The Department of Managerial Studies offers a Bachelor of Science in Entrepreneurship, a Bachelor of Science in Human Resource Management, and a Bachelor of Science in Management.

**BS in Entrepreneurship**

The field of entrepreneurship provides knowledge of new venture opportunities, methods for creating and growing enterprises, and the role of entrepreneurship and young or smaller firms in economic development and the world economy. The program will help prepare students to create their own ventures, work in professional sectors that serve small or young businesses, or contribute significantly to the success of businesses in which they are employed.

**BS in Human Resource Management**

The BS in Human Resource Management prepares students to hold positions in a broad range of areas such as recruiter, benefits manager, trainer, job analyst, compensation analyst, and diversity manager.

**BS in Management**

The field of management is concerned with the effective organization, development, and administration of business and other organizations. Students receive both theoretical and practical preparation for a variety of responsible managerial and specialist positions. The degree program in management emphasizes analytical thinking for effective decision making and broad preparation for leadership positions. In addition, students are also able to choose among four concentrations depending upon their interests and career focus:

- Leadership and Managerial Competencies
- Management Consulting
- Managerial Logistics

Employment opportunities include general management positions in manufacturing, distribution, and service industries; staff positions in human resources management and industrial relations departments; and management positions in transportation and physical distribution.

**Distinction**

See Academic Honors in College of Business Administration section.

**Degree Programs**

- BS in Entrepreneurship
- BS in Human Resource Management
- BS in Management

**Entrepreneurship**

ENTR 200. Survey of Entrepreneurship. 3 hours.

Introduces the discipline of entrepreneurship, which examines when, how and by what means individuals choose entrepreneurship over paid employment; examines the relationship between individual entrepreneurs and society over time. Course Information: Previously listed as ENTR 300. Prerequisite(s): ENGL 161. No graduation credit given to students enrolled in Business Administration. Individual and Society course, and US Society course.

ENTR 310. Introduction to Entrepreneurship. 3 hours.

Introduction to the concepts of entrepreneurship, opportunity recognition, characteristics of entrepreneurs, creativity, the role of the entrepreneur in the economy and society, and entrepreneurship in non-entrepreneurial settings. Course Information: Prerequisite(s): BA 200 and ENGL 161; or ENTR 200 and ENGL 161.

ENTR 320. Entrepreneurship Internship Program. 1 or 3 hour.

Cooperative education provides students an opportunity to gain access to mentors and practical work experience in entrepreneurial settings. Course Information: Satisfactory/Unsatisfactory grading only. May be repeated to a maximumum of 6 hours. Prerequisite(s): ENTR 310.

ENTR 360. Strategic Analysis and Reporting. 3 hours.

Examines types and sources of information used by managers and investors to make strategic decisions; provides working knowledge of tools used to effectively manage, analyze and report strategic information, including Excel, Tableau, and PowerPoint. Course Information: Same as MGMT 360. Extensive computer use required. Prerequisite(s): IDS 200 and IDS 270 and ACTG 210 and BA 200 and MGMT 340 and MGMT 355; or consent of the instructor.

ENTR 420. Social Entrepreneurship. 3 hours.

Focuses on using entrepreneurial skills to craft innovative responses to social problems. Social entrepreneurship applies to both profit and nonprofit firms that have programs designed to create social value. Course Information: Prerequisite(s): ENTR 310.

ENTR 430. Family Business Management. 3 hours.

Competitive strengths/weaknesses of a family business, dynamics of family interactions within the overlapping family, management and ownership systems. Course Information: Prerequisite(s): ENTR 310.

ENTR 435. International Entrepreneurship. 3 hours.

Provides students with knowledge useful for creating an international new venture by focusing on the identification and evaluation of international business opportunities, as well as building and managing an international organization. Course Information: Prerequisite(s): ENTR 310.

ENTR 444. Entrepreneurial Finance. 3 hours.

Develops the skills necessary to analyze the unique financial issues facing entrepreneurs, such as valuation of new ventures, financial tools useful in venture capital markets, deal structuring, governance, and harvesting. Course Information: Previously listed as FIN 444. Prerequisite(s): ENTR 310.
ENTR 445. New Venture Planning. 3 hours.
Focuses on strategic analysis and strategic planning for new ventures and provides students with the skills necessary to develop entry strategies for new ventures in uncertain environments. Course Information: Prerequisite(s): ENTR 310.

ENTR 450. Entrepreneurship for Scientists and Engineers. 3 or 4 hours.
Gives non-business students an appreciation for the rewards and challenges of entrepreneurship, especially as it relates to commercializing emerging technologies. Course Information: 3 undergraduate hours. 4 graduate hours. Credit is not given for students enrolled in a Business Administration degree program.

ENTR 454. Entrepreneurship New Venture Formation. 3 hours.
Focuses on analyzing the value propositions of a new business venture, and garnering and employing resources in pursuit of that new venture. Course Information: Prerequisite(s): ENTR 310.

ENTR 464. Entrepreneurial Consulting. 3 hours.
Student teams diagnose and recommend solutions to problems and opportunities facing Chicago area entrepreneurs and smaller enterprises. Application of previous coursework. Course Information: Prerequisite(s): ENTR 310.

ENTR 494. Special Topics in Entrepreneurship. 1-3 hours.
Exploration of areas not covered in existing course offerings or study of selected topics in greater depth. Subject will vary from fall to semester. Course Information: May be repeated to a maximum of 6 hours. May be repeated if topics vary. Prerequisite(s): ENTR 310.

