

# Management

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**Professors:** DiAngelo, McCall, Porth, Rashford, S.J., Simmers (Chair)

**Associate Professors:** Dufresne, Mauri, McDevitt, Neiva Patton, Robson, Saporito, Steingard, Swift

**Assistant Professors:** Balotsky, Ford, Kury, Lvina, Song, Weidner

**Visiting Instructors:** Alleruzzo, Lutzow, Nelson

## Choose Your Path..... Create Your Future.

In concert with the Ignatian vision of intellectual excellence informed by conscience, our mission as the Department of Management is to develop leaders who have a broad, value-oriented perspective, and who are able to integrate many dimensions of organizations--behavioral, cultural, economic, environmental, ethical, historical, international, legal, and structural--in making balanced and responsible decisions that affect their organizations, their stakeholders, and themselves. We prepare students to continue in life as creative, highly skilled and intellectually curious learners who exhibit rigorous, moral, and stakeholder-based discernment in their actions and decision-making. Toward fulfilling our mission, the management faculty is committed to listen and advise you toward achieving your goals and objectives.

*The Management Department offers four (4) majors and four (4) minors. Available are majors and minors in Family Business and Entrepreneurship, International Business, Leadership, Ethics and Organizational Sustainability and Managing Human Capital.*

## Family Business and Entrepreneurship

**Professors:** Simmers (Chair)

**Associate Professors:** Robson, Saporito

**Assistant Professors:** Kury

## Learning Goals and Objectives Family Business and Entrepreneurship (FBE) Major

**Goal 1:** Functional FBE Skills: Students will know core concepts within each business discipline of accounting, finance, management, marketing, and information technology.

**Objective 1.1:** Students will have with an understanding of how all aspects of business fit together.

**Goal 2:** Leadership Skills: Students will gain an understanding of concepts, theories, and practices of effective leadership.

**Objective 2.1:** Students will have the skills to work and enhance the family business firm through their generation and for future ones.

**Objective 2.2:** Students will have an understanding of forming and leading entrepreneurial teams and family businesses.

**Goal 3:** Critical Thinking Skills: Students will be able to analyze business scenarios in an integrative way and make constructive and actionable recommendations for problem solving.

**Objective 3.1:** Students will have the tools to recognize and capitalize on opportunities.

**Objective 3.2:** Students will have the ability to think strategically and to understand the environment in which they operate.

**Goal 4:** Communication Skills: Students will demonstrate competency in written and verbal communication aimed at facilitating, and reporting the results of, collaborative problem solving and decision-making processes.

**Objective 4.1:** Students will have the ability to communicate their entrepreneurial ideas to relevant audiences in both written and oral forms.

**Goal 5:** Ignatian Values: Students will be able to generate scholarship that embodies free, open inquiry, and provokes imaginative thinking and reflection on values.

**Objective 5.1:** Students will have an understanding of their role and responsibility to the social world and with the tools to add social value.

Substantial research suggests entrepreneurial and family ventures are major contributors to economic and employment growth and represent nearly 50 percent of U.S. gross domestic product. Entrepreneurial and family ventures face many hurdles in achieving success and long-term growth. The major in Family Business and Entrepreneurship is designed to provide students with the tools,

theory, and practical knowledge required to launch new ventures and function within a family business environment. Students may also minor in Family Business and Entrepreneurship in support of other academic pursuits. The minor is appropriate for both Haub School of Business and Arts and Science majors alike.

### **Requirements for the Family Business and Entrepreneurship Major**

**GEP Signature Courses (See Curricula): six courses**

**GEP Variable Courses (See Curricula): six to nine courses, including:**

#### NOTES

1. Check the current Academic Catalog for any pre-requisites to the courses. You are responsible to complete any necessary pre-requisites.
2. Check the Course Schedule for overlays as many ILCs are approved overlay courses.
3. Check with the appropriate department for course scheduling as not all courses are offered every semester.

Integrated Learning Component (ILC): three courses. NOTE: In no case may an ILC course be double counted towards completing other requirements of the Family Business and Entrepreneurship major.

#### **Required of All HSB Students:**

ECN 102      Macroeconomics

Plus any two courses from the following areas:

#### Economics:

ECN 321      International Trade  
 ECN 322      International Macroeconomics  
 ECN 330      Economics of Labor  
 ECN 360      Industrial Organization  
 ECN 370      Economic Development  
 ECN 375      Environmental Economics  
 ECN 390      The Economics of Health Care  
 ECN 410      Econometrics  
 ECN 415      Economic Forecasting  
 ECN 430      Modern Economic Systems  
 ECN 445      Economics of Multinational Enterprise  
 ECN 460      African Economies  
 ECN 465      Consumer Economics  
 ECN 470      Asian Economies  
 ECN 477      Chinese Economy  
 ECN 480      Economics of Poverty and Income Distribution  
 ECN 485      Economics of Migration and

Immigration

#### **English**

ENG 206      Public Speaking and Presentation  
 ENG 263      Writing for Organizations  
 ENG 485      Nature Writing in America

#### **Environmental Science**

ENV 102      Environmental Theory and Ethics Seminar

#### **Interdisciplinary Health Services Courses**

IHS 211      The Health Care System

#### **Philosophy**

PHL 316      Food and Justice  
 PHL 326      Philosophy of Sport

#### **Political Science**

POL 111      Introduction to American Government and Politics  
 POL 113      Introduction to Comparative Politics  
 POL 115      Introduction to Global Politics  
 POL 117      Introduction to Political Thought  
 POL 308      Congress and the Legislative Process  
 POL 309      Advising the President  
 POL 311      Constitutional Law: Civil Rights & Liberties  
 POL 313      Public Policy  
 POL 314      Public Administration  
 POL 323      Women & American Politics  
 POL 324      Race & American Politics  
 POL 326      Protesting Inequality  
 POL 327      Environmental Politics in America  
 POL 331      Latin American Politics  
 POL 332      Politics of Japan  
 POL 333      Asian Political Systems  
 POL 334      Russian Politics  
 POL 338      Democracy: Perspectives from Rome  
 POL 367      Ethics in International Affairs  
 POL 368      Global Gender Issues

#### **Psychology**

PSY 100      Introduction to Psychology  
 PSY 123      Psychology of Men and Women  
 PSY 200      Personality  
 PSY 212      Multicultural Psychology  
 PSY 230      Social Psychology  
 PSY 235      Psychology of Gender

#### **Sociology**

SOC 101      Introductory Sociology  
 SOC 102      Social Problems  
 SOC 205      Ethnic and Minority Relations  
 SOC 208      Sociology of Gender  
 SOC 211      Classical Sociological Theory  
 SOC 351      Race and Social Justice

SOC 262	White Collar Crime
SOC 316	Fair Trade: From Co-op to Cup
SOC 335	Classes and Power in the United States
SOC 345	Law and Social Policy
SOC 349	Poverty, Ethics and Social Policy
SOC 358	Consumer Culture in Global Perspective
SOC 363	Philadelphia: In Black and White

