT 309	Quantitative Methods for Managers	3
MGMT 372	Fundamentals of Project Management	3
Operations and Supply Chain Management Elective		3
Free Elective		6
Credits		15

Senior Year

Fall		Credits
MGMT 431	Supply Chain Management	3

MGMT 475	Strategic Management	3
Operations and Supply Chain Management Elective		3
Free Elective		3
MGMT 332	Purchasing	3
Credits		15

Spring

MGMT 432	Supplier Relationship Management	3
MGMT 433	Logistics in the Supply Chain	3
Operations and Supply Chain Management Elective		3
Free Elective		5-6
Credits		14-15
Total Credits		120-121

Students must complete enough electives to bring total credit hours up to the 120. Every student must fulfill all University, College, Departmental and Essential Studies requirements. (<https://und.edu/academics/essential-studies/>) Some Essential Studies "Special Emphasis" courses may be used to fulfill an essential studies breadth of knowledge requirement also (e.g. HIST 104 -- US History, may count toward the Diversity of Human Experience special emphasis requirement as well as the Humanities breadth of knowledge requirement). Careful planning may facilitate the completion of a second major or a minor in addition to this major -- within or close to 4 years of study!

Management

MGMT 300. Principles of Management. 3 Credits.

This course provides a survey of the traditional functions of management with primary emphasis on planning, organizing, controlling, and leading. This emphasis involves coverage of managerial decision making, leadership, motivation, interpersonal communication, staffing human resources, and organizational structure, design, and change and development. Additional topics include the history of managerial thought, management information systems, international management, and business ethics and social responsibility. Corequisite: A total of 30 or more credit hours, including courses in progress. F,S.

MGMT 301. Operations Management. 3 Credits.

This course introduces managerial issues and problems arising in the operations function of both service and manufacturing-oriented organizations. Topics include: aggregate planning, facility layout, forecasting, inventory control and management, introduction to linear programming, operations strategy, processes and technology, project management, quality control and management, scheduling, supply chain management, and waiting line analysis. Prerequisite: ECON 210 with grade of C or better, and Junior or Senior standing. F,S.

MGMT 302. Human Resource Management. 3 Credits.

A survey of the concepts, procedures, and programs associated with Human Resources Management in organizations. It includes an overview of the basic management functions and legal issues linked to the execution of the personnel functions of employment, performance appraisal, training, compensation, and development. Prerequisite: MGMT 300 with grade of C or better and Junior or Senior standing. F,S.

MGMT 309. Quantitative Methods for Managers. 3 Credits.

Topics include decision analysis, forecasting, linear programming, integer and mixed programming, network models, queuing analysis, and simulation. Prerequisite: ECON 210 with grade of C or better, MGMT 301 with grade of C or better, and Junior or Senior Standing. F,S.

MGMT 310. Organizational Behavior. 3 Credits.

The objective of this course is to allow the student to become acquainted with and experience various ways of thinking about and responding to the issues of human relations and management. The course is designed to survey the following topics at the individual, group, and organizational levels: individual perceptions, attitudes, values, motivation, leadership, communication, group dynamics, and problem solving. Prerequisite: MGMT 300 with grade of C or better, and Junior or Senior standing. F,S.

MGMT 332. Purchasing. 3 Credits.

An introductory course in procurement/purchasing of products, services, equipment/technology, etc. The course addresses issues across various sectors of the economy such as services, retail, wholesale, manufacturing, government, not-for-profit, etc. Prerequisite or Corequisite: MGMT 301 with a grade of C or better. F.

MGMT 360. Business Ethics and Social Responsibility. 3 Credits.

This course explores responsible business practices at both the individual and organizational levels. Key concepts of business ethics are studied, with a focus on how managers can motivate employees and other stakeholders to support socially responsible business decisions and practices. Prerequisite: MGMT 300 with a grade of C or better. On demand.

MGMT 361. Managerial Negotiations. 3 Credits.

A survey of negotiation, mediation, arbitration, and emerging methods of alternative dispute resolution. Students will be required to engage in small and large group discussions, simulated negotiations and mediations in addition to regular reading assignments. This course is designed to help students understand their bargaining position in a variety of settings, devise negotiating strategies, and build their persuasive abilities and self-confidence in negotiations. Prerequisite: MGMT 300 with grade of C or better. On demand.

