

Management - Undergraduate Programs

OVERVIEW

Management focuses on general management, entrepreneurship, human resources and international management. Programs strive to provide students with the planning, problem-solving, critical thinking, and interpersonal skills needed to be successful in their roles as managers and leaders in business. The Department of Management provides several options for individuals pursuing undergraduate degrees.

The BBA in Entrepreneurship is a specialized degree. Students will gain an entrepreneurial mindset along with the knowledge and skills necessary for successfully launching and expanding a new venture. These skills include assessing your venture's value proposition, crafting a compelling narrative about your business, developing a business model that drives growth, comprehending the financial aspects of the startup process, and crafting a comprehensive business plan.

The BBA in Human Resource Management is a specialized degree. Students will gain skills and knowledge in staffing, compensation, training and development, employment law, and managing a diverse workforce. These skills are applicable in any industry and prepare students for jobs as HR Generalists or specialists in recruiting, compensation, training, diversity management and employee relations.

The BBA in Management is a general management degree. Students have the flexibility to gain skills and knowledge across a broad range of areas including strategic management, leadership, diversity, and teamwork. The BBA in Management has an optional track in International Management.

In addition to the three BBA programs, the Management Department also offers two undergraduate certificates: Certificate in Entrepreneurship and Certificate in Managing Diversity and Inclusion in Organizations.

Requirements for a Bachelor of Business Administration Degree in Management

Students must meet all lower division requirements before enrolling for upper division courses. Specified prerequisites are designated for certain courses.

Pre-Professional Course Requirements - Fulfill the University General Core Requirements (42 hours and 3 elective hours)

General Core Requirements		45
Communication (minimum 6 hours required)		6
ENGL 1301	RHETORIC AND COMPOSITION I	
ENGL 1302	RHETORIC AND COMPOSITION II	
Mathematics (minimum 6 hours required)		6
MATH 1315	COLLEGE ALGEBRA FOR ECONOMICS & BUSINESS ANALYSIS	
MATH 1316	MATHEMATICS FOR ECONOMICS AND BUSINESS ANALYSIS	
Life and Physical Sciences (minimum 6 hours required)		6
From Approved University General Core Requirement List		
Language, Philosophy & Culture (minimum 3 hours required)		3
From Approved University General Core Requirement List		
Creative Arts (minimum 3 hours required)		3
From Approved University General Core Requirement List		
US History (minimum 6 hours required)		6
HIST 1301	HISTORY OF THE UNITED STATES TO 1865	
HIST 1302	HISTORY OF THE UNITED STATES, 1865 TO PRESENT	
Government/Political Science (minimum 6 hours required)		6
POLS 2311	GOVERNMENT OF THE UNITED STATES	
POLS 2312	STATE AND LOCAL GOVERNMENT	
Social & Behavioral Sciences (minimum 3 hours required)		3
Satisfied by completion of ECON 2305 in the Business Core		
Foundational Component Area (minimum 3 hours required)		3
Satisfied by completion of ECON 2306 in the Business Core.		
Elective/UNIV 1101 or UNIV 1131 (3 hours)	ELECTIVE MAY BE TAKEN IN PLACE OF UNIV-BU 1101	3
Professional Course Requirements - Business Core (39 hours)		
MANA 1301	BUSINESS IN A GLOBAL ENVIRONMENT	3
ACCT 2301	PRINCIPLES OF ACCOUNTING I	3
ACCT 2302	PRINCIPLES OF ACCOUNTING II	3

