TOPIC: Coppin State University: Bachelor of Science in Management

COMMITTEE: Education Policy

DATE OF COMMITTEE MEETING: March 28, 2012

SUMMARY: The proposed Bachelor of Science in Management is an expansion of the existing track within the Management Science program. Providing a major rather than a specialized track helps students and employers to better understand the program offerings, thus allowing the University to attract more prospective students from high schools, community colleges, and other institutions of higher learning. The major is more favorably preferred over the specialized track, providing employers with practitioners with degrees in respective disciplines. The major places graduates in a competitive position in the job market, which is consistent with Coppin's mission of empowering students and strengthening relationships with local, national, and global partners. Students prefer colleges/universities where they can obtain degrees instead of specialized tracks in their disciplines. This has had and will continue to have an adverse effect on the institution's enrollment if unaddressed. The required courses and number of credit hours for graduation will remain the same as they were for the existing specialized track.

Expanding specialized tracks into majors is consistent with other university models regionally and nationally. The B.S. degree in Management prepares students for graduate school, advanced and entry-level positions in the ever-changing job market by including coursework in human resources management, labor management relations, organizational psychology and not-for-profit management. Coppin's proposed major integrates theory with business practice, delivered in an experience-driven format with an emphasis on values-centered leadership and responsible business practice.

Initial students served will be those within Coppin State University who are currently enrolled in the areas of specialization. The program will also be available to prospective new students to the University.

ALTERNATIVE(S): The Regents may not approve the program or may request further information.

FISCAL IMPACT: No additional funding is necessary. The program will be supported through tuition and reallocated funds.

CHANCELLOR'S RECOMMENDATION: That the Committee on Education Policy recommend that the Board of Regents approve the proposal from Coppin State University to offer the Bachelor of Science in Management.

COMMITTEE RECOMMENDATION: DATE:

BOARD ACTION: DATE:

SUBMITTED BY: Irwin Goldstein   (301) 445-1992   irv@usmd.edu

UNIVERSITY SYSTEM OF MARYLAND INSTITUTION PROPOSAL FOR

	New Instructional Program
X	Substantial Expansion/Major Modification
	Cooperative Degree Program

Coppin State University

Institution Submitting Proposal

B.S. in Management

Title of Proposed Program

Bachelors of Science in Management	**Fall 2012**
Degree to be Awarded	Projected Implementation Date

0506-04	**520201**
Proposed HEGIS Code	Proposed CIP Code

Management and Marketing	**Sadie R. Gregory, Ph.D.**
Department in which program will be located	Department Contact

410-951-3483	**sgregory@coppin.edu**
Contact Phone Number	Contact E-Mail Address

Signature of President or Designee	Date

Mission

Consistent with the recommendations of the Coppin Study Team Report which reviewed progress made since the original 2001 Toll Report, Coppin State University seeks to enhance its Management Science and Economics Program by expanding the existing specialized track in Management into a full major in Management. The major places our graduates in a competitive position in the job market, which is consistent with Coppin's mission of empowering students and strengthening relationships with local, national, and global partners.

The revised mission statement indicates that *"Coppin State University, an urban, comprehensive, historically Black institution located in Baltimore, Maryland, offers quality undergraduate and graduate programs in teacher education, the liberal arts, mathematics, sciences, technology, and professional disciplines. The University provides educational access and diverse opportunities for students through excellence in teaching, research, and community engagement thus preparing analytical, socially responsible, lifelong learners. Coppin State University builds on a rich legacy of empowering students, promoting community revitalization, and strengthening relationships with local, national, and global partners."*

Characteristics of the Proposed Program

Providing a major rather than a specialized track helps students and employers to better understand our program offerings, thus, allowing us to attract more prospective students from high schools, community colleges, and other institutions of higher learning. The major is more favorably preferred over the specialized track, providing employers with practitioners with degrees in respective disciplines. The major places our graduates in a competitive position in the job market, which is consistent with Coppin's mission of empowering students and strengthening relationships with local, national, and global partners. Students prefer colleges/universities where they can obtain degrees instead of specialized tracks in their disciplines. This has had and will continue to have an adverse effect on the institution's enrollment if unaddressed. The required courses and number of credit hours for graduation will remain the same as they were for the existing specialized track.