MGMT 362. Leadership and Conflict Resolution. 3 Credits.

This course will explore the nexus between leadership and the ability to navigate through the tough waters of conflict. Participants will be encouraged to reflect, explore, and apply concepts that will help them to achieve success in their professional and personal lives. On demand.

MGMT 372. Fundamentals of Project Management. 3 Credits.

This course covers the fundamental concepts and applied techniques for cost, resources, risk, scheduling, and stakeholder management of both long-term development programs and short-term projects. Project management deals with project proposals, charters, and the management of projects, those limited in scope, budget, and schedule. The course uses cases from a wide variety of industries, including construction, information systems, non-profit organizations, the government and the military. Students will also become familiar with PM software tools and certification options. Using discussions and in group class work, students will learn how to apply the skills required of a project manager in today's climate. Prerequisite: MGMT 300 or LEAD 101 with a grade of C or better, or instructor approval. S.

MGMT 395. Special Topics. 3 Credits.

Specific topics will vary. Course will offer specialized knowledge in a specific area; e.g. Human Resource Management, Operations Management, Strategic Management. May be taken a maximum of two times for credit. Prerequisite: MGMT 300 with a grade of C or better; Management department may require additional prerequisites for specific sections; Management department approval. Repeatable to 6.00 credits. On demand.

MGMT 397. Cooperative Education. 1-2 Credits.

On-the-job compensated experience in general management or human resource management, operations or supply chain management. A maximum of 6 credits cumulative from MGMT 397 and MGMT 497 are allowed to be used towards the above mentioned degree programs. Prerequisite: MGMT 300 with a grade of C or better, GPA of 2.5 and consent of instructor. Repeatable to 6.00 credits. S/U grading. F,S,SS.

MGMT 400. Organizational Theory and Analysis. 3 Credits.

The course is designed to acquaint students with some of the alternative ways in which organizations may be designed to accomplish their tasks. The course reviews the development of organization theories, their current status, and their future. Emphases are placed on the analyses of system theories pertaining to structure, process, and context. Prerequisite: MGMT 300 with grade of C or better, and Junior or Senior standing. Prerequisite or Corequisite: MGMT 310. F,S.

MGMT 407. Wage and Salary Administration. 3 Credits.

The role of a wage and salary administrator is studied. The course focuses on the fundamentals of wage theory, job evaluation and pricing, employee evaluation, individual and group incentive plans, benefits, and managerial/executive compensation. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. S, odd years.

MGMT 408. Performance Management and Human Resource Management Issues. 3 Credits.

This class explores various performance management approaches used by human resource management professionals and managers to improve work performance in organizations. This course also investigates current issues in the field of human resource management that potentially impact the performance of work. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. F, odd years.

MGMT 409. Union-Management Relations. 3 Credits.

This course provides the student with an overview of the role of labor unions in contemporary organizations. The primary emphasis of the course is on the collective bargaining process. Students are engaged in simulated collective bargaining processes involving negotiations, mediation, arbitration, and final contractual agreements. Causes of industrial disputes and grievance arbitration are also covered. Prerequisite: MGMT 302 with a grade of C or better, and Junior or Senior standing. On demand.

MGMT 410. Staffing: Recruitment and Selection. 3 Credits.

This course trains students in one of the major components (applicant recruitment and selection) for Human Resource professionals as well as managers. In doing so, students are introduced to the techniques of analyzing the effectiveness and appropriateness of various instruments used by professionals. Additionally, students are introduced to the strategies associated with the use of different recruitment and selection techniques. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. S, even years.

MGMT 412. Training and Development. 3 Credits.

This course trains students in one of the major components (employee training and development) for Human Resource professionals as well as managers. In doing so: students are introduced to the current state of employee training and development practices; acquire a basic understanding of key issues related to the structure, the methods, and the use of technology for the training of employees; and through readings, lectures, discussions, and presentations learn to apply learning theories in the development and implementation of a strategic employee training system. Prerequisite: MGMT 302 with grade of C or better, and Junior or Senior standing. F, even years.

MGMT 420. Multinational Management. 3 Credits.