BSTAT 2305	INTRODUCTORY STATISTICS FOR BUSINESS ANALYTICS	3
ECON 2305	PRINCIPLES OF MACROECONOMICS (satisfies the Social & Behavioral Science)	3
ECON 2306	PRINCIPLES OF MICROECONOMICS (satisfies the Foundational Component)	3
INSY 2303	INTRODUCTION TO M.I.S. AND DATA PROCESSING	3
BCOM 3360	EFFECTIVE BUSINESS COMMUNICATION	3
BLAW 3310	LEGAL AND ETHICAL ENVIRONMENT OF BUSINESS	3
BSTAT 3321	INTERMEDIATE STATISTICS FOR BUSINESS ANALYTICS	3
FINA 3313	BUSINESS FINANCE	3
MANA 3318	MANAGING ORGANIZATIONAL BEHAVIOR	3
MANA 4322	STRATEGIC MANAGEMENT	3
MARK 3321	PRINCIPLES OF MARKETING	3
OPMA 3306	OPERATIONS MANAGEMENT	3
Professional Course Requirements - Management (12-15 hours)		
MANA 3319	CONTEMPORARY MANAGERIAL CHALLENGES	3
HRMN 3320	HUMAN RESOURCE MANAGEMENT	3
Advanced Management Electives (MANA 33xx or 43xx)		6
Advanced Business Courses and Electives (24 hours)		
Advanced Accounting Elective (ACCT 33xx or 43xx)		3
Advanced accounting, business, economics, finance, information systems, marketing, operations management, or real estate. No MANA courses apply.		15
Advanced Economics Elective (ECON 33xx or 43xx)		3
Advanced Management or Advanced Business Elective		3
Total Hours		120

Double Major

Two Double Major options for the Bachelor of Business Administration (BBA) in Management are available. Management undergraduates who pursue one of the following Double Major programs will not have the option of participating in the Fast Track Program in Business.

Completion of the Double Major is attained by including all of the following courses in the BBA Management plan and completing with grades of C or better in each of the double major courses listed below:

BBA IN MANAGEMENT AND MARKETING

MARK 3324	CONSUMER BEHAVIOR
MARK 4311	MARKETING RESEARCH
MARK 4322	ADVANCED MARKETING MANAGEMENT AND STRATEGY
Advanced Marketing Elective (MARK 33xx or 43xx)	
Advanced Marketing Elective (MARK 33xx or 43xx)	

BBA IN MANAGEMENT AND REAL ESTATE

BLAW 3314	REAL ESTATE LAW
REAE 3325	REAL ESTATE FUNDAMENTALS
REAE 4319	REAL ESTATE FINANCE
REAE 4334	REAL ESTATE APPRAISAL
Advanced Real Estate Elective (REAE 43xx)	
Advanced Real Estate Elective (REAE 43xx)	

BBA IN MANAGEMENT AND OPERATIONS & SUPPLY CHAIN MANAGEMENT

OPMA 4302	SUPPLY CHAIN LOGISTICS
OPMA 4309	GLOBAL SUPPLY CHAIN MANAGEMENT
OPMA 4310	SUPPLY CHAIN ANALYTICS-THEORY AND PRACTICE
OPMA 4312	PURCHASING MANAGEMENT
Advanced OPMA Elective (OPMA 33xx or 43xx)	

Suggested Course Sequence

First Year			
First Semester	Hours	Second Semester	Hours
ENGL 1301		3 ENGL 1302	3
MATH 1315		3 MATH 1316	3
HIST 1301		3 HIST 1302	3
ECON 2305		3 ECON 2306	3
MANA 1301		3 Creative Arts	3
UNIV-BU 1131 ^{Freshmen Only}		1	
		16	15
Second Year			
First Semester	Hours	Second Semester	Hours
ACCT 2301		3 ACCT 2302	3
INSY 2303		3 BSTAT 2305	3
POLS 2311		3 POLS 2312	3
Life & Physical Science		3 Life & Physical Science	3
Language, Philosophy & Culture		3 Elective ^(2 Hours for Freshmen/3 Hours for Transfers)	2
		15	14
Third Year			
First Semester	Hours	Second Semester	Hours
BLAW 3310		3 MANA 3319	3
FINA 3313		3 HRMN 3320	3
MANA 3318		3 BCOM 3360	3
MARK 3321		3 BSTAT 3321	3
Advanced Economics Elective		3 Advanced Business Elective	3
		15	15
Fourth Year			
First Semester	Hours	Second Semester	Hours
Advanced Management Elective		3 Advanced Management Elective	3
OPMA 3306		3 MANA 4322	3
Advanced Business Elective		3 Advanced Accounting Elective	3
Advanced Business Elective		3 Advanced Business Elective	3
Advanced Management or Advanced Business Elective		3 Advanced Business Elective	3
		15	15
Total Hours: 120			

Optional Tracks for Management Majors

Management Track Options are suggestive; other course sets may be chosen for use by Management students.

INTERNATIONAL MANAGEMENT TRACK

See requirements for Bachelor of Business Administration Degree in International Business/Modern Language Option.

