

# UNDERGRADUATE CATALOG 2016–17

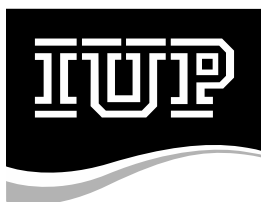
Department of Management

Eberly College of Business and Information Technology

[www.iup.edu/management](http://www.iup.edu/management)

This document is a direct extract from the full 2016–17 *Undergraduate Catalog*. As a result, the original page numbering will appear.

For information on other colleges at IUP, or about specific courses, please consult the full 2016–17 catalog, available at [www.iup.edu/registrar/catalog](http://www.iup.edu/registrar/catalog). Earlier catalogs are also available at this web address.



Indiana University of Pennsylvania

## Department of Management

**Website:** [www.iup.edu/management](http://www.iup.edu/management)

**Ramesh G. Soni, Chairperson;** Ali, Al-Shammari, Bharadwaj, Buchanan, Kosicek, Lipinski, McPherson, Moore, Namkung, Orife, Osborne, Slack, Wilkie, Wisnieski; and professor emeritus Falcone

Graduates holding the bachelor of science degree with a major in management may find employment opportunities in both the public and private sectors. Opportunities are expected to be especially plentiful in the services sector (e.g., retailing, health care, information technology, finance, and transportation), where these degrees will be valuable.

The department offers three separate degree programs: Management, Human Resource Management, and International Business. The bachelor of science degree with a major in management offers six tracks in which students can concentrate: General Management, Operations Management, Entrepreneurship and Small Business Management, Energy Management, Energy Accounting and Finance, and Professional Land Resource Management.

### Management

#### General Management Track

While both management theory and application are taught in all of the department's majors, this track is distinguished by its emphasis on the achievement of organized goals through the efforts of organization members.

#### Energy Accounting and Finance Track

Students taking this track will focus on accounting, business law, and finance issues related to the energy industry.

#### Energy Management Track

This is an interdisciplinary track that offers an introduction to the global energy industry from a number of perspectives, including geography, geoscience, and business.

#### Entrepreneurship and Small Business Management Track

Students taking this track will focus on creation and operation of a small business. This track is also for graduates who will be working in small businesses where the manager often must perform several managerial roles and manage several functions.

#### Operations Management Track.

Students in this track are well grounded in both theory and application, focusing on production, operations, quality issues, and inventory and capacity management.

#### Professional Land Resource Management Track.

Students taking this track will focus on economic and law issues related to the energy industry.

## Human Resource Management

The bachelor of science degree program in human resource management prepares individuals in both the theoretical and applied aspects of managing the human resources function in organizations as a generalist or specialist. Students will gain expertise in areas such as job design, staffing, training, compensation, and performance appraisal.

## International Business

The bachelor of science degree program in international business offers students an opportunity to acquire a thorough understanding of managing global operations in the contemporary business environment. In addition, students develop skills in a traditional functional area (finance, human resources, marketing). The combination of these two objectives enables students to successfully perform in today's competitive global economy.

## Bachelor of Science—Management/General Management Track

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

#### Required Courses:

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

#### Major:

#### Required Courses:

ECON XXX	Any advanced 300-400-level ECON course	3cr
MGMT 300	Human Resource Management	3cr
MGMT 311	Human Behavior in Organizations	3cr
MGMT 428	Seminar in Management	3cr
MGMT 434	Quality Management	3cr
MGMT 451	International Management	3cr
MGMT XXX	Any one MGMT course	3cr

#### Controlled Electives: (1)

Students must select two advanced business electives from 300-level courses or above. No more than 3cr of MGMT 493 may be used to meet this requirement. 6cr

#### Free Electives: (2)

10-11

#### Total Degree Requirements:

120

- (1) MGMT 275 will be considered an advanced business elective.
- (2) General Management Track majors are required to take a minimum of 50 percent of their degree requirements—i.e., a minimum of 60cr—in nonbusiness course work. The first 9cr of Economics (ECON 121, 122, and the elective, ECON 330 or 334) will be considered “nonbusiness” for purposes of this calculation. Given the foregoing, a minimum of 5cr of free electives must be taken in nonbusiness course work by most Management Department majors.