Expanding specialized tracks into majors is consistent with other university models regionally and nationally. The B.S. degree in management prepares students for graduate school, advanced and entry-level positions in the ever changing job market. The management major offers a variety of courses including human resources management, labor management relations, organizational psychology and not-for-profit management. The management skills are applicable in virtually all types of organizations. Coppin's major integrates theory with business practice. The degree is popular among business because the fundamentals of the program are delivered in an experience-driven format with an emphasis on values-centered leadership and responsible business practice.

Initial students served will be those within Coppin State University who are currently in the areas of specialization. Those students will declare themselves actual majors. The program will also be available to prospective new students to the University. It is critical that the University continues to serve the needs of local and regional businesses by providing them with graduates with specialized skill sets that the major provides.

According to the Maryland Department of Labor and the Occupational Outlook, employment for managers is expected to grow much faster than the average for all human resources, training, and labor relations managers and specialist occupations. College graduates and those who have earned certification should have the best job opportunities. Overall employment is projected to grow by 22 percent between 2008 and 2018, much faster than the average for all occupations. Legislation and court rulings revising standards in various areas—occupational safety and health, equal employment opportunity, wages, healthcare, retirement plans, and family leave, among others—will increase demand for human resources, training, and labor relations experts. Rising healthcare costs and a growing number of healthcare coverage options should continue to spur demand for specialists to develop creative compensation and benefits packages that companies can offer prospective employees.

Coppin must be able to produce graduates who may become labor relations staff, arbitrators, mediators, and other labor management employees. Additional job growth may stem from increasing demand for specialists in international human resources management and human resources information systems.

Educational Objectives of the Program

The program objectives for the B.S. in Management include six primary objectives that are consistent with the institutional learning outcomes. This will facilitate accurate assessment of student learning and performance. The objectives are:

- Communicate management concepts orally and in writing.
- Engage in logical thinking and critical analysis.
- Utilize information from multiple sources with the assistance of current technologies.
- Develop philosophical perspectives and viewpoints concerning business through thoughtful reading, dialogue, and application.
- Develop the consciousness of one's role as a business professional in the context of the broader society.
- Encourage responsive citizenship by engaging and participating in society in a manner that exhibits awareness and concern for the issues affecting collective citizenry.

Program Description for the Catalog

Coppin State University, School of Management Science and Economics, Management Degree Program is designed to prepare managers for the demands of 21st century business and provide business knowledge and skills from the perspective of management. Increasingly competitive global markets, advances in technology, and shifting workforce demographics require participants to possess knowledge of organizational dynamics, innovative practices, strategic initiatives, budgeting and finance, emerging technologies, social responsibility, and more. In response to the high demand for qualified managers created by a rapidly changing global business environment, the B.S. in Management will prepare students for successful management careers.

General Requirements for Degree

The candidates for the Bachelor of Science in Management degree are required to successfully fulfill all admissions requirements for degree seeking students at Coppin State University. Students will complete 40 credit hours of general education requirements, 39 credit hours of school core, 12 credit hours of the management core courses, 12 credit hours of specifically identified management courses, 14 credit hours of general electives, and three credit hours for the University System of Maryland requirement.

Total number of credits and their distribution
See APPENDIX A

List of Courses by Title and Number

General Education Requirements (40 Credits)

English Composition (6.0)
ENGL 101 and ENGL 102

Arts & Humanities (15.0)
WLIT 207
WLIT 208 Honors or any 200-Level English
Or Literature Course
And PHIL 102 Or PHIL 103
And HIST 201, HIST 202
Or HIST 203, HIST 204
Or HIST 205, HIST 206
And IDIS 103 Or IDIS 102
Or (any Foreign Language)
SPAN 101, 102, 201, 202
FRENCH 101, 102, 103, 104

ART 105 Or MUSC 201
Or DANC 226 Or THEA 211

Social and Behavioral Sciences (6.0)
ANTH 207 Or ECON 201
Or ECON 103 Or POSC 301
Or PSYC 201 Or SOCI 201
Or SOSC 200

Mathematics (3.0)
MATH 110 Or MATH 103
Or MATH 125, Or MATH 131
Or MATH 203

Natural Sciences (1 from each of two disciplines BIOL, or CHEM, or PHSC) (7.0)
BIOL 101 Or BIOL 107
And CHEM 101 Or PHSC 101
Or PHSC 103

Interdisciplinary & Emerging Issues (3.0)
HEED 101 Or (any health course)
HEED 102, HEED 103, HEED 110,
HEED 201, HEED 203, HEED 205
Or SPCH 105 Or SPCH 202 Or
SPCH 204 Or GEOG 102