Students are limited to 9 hours of management beyond the mandatory MANA 3318, MANA 3319, HRMN 3320.

Recommended Advanced Management and Business Electives

MANA 4321	INTERNATIONAL MANAGEMENT
FINA 4324	INTERNATIONAL CORPORATE FINANCE
MARK 4325	INTERNATIONAL MARKETING
BLAW 4310	BASIC INTERNATIONAL LAW FOR BUSINESS
ECON 4306	COMPARATIVE ECONOMIC SYSTEMS
ECON 4321	INTERNATIONAL TRADE
ECON 4322	INTERNATIONAL FINANCE

Additional Options

MANA 4325	LEADERSHIP IN ORGANIZATIONS
MANA 4326	DIVERSITY IN ORGANIZATIONS

MANA 4330	TEAM MANAGEMENT
MANA 4340	BUSINESS AND SOCIETY

GENERAL MANAGEMENT

Students are limited to 9 hours of management beyond the mandatory MANA 3318, MANA 3319, HRMN 3320.

Recommended Advanced Management and Business Electives

MANA 4325	LEADERSHIP IN ORGANIZATIONS
MANA 4341	NEGOTIATIONS AND CONFLICT RESOLUTION

Additional Options

ENTR 3325	ENTREPRENEURSHIP: THE NEW VENTURE CREATION PROCESS
MANA 4321	INTERNATIONAL MANAGEMENT
MANA 4326	DIVERSITY IN ORGANIZATIONS
MANA 4330	TEAM MANAGEMENT
MANA 4340	BUSINESS AND SOCIETY

Requirements for a Bachelor of Business Administration Degree in ENTREPRENEURSHIP

Students must meet all lower division requirements before enrolling for upper division courses. Specified prerequisites are designated for certain courses.

Pre-Professional Course Requirements - Fulfill the University General Core Requirements (42 hours and 3 elective hours)

General Core Requirements		45
Communication (minimum 6 hours required)		6
ENGL 1301	RHETORIC AND COMPOSITION I	
ENGL 1302	RHETORIC AND COMPOSITION II	
Mathematics (minimum 6 hours required)		6
MATH 1315	COLLEGE ALGEBRA FOR ECONOMICS & BUSINESS ANALYSIS	
MATH 1316	MATHEMATICS FOR ECONOMICS AND BUSINESS ANALYSIS	
Life and Physical Sciences (minimum 6 hours required)		6
From Approved University General Core Requirement List		
Language, Philosophy, & Culture (minimum 3 hours required)		6
From Approved University General Core Requirement List		
Creative Arts (minimum 3 hours required)		3
From Approved University General Core Requirement List		
US History (minimum 6 hours required)		6
HIST 1301	HISTORY OF THE UNITED STATES TO 1865	
HIST 1302	HISTORY OF THE UNITED STATES, 1865 TO PRESENT	
Government/Political Science (minimum 6 hours required)		6
POLS 2311	GOVERNMENT OF THE UNITED STATES	
POLS 2312	STATE AND LOCAL GOVERNMENT	
Social & Behavioral Sciences (minimum 3 hours required)		3
Satisfied by completion of ECON 2305 in the Business Core		
Foundational Component Area (minimum 3 hours required)		3
Satisfied by completion of ECON 2306 in the Business Core		
Elective/UNIV 1101 or UNIV 1131 (3 hours)	ELECTIVE MAY BE TAKEN IN PLACE OF UNIV-BU 1101	3
Professional Course Requirements - Business Core (39 hours)		
MANA 1301	BUSINESS IN A GLOBAL ENVIRONMENT	3
ACCT 2301	PRINCIPLES OF ACCOUNTING I	3
ACCT 2302	PRINCIPLES OF ACCOUNTING II	3
BSTAT 2305	INTRODUCTORY STATISTICS FOR BUSINESS ANALYTICS	3
ECON 2305	PRINCIPLES OF MACROECONOMICS	3
ECON 2306	PRINCIPLES OF MICROECONOMICS	3