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### Bachelor of Science—Management/Energy Accounting and Finance Track

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

**Required Courses:**

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

**Major:**

**Required Courses:** 27

ACCT 475	Accounting for the Oil and Gas Industry	3cr
BLAW 441	The Law of Property Oil and Gas Leasing I	3cr
BLAW 442	The Law of Property Oil and Gas Leasing II	3cr
ECON 462	Energy Economics	3cr
FIN 401	Energy Finance	3cr
GEOG 316	Introduction to Geographic Information Systems	3cr
GEOG 435	Geography of Energy	3cr
GEOS 201	Foundations of Geology	3cr
MGMT 440	Introduction to Energy Management	3cr

**Free Electives:** 10-11

**Total Degree Requirements:** 120

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### Bachelor of Science—Management/Energy Management Track

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

**Required Courses:**

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

**Major:**

**Required Courses:** 24

BLAW 441	The Law of Property Oil and Gas Leasing I	3cr
ECON 361	Environmental Economics	3cr
ECON 462	Energy Economics	3cr
FIN 401	Energy Finance	3cr
GEOG 316	Introduction to Geographic Information Systems	3cr
GEOG 435	Geography of Energy	3cr
GEOS 201	Foundations of Geology	3cr
MGMT 440	Introduction to Energy Management	3cr

**Controlled Electives:** 3

One course from the following: ACCT 475, BLAW 442, ELR 480 3cr

**Free Electives:** 10-11

**Total Degree Requirements:** 120

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### Bachelor of Science—Management/Entrepreneurship and Small Business Management Track

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

**Required Courses:**

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

**Major:**

**Required Courses:** 27

MGMT 3xx/4xx or ACCT 311,		
Advanced MGMT elective or ACCT 311		3cr
MGMT 275	Introduction to Entrepreneurship	3cr
MGMT 325	Small Business Management	3cr
MGMT 403	Small Business Planning	3cr
MGMT 492	Small Business/Entrepreneurship Internship	6cr
Major Area Restricted Electives		9cr

**Free Electives: (1)** 10-11

**Total Degree Requirements:** 120

- (1) Students in the Entrepreneurship and Small Business Management Track are required to take a minimum of 50 percent of their degree requirements—i.e., a minimum of 60cr—in nonbusiness course work. The first 9cr of Economics (ECON 121, 122) will be considered “nonbusiness” for purposes of this calculation. Given the foregoing, a minimum of 5cr of free electives must be taken in nonbusiness course work by most Management Department majors.
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## Bachelor of Science—Management/Operations Management Track

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

### Required Courses:

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

### Major:

**Required Courses:** 27

ACCT 300	Managerial Accounting	3cr
MGMT 300	Human Resource Management	3cr
MGMT 434	Quality Management	3cr
MGMT 437	Supply Chain Management	3cr
MGMT 438	Seminar in Operations Management	3cr

### Controlled Electives:

One course from the following:	ECON 330, 334	3cr
Three courses from the following:	ACCT 311, BCOM 342, IFMG 250, 251, MGMT 311, 400, 401, 481, 493, MGMT/MKTG 350, MGMT/MKTG 432, MKTG 420, 434, QBUS 380, 401, SAFE 101	9cr

**Free Electives:** (1) 10-11

**Total Degree Requirements:** 120

- (1) Students in the Operations Management Track are required to take a minimum of 50 percent of their degree requirements—i.e., a minimum of 60cr—in nonbusiness course work. The first 9cr of Economics (ECON 121, 122, and the elective, ECON 330 or 334) will be considered “nonbusiness” for purposes of this calculation. Given the foregoing, a minimum of 5cr of free electives must be taken in nonbusiness course work by most Management Department majors.

## Bachelor of Science—Management/Professional Land Resource Management Track

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

### Required Courses:

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr

IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

### Major:

**Required Courses:** 27

BLAW 441	The Law of Property Oil and Gas Leasing I	3cr
BLAW 442	The Law of Property Oil and Gas Leasing II	3cr
ECON 361	Environmental Economics	3cr
ECON 462	Energy Economics	3cr
ELR 480	Introduction to Negotiations and Conflict Resolution	3cr
GEOG 316	Introduction to Geographic Information Systems	3cr
GEOG 435	Geography of Energy	3cr
GEOS 201	Foundations of Geology	3cr
MGMT 440	Introduction to Energy Management	3cr

**Free Electives:** 10-11

**Total Degree Requirements:** 120

## Bachelor of Science—Human Resource Management

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122, MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

### Required Courses:

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

### Major: Human Resource Management

**Required Courses:** 27

ECON 330	Labor Economics	3cr
MGMT 300	Human Resource Management	3cr
MGMT 400	Compensation Management	3cr
MGMT 401	Management Development and Training	3cr
MGMT 402	Seminar in Human Resource Management <i>or</i> 428	3cr
MGMT 405	Seminar in Management	3cr
MGMT 405	Organizational Staffing	3cr

### Controlled Electives:

Three courses from the following: 9cr  
ACCT 300, BCOM 342, ELR 480, MGMT/MKTG 432, MGMT 311, 406, 434, 451, 452, 493, PSYC 390, 411, SAFE 101, SOC 340, 348, 362

**Free Electives:** (1) 10-11

**Total Degree Requirements:** 120

- (1) Students in the Human Resource Management program are required to take a minimum of 50 percent of their degree requirements—i.e., a minimum of 60cr—in nonbusiness course work. The first 9cr of Economics (ECON 121, 122, and 330) will be considered “nonbusiness”

for purposes of this calculation. Given the foregoing, a minimum of 5cr of free electives must be taken in nonbusiness course work by most Management Department majors.

