



## Alignment of Degree Programs

**CIP Code & Title:** 52.0201 Business Administration and Management, General

**Level:** Bachelors

**Area of Strategic Emphasis:** None

### PROGRAM DESCRIPTION:

The undergraduate major in Management prepares students to manage and lead all aspects of organizations. It also prepares students for graduate study in business and other fields. Mastery of course content enables students to inspire themselves, others, teams, and organizations to coordinate efforts to provide effective outcomes. Content covered includes organizational behavior, human resources, cross-cultural differences, ethics, and negotiating skills. A capstone course integrates the learning objectives of the major in a study of a real company where students demonstrate that they can now apply effectively what they have learned.

### CURRICULUM:

#### A. Student Learning Outcomes:

##### Goal 1: Discipline Specific Content

- 1a. Outcome: Students should be able to identify, explain, evaluate, and apply the basic business, management, and leadership theories, concepts, and effective behavior practices.
- 1b. Outcome: Students should be able to describe and identify (1) criteria for assessing organizational effectiveness (2) the ability to understand and apply open systems thinking, stakeholder theory, and macro approaches to organizational change and development to improve effectiveness.

##### Goal 2: Communication Skills

- 2a. Outcome: Students will display professionalism and demonstrate oral communication competencies that support and enhance managerial and leadership effectiveness. Students will demonstrate the ability to communicate effectively via individual class presentations including the ability to develop and support conclusions and recommendations.
- 2b. Outcome: Students will demonstrate the ability to communicate effectively via individual written assignments including the ability to develop and support conclusions and recommendations.

##### Goal 3: Critical Thinking Skills

- 3a. Outcome: Students will develop solutions to business problems in domestic and

foreign operations, and demonstrate the ability to analyze a company or management case/problem and recommend appropriate action.

Goal 4: Other

- 4a. Outcome: Students should be able to identify and evaluate the important components of effective Human Resource Management. Topics to address include but are not limited to employees' selection and retention, performance appraisals, compensation, health and safety and impact of employment law on all Human Resource Management Functions.

**B. Admission Standards for the Program:**

**B1. Limited Access:**

Students who transfer to the USF Muma College of Business must meet the following admission guidelines below:

1. Minimum of 60 semester hours of college credit earned.
2. Minimum cumulative grade point average of 2.50 on all college-level work and a minimum of 2.00 on all credit attempted at USF, including any prior to renewal.
3. Completion of all state mandated prerequisite courses with a grade of C- or better in each course and an overall 2.00 GPA in all seven (7) courses. The courses are:
  - a. Financial Accounting: ACG X021/ACG X022 (or ACG X001 & ACG X011)\*
  - b. Managerial Accounting: ACG X071 (or ACG X301)\*
  - c. Computers in Business: CGS X100 (or acceptable substitute)
  - d. Principles of Macroeconomics: ECO X013
  - e. Principles of Microeconomics: ECO X023
  - f. Elementary Calculus: MAC X233 or MAC 2230
  - g. Statistics: QMB X100 or STA X023 or STA X122

\*Accounting majors must earn a C not C- in ACG 2021 & ACG 2071.

**B2. University Admissions:**

Admission to the program is based on the University's Undergraduate Admission Requirements that may be found by clicking on the following urls:

- **Freshman:** <https://www.usf.edu/admissions/freshmen/admission-information/requirements-deadlines.aspx>
- **Transfer:** <https://www.usf.edu/admissions/transfer/admission-information/index.aspx>
- **International:** <https://www.usf.edu/admissions/international/admission-information/index.aspx>

**C. Graduation Requirements for the Program:**

Satisfactory completion of the following requirements:

- General Education Program (36 credit hours), including State Core General Education Requirements;
- State Computation (6 credit hours);
- State Communication (6 credit hours, in addition to ENC 1101 and ENC 1102);
- Minimum of 120 unduplicated credit hours;
- A minimum adjusted grade point average (GPA) of 2.0 on all coursework taken at USF and an overall 2.0 GPA average on all college-level coursework;
- Major and college requirements in a chosen degree program;
- Nine credit hours of coursework taken during the summer term(s) (if entered USF with less than 60 credit hours);
- Registration and successful completion of at least thirty (30) of the last sixty (60) credit hours;
- 42 credit hours of upper-level coursework;
- Civics Literacy;
- Foreign language admissions coursework.