This course is an introduction to the dynamics of management processes encountered in a multinational business setting. It covers comparative management systems and analysis of various environmental conditions for making effective managerial decisions within a multinational company. Adaptation to different cultures is emphasized as one of the essential components of the successful multinational management equation. Prerequisite: MGMT 300 with a grade of C or better, and Junior or Senior standing. On demand.

MGMT 431. Supply Chain Management. 3 Credits.

This course covers the set of approaches utilized to efficiently integrate activities of suppliers, operations/production, and distribution of goods and services. Topics include: logistics, inventory, information systems, integration, alliances, procurement, international issues, coordination of product/service and processes in a supply chain, customer value, and decision support. Prerequisite: MGMT 301 with grade of C or better. F, even years.

MGMT 432. Supplier Relationship Management. 3 Credits.

This course focuses on the "upstream" portion of the supply chain and stresses managerial issues in supplier relations. Topics covered include: cross functional issues in supply management, social responsibility, buyer-supplier relationships, quality management, total cost of ownership, developing supply requirements, strategic sourcing, cost management, relationship management, and world-class supply management. Prerequisite: MGMT 301 with grade of C or better. S, even years.

MGMT 433. Logistics in the Supply Chain. 3 Credits.

The primary emphasis of this course is directed toward dealing effectively with the management problems associated with moving and storing goods throughout the supply chain. Major topics covered include: logistic network strategy and planning, transportation strategy, inventory strategy, location strategy. Corequisite: MGMT 309 with grade of C or better. S, odd years.

MGMT 475. Strategic Management. 3 Credits.

This is the capstone course in business. The focus is on understanding companies, competitors, and industries, and the factors that influence long term competitive advantage. In addition to and in conjunction with these topics, students apply knowledge gained in prerequisite courses to develop integrated cross-functional business strategies. The course includes a comprehensive business exam covering material from all prerequisite courses. Prerequisite: ACCT 200, ACCT 201, ECON 201, ECON 202, ECON 210, ISBA 217, MGMT 300, MGMT 301, FIN 310, MRKT 305, and 95 credits. F,S.

MGMT 489. Senior Honors Thesis. 1-8 Credits.

Supervised independent study culminating in a thesis. Repeatable to 9 credits. Prerequisite: HON 401. Repeatable to 9.00 credits. F,S,SS.

MGMT 494. Readings in Management. 1-4 Credits.

Selected readings in management. Prerequisite: Senior or graduate standing and consent of instructor. Repeatable to 8.00 credits. F,S.

MGMT 497. Internship in Management. 1-3 Credits.

Guided, practical experience in human resource management, production, operations supply chain management, or general management, with selected participating businesses or organizations. A maximum of 6 credits cumulative from MGMT 397 and MGMT 497 are allowed to be used towards a degree program. Prerequisite: MGMT 300 with a grade of C or better, GPA of 2.5, and consent of instructor. Repeatable to 6.00 credits. S/U grading. F,S,SS.

Leadership

LEAD 101. Learning Leadership. 3 Credits.

An introduction to leadership as a discipline including the theories of leadership, the role of leadership in history and today's society, communication and interaction with diverse individuals and groups, basic network-building concepts and assessment of application of leadership theory and skills. F,S.

LEAD 395. Special Topics. 1-4 Credits.

Topics will vary. Course will offer specialized knowledge in a specific area related to leadership. Prerequisite: Consent of the instructor. Repeatable to 4.00 credits. On demand.

LEAD 400. Advanced Leadership. 3 Credits.

An in-depth analysis of the applications of leadership skills in a variety of contexts, including an experiential analysis of self (and others) as a leader within context. Students will demonstrate creative and critical thinking about leadership, communicate effectively in oral and written format, and apply networking concepts and leadership skills in an applied setting. Prerequisite: LEAD 101, completion of one ethics course, and enrollment in the minor. S.

LEAD 494. Readings in Leadership. 1-4 Credits.

Selected readings in leadership developed individually for each student. Prerequisite: Consent of the instructor; must be enrolled in the Leadership minor. Repeatable to 4.00 credits. F,S,SS.

LEAD 497. Internship in Leadership. 1-4 Credits.

Guided, practical experience in leadership with selected organizations. Instructor, working with others in the organization, will work to help mentor students in developing their leadership skills. Prerequisite: Must be enrolled in the leadership minor; requires consent of instructor. Repeatable to 4.00 credits. S/U grading. F,S,SS.