**Free electives: six courses**

**Business Foundation: ten courses, including**

ACC 101	Concepts of Financial Accounting
ACC 102	Managerial Accounting
ACC 100	Excel Competency (non-credit)
DSS 200	Introduction to Information Systems
DSS 210	Business Statistics
DSS 220	Business Analytics
FIN 200	Introduction to Finance
MGT 110 or	Essentials of Organizational Behavior
MGT 120 or	Essentials of Management Honors
MGT 121	Organizations in Perspective (University Honors students only)
MGT 360 or	Legal Environment of Business
MGT361	Honors Introduction to Law (University Honors students only)
MKT 201	Principles of Marketing
BUS 495	Business Policy

*Family Business and Entrepreneurship Major Concentration: six courses (four required, two elective)*

**Required courses: four**

FBE 230	Introduction to Entrepreneurship and New Ventures (Prerequisites: MGT110,120 or121 )
FBE 231	Family Business (Prerequisite: FBE 230 )
FBE 360	Business Law for Entrepreneurial Firms
FBE 495	Family Business and Entrepreneurship Capstone (Prerequisites: ACC 101 & 102; FBE 231; MKT 201;FIN 200 Co-requisite: FBE 360 ; Senior standing

**Phase two: two elective courses selected from the following:**

FBE 330	Social Entrepreneurship
FBE 270, 370, or 470	Special Topics
FBE 490/491	Internship I and II
FBE 493/494	Research I and II
FIN 303	Small Business Finance
FPL 200	Personal Financial Planning
FPL 301	Estate Planning
FMK 202	Overview of Global Food Industry
FMK 302	Understanding Food Customers and

FMK 312	Consumers
IBU 210	New Product Development
LEO 210	International Business
LEO 211	Business, Stakeholders and Ethics
LEO 212	Perspectives on Leadership
MHC 220	Organizational Sustainability
MHC 221	Introduction to Managing Human Capital
MHC 222	Diversity in the Workplace
MHC 360	Influence, Negotiation and Conflict Skills
MKT 202	Employment and Labor Law
RMI 301	Market Research
	Risk Management

**Minor in Family Business and Entrepreneurship Concentration: six required courses**

MGT 110 or	Essentials of Organizational Behavior
MGT 120	Essentials of Management
or	Honors Organizations in Perspective
MGT 121	
MGT 360 or	Legal Environment of Business or
MGT 361	Honors Introduction to Law (University Honors students only)
FBE 230	Introduction to Entrepreneurship and New Ventures
FBE 231	Family Business (Prerequisite: FBE 230 )
FBE 360	Business Law for Entrepreneurial Firms
FBE 495	Family Business and Entrepreneurship Capstone (Prerequisites: ACC 101 &102; FBE 231; MKT 201;FIN 200 Co-requisite: FBE 360 Senior standing

Note: Students are responsible for completing prerequisites to FBE 360 and FBE 495 outside the minor.

**International Business**

**Professors:** *Simmers: (Chair)*

**Associate Professors:** *Mauri, Neiva*

**Assistant Professors:** *Song*

**Learning Goals and Objectives International Business Major**

**Goal 1:** Functional International Business Skills: Students will know core concepts within each business discipline of accounting, finance, management, marketing, and information technology in an international context.

**Objective 1.1:** Students will understand the international dimensions of the management function in detail and other functions in general.

**Objective 1.2:** Students will understand the international dimensions of strategy formulation and implementation in the organization.

**Goal 2:** Global Skills: Students will understand the challenges businesses face in a global economy, and the cultural issues firms must address to succeed in this environment.

**Objective 2.1:** Students will understand the challenges associated with differences in cultural host-country environments of firms operating internationally

**Objective 2.2:** Students will understand the challenges associated with differences in economic, and institutional host-country environments of firms operating internationally

**Goal 3:** Critical Thinking Skills: Students will be able to analyze business scenarios in an integrative way and make constructive and actionable recommendations for problem solving.

**Objective 3.1:** Students will demonstrate evidence of critical thinking and problem solving associated with the opportunities and challenges of international firms operating in multiple countries

**Goal 4:** Communication Skills: Students will demonstrate competency in written and verbal communication aimed at facilitating, and reporting the results of, collaborative problem solving and decision-making processes.

**Objective 4.1:** Students will demonstrate competency in written communication.

**Objective 4.2:** Students will demonstrate competency in verbal communication.

**Goal 5:** Ignatian Values: Students will be able to generate scholarship that embodies free, open inquiry, and provokes imaginative thinking and reflection on values.

**Objective 5.1:** Students will gain an understanding and critical appreciation of ethical issues in international business.

### **Requirements for the International Business Major**

**GEP Signature Courses (See Curricula): six courses**

**GEP Variable Courses (See Curricula): six to nine courses, including:**

#### **Business Foundation: ten courses, including:**

ACC 101	Concepts of Financial Accounting
ACC 102	Managerial Accounting
ACC 100	Excel Competency (non-credit)
DSS 200	Introduction to Information Systems
DSS 210	Business Statistics
DSS 220	Quantitative Methods for Business
FIN 200	Introduction to Finance
MGT 110 or 120 or 121	Essentials of Organizational Behavior or Essentials of Management or Organizations in Perspective (University Honors students)
MGT 360	Legal Environment of Business
MGT 361	Honors Business Law (University Honors Students only)
MKT 201	Principles of Marketing
BUS 495	Business Policy

#### **Integrative Learning Courses: three courses**

1. **ECN 102 Macroeconomics** (no pre-requisite)
2. **Advanced Non-Native Modern Language.** Take at least one non-native modern language course at the **advanced level or higher** in the target language beyond the General Education Program requirements in the target non-native modern language. The advanced level begins with course 202 for Western Languages (FRE, GRM, ITA and SPA), and with course 201 for other languages (CHN, JAP and RUS)
3. **International Economics/Politics.** Take one of the following courses:
  - a. **POL 115 International Politics** *No pre-requisite*
  - b. **POL 113 Comparative Politics** *No pre-requisite*
  - c. **ECN 321 International Trade** *Pre-requisite: ECN 101 or ECN 102*

*Electives (6)*

#### **Major Concentration: Six required courses:**

*Beginning with Class of 2015 through Class of 2018*  
**Required courses.** Take the following three required courses:

1. **IBU 210 Introduction to International Business** *No pre-requisite*

2. **FIN 302 International Finance** *Pre-requisite: FIN 200*
3. **IBU 495 International Business Capstone: Global Strategic Planning** *Pre-requisites: IBU 210, ACC 101, MKT 201, FIN 200, MGT 110/120, PHL 154, Senior standing*

**International Business Electives:** Choose between 2 international business electives and 1 international exposure, or 3 international business electives