**D. Curricular Framework:**

**D1. State Mandated Common Prerequisites:**

State Mandated Common Prerequisite	Credits	USF Course	Credits
Financial Accounting: ACG X021 or ACG X022 Financial Accounting or (ACG X001 & ACG X011)*	3	ACG 2021 Principles of Financial Accounting (3)	3
Managerial Accounting: ACG X071 Managerial Accounting or ACG X301*	3	ACG 2071 Principles of Managerial Accounting (3)	3
Computers in Business: CGS X100 Computers in Business or CGS X100C or CGS X530 or CGS X570 or CGS X060 or CGS X531 or CGS X000 or ISM X000 or CGS X518	3-4	CGS 2100 Computers in Business (3)	3
Principles of Macroeconomics: ECO X013 Principles of Macroeconomics	3	ECO 2013 Economic Principles (Macroeconomics) (3)	3
Principles of Microeconomics: ECO X023 Principles of Microeconomics	3	ECO 2023 Economic Principles (Microeconomics) (3)	3
Elementary Calculus: MAC X233 Elementary Calculus or MAC X230	3-4	MAC 2233 Business Calculus (3)	3
Statistics I: STA X023 Introductory Statistics or QMB X100 or STA X122	3	QMB 2100 Business and Economic Statistics I (3)	3
Total Credit Hours	21-23	Total Credit Hours	21

\*Accounting majors must earn a C not C- in ACG 2021 & ACG 2071.

**D2. Required Courses: (45 credit hours)**

**D2a. Supporting Required Courses:** 3 courses; 9 credit hours

A minimum grade of C- in each Supporting course is required.

- SPC 2608 Public Speaking (3) or COM 3110 Communications for Business and Professions (3)
- ENC 3250 Professional Writing (3) or ENC 3310 Expository Writing (3)
- Contemporary International Topics Course (3)

**D2b. Business Foundation Courses (required of ALL Business majors):** 9 courses; 27 credit hours

A minimum grade of C- in each Foundation course with an overall 2.0 GPA is required.

- BUL 3320 Law and Business I (3)
- FIN 3403 Principles of Finance (3)
- GEB 3033 Business Workplace Skills and Best Practices (3)
- ISM 3011 Information Systems in Organizations (3)
- QMB 3200 Business and Economic Statistics II (3)
- MAN 3025 Principles of Management (3)
- MAN 4504 Operations Management: A Systems Approach (3)
- MAR 3023 Basic Marketing (3)
- GEB 4890 Strategic Management and Decision Making (3)

**D2c. Major Core Courses:** 3 Courses; 9 credit hours

- MAN 3240 Organizational Behavior Analysis (3)
- MAN 3301 Human Resource Management (3)
- MAN 4737 Integrated Management Applications (3)

**D3. Major (Restricted) Electives:** (12 credit hours)

Students complete a Management program of study or complete one of three (3) concentrations: Human Resources Management; Project Management; or Aging Services Management. In addition to the concentration courses (9 credit hours), students will select an additional Management elective course to equal 12 credit hours.

**D3a. General Management Major Electives:** Four (4) courses; 12 credit hours

- MAN 3093 Healthcare Management (3)
- MAN 4063 Management Ethics (3)
- MAN 4280 Organizational Development & Change (3)
- MAN 4282 Organizational Assessment (3)
- MAN 4402 Employment Laws (3)
- MAN 4430 Seminar in Negotiations and Administration of Labor Agreements (3)
- MAN 4441 Negotiation and Conflict Resolution (3)
- MAN 4600 International Management (3)
- MAN 4631 Global Perspectives and Management Choices (3)
- MAN 4802 Entrepreneurship & Small Business Management (3)
- MAN 4804 Small Business Management (3)
- MAN 4930 Selected Topics in Management (1-3)
- MAN 4931 Independent Research (3)
- MAN 4940 Management Internship (3)

**D3b. Human Resources Management Concentration:** Four (4) courses; 12 credit hours

Concentration Core: (2 courses; 6 credit hours)

- MAN 4329 People Analytics (3)
- MAN 4402 Employment Laws (3)

Electives: (2 courses; 6 credit hours)

Select a minimum of one course from of the following courses:

- ENT 4024 Small Business Management - Entrepreneurship (3)
- GEY 4635 Business Management in an Aging Society (3)
- MAN 4063 Management Ethics (3)
- MAN 4441 Negotiation and Conflict Resolution (3)
- MAN 4600 International Management (3)
- MAN 4631 Global Perspectives and Management Choices (3)
- MAN 4940 Management Internship (3)

In addition, select a minimum of one course from the list of General Management Major Electives.