INSY 2303	INTRODUCTION TO M.I.S. AND DATA PROCESSING	3
BCOM 3360	EFFECTIVE BUSINESS COMMUNICATION	3
BLAW 3310	LEGAL AND ETHICAL ENVIRONMENT OF BUSINESS	3
BSTAT 3321	INTERMEDIATE STATISTICS FOR BUSINESS ANALYTICS	3
FINA 3313	BUSINESS FINANCE	3
MANA 3318	MANAGING ORGANIZATIONAL BEHAVIOR	3
MANA 4322	STRATEGIC MANAGEMENT	3
MARK 3321	PRINCIPLES OF MARKETING	3
OPMA 3306	OPERATIONS MANAGEMENT	3
Professional Course Requirements - Entrepreneurship (21 hours)		
ENTR 3325	ENTREPRENEURSHIP: THE NEW VENTURE CREATION PROCESS	3
ENTR 4333	CREATIVITY, TECHNOLOGY, AND INNOVATION	3
ENTR 4338	ENTREPRENEURIAL FINANCE	3
MARK 3322	PROFESSIONAL SELLING	3
Advanced Entrepreneurship Electives (Choose 3: ENTR 4334, ENTR 4339, ENTR 4345, HRMN 3320, MANA 4341, MANA 4325, ENGR 4302, ART 4382)		9
Advanced Business Courses and Electives (15 hours)		
Advanced Business Electives (No ENTR)		15
Total Hours		120

Suggested Course Sequence

First Year			
First Semester	Hours	Second Semester	Hours
ENGL 1301		3 ENGL 1302	3
MATH 1315		3 MATH 1316	3
HIST 1301		3 HIST 1302	3
ECON 2305		3 ECON 2306	3
MANA 1301		3 Creative Arts	3
UNIV-BU 1131 ^{Freshmen Only}		1	
		16	15
Second Year			
First Semester	Hours	Second Semester	Hours
ACCT 2301		3 ACCT 2302	3
INSY 2303		3 BSTAT 2305	3
POLS 2311		3 POLS 2312	3
Life & Physical Science		3 Life & Physical Science	3
Language, Philosophy, & Culture		3 Elective ^(2 hours for Freshmen/3 hours for Transfers)	2
		15	14
Third Year			
First Semester	Hours	Second Semester	Hours
BLAW 3310		3 ENTR 4338	3
FINA 3313		3 MARK 3322	3
MANA 3318		3 BCOM 3360	3
MARK 3321		3 BSTAT 3321	3
ENTR 3325		3 Advanced Business Elective	3
		15	15
Fourth Year			
First Semester	Hours	Second Semester	Hours
ENTR 4333		3 Advanced Entrepreneurship Elective	3
Advanced Entrepreneurship Elective		3 Advanced Entrepreneurship Elective	3
OPMA 3306		3 MANA 4322	3
Advanced Business Elective		3 Advanced Business Elective	3
Advanced Business Elective		3 Advanced Business Elective	3
		15	15
Total Hours: 120			

Requirements for a Bachelor of Business Administration Degree in HUMAN RESOURCE MANAGEMENT

Students must meet all lower division requirements before enrolling for upper division courses. Specified prerequisites are designated for certain courses.

Pre-Professional Requirements - Fulfill the University General Core Requirements (42 hours and 3 elective hours)