- **ACC 430 International Accounting** *Pre-requisite: ACC 102*
- **FMK 314 International Food Marketing** *Pre-requisite: MKT201*
- **IBU 363 International Business Law** *No pre-requisite*
- **IBU 310 Managing Foreign Direct Investments** *(Pre-requisite: MGT 110/120/121; junior status)*
- **IBU 270/370/470 Special Topics**
- **IBU 471/472 Practicum I and II**
- **IBU 493/494 Research I and II**
- **LEO 212 Organizational Sustainability** *Pre-requisite: MGT110/120*
- **MHC 321 International Human Resources** *No pre-requisite*
- **MKT 331 International Marketing** *Pre-requisite: MKT201*
- **International Exposure.** May only count 1 International Exposure towards satisfying the International Business Electives. Choose from the following options:
  - a. IBU 370 or an international study tour offered in HSB (other study tours require pre-approval),
  - b. An approved international course in one of the SJU Summer abroad programs
  - c. A pre-approved course with an international focus while studying abroad,
  - d. IBU 490 International Business Internship

*Beginning with Class of 2019*

**Core Courses:** Take three required international business core courses

1. **IBU 210 Introduction to International Business** (no pre-requisite)

2. New Course: **IBU 310 Managing Foreign Direct Investment** (pre-requisite MGT 110/120/121; Junior status)
3. **IBU 495 International Business Capstone: Global Strategic Planning** (pre-requisites: IBU 210, IBU 310, MGT 110/120/121, PHL 154, Senior status)

**International Business Electives:** Choose between 2 international business electives and 1 international exposure, or 3 international business electives

**ACC 430 International Accounting** (pre-requisite ACC 102)

**FIN 302 International Finance** (pre-requisite FIN 200)

**FMK 314 International Food Marketing** (pre-requisite MKT 201)

**IBU 363 International Business Law** (no pre-requisite)  
 IBU 270/370/470 Special Topics  
 IBU 493/494 Research I and II

**LEO 212 Organizational Sustainability** (pre-requisites MGT 110/120/121, PHL 154)

**MHC 321 International Human Resources** (no pre-requisite)

**MKT 331 International Marketing** (pre-requisite MKT 201)

**International Exposure.** (May only count 1 International Exposure towards satisfying the International Business Electives). Choose from the following options:

- a. IBU 370 or an international study tour offered in HSB (other study tours require pre-approval),
- b. An approved international course in one of the SJU Summer abroad programs
- c. A pre-approved course with an international focus while studying abroad,
- d. IBU 490 International Business Internship

**Requirements for the International Business Minor**

6 courses

Required (2)

1. **IBU 210 Intro to International Business** *No pre-requisite*
2. **IBU 495 International Business Capstone: Global Strategic Planning**

*Pre-requisites: IBU 210, ACC 101, MKT 201, FIN 200, MGT 110/120, PHL 154, Senior standing*

**International Business Elective.** Choose one from the following list of courses:

- **ACC 430 International Accounting** *Pre-requisite: ACC 102*
- **FIN 302 International Finance** *Pre-requisite: FIN 200*
- **FMK 314 International Food Marketing** *Pre-requisite: MKT201*
- **IBU 310 Managing Foreign Direct Investment** (pre-requisite MGT 110/120/121; Junior status)
- **IBU 363 International Business Law** *No pre-requisite*
- **LEO 212 Organizational Sustainability** *Pre-requisite MGT110/120*
- **MHC 321 International Human Resources** *No pre-requisite*
- **MKT 331 International Marketing** *Pre-requisite MKT201*

**Plus three courses among the following of which only a maximum of two may double-count towards other requirements such as Integrated Learning Component or primary major or other minors:**

- **2 courses in advanced non-native language.** The advanced level starts with course 202 for Western Languages (FRE, GRM, ITA and SPA) and with course 201 for CHN and JAP
- **2 courses among the following CAS globalization courses:** Comparative Politics POL 113; Introduction to International Politics POL 115; International Trade ECN 321, and other pre-approved courses
- **International Exposure** (see below) or one additional International Business Elective

**International Exposure.** Choose from the following options:

- a. **IBU 370** or an international study tour offered in HSB (other study tours require pre-approval),
- b. An approved international course in one of the SJU Summer abroad programs
- c. A pre-approved course with an international focus while studying abroad,

d. **IBU 490** International Business Internship

### **Leadership, Ethics and Organizational Sustainability**

**Professors:** *McCall, Simmers (Chair)*

**Associate Professors:** *Dufresne, Neiva, Steingard*

**Assistant Professors:** *Weidner*

### **Learning Goals and Objectives Leadership and Organizational Sustainability (LEO) Major**

**Goal 1:** Functional Skills: Students will know core concepts within the business discipline of leadership, ethics, and organizational sustainability.

**Objective 1.1:** Students will be able to explain, apply (to cases), and analyze core concepts and theories of leadership.

**Objective 1.2:** Students will be able to explain, apply (to cases), and analyze core concepts and theories of business ethics

**Objective 1.3:** Students will be able to explain, apply (to cases), and analyze core concepts and theories of organizational sustainability.

**Goal 2:** Leadership Skills: Students will gain an understanding of concepts, theories, and practices of effective leadership.

**Objective 2.1:** Students will be able to explain, apply (to cases), and analyze core concepts and theories or leadership.

**Objective 2.2:** Students will be able to synthesize leadership concepts and theories into a perspective on personal leadership development.

**Goal 3:** Critical Thinking Skills: Students will be able to analyze business scenarios in an integrative way and make constructive and actionable recommendations for problem solving.

**Objective 3.1:** Students will be able to critically analyze business scenarios regarding leadership, business ethics, and organizational sustainability.

**Objective 3.2:** Students will be able to make constructive and actionable recommendations for business scenarios regarding leadership, business ethics, and organizational sustainability.

**Goal 4:** Interpersonal Communication Skills: Students will demonstrate competency in written and verbal communication aimed at facilitating, and reporting the results of, collaborative problem solving and decision-making processes.

**Objective 4.1:** Students will be able to write an individual paper that competently diagnoses an issue and suggests recommendations.

**Objective 4.2:** Students will be able to give an oral presentation that competently communicates a diagnosis of an issue and suggests recommendations.

**Goal 5:** Ignatian Traditions: Students will gain an understanding of the Jesuit tradition and values and will use this knowledge in service of social justice.

**Objective 5.1:** Students will be able to critically analyze a case or situation through the lens of the Jesuit tradition.

**Objective 5.2:** Students will be able to formulate recommendations for action as informed by the Jesuit tradition.

### **Requirements for the Leadership, Ethics and Organizational Sustainability Major**

**GEP Signature Courses (See Curricula): six courses**

**GEP Variable Courses (See Curricula): six to nine courses, including**

#### **NOTES**

1. Check the current Academic Catalog for any pre-requisites to the courses. You are responsible to complete any necessary pre-requisites.
2. Check the Course Schedule for overlays as many ILCs are approved overlay courses.
3. Check with the appropriate department for course scheduling as not all courses are offered every semester.