**D3c. Project Management Concentration:** Four (4) courses; 12 credit hours

Concentration Core: (3 courses; 9 credit hours)

- ISM 4314 Project Management (3)
- MAN 4441 Negotiation and Conflict Resolution (3)
- MAN 4930 Selected Topics in Management (Business Analysis) (3)

Electives: (1 course; 3 credit hours)

- Select a minimum of one course from the list of General Management Major Electives.

**D3d. Aging Services Management Concentration:** Four (4) courses; 12 credit hours

Concentration Core: (3 courses, 9 credit hours)

- GEY 3601 Physical Changes and Aging (3)
- GEY 3625 Sociological Aspects of Aging (3)
- GEY 4612 Psychology of Aging (3)

Electives: (1 course; 3 credit hours)

- Select a minimum of one course from the list of General Management Major Electives.

**D4. Sequenced Course of Study:**

- An exclamation mark (!) is indicated for any course and/or placeholder that must be taken in sequence and/or in the semester listed.
- Course Type refers to how the course is utilized in the degree program, e.g., Supporting, Major Core, Business Foundation, etc. It also includes “placeholder” information such as: Civics Literacy Test, Apply for Graduation.
- General Education Course Type refers to the General Education core area the course meets.

**D4a. 8-Semester Plan for FTIC Students**

Fall 1						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	ENC 1101		No	Yes	State Core General Education Communication	3

!	MAC 2233		Yes	Yes	State Core General Education Mathematics	3
!	CGS 2100		Yes	Yes	Enhanced General Education Information and Digital Literacy	3
	SPC 2608 or COM 3110	Supporting	No	No		3
	XXX XXXX	Non-Business Elective	No	No		3
		Civics Literacy Exam				
<b>Total Semester Credit Hours:</b>						<b>15</b>

Spring 1						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	ENC 1102		No	Yes	Enhanced General Education ENC 1102	3
!	ECO 2013		Yes	Yes	State Core General Education Social Sciences	3
	SGEN		No	Yes	State Core General Education Natural Sciences	3
	SGEH		No	Yes	State Core General Education Humanities	3
	XXX XXXX	Non-Business Elective	No	No		3
<b>Total Semester Credit Hours:</b>						<b>15</b>

Fall 2						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	ACG 2021		Yes	No		3
!	ECO 2023		Yes	Yes	Enhanced General Education Creative Thinking	3
!	XXX XXXX	Non-Business Elective	No	No		3
	XXX XXXX	Non-Business Elective	No	No		3
	XXX XXXX	General/Unrestricted Elective	No	No		3
<b>Total Semester Credit Hours:</b>						<b>15</b>

Spring 2						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total

!	ACG 2071		Yes	No		3
!	QMB 2100		Yes	Yes	State Computation	3
!	MAN 3025	Business Foundation	No	No		3
	GEB 3033	Business Foundation	No	No		3
	XXX XXXX	Non-Business Elective	No	No		3
<b>Total Semester Credit Hours:</b>						<b>15</b>

Summer 2						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	MAN 3240	Major Core	No	No		3
	QMB 3200	Business Foundation	No	No		3
<b>Total Term Credit Hours:</b>						<b>6</b>

Fall 3						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	MAN 3301	Major Core	No	No		3
!	XXX XXXX	Major Elective	No	No		3
	FIN 3403	Business Foundation	No	No		3
	MAR 3023	Business Foundation	No	No		3
	ENC 3250 or ENC 3310	Supporting	No	No		3
<b>Total Semester Credit Hours:</b>						<b>15</b>

Spring 3						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	XXX XXXX	Major Elective	No	No		3
!	XXX XXXX	Major Elective	No	No		3
	ISM 3011	Business Foundation	No	No		3
	XXX XXXX	Non-Business Elective	No	No		3
<b>Total Semester Credit Hours:</b>						<b>12</b>

Summer 3						
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!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
	MAN 4504	Business Foundation	No	No		3
<b>Total Term Credit Hours:</b>						<b>3</b>

Fall 4						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	XXX XXXX	Major Elective	No	No		3
	XXX XXXX		No	Yes	Enhanced General Education High Impact Practice Internship	3
	BUL 3320	Business Foundation	No	Yes	Enhanced General Education Human and Cultural Diversity	3
	XXX XXXX	Non-Business Elective	No	No		3
		Apply for Graduation				
<b>Total Semester Credit Hours:</b>						<b>12</b>