School Core (39 Credits)
MGMT 404 - Business Communication
MGMT 315 - Business Law
MGMT 390 - Business Statistics
FINM 330 - Principles of Business Finance
MKTG 480 - International Business
MNSC 322- Operations Management
ACCT 201 - Principles of Financial Accounting
ACCT 202 - Principles of Managerial Accounting
MGMT 328 - Principles of Management
MKTG 310 - Principles of Marketing
ECON 211 - Principles of Economics I
MNSC 407 - Seminar in Strategic Management
MISY 341 - Small Systems Software

MGMT Major Core Courses (12 Credits)

MGMT 300 – Human Behavior & Organizational Behavior

MGMT 304 – Human Resource Management
MGMT 313 – Business & Professional Ethics
MGMT 370 – Seminar in Organizational Development Theory (Capstone)

Other Required MGMT Major Courses (12 Credits)

MGMT 303 – Labor Management Relations
MGMT 316 – Small Business Management
MGMT 336 – Not-for-Profit Management
MNSC 390 – Project Management
General Electives (14 Credits)
USM Requirement (3 Credits)

Expected Student Learning Outcomes

1. Express ideas and concepts related to management in a professional manner and in a language that is appropriate for an intended business audience.

2. Write formal management reports with clear, logical and persuasive arguments. In addition, these reports must be structurally well developed, organized and utilize the appropriate language.

3. Describe and analyze various management issues and problems.

4. Apply various classical and contemporary management theories, principles and techniques to address various business problems.

5. Collect, analyze, and interpret data via scientific reasoning and management solution software.

6. Gather, evaluate, and disseminate information for management research and problem solving.

7. Demonstrate proficiency in the use of appropriate technology-based tools to address various management issues.

8. Demonstrate knowledge and express their views of the role of management and leadership theories in organizations.

9. Acquire knowledge and express their views of global and cultural perspectives in management.

10. Demonstrate and apply their knowledge of organizational behavior, leadership, and management dynamics.

11. Articulate their knowledge of global management issues and formulate management strategies to address these issues.

12. Demonstrate knowledge and application of management ethical issues and social responsibility.

13. Evaluate the social impact of various ethical issues in the field of management on society.

Demonstrable Quality of Program Faculty

Dr. Felix Abeson is an Associate Professor, Marketing/International Business. He holds a Doctor of Business Administration (DBA) degree in International Business and a Master of Business Administration (MBA) degree with a marketing elective from the U.S. International University (now Alliant International University) in San Diego, CA. He also holds a certificate and diploma in marketing from the Chartered Institute of Marketing, England.

Dr. Abeson has published in the areas of marketing and international marketing/business. He has served as member of editorial review board and reviewer for scholarly journals.

Dr. Emmanuel Anoruo is a Professor of Economics and Finance and the Director of the Consumer Education Center. He holds a PhD in economics and an MBA degree in finance. He also holds a diploma in Bank Management Skills and Theory from the American Institute of Banking. Dr. Anoruo teaches economics, finance, and investment courses. His areas of interest include stock market linkages, income inequality, economic growth, monetary and fiscal policies. He has published extensively in the areas of economics and finance. He serves as an associate editor and a reviewer for a number of scholarly journals.

Dr. Lidan Ha attained her B.S. degree in Management Information Systems and M.A. degree in Quantitative Economics in 1996 and 1998, respectively, from Tsinghua University, Beijing, China. She earned her Ph.D. in Information Systems in 2005 from University of Maryland, Baltimore County. She is currently an Associate Professor at Coppin State University. Her major research interests are econometrics, decision sciences, and e-business.

Professor Hyacinth Ezeka earned a BS degree-Accounting and MBA Accounting from Alabama A & M University, and a CPA License from Florida. He has done further studies at University of Alabama and currently a doctoral student at University of Baltimore.

He teaches accounting and small business management classes. He is excited about preparing future CPAs and future entrepreneurs.
Professor Ezeka is a frequent speaker on taxes, small business development and financial planning. He serves on the board of several non-profit and other community based organizations.

Professor Marjorie Hill-Lyles is a native of Marrero, Louisiana. She is a graduate of Southern University, Baton Rouge, Louisiana where she earned a B.S. degree in Accounting. She continued her studies at the University of Colorado, Boulder, Colorado and earned an M.B.A. in Management and Organization. Ms. Hill-Lyles is the Chairperson of the former Department of Management Science and Economics. She also teaches accounting courses.