Integrated Learning Component (ILC): three courses. NOTE: In no case may an ILC course be double counted towards completing other requirements of the Leadership, Ethics and Organizational Sustainability major.

#### **Required of all HSB Students:**

ECN 102 Macroeconomics

**Plus any two courses from the following areas:**

#### **Economics**

ECN 321	International Trade
ECN 322	International Macroeconomics
ECN 330	Economics of Labor
ECN 360	Industrial Organization
ECN 365	Game Theory
ECN 370	Economic Development
ECN 375	Environmental Economics
ECN 390	The Economics of Health Care
ECN 410	Econometrics
ECN 415	Economic Forecasting
ECN 430	Modern Economic Systems
ECN 445	Economics of Multinational Enterprise
ECN 460	African Economies
ECN 470	Consumer Economics
ECN 475	Asian Economic Systems
ECN 477	Chinese Economy
ECN 480	Economics of Poverty and Income Distribution
ECN 485	Economics of Migration and Immigration

#### **English**

ENG 206	Rhetoric in Modern Practice
ENG 263	Writing for Organizations
ENG 426	Nature Writing in America

#### **Environmental Science**

ENV 102	Environmental Theory and Ethics Seminar
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#### **Interdisciplinary Health Services Courses**

IHS 211	The Health Care System
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#### **Philosophy**

PHL 316	Food and Justice
PHL 326	Philosophy of Sport

#### **Political Science**

POL 111	Introduction to American Government and Politics
POL 113	Introduction to Comparative Politics
POL 115	Introduction to Global Politics
POL 117	Introduction to Political Thought
POL 308	Congress & The Legislative Process
POL 309	Advising the President
POL 311	Constitutional Law: Civil Rights & Liberties
POL 313	Public Policy
POL 314	Public Administration
POL 323	Women and American Politics
POL 324	Race & American Politics
POL 326	Protesting Inequality
POL 327	Environmental Politics in America
POL 331	Latin American Politics

POL 332	Politics of Japan
POL 333	Asian Political Systems
POL 334	Russian Politics
POL 338	Democracy: Perspectives from Rome
POL 367	Ethics in International Affairs
POL 368	Global Gender Issues

### Psychology

PSY 100	Introduction to Psychology
PSY 123	Psychology of Men and Women
PSY 200	Personality
PSY 212	Multicultural Psychology
PSY 230	Social Psychology
PSY 235	Psychology of Gender

### Sociology

SOC 101	Introductory Sociology
SOC 102	Social Problems
SOC 205	Ethnic and Minority Relations
SOC 208	Sociology of Gender
SOC 211	Classical Sociological Theory
SOC 253	Race and Social Justice
SOC 262	White Collar Crime
SOC 316	Fair Trade: From Co-op to Cup
SOC 335	Classes and Power in the United States
SOC 345	Law and Social Policy
SOC 349	Poverty, Ethics and Social Policy
SOC 358	Consumer Culture in Global Perspective
SOC 363	Philadelphia: In Black and White

### Free electives: six courses

#### Business Foundation: ten courses, including

ACC 101	Concepts of Financial Accounting
ACC 102	Managerial Accounting
ACC 100	Excel Competency (non-credit)
DSS 200	Introduction to Information Systems
DSS 210	Business Statistics
DSS 220	Business Analytics
FIN 200	Introduction to Finance
MGT 110 or	Essentials of Organizational Behavior
MGT 120 or	Essentials of Management
MGT 121	Honors Organizations in Perspective (University Honors students only)
MGT 360 or	Legal Environment of Business
MGT361	Honors Introduction to Law (University Honors students only)
MKT 201	Principles of Marketing
BUS 495	Business Policy

### Leadership, Ethics and Organizational Sustainability Major Concentration: six courses (four required, two elective)

### Required (4):

LEO 210	Business, Stakeholders, and Ethics
LEO 211	Perspectives on Leadership
LEO 212	Organizational Sustainability
LEO 495	Applied Sustainable Leadership Capstone

### Major-elective (2): Choose two additional courses from the following list:

FBE 230	Introduction to Entrepreneurship and New Ventures
FBE 330	Social Entrepreneurship
FIN 470	Sustainable Finance
FMK 351	Food and the Poor
IBU 210	International Business
LEO 270/370/470	Special Topics
LEO 310	Breaking News
LEO 490/491	Internship I and II
LEO 493/494	Research I and II
MHC 220	Introduction to Managing Human Capital
MHC 221	Diversity in the Workplace
MHC 222	Influence, Negotiation and Conflict Skills
MCH 321	International Human Capital and Talent Management
MCH 322	Metrics for Measuring Human Capital
MCH 360	Employment and Labor Law

### Minor in Leadership, Ethics and Organizational Sustainability

MGT 110/120/121	(Essentials of Organizational Behavior/Essentials of Management/ Honors Organizations in Perspectives (University Honors Students only))*
MGT 360 or MGT361	Legal Environment of Business* Honors Introduction to Law* (University Honors students only)
LEO 210	Business, Stakeholders, and Ethics
LEO 211	Perspectives on Leadership
LEO 212	Organizational Sustainability
LEO 495	Applied Sustainable Leadership (capstone course)

\* Courses in the Haub School of Business core

Note: Students are responsible for completing prerequisites

### Managing Human Capital

Professors: *Simmers (Chair)*



**Associate Professors:** *Patton*

**Assistant Professors:** *Ford, Lvina*

**Visiting Instructors:** *Alleruzzo, Lutzow, Nelson*

## **Learning Goals and Objectives Managing Human Capital (MHC) Majors**

**Goal 1:** Functional MHC Skills: Students will have the knowledge of functional Human Resource Management

**Objective 1.1:** Students will understand core Human resource concepts such as Job Analysis, Recruitment and Selection, Training & Development, Performance Evaluation, and Compensation.

**Goal 2:** Global Skills: Students will have a comprehension of global, multicultural environments

**Objective 2.1:** Students will understand the individual and group difference challenges businesses face in a global economy, with an emphasis on managing diversity and legal rights and responsibilities related to a multicultural workforce.

**Goal 3:** Critical Thinking and Problem Solving Skills: Students will have the ability to analyze business scenarios in an integrative way and make constructive and actionable recommendations for problem solving.

**Objective 3.1:** Students will be able to analyze the complexity of Human Capital in organizations at both the individual and organizational levels of analysis, and develop solutions/recommendations for real life problems facing organizations.

**Goal 4:** Students will demonstrate competency in written and verbal communication aimed at facilitating, and reporting the results of, collaborative problem solving and decision making processes.

**Objective 4.1:** Students will demonstrate competency in written and verbal communication aimed at articulating Management solutions to complex problems concerning the human being-organization interface.