Spring 4						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	General Education Course Type	Total
!	MAN 4737	Major Core	No	No		3
!	GEB 4890	Business Foundation	No	No		3
	XXX XXXX		No	Yes	Enhanced General Education Ethical Reasoning and Civic Engagement Capstone	3
	XXX XXXX	Contemporary International Topics	No	No		3
<b>Total Semester Credit Hours:</b>						<b>12</b>

<b>Total Degree Program Credit Hours:</b>						<b>120</b>
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**D4b. 4-Semester Plan for FCS AA Transfer Students**

Fall 1						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	Intentionally Left Blank	Total
!	MAN 3025	Business Foundation	No	No		3
!	GEB 3033	Business Foundation	No	No		3



	QMB 3200	Business Foundation	No	No		3
	MAR 3023	Business Foundation	No	No		3
	BUL 3320	Business Foundation	No	No		3
<b>Total Semester Credit Hours:</b>						15

Spring 1						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	Intentionally Left Blank	Total
!	MAN 3240	Major Core	No	No		3
!	MAN 3301	Major Core	No	No		3
	FIN 3403	Business Foundation	No	No		3
	ENC 3250 or ENC 3310	Supporting	No	No		3
	XXX XXXX	Contemporary International Topics	No	No		3
<b>Total Semester Credit Hours:</b>						15

Summer 1						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	Intentionally Left Blank	Total
!	XXX XXXX	Major Elective	No	No		3
	MAN 4504	Business Foundation	No	No		3
<b>Total Term Credit Hours:</b>						6

Fall 2						
!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	Intentionally Left Blank	Total
!	XXX XXXX	Major Elective	No	No		3
!	XXX XXXX	Major Elective	No	No		3
	ISM 3011	Business Foundation	No	No		3
	SPC 2608 or COM 3110	Supporting	No	No		3
		Apply for Graduation				
<b>Total Semester Credit Hours:</b>						12

Spring 2						
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!	Current Course Prefix and Number	Course Type	State Mandated Common Prerequisite	Enhanced General Education Requirement	Intentionally Left Blank	Total
!	XXX XXXX	Major Elective	No	No		3
!	MAN 4737	Major Core	No	No		3
	XXX XXXX	General/Unrestricted Elective	No	No		3
!	GEB 4890	Business Foundation	No	No		3
<b>Total Semester Credit Hours:</b>						12

<b>Total Credit Hours:</b>	60
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#### ADDITIONAL REQUIREMENTS:

- Students must earn a 2.0 GPA on all major coursework at USF and have an overall 2.0 major GPA, including any applicable transfer work.
- In computing entry grade point average, all business and economics courses taken for S or U grades will be converted to C or F, respectively.
- Within the 120 credit hour program, students must complete a minimum of 21 credit hours of upper-level Management coursework beyond MAN 3025. Management courses taken by Management majors on an S/U basis will not be counted toward the 120-hour graduation requirement.
- All students entering USF for the first time in Fall 2017 or later, who subsequently earn three (3) D and/or F grades in any or any combination of the following courses at USF will be required to change their major to a major more appropriate to their goals and academic performance and to a major not conferred by the Muma College of Business. The courses are: ACG 2021, ACG 2071, CGS 2100, ECO 2013, ECO 2023, MAC 2233 (or equivalent), and QMB 2100 (or equivalent).
- Major residency: Students must complete 15 credit hours of upper-level Management requirements in residency at USF.
- College residency: Muma College of Business residency requirements for graduation exceed the minimum requirements established for USF. Students are required to complete satisfactorily at USF a minimum of 50 percent (30-33 credit hours depending on major) of required Business courses, including 12-18 credit hours in the major field. Normally, independent study and independent research courses do not fulfill this requirement.

#### NOTES:

- No changes in the State Mandated Common Prerequisite courses.
- Post consolidation, only the B.S. will be offered. Pre-consolidation, the only difference between the B.S. and B.A. degrees was the Foreign Language Exit Requirement.
  - Students currently enrolled or accepted in the B.A. programs prior to Summer 2020 will have an opportunity to complete the B.A. program.
- The undergraduate Management programs were Limited Access on each campus.

- Do not anticipate any significant increase in enrollment and the student to faculty ratio post-consolidation is expected to be stable.