- (2) Candidates must document one semester of foreign residence (minimum of three months). Normally, the foreign residency requirement will be met in conjunction with a work experience, internship, or student exchange. A substitute cross-cultural experience may be permitted with the academic advisor's recommendation. The foreign language requirement is a prerequisite to the foreign residency requirement.
- (3) Distribution Requirement: All business majors (except those majoring in business education) must take a minimum of 50 percent of their degree requirements (i.e., at least 60cr) in nonbusiness course work.

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### Bachelor of Science—International Business

**Liberal Studies:** As outlined in Liberal Studies section with the following specifications: 49-50

**Humanities:** PHIL 122

**Mathematics:** MATH 115

**Social Science:** ECON 121, PSYC 101, ANTH 110/ANTH 211/  
GEOG 104/PLSC 101

**Liberal Studies Electives:** 9cr, COSC/IFMG 101, ECON 122,  
MATH 214 (or MATH 216 or 217 if already taken for a prior major or transferred prior to joining ECOBIT), no courses with MGMT prefix

**College: Business Administration Core** 33

**Required Courses:**

ACCT 201	Accounting Principles I	3cr
ACCT 202	Accounting Principles II	3cr
BCOM 321	Business and Interpersonal Communications	3cr
BLAW 235	Legal Environment of Business	3cr
FIN 310	Fundamentals of Finance	3cr
IFMG 300	Information Systems: Theory and Practice	3cr
MGMT 310	Principles of Management	3cr
MGMT 330	Production and Operations Management	3cr
MGMT 495	Business Policy	3cr
MKTG 320	Principles of Marketing	3cr
QBUS 215	Business Statistics	3cr

**Foreign Language Requirement (1)** 0-9

**Foreign Residency Requirement (2)**

**Major: International Business**

**Required Courses:** 21

ECON 345	International Trade	3cr
MGMT/MKTG 350	International Business	3cr
MGMT 454	International Competitiveness	3cr
MGMT 459	Seminar in International Management	3cr

**Concentration Area Courses:** (select one concentration; choose three of the four courses in the chosen area) 9cr

**Finance Concentration:**

FIN 320	Corporate Finance	3cr
FIN 324	Principles of Investments	3cr
FIN 410	Financial Institutions and Markets	3cr
FIN 424	International Financial Management	3cr

**Human Resources Management Concentration:**

MGMT 300	Human Resource Management	3cr
MGMT 400	Compensation Management	3cr
MGMT 402	Seminar in Human Resource Management	3cr
MGMT 452	Comparative Management	3cr

**Marketing Concentration:**

MKTG 321	Consumer Behavior	3cr
MKTG 420	Marketing Management	3cr
MKTG 421	Marketing Research	3cr
MKTG 430	International Marketing	3cr

**Free Electives:** (3) 7-17

**Total Degree Requirements:** 120

- (1) Candidates must demonstrate a conversational proficiency in a foreign language. This requirement may be met by (a) successful completion of 9 intermediate-level credits in a specific language, or (b) successful completion of an exemption or credit examination in lieu of the above. A foreign student, registered as such at IUP, whose acquired native language is other than English and who demonstrates an acceptable proficiency in English, can meet the foreign language requirement by successful completion of an exemption examination in the acquired native language.

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### Minor—Management (1) 18

(for business majors in the ECOBIT only)

**Required Courses:**

MGMT 275	Introduction to Entrepreneurship	3cr
MGMT 300	Human Resource Management	3cr
MGMT 310	Principles of Management	3cr
MGMT 434	Quality Management	3cr
MGMT 451	International Management	3cr
One MGMT 1XX, 2XX, 3XX, or 4XX course		3cr

- (1) Minor course requirements must be completed with a minimum cumulative GPA of 2.0.

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### Minor in Entrepreneurship for Fine Arts Students

The Entrepreneurship for Nonbusiness Majors minor assumes no prior knowledge of business. Fine arts students are often involved in starting and running their own business, developing and starting small performing groups, and developing and running nonprofit community theaters. Students would develop the skills necessary to evaluate opportunities within their industry. They would learn, among other things, to (1) analyze their competition, (2) develop marketing and financial plans, (3) explain intellectual property rights, (4) negotiate contracts, and (5) write a business plan that could be used to obtain financing from banks, investors, or other sources of funding. These skills are all central to the creation and development of new ventures. This is a joint effort of four departments and represents an 18-credit minor for Fine Arts majors. The program is designed to give nonbusiness majors a general background in starting and running a small business.

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### Minor—Entrepreneurship for Fine Arts 18

ACCT 200	Foundations of Accounting	3cr
BCOM 321	Business and Interpersonal Communications	3cr
MGMT 275	Introduction to Entrepreneurship	3cr
MGMT 325	Small Business Management	3cr
MGMT 450	Case Studies in Arts Management	3cr
MKTG 311	Arts Marketing	3cr