General Core Requirements		45
Communication (minimum 6 hours required)		6
ENGL 1301	RHETORIC AND COMPOSITION I	
ENGL 1302	RHETORIC AND COMPOSITION II	
Mathematics (minimum 6 hours required)		6
MATH 1315	COLLEGE ALGEBRA FOR ECONOMICS & BUSINESS ANALYSIS	
MATH 1316	MATHEMATICS FOR ECONOMICS AND BUSINESS ANALYSIS	
Life and Physical Sciences (minimum 6 hours required)		6
From Approved University General Core Requirement List		
Language, Philosophy, & Culture (minimum 3 hours required)		3
From Approved University General Core Requirement List		
Creative Arts (minimum 3 hours required)		3
From Approved University General Core Requirement List		
US History (minimum 6 hours required)		6
HIST 1301	HISTORY OF THE UNITED STATES TO 1865	
HIST 1302	HISTORY OF THE UNITED STATES, 1865 TO PRESENT	
Government/Political Science (minimum 6 hours required)		6
POLS 2311	GOVERNMENT OF THE UNITED STATES	
POLS 2312	STATE AND LOCAL GOVERNMENT	
Social & Behavioral Sciences (minimum 3 hours required)		3
Satisfied by completion of ECON 2305 in the Business Core		
Foundational Component Area (minimum 3 hours required)		3
Satisfied by completion of ECON 2306 in the Business Core		
Elective/UNIV 1101 or UNIV 1131 (3 hours)	ELECTIVE MAY BE TAKEN IN PLACE OF UNIV-BU 1101	3
Professional Course Requirements - Business Core (39 hours)		
MANA 1301	BUSINESS IN A GLOBAL ENVIRONMENT	3
ACCT 2301	PRINCIPLES OF ACCOUNTING I	3
ACCT 2302	PRINCIPLES OF ACCOUNTING II	3
BSTAT 2305	INTRODUCTORY STATISTICS FOR BUSINESS ANALYTICS	3
ECON 2305	PRINCIPLES OF MACROECONOMICS	3
ECON 2306	PRINCIPLES OF MICROECONOMICS	3
INSY 2303	INTRODUCTION TO M.I.S. AND DATA PROCESSING	3
BCOM 3360	EFFECTIVE BUSINESS COMMUNICATION	3
BLAW 3310	LEGAL AND ETHICAL ENVIRONMENT OF BUSINESS	3
BSTAT 3321	INTERMEDIATE STATISTICS FOR BUSINESS ANALYTICS	3
FINA 3313	BUSINESS FINANCE	3
MANA 3318	MANAGING ORGANIZATIONAL BEHAVIOR	3
MANA 4322	STRATEGIC MANAGEMENT	3
MARK 3321	PRINCIPLES OF MARKETING	3
OPMA 3306	OPERATIONS MANAGEMENT	3
Professional Course Requirements - Human Resource Management (18 hours)		
HRMN 3320	HUMAN RESOURCE MANAGEMENT	3
HRMN 4320	EMPLOYMENT LAW	3
HRMN 4328	HUMAN RESOURCE STAFFING AND PERFORMANCE MANAGEMENT	3
HRMN 4342	COMPENSATION AND BENEFITS MANAGEMENT	3
HRMN 4343	TRAINING AND DEVELOPMENT	3

MANA 4326	DIVERSITY IN ORGANIZATIONS	3
Advanced Business Courses and Electives		
Advanced Business Electives (Max 9 hrs from MANA/ENTR)		15
Total Hours		120

Recommended business electives for human resource management majors

BCOM 4380	ADVANCED COMMUNICATIONS FOR BUSINESS	3
ECON 4305	THE ECONOMICS OF DISCRIMINATION	3
ECON 4330	HUMAN RESOURCE ECONOMICS	3
INSU 4330	LIFE AND HEALTH RISK MANAGEMENT	3
MANA 4325	LEADERSHIP IN ORGANIZATIONS	3
MANA 4329	DISABILITY & WORK	3
MANA 4341	NEGOTIATIONS AND CONFLICT RESOLUTION	3
MARK 4308	MANAGEMENT AND LEADERSHIP OF THE SALES FORCE	3

Suggested Course Sequence

First Year

First Semester	Hours	Second Semester	Hours
ENGL 1301		3 ENGL 1302	3
MATH 1315		3 MATH 1316	3
HIST 1301		3 HIST 1302	3
ECON 2305		3 ECON 2306	3
MANA 1301		3 Creative Arts	3
UNIV-BU 1131		1	
		16	15

Second Year

First Semester	Hours	Second Semester	Hours
ACCT 2301		3 ACCT 2302	3
INSY 2303		3 BSTAT 2305	3
POLS 2311		3 POLS 2312	3
Life & Physical Science		3 Life & Physical Science	3
Language, Philosophy, & Culture		3 Elective ^(2 hours for freshmen/3 hours for transfers)	2
		15	14

Third Year

First Semester	Hours	Second Semester	Hours
BLAW 3310		3 HRMN 4320	3
FINA 3313		3 HRMN 4328	3
MANA 3318		3 BCOM 3360	3
MARK 3321		3 BSTAT 3321	3
HRMN 3320		3 Advanced Business Elective	3
		15	15

Fourth Year

First Semester	Hours	Second Semester	Hours
HRMN 4343		3 HRMN 4342	3
MANA 4326		3 MANA 4322	3
OPMA 3306		3 Advanced Business Elective	3
Advanced Business Elective		3 Advanced Business Elective	3
Advanced Business Elective		3 Advanced Business Elective	3
		15	15