Ms. Hill-Lyles is totally committed to teaching and is dedicated to reaching out, eliminating barriers and creating bonds between the youth and adults within the community.

Dr. Rita McMillan holds a PhD in Marketing from the University of Florida, a MS degree in Agricultural Economics from the University of California, Davis, and a BS degree in Agricultural Economics and Rural Sociology from Penn State University. Dr. McMillan has held visiting professorships at Virginia Intermount College and South Carolina State University. She has also served on the faculties of Dillard University and Texas A & M.

Dr. Shingiray Mushonga holds a PhD in Management form Jackson State University, a MBA from Western Kentucky University, and a BS degree from Western Kentucky University in Computer Information Systems. He also served as a visiting professor of Management at Valdosta State University in Valdosta, Georgia. Dr. Mushonga's research interests include: organizational/supervisory justice, leadership/followership, and trust. He has published in the *International Academy of Business and Economics*, the *Review of Business Research*, and the *Business Research Yearbook.*

Dr. John Newman holds a PhD and Master's Degree in management information systems from UMBC, an XMBA from Loyola College (Baltimore), and a JD from the University of Baltimore.

Dr. Newman has taught at the undergraduate and graduate levels since 1990. He is currently Co-Chair of the Institutional Review Board Committee and a member of the Faculty Research and Development Committee.

He is one of the CSU faculty members currently working under a mini-grant to implement Tegrity programming into Blackboard course presentations. He is applying for a National Science Foundation Grant to fund research efforts by undergraduate students at CSU.

Several of his individual and joint publications, including "Accessible Web Technology," "Distance Education," and "A Simulation Study," are available on http://faculty.coppin.edu/pages/JNewman.

Dr. Yangsoon Song earned his PhD in Business Administration from Pennsylvania State University, his MBA from Korea University and his BS from Seoul National University. His areas of research and teaching interests include telecommunication, negotiation, inventory management, forecasting, optimization, etc.

Dr. Ronald C. Williams earned his PhD from George Washington University School of Business and Public Management concentrating in organization behavior and development, and the management of science and technology. He earned his master of administrative science degree from Johns Hopkins University concentrating in human resource and organization development. His Bachelor of Arts degree is from the University of Tampa, Florida with majors in psychology, social science, and education.

Over the years, Dr. Williams has served as an adjunct in general management and the management of technology at graduate institutions including Johns Hopkins University and Loyola College. He is also a sought after speaker on the subject of leadership and strategy in faith-based organizations. His current areas of interests are the pneumatological aspects of work and the pycho-social aspects of technology.

Dr. Liangjun You possess a PhD in Information Systems from University of Texas at Arlington (2003-2007), a Master of Science in Computer Science from St. Cloud State University (2000-2003), a bachelor's degree in English for Science & Technology from Shandong University of Technology (1989-1993). Dr. You also took multiple positions either full time or part time in higher education and IT/IS industry from 1993 to 2007. His publications include articles and book chapters in European Journal of Operational Research, Journal of Informatics Education and Research and Strategic Advantage of Computing Information Systems in Enterprise Management. His current research interests are Intelligent Agent Systems in E-Commerce, data mining, information security, teaching and learning using technology, software development methodologies.

Student audience to be served by program and enrollment estimates

The B.S. in Management program will serve the students who are currently concentrating in management in the School of Management Science and Economics. There are 25 students concentrating in management. However, after consolidating low enrollment program areas, this enrollment will be approximately 35. Current recruitment initiatives are expected to yield increasing enrollment during the next three years.

Impact on Student's Technology Fluency

The CSU School of Management Science and Economics recognizes that the use of technology is instrumental in enabling learning, advancing research, facilitating business functions, and enhancing the quality of citizens' lives. We also recognize the importance of technology fluency in promoting success in employment and enhancing lifelong learning and communication capabilities. The School of Management Science and Economics graduates will possess information technology related skills that result from curricular focus, instructional strategies, and exposure to technology.

B.S. in Management graduates will possess the ability to use information technology to identify and evaluate information sources, develop write and edit reports and papers, and meet other

course requirements (i.e., online information research, analysis, and writing skills); present their work through a variety of online or technology assisted means such as web pages, email, online forums and presentation software (i.e, publishing/presentation skills); and bring appropriate technology to bear on the problems within their disciplines and have knowledge of technological tools relevant to their disciplines and to being an active member of society (i.e., problem solving).