**Goal 5:** Ignatian Traditions: Students will be able to generate scholarship that embodies free, open inquiry, and provokes imaginative thinking and reflection on values.

**Objective 5.1:** Students will understand and respect that work is not only a strategic/production aspect of organizations but also a fundamental human activity.

## **Requirements for the Managing Human Capital Major**

**GEP Signature Courses (See Curricula): six courses**

**GEP Variable Courses (See Curricula): six to nine courses, including**

Integrated Learning Component (ILC): three courses. NOTE: In no case may an ILC course be double counted towards completing other requirements of the Managing Human Capital major.

### **NOTES**

1. Check the current Academic Catalog for any pre-requisites to the courses. You are responsible to complete any necessary pre-requisites.
2. Check the Course Schedule for overlays as many ILCs are approved overlay courses.
3. Check with the appropriate department for course scheduling as not all courses are offered every semester.

### **Required of All HSB Students:**

ECN 102    Macroeconomics

Plus any two courses from the following areas:

#### **Economics**

ECN 321    International Trade  
ECN 322    International Macroeconomics  
ECN 330    Economics of Labor  
ECN 360    Industrial Organization  
ECN 365    Game Theory  
ECN 370    Economic Development  
ECN 375    Environmental Economics  
ECN 390    The Economics of Health Care  
ECN 410    Econometrics  
ECN 415    Economic Forecasting  
ECN 430    Modern Economic Systems  
ECN 445    Economics of Multinational Enterprise  
ECN 460    African Economies  
EDN 465    Consumer Economics  
ECN 475    Asian Economies  
ECN 470    Chinese Economy  
ECN 480    Economics of Poverty and Income Distribution  
ENC 485    Economics of Migration and

Immigration

### English

ENG 206 Public Speaking and Presentation  
ENG 263 Writing for Organizations  
ENG 426 Nature Writing in America

### Environmental Science

ENV 102 Environmental Theory and Ethics Seminar

### Interdisciplinary Health Services Courses

IHS 211 The Health Care System

### Philosophy

PHL 316 Food and Justice  
PHL 326 Philosophy of Sport

### Political Science

POL 111 Introduction to American Government and Politics  
POL 113 Introduction to Comparative Politics  
POL 115 Introduction to Global Politics  
POL 117 Introduction to Political Thought  
POL 308 Congress & The Legislative Process  
POL 309 Advising the President  
POL 311 Constitutional Law: Civil rights & Liberties  
POL 313 Public Policy  
POL 314 Public Administration  
POL 323 Women & American Politics  
POL 324 Race & American Politics  
POL 326 Protesting Inequality  
POL 327 Environmental Politics in America  
POL 331 Latin American Politics  
POL 332 Politics of Japan  
POL 333 Asian Political Systems  
POL 334 Russian Politics  
POL 338 Democracy: Perspectives from Rome  
POL 367 Ethics in International Affairs  
POL 368 Global Gender Issues

### Psychology

PSY 100 Introduction to Psychology  
PSY 123 Psychology of Men and Women  
PSY 200 Personality  
PSY 212 Multicultural Psychology  
PSY 230 Social Psychology  
PSY 235 Psychology of Gender

### Sociology

SOC 101 Introductory Sociology  
SOC 102 Social Problems  
SOC 205 Ethnic and Minority Relations  
SOC 208 Sociology of Gender  
SOC 211 Classical Sociological Theory

SOC 253 Race and Social Justice  
SOC 262 White Collar Crime  
SOC 316 Fair Trade: From Co-op to Cup  
SOC 335 Classes and Power in the United States  
SOC 345 Law and Social Policy  
SOC 348 Consumer Culture in Global Perspective  
SOC 349 Poverty, Ethics and Social Policy  
SOC 358 Consumer Culture in Global Perspective  
SOC 363 Philadelphia: In Black and White

### Free electives: six courses

### Business Foundation: ten courses, including

ACC 101 Concepts of Financial Accounting  
ACC 102 Managerial Accounting  
ACC 100 Excel Competency (non-credit)  
DSS 200 Introduction to Information Systems  
DSS 210 Business Statistics  
DSS 220 Business Analytics  
FIN 200 Introduction to Finance  
MGT 110 or Essentials of Organizational Behavior  
MGT 120 or Essentials of Management  
MGT 121 Honors Organizations in Perspective (University Honors students only)  
MGT 360 or Legal Environment of Business  
MGT361 Honors Introduction to Law (University Honors students only)  
MKT 201 Principles of Marketing  
BUS 495 Business Policy

### Managing Human Capital Required (3):

MHC 220 Introduction to Managing Human Capital  
MHC 221 Diversity in the workplace  
MHC 495 Managing Human Capital: Research and Application Capstone

### Major-elective (3): Choose three (3) additional courses from the following list:\*

ECN 330 Economics of Labor  
FBE 230 Introduction of Entrepreneurship and New Ventures  
FBE 330 Social Entrepreneurship  
IBU 210 International Business  
LEO 210 Business, Stakeholders, and Ethics  
LEO 211 Perspectives on Leadership  
MGT 362 Legal Environment of Business II  
MHC 222 Influence, Negotiation, and Conflict Skills  
MHC 320 Career Management  
MHC 321 International Human Capital and Talent Management  
MHC 322 Metrics for Managing Human Capital

MHC 270/370/470	Special Topics
MHC 360	Employment and Labor Law
MHC 471/472	Practicum I and II
MHC 490/491	Internship I and II
MHC 493/494	Research I and II
SOC 320	Sociology of Work

\*See course descriptions in the Academic Catalog for prerequisites

### **Minor in Managing Human Capital**

#### **Concentration: six courses**

#### **Required (5):**

MGT 110	Essentials of Organizational Behavior*
or	
MGT 120	Essentials of Management*
or	
MGT 121	Honors Organizations in Perspective* (University Honors Students)
MGT 360	Legal Environment of Business*
MGT361	Honors Introduction to Law* (University Honors Students)
MHC 220	Introduction to Managing Human Capital
MHC 221	Diversity in the workplace
MHC 495	Managing Human Capital: Research and Application Capstone

\*Courses in the Haub School of Business core

Elective (1): Choose one course from the list of major-electives

#### **Management**

#### **Family Business and Entrepreneurship Courses**

##### **FBE 150 – Social Entrepreneurship**

This course introduces students to the field of social entrepreneurship. Social entrepreneurship is the use of entrepreneurial business skills for the explicit pursuit of creating innovative solutions to social problems. In both non-profit and for-profit ventures, organizations engaged in social entrepreneurship act as agents of social-change, creating large-scale social change in their communities or around the world with a heightened sense of accountability to the constituencies they serve and the outcomes created by their efforts. Topics covered will include assessment of opportunities, different business models used in the social sector, acquiring resources required for a new social venture, and measuring social impact. *First Year Seminar Only*

##### **FBE 230 Introduction to Entrepreneurship and New Ventures (3 credits)**

This course explores the fundamental processes of entrepreneurship and new venture creation

including: the development of innovative thinking, opportunity recognition, venture exploration which would ultimately lead to a new venture, and the skills that are necessary for successfully building a new venture team that possesses the appropriate attributes. The primary purpose of the course is to develop an innovative perspective, as well as an understanding of the integration of people in the entrepreneurial process.