ENTR 499. Research Experience. 1-3 hours.
Research experience under the supervision of a faculty member. The faculty member and student will determine the research project. Each student must submit a written report and each student must participate at a research event on campus. Course Information: May be repeated to a maximum of 12 hours. Students may register in more than one section per term. Prerequisite(s): Approval of the department head and the instructor required.

Management

MGMT 115. Introduction to Global and Cross-Cultural Studies. 3 hours.
A multidisciplinary and comparative approach to globalization and its economic, social, cultural and political impact. Course Information: Field trip required at a nominal fee.

MGMT 340. Introduction to Organizations. 3 hours.
Organization and management concepts and applications. Individual and organizational goal attainment. Course Information: Prerequisite(s): ENGL 161. Recommended background: General knowledge of microeconomics.

MGMT 350. Business and Its External Environment. 3 hours.
Concerns the political, economic, social, legal, regulatory and international environment of business and the ethics and social responsibility of business actions. Course Information: Prerequisite(s): ENGL 161 and MATH 160.

MGMT 355. Structured Problem Solving for Consulting Projects. 3 hours.
Teaches structured problem-solving methods for consulting projects, introduces management frameworks, and covers methods and tools to facilitate implementation. Course Information: Prerequisite(s): IDS 200 and IDS 270 and ACTG 210 and BA 200 and MGMT 340.

MGMT 360. Strategic Analysis and Reporting. 3 hours.
Examines types and sources of information used by managers and investors to make strategic decisions; provides working knowledge of tools used to effectively manage, analyze and report strategic information, including Excel, Tableau, and PowerPoint. Course Information: Same as ENTR 360. Extensive computer use required. Prerequisite(s): IDS 200 and IDS 270 and ACTG 210 and BA 200 and MGMT 340 and MGMT 355; or consent of the instructor.

MGMT 445. Organizational Theory. 3 hours.
Emphasis on organizational theories and models to analyze and improve functioning and performance of organizations. Structure, technology, environmental adaptation, and managerial control systems. Course Information: Prerequisite(s): MGMT 340 and junior standing.

MGMT 447. Organizations. 3 or 4 hours.
Characteristics of business, government, and not-for-profit organizations; approaches used to study organizations; theoretical and empirical analysis of organizational processes. Course Information: Same as SOC 447. 3 undergraduate hours. 4 graduate hours. Prerequisite(s): SOC 241 or MGMT 340 or SOC 244; and junior standing or above and an additional 200 or 300-level elective in sociology; or consent of the instructor.

MGMT 452. Organizational Behavior. 3 hours.
Emphasis on understanding and managing people at work. Analysis of individual, group and organization topics including leadership, motivation, attitudes, group dynamics, and organizational culture. Course Information: Prerequisite(s): MGMT 340; or consent of the instructor.

MGMT 453. Human Resource Management. 3 hours.
Examination of the activities involved in attracting, retaining, and motivating employees. Topics include planning, selection, compensation, performance appraisal, succession, and legal issues. Course Information: Prerequisite(s): MGMT 340; or consent of the instructor.

MGMT 454. Labor-Management Relations. 3 hours.

MGMT 455. Talent Management and Global Human Resources. 3 hours.
Examination of topics related to performance appraisal: motivating, retaining, and separating employees; compensation and benefits; managing human resources in a global economy. Prerequisite(s): MGMT 340 and credit or concurrent registration in MGMT 453.

MGMT 460. Managing Globally. 3 hours.
Understanding the opportunities and problems that confront managers as they lead a company through complex global economic, political, legal, technological and cultural environment. Focus on people, values and culture. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

MGMT 463. Negotiation and Conflict Resolution. 3 hours.
Strategies and techniques for successful agreement negotiation and business conflict resolution. Includes applications to classic situations such as collective bargaining, interpersonal relations, and stakeholder concerns. Course Information: Prerequisite(s): MGMT 340.

MGMT 464. Employment Recruitment and Selection. 3 hours.
The design and application of internal and external recruitment, selection and retention systems for the effective management of human capital by line managers and HR professionals. Prerequisite(s): MGMT 452 and MGMT 453.
MGMT 465. Compensation and Reward Systems. 3 hours.
Examination of compensation and reward systems designed to
enhance employee motivation and performance. Topics include pay
structure design, incentive systems, and benefits. Course Information:
Prerequisite(s): MGMT 452 and MGMT 455; or consent of the instructor.

MGMT 466. Managerial Effectiveness Through Diversity. 3 hours.
Management of diverse work forces. Discrimination, affirmative action,
career development, socialization and social change policies; historical,
psychological, sociological, legal and managerial viewpoints. Course
Information: Prerequisite(s): MGMT 340.

MGMT 467. Impact of Technological Change. 3 hours.
Examines the impact of technological change upon the business
environment and the managerial process. Emphasis on alternative
futures and the planning necessary to attain desired ends. Course
Information: Prerequisite(s): MGMT 340 and MGMT 350.

MGMT 468. Corporate Sustainability and Responsibility. 3 hours.
Theories and techniques for designing and implementing corporate
sustainability and responsibility programs to create private and social
value. Course Information: Prerequisite(s): MGMT 340 and MGMT 350.

MGMT 469. Managerial Consulting. 3 hours.
Development of knowledge and critical skills necessary to operate
effectively as internal or external management consultants through an
applied experience with an organization. Course Information: Field work
required. Prerequisite(s): MGMT 452 and MGMT 453; or consent of the instructor.