Total Hours: 120

Undergraduate Certificate in Entrepreneurship

The Certificate in Entrepreneurship provides students with skills and training in: identifying innovations and market opportunities, writing a business plan, obtaining funding, and launching a new company. The certificate enhances a student's general education, academic major and/or career preparation in innovation and entrepreneurship. All students will take a common course that will present the fundamentals of entrepreneurship. Two additional courses will be taken, based on the students' interests, drawn from a list of approved courses across academic disciplines. This certificate is

designed for current UT Arlington students and can be earned as part of a degree program at both the undergraduate and graduate level. It can also be earned by non-degree seeking students as a stand-alone certificate.

The undergraduate certificate requires a total of nine semester credit hours of coursework, which can be completed in conjunction with an existing undergraduate degree in any field or independently as a special student.

Admission Requirements

- Undergraduate students in good standing (meeting a minimum cumulative GPA of 2.0) at UT Arlington.
- Non-degree seeking (certificate only) students must have gained admission to UT Arlington as a non-degree/non-enrolled student.

Certificate Requirements

To receive the certificate, all courses must be completed at UT Arlington with a grade of B or higher.

ENTR 3325	ENTREPRENEURSHIP: THE NEW VENTURE CREATION PROCESS	3
Select two from the following list reflecting appropriate area of study for a total of six hours		
ART 4382	ENTREPRENEURSHIP IN THE ARTS	3
ENGR 4302	ENGINEERING ENTREPRENEURSHIP	3
ENTR 4333	CREATIVITY, TECHNOLOGY, AND INNOVATION	3
ENTR 4345	SOCIAL ENTREPRENEURSHIP	3
ENTR 4338	ENTREPRENEURIAL FINANCE	3
ENTR 4339	PITCHING THE ENTREPRENEURIAL IDEA	3
MARK 4320	PRODUCT AND BRAND STRATEGY	3

For additional information or questions about the undergraduate certificate, please contact the College of Business Undergraduate Advising Office at 817-272-3368 or ugadvise@uta.edu.

Undergraduate Certificate in Managing Diversity and Inclusion in Organizations

The Managing Diversity and Inclusion in Organizations Undergraduate Certificate will provide students with an in-depth look at diversity in areas such as race, gender, sexual orientation, ethnicity, age, disability, and family status among individuals, organizations, and society from a business perspective. The certificate equips students with knowledge and skills related to developing and managing diverse applicants, employees, customers, and constituents. The certificate is established in response to a growing demand for awareness in all areas of diversity and its impact on individuals, organizations, and society. The certificate is available to business and non-business majors as well as non-degree seeking students as a stand-alone certificate.

Admission Requirements

- UT Arlington Degree-Seeking Students (any major): Applicants must be in good academic standing with a minimum of 2.00 cumulative GPA.
- Non-Degree Seeking Students: Applicants must have earned 60 semester hours of college-level academic credit and gained admission to UT Arlington as a non-degree-seeking student.

Certificate Requirements

The Managing Diversity and Inclusion in Organizations Certificate requires nine (9) credit hours, which can be completed in conjunction with an existing undergraduate degree in any field or independently by a non-degree seeking student. Students must complete the appropriate prerequisites before enrolling in program courses. All nine hours must be completed at UT Arlington with a 2.50 average GPA. A minimum of two B's and one C must be earned to reach the required 2.5 GPA in certificate coursework. A grade of D or F will not be accepted for any certificate courses.

All students will complete a common course that will present the foundation for the study of diversity in organizations, and two additional business electives based on their interest.

MANA 4326	DIVERSITY IN ORGANIZATIONS	3
Select two from the following list for a total of six hours		
ECON 4305	THE ECONOMICS OF DISCRIMINATION	3
MANA 4321	INTERNATIONAL MANAGEMENT	3
MANA 4329	DISABILITY & WORK	3
MARK 4325	INTERNATIONAL MARKETING	3
MARK 4335	MULTICULTURAL MARKETING	3

For additional information or questions about the undergraduate certificate, please contact the College of Business Undergraduate Advising Office at 817-272-3368 or ugadvise@uta.edu.