Library Requirements

Parlett L. Moore Library, named for Coppin's second president, Parlett Longworth Moore, supports the instructional program and provides an environment conducive to general intellectual enrichment and continued learning. The library provides space for classrooms, computer classrooms, meetings, visual exhibits, special programs and receptions, and offices. The library has over 40 public workstations to allow access to the Internet and various other networked resources.

Parlett L. Moore Library is a member of the Library Information Management System (LIMS) of the University System of Maryland and Affiliated Institutions (USMAI), a collaborative effort that permits state higher education institutions to share resources. LIMS provides a USMAI union on-line public access catalog that contains more than 1,400,000 titles.

Facilities and Equipment

- Coppin State University has been selected by EDUCAUSE to receive the non-profit organization's prestigious Award for Excellence in Networking: Innovation in Network Technology, Services, and Management.
- Coppin State University has now received worldwide recognition for its extraordinary strides in IT as one of 50 companies and one of only five universities worldwide to receive the "Education All-Star Award" from Network World magazine.
- Coppin State University has been ranked as one of the nation's top college campuses for wireless communications technology. The ranking was prompted by a survey conducted and sponsored by Intel Corporation. In the October 17 edition of U.S. News & World Report, Coppin is ranked no. 19 in a list of the top 50 college and universities throughout the nation with absolute wireless capability.
- Coppin State University was recognized as one of the Magazine's "Campus Technology Innovators". The award highlights colleges & universities that strive to create innovative ways to "better serve students, faculty, and staff via technology."
- Coppin State University, has leveraged the deployment of the Nortel converged IP network to transform its teaching, research and administrative environment and to achieve the goals of its "Technology Fluency Program."

- School of Management Science and Economics also provides the following support facilities for its majors – Computer Lab, Advisement Center, and Tutorial Center

TABLE 1: RESOURCES					
Resources Categories	(Year 1)	(Year 2)	(Year 3)	(Year 4)	(Year 5)
1.Reallocated Funds[1]	$40,000	$20,000	$10,000	0	0
2. Tuition/Fee Revenue[2] (c+g below)	$217,100	$277,620	$373,680	$443,000	$546,100
a. #F.T Students	35	45	60	70	85
b. Annual Tuition/Fee Rate	$5,700	$5,700	$5,700	$5,700	$5,700
c. Annual Full Time Revenue (a x b)	$199,500	$256,500	$342,000	$399,000	$484,500
d. # Part Time Students	10	12	18	25	35
e. Credit Hour Rate	$160	$160	$160	$160	$160
f. Annual Credit Hours	11	11	11	11	11
g. Total Part Time Revenue (d x e x f)	$17,600	$21,120	$31,680	$44,000	$61,600
3. Grants, Contracts, & Other External Sources[3]	0	0	0	0	0
4. Other Sources	0	0	0	0	0
TOTAL (Add 1 - 4)	$257,100	$297,620	$383,680	$443,000	$546,100

[1] Funds reallocated from the consolidation of other academic areas such as finance, banking, and others within the School of Management Science and Economics.

TABLE 2: EXPENDITURES					
Expenditure Categories	(Year 1)	(Year 2)	(Year 3)	(Year 4)	(Year 5)
1. Total Faculty Expenses (b + c below)	95,000	190,000	285,000	285,000	360,000
a. # FTE	1	2	2	3	4
b. Total Salary	75,000	150,000	225,000	225,000	300,000
c. Total Benefits	20,000	40,000	60,000	60,000	60,000
2. Total Administrative Staff Expenses (b + c below)	15,000	30,500	61,000	61,000	61,000
a. # FTE	.5	1	2	2	2
b. Total Salary	14,000	28,000	56,000	56,000	56,000
c. Total Benefits	1000	2,500	5,000	5,000	5,000
3. Total Support Staff Expenses (b + c below)					
a. # FTE					
b. Total Salary					
c. Total Benefits					
4. Equipment					
5. Library	3,330	6,060	10,110	10,110	10,110
6. New or Renovated Space					
7. Other Expenses					
TOTAL (Add 1 - 7)	113,330	226,560	356,110	356,110	356,110

APPENDIX A

LEVEL I (FIRST-YEAR)