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

##### **FBE 231 Family Business (3 credits)**

This course explores the unique interpersonal and business issues associated with a family-owned and managed firm. Thus, the course is designed for those students who will be entering or establishing a family-owned business. The course will focus upon: the competitive strengths and weaknesses of a family firm; the dynamics of family interactions and the family business culture; conflict resolutions; estate planning; and planning for succession. The primary purpose of the course is to provide the tools and techniques that will provide an entrepreneur with the greatest opportunity for success within a family business framework.

*Prerequisites: FBE 230*

##### **FBE 270 Special Topics in Family Business and Entrepreneurship (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

##### **FBE 330 Social Enterprise and Social Change (3 credits)**

This course introduces students to the concepts of social enterprising as a means to promote social change. The course begins with a look at the ethical foundations inherent in the initiation of social change, namely moral rights and the justice perspectives on moral reasoning. The course then turns to an exploration into how social enterprising can be used as a vehicle to address injustice and promote social change. Topics in this section include recognizing opportunities for social change, planning and organizing the social venture, funding and scaling the social enterprise, and measuring social impact. Students will have the opportunity to interact with management of a social venture and apply the skills learned. *Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair. PHL 154*

##### **FBE 360 Business Law Entrepreneurial Firms**

This course surveys and analyzes the legal issues faced by new entrepreneurs and entrepreneurial firms. The course covers issues facing the entrepreneur including: leaving your current employer, structuring the ownership of the new company, and obtaining appropriate legal, accounting and insurance advice. A number of issues facing entrepreneurial firms are covered, including: liabilities and insurance, raising capital, contracts and leases, licensing, intellectual property, human resource matters, e-commerce and the sale of goods and services, outsourcing, global entrepreneurship, changing between private and public ownership, and other relevant topics.

### **FBE 370**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

### **FBE 470 Special Topics in Family Business and Entrepreneurship (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

### **FBE 471 Family Business and Entrepreneurship Practicum I (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

### **FBE 472 Family Business and Entrepreneurship Practicum II (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work

responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

### **FBE 490 Family Business and Entrepreneurship Internship I (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.*

*CAS students: Permission of Chair.*

### **FBE 491 Family Business and Entrepreneurship Internship II (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.*

*CAS students: Permission of Chair.*

### **FBE 493 Family Business and Entrepreneurship Research I (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.*

*CAS students: Permission of Chair.*

### **FBE 494 Family Business and Entrepreneurship Research II (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.*

*CAS students: Permission of Chair.*

### **FBE 495 Family Business and Entrepreneurship Capstone (3 credits)**

This is a capstone course that integrates the various concepts of the core Family Business and Entrepreneurship courses to develop a comprehensive business plan to either create a new venture or to grow an existing family business. Students are responsible for assessing opportunities, collecting and interpreting relevant data to exploit the identified opportunity, and to craft a plan that supports the market need, identifies the target market, and is financially viable.

*Prerequisites: Capstone course in Family Business and Entrepreneurship, MGT 110 or MGT 120 or MGT 121; ACC 101 & 102; FBE 230; FBE 231; FIN 200; MKT 201; Co-requisite: FBE 360; Senior standing.*

## **International Business Courses**

**IBU 150 Cultural Diversity and International Business (3 credits)**

The course develops the understanding that cultural diversity is a crucial component of sustained and productive cross-border interactions in general and international business in particular. It discusses the power of diversity whereby the whole can be made greater than the sum of the parts. Through in-class exercises and out-of-class assignments, the course leads students to accept that their framework for looking at the world around them, i.e., their worldview, may be very different from that of other cultures. The course encourages students to explore their comfort level with different views of the world through experiential exercises and through investigation of some causes for differences across cultures. It introduces and develops critical thinking regarding the role of business and its obligations to all stakeholders while developing the notion of corporate social responsibility. *First Year Seminar*

**IBU 210 International Business (3 credits)**

This course is designed to introduce students to the basic concepts of international business by examining the following: 1) Country differences in political economy and culture; 2) Theories and politics of international trade, foreign direct investment and regional economic integration; 3) International operations from a functional perspective (i.e. Marketing, Operations, and Human Resources).

**IBU 270 Special Topics in International Business (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**IBU 310 Managing Foreign Direct Investment (3 credits)**

This course is designed to provide students with a deeper understanding of international business by examining the following: 1) Theories of foreign direct investment (FDI) and international trade; 2) types of multinational corporations (MNCs) and MNCs' global strategies; 3) managing entry-, operation-, and exit-level managerial issues, including exchange rates and risk. This course is primarily geared towards juniors who are interested in majoring or minoring in International Business.

**IBU 370 International Topics and Study Tour (3 credits)**

The objective of this course is to participate in a study tour or similar experience offering numerous corporate and institutional visits to allow first hand exploration of business issues. Emphasis will be placed on accounting, economic, finance, management, and marketing issues for various firms. A secondary objective is to expose students to different national cultures and cultural issues related to business. A third objective is to focus on one or more current business topics affecting at least two functional areas. Students will be expected to analyze the impact of the topic (s) on the various areas of business, particularly on the operation of multinational corporations.

*Pre-requisites: none*

**IBU 470 Special Topics in International Business (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**IBU 471 International Business Practicum I (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

**IBU 472 International Business Practicum (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

**IBU 490 International Business Internship I (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**IBU 491 International Business Internship II (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**IBU 493 International Business Research I (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**IBU 494 International Business Research II (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**IBU 495 Global Strategic Planning (3 credits)**

This course is the capstone class of the International Business program and focuses on the management of corporations operating internationally. The international environment implies greater opportunities as companies have access to a wider variety of markets and resources. However, this environment also implies greater managerial challenges. The aim of this course is to investigate how this greater complexity affects the management of companies that are international.

*Prerequisite IBU210 MGT 110/120/121 and PHL154, and senior standing*

**Leadership, Ethics and Organizational Sustainability Courses**

**LEO 150 Serious Comedy & Social Justice (3 credits)**

Comedy has long been a vehicle by which performers and audiences can engage uncomfortable truths and issues of social injustice.

Comedy is increasingly important to individuals' identity; recent research has shown that comedy is essential to how people view themselves and others. Comedy (including satire and parody) is also a growing business, as evidenced by the popularity of Comedy Central, movies, television programs, YouTube, and other platforms. In this course, we will explore important issues of social justice (e.g., globalization, racism, gender equity, poverty) as presented in comedy across a variety of sources both contemporary (e.g., South Park, The Daily Show, The Colbert Report, The Simpsons) and classic (e.g., All in the Family, The Smothers Brothers, M\*A\*S\*H).

*First Year Seminar only*

**LEO 210 Business, Stakeholders, and Ethics (3 credits)**

This course analyzes the question, "Does business have a social responsibility?" through the examination of various internal and external stakeholders of the contemporary business organization. Students will be introduced to frameworks and theoretical principles in ethics that may be used as foundations to the analysis of the question above. Students then will learn how stakeholder management relates to an organization's triple bottom line of people, planet, and profits. The course includes theoretical concepts and practical analysis, exposing students to some of the ethical dilemmas confronted by employees in the workplace, and serves to help students enhance their skills in resolving these types of dilemmas..

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair. PHL 154*

**LEO 211 Perspectives on Leadership (3 credits)**

This course aims to increase students' knowledge and skills concerning effective leadership. Through a seminar format we will employ a historical perspective to investigate different approaches, models and contexts to leadership. We will then explore the contemporary role of leadership in work organizations. Through workshops, we will develop skill competencies critical to effective leadership. Students will have an opportunity to apply their knowledge and skills to a leadership experience they design and implement themselves.

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**LEO 212 Organizational Sustainability (3 Credits)**

This course is an introduction to Organizational Sustainability in its broader sense and is primarily designed for the Leadership, Ethics, and Organizational Sustainability major and minor and those students interested in this area. For the organization, sustainability means the capacity to survive (to sustain itself) while contributing to the survival (the sustenance) of the various environments in which it finds itself, be these social, biological, economic, ecological, or other. The course offers a framework for understanding sustainability and introduces the concept of the triple-bottom line whereby corporate social responsibility and environmental protection are necessary conditions for business success in addition to profitability. It is not enough to fulfill only one or two of these three necessary conditions: organizations should be structured so all three are mutually reinforcing. The main objective of the course is to provide students with a broad context enabling them to develop the capacity for critical thinking and the skills necessary to understand the importance of sustainability.

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair. PHL 154*

#### **LEO 270 Special Topics in Leadership, Ethics and Organizational Sustainability (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

#### **LEO 310 Breaking News: Making Moral Decisions (3 credits)**

Everyday business ethics uses real-time reporting of current events by credible media as the vehicle to help students connect the language of moral reasoning and business ethics to emerging ethical issues in the world of business, organizations, and leadership. The course will review the major theoretical basis for moral reasoning, e.g., deontological ethics, utilitarian ethics, and ethical relativism. A discussion of source credibility will also precede the second (main) portion of the course. Students will keep abreast of current events via daily reading of various media outlets. Students will be expected to (a) identify ethical issues, controversial decisions, and unethical conduct reported by journalists; (b) analyze the stakeholders and ethical issues identified in news reporting, and (c) identify potential resolutions or recommendations for action that might be taken by individuals involved in the decisions. The course will culminate in a research paper by each member

of the class on a current business ethics issue of interest.

*Prerequisites: PHL 154; ENG 101. (if offered as writing intensive). HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

#### **LEO 370 Special Topics in Leadership, Ethics and Organizational Sustainability (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

#### **LEO 470 Special Topics in Leadership, Ethics and Organizational Sustainability (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

#### **LEO 471 Leadership, Ethics and Organizational Sustainability Practicum I (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

#### **LEO 472 Leadership, Ethics and Organizational Sustainability Practicum II (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is*

*Pass/Fail. May be repeated once. Permission of Chair required.*

**LEO 490 Leadership, Ethics and Organizational Sustainability Internship I (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**LEO 491 Leadership, Ethics and Organizational Sustainability Internship II (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**LEO 493 Leadership, Ethics and Organizational Sustainability Research I (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**LEO 494 Leadership, Ethics and Organizational Sustainability Research II (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**LEO 495 Applied Leadership and Sustainability Capstone (3 credits)**

This course is an integrative course in which students (either individually or in teams) undertake an action-learning project in an organization under the direction of a faculty member with the objective of applying leadership and sustainability concepts developed throughout the program. Students will work with live clients (e.g., non-profit organizations or for-profit businesses) to help them improve their triple bottom-line performance along the people, planet, and profits dimensions and test their leadership skills as they do so.

*Prerequisites: MGT 110 or MGT 120 or MGT 121; LEO 210 (or Permission of Chair); LEO 211 (or Permission of Chair); LEO 212 (or Permissions of Chair); Senior standing.*

**Management Courses**

**MGT 110 Essentials of Organizational Behavior (3 credits)**

This course surveys the basic principles, concepts, and theories concerning organizations and groups and individuals within those organizations. The concepts and theories in this course concern individual behavior (e.g., perceptions, attitudes, and motivation), group and interpersonal processes (e.g., leadership, power, and conflict), and essential

organizational theories. *Students CAN take either MGT 110 or MGT 120 or MGT 121 to satisfy the HSB core Management requirement. Students who take MGT 110 cannot take MGT 120 or MGT 121 for credit.*

**MGT 120 Essentials of Management (3 credits)**

This course surveys the basic principles, concepts, and theories concerning organizations and groups and individuals within those organizations. The concepts and theories in this course include the organizational environment, management functions (planning, organizing, leading, and controlling), and essential individual and interpersonal theories. *Students CAN take either MGT 110 or MGT 120 or MGT 121 to satisfy the HSB core Management requirement. Students who take MGT 120 cannot take MGT 110 or MGT 121 for credit.*

**MGT 121 Organizations in Perspective (3 credits)**

This course explores the nature of the firm and the development of the employer-employee relationship in work organizations since the turn of the 20th century in the U.S. We will investigate and integrate the perspectives of various stakeholders (e.g., government, unions, community) as they relate to the manager-employee relationship, and demonstrate the effects of these stakeholders on individual and organizational well-being. *University Honors students only. Students who take MGT 121 cannot take MGT 110 or MGT 120 for credit.*

**MGT 140 Navigating the Road Ahead: Pathways to Academic, Career and Personal Excellence (3 credits)**

This course focuses on positioning students for academic, career and personal excellence within the context of fostering an understanding of the adult student's role in the learning/teaching process at Saint Joseph's University. Its purpose is to enhance learning skills such as understanding material as it applies to oneself and others, applying concepts and ideas to real issues, thinking critically, analyzing text and ideas, and assessing progress. A key strength of this course is that it gives students the freedom to select and apply their own interests and academic pursuits to all of the assignments, thus making the course meaningful—as well as interesting and valuable—from both skill-building and content perspectives. **HDC or PLS students ONLY**

**MGT 200 Introduction to Project Management (3 credits)**



Project Management is the application of knowledge and techniques to project activities in order to meet stakeholder needs. A project is an endeavor having a definite beginning and a definite end, undertaken to create a unique product or service. Key elements of Project Management will be introduced in this course: *scope, schedule, budget, quality, human resources, communications, risk, and procurement*. Through lectures, exercises and case studies, we will see how these elements fit into a project management plan, as well as how the plan is executed and controlled. Guidelines presented will be consistent with The Project Management Body of Knowledge (PMBOK) and be a step towards a possible Project Management Professional (PMP) certification.