	FALL SEMESTER					**SPRING SEMESTER**			
GER Category	Code	Course Title			GER Category	Code	Course Title		
English Comp	ENGL 101	English Composition I	3	hrs.	English Comp	ENGL 102	English Composition II	3	hrs.
Mathematics	MATH 131	College Algebra	3	hrs.	Arts & Hum.	HIST	History II	3	hrs.
Arts & Hum.	PHIL 102	Intro to Logic	3	hrs.	Natural Sciences	PHSC 103	Tech & Human Affairs	3	hrs.
Arts & Hum.	HIST	History I	3	hrs.	IDIS & Emerg Issues	SPCH 105	Intro to Spch Commun	3	hrs.
Soc. & Behav. Sci.	PSYC 201	Gen Psychology	3	hrs.	Tech Fluency*	MISY 150	Tech Fluency	3	hrs.
Fresh. Orientation	ORIE 101*	Freshman Seminar	1	hr.					
		SEMESTER GEN ED TOTAL	**15**				**SEMESTER GEN ED TOTAL**	**12**	
		CSU REQ	**1**				**CSU REQ**	**3**	

LEVEL II (SOPHOMORE)

	FALL SEMESTER					**SPRING SEMESTER**			
GER/MAJ Category	Code	Course Title			GER/MAJ Category	Code	Course Title		
Arts & Hum.	WLIT 207	World Literature	3	hrs.	Major Course	ACCT 201	Financial Accounting I	3	hrs.
Major Course	ECON 103	Intro to Bus & Ent Econ	3	hrs.	Soc & Behav Sci	ECON 211	Prin of Econ I	3	hrs.
Natural Sciences	BIOL 101	Biological Science	4	hrs.	Major Course	MGMT 328	Dynamics of Mgmt	3	hrs.
Arts & Hum.	SPAN 101	Spanish I	3	hrs.	Major Course	MISY 341	Small Systems Software	3	hrs.
Major Course	MNSC 222	Math for Management	3	hrs.	Major Course	MKTG 310	Marketing for Managers	3	hrs.
		SEMESTER TOTAL	**16**				*SEMESTER TOTAL*	**15**	
		SEMESTER GEN ED TOTAL	**10**				*SEMESTER GEN ED TOTAL*	**3**	

LEVEL III (JUNIOR)

		FALL SEMESTER						SPRING SEMESTER		
MAJ/ELE Category	Code	Course Title				MAJ/ELE Category	Code	Course Title		
Major Course	ACCT 202	Financial Accounting II	3	hrs.		Major Course	FINM 330	Financial Mgmt	3	hrs.
Major Course	ECON 212	Prin of Econ II	3	hrs.		Major Course	MNSC 390	Oper & Prod Mgmt	3	hrs.
Major Course	MGMT 315	Legal Analysis	3	hrs.		Major Course	MGMT 300	Human Rel. & Org. Behv.	3	hrs.
Major Course	MNSC 322	Managerial Statistics	3	hrs.		Major Course	MGMT 313	Business & Prof. Ethics	3	hrs.
Major Course	MNSC 355	Mgmt Science I	3	hrs.		Major Course	MGMT 316	Small Bus. Management	3	hrs.
		SEMESTER TOTAL	15			_____		SEMESTER TOTAL	15	

LEVEL IV (SENIOR)

		FALL SEMESTER						SPRING SEMESTER		
MAJ/ELE Category	Code	Course Title				MAJ/ELE Category	Code	Course Title		
Major Course	MGMT 404	Mgl Communications	3	hrs.		Major Course	MGMT ELEC		3	hrs.
Major Course	MNSC 407	Seminar in MNSC	3	hrs.		Major Course	MGMT ELEC		3	hrs.
Major Course	MGMT 301	Organizational Psych	3	hrs.		Gen Elective	ELEC		3	hrs.
Major Course	MGMT 336	Not-for-Profit Mgmt.	3	hrs.		Gen Elective	ELEC		3	hrs.
Major Course	MGMT 370	Sem: Org. Dev. Theory	3	hrs.		Gen Elective	ELEC		1	hrs.
		SEMESTER TOTAL	15					SEMESTER TOTAL	13	

CSU GRADUATION REQUIREMENTS: TOTAL CREDITS   120

*ORIE 101 - FRESHMAN SEMINAR (1HR.) & MISY 150 TECH FLUENCY (3HRS.) = 4 HRS.

Additional Notes: Students must complete a minimum of 120 credits to earn a degree.