### **MGT 360 Legal Environment of Business I (3 credits)**

This course introduces students to the study of law, particularly as it affects business organizations. Comprehensive in scope, it covers the court system and the judicial process, as well as areas of substantive law including torts, contracts, constitutional, administrative, employment, agency and international law. Various forms of business organizations are examined, and the interplay between law and ethics is addressed throughout.

### **MGT 361 Introduction to Law (3 credits)**

This course is an introduction to the legal system and some of the areas of the law that have a significant impact on our lives are presented. The structure of the legal system and how it operates is described. Areas of torts, contract, criminal, constitutional, family, employment and others are examined. Current legal issues will receive particular attention. A Moot Court exercise is included. This course is highly recommended for students who plan to attend law school. *University Honors students only; satisfies MGT 360 for Business Majors.*

### **MGT 362 Legal Environment of Business II (3 credits)**

This course builds upon the students' knowledge of law attained in the Legal Environment of Business I course. Areas of law such as product liability, sales, intellectual property, environmental, consumer, labor, securities and antitrust are examined. Accountants' liability is also covered. Highly recommended for students desiring to sit for the C.P.A. Exam or attend law school. *Prerequisite: MGT 360 or MGT 361.*

## **Managing Human Capital Courses**

### **MHC 150 Gender in the Workplace (3 credits)**

This course will approach workplace issues involving gender from both a psychological and management perspective. Specific issues discussed will include gender and leadership, occupational segregation of the workforce by gender, the effects of gender on manager-subordinate relationships, gender and sexual harassment in the workplace, pay equity, and "family friendly" workplace policies. Wherever appropriate, comparisons to other countries and cultures will be made. *First Year Seminar only*

### **MHC 220 Introduction to Managing Human Capital (3 credits)**

A survey of the functional areas of human resource management including: planning, staffing, training, compensation, performance appraisal, and labor relations. This course explores the growing importance of human resource management, emerging topics in the field, and techniques for effective management of human resources.

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

### **MHC 221 Diversity in the Workplace (3 credits)**

This course will increase students' awareness of workforce diversity as both a challenge and opportunity for contemporary managers. Topics to be covered include demographic trends in the U.S., various models for understanding the importance of managing diversity, the differences between affirmative action and managing diversity, identity issues, real cultural differences vs. stereotyping, individual responses to diversity, organizational strategies for managing diversity and promoting positive organizational change, challenges inherent in managing diversity, and potential outcomes of successful diversity management.

### **MHC 222 Influence, Negotiation and Conflict (3 credits)**

This course focuses on developing students' interpersonal and communication skills in order to increase influence, negotiation, and conflict resolution abilities in a fair and principled fashion. Students should obtain a theoretical understanding of influence and negotiation, and improve their ability to engage in negotiations and address conflict in an effective and ethical manner in a wide range of situations.

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair*

**MHC 270 Special Topics in Managing Human Capital (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**MHC 320 Career Management (3 credits)**

This course provides students with the knowledge and skills to understand and manage careers in organizations. Students will learn to help others manage their careers while also learning how to manage their own careers. Topics will include, but will not be limited to motivation theory, professional skill-development, career ladders, career coaching, labor market/occupational trends, market research, job search techniques, resume writing, interviewing skills, negotiating, and networking. *Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**MHC 321 International Human Capital and Talent Management (3 credits)**

The purpose of this course is to develop knowledge for managing a global workforce, and to prepare students to encounter international business from an interpersonal standpoint. While expertise in international human capital and talent management is an important pathway to competitive advantage for organizations, the goal of this course is also to develop thoughtful managers and workers who will be cognizant of the challenges of an international career, and respectful of cross-cultural differences. *Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**MHC 322 Metrics for Managing Human Capital (3 credits)**

This course introduces students to the metrics that are essential to the strategic management of human capital. Human capital leaders help drive business performance by delivering competitive advantage through people. Performance relies on measures, so future leaders need to be adept at planning and interpreting those measures. The emphasis of this course will be on logical and strategic decision making through planning which measures to use, and using the resulting analytics to facilitate effective talent acquisition and retention, maximize the productivity and effectiveness of organizational human capital, and allocate limited resources effectively. *Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**MHC 360 Employment and Labor Law (3 credits)**

The purpose of this course is to acquaint the student with the legal aspects of human resource management. It will describe the sources of employment law and how those laws govern the hiring, promotion, evaluation and termination of employees, as well as the terms and conditions of employment in 21<sup>st</sup> century America. Attention will be given to current legal and ethical issues, including the challenges of managing an increasingly diverse workforce.

**MHC 370 Special Topics in Managing Human Capital (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**MHC 470 Special Topics in Managing Human Capital (3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; CAS students: Permission of Chair.*

**MHC 471 Managing Human Capital Practicum I (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating.

*Prerequisite/co-requisite: Student's major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

**MHC 472 Managing Human Capital Practicum II (1 credit)**

This course is meant for students with opportunities working over the course of the semester/summer whose employers require a credit as condition of employment. To apply, the student submits a letter to the chair explaining why the practical training is required and includes a letter from the employer. The student submits to the department chair an 8-10 page paper at the end of the practical training describing their work responsibilities and what skills s/he acquired by participating. *Prerequisite/co-requisite: Student's*

*major must be management or approved by the chair and have completed MGT 110 or MGT 120 or MGT 121 or equivalent. Does not satisfy any major, minor, general education or elective requirement. Grade is Pass/Fail. May be repeated once. Permission of Chair required.*

**MHC 490 Managing Human Capital Internship I  
(3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**MHC 491 Managing Human Capital Internship II  
(3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**MHC 493 Managing Human Capital Research I  
(3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**MHC 494 Managing Human Capital Research II  
(3 credits)**

*Prerequisites: HSB students: MGT 110 or MGT 120 or MGT 121; Permission of Chair.  
CAS students: Permission of Chair.*

**MHC 495 Managing Human Capital Capstone  
(3 credits)**

This course focuses on critical thinking skills, research skills, and applied human capital issues. Students will learn and work on HR metrics (assessing, measuring, and valuing employee behaviors and attitudes). Substantive topics will be of interest to both people-oriented future managers and those who aspire to a career in human resources. This offering focuses on critical thinking, research and metrics relating to motivation (the OB side) and compensation (the HR side). There will also be a strong emphasis on the strategic importance of human capital in all organizations.

*Prerequisites: MGT 110 or MGT 120 or MGT 121; MHC 220 (or Permission of Chair); MHC 221 (or Permission of Chair); Senior standing.*