

MANAGEMENT (BS)

Chair: Nicolas Lorgnier, PhD

Introduction

Every organization includes individuals whose job it is to coordinate and integrate the activities of employees, manage operations and lead the organization successfully into the future. These individuals are managers.

Management is the art and science of getting things done through people. Good management is necessary for the success of any company or organization. It focuses on accomplishing organizational objectives through the coordination of people and other resources, and involves such activities as planning, organizing, leading, controlling, motivating and general problem solving and decision making. Managers today face the task of leading their companies as they compete in a global marketplace by designing and managing processes that create goods and/or services and add value for customers. They do this in multiple ways. Effective managers empower the workforce to face the challenges of complex and changing environments. They also manage an organization's operational and technological systems to satisfy customers. Such processes are critical in all firms from the smallest entrepreneurial company to the largest multinational corporation. Increasingly, managers and employees also focus on the impact organizational policies and practices on people and the planet.

The management major at Canisius prepares students to perform a variety of roles in business and not-for-profit organizations. The management major and management courses are designed to give students insight into human behavior, to develop students' understanding of organizational issues and processes, and to teach students how to analyze information, make decisions and implement solutions.

Management Major

The Management major provides students with a balanced education to prepare them for a variety of important organizational roles. The curriculum includes basic coursework in quantitative analytical methods, operations management, behavioral science and human resource management and strategic management.

Students can secure concentrations with their electives in: Global Logistics and Supply Chain Management and Human Resource Management.

Qualifications

Students must maintain a 2.0 GPA in their major and a 2.0 overall GPA to graduate with a degree in management. All students must complete a minimum of 120 credit hours to graduate. Students must also maintain a 2.0 grade point average in courses credited toward completion of any minor administered by the Department of Management.

Advisement

All students should have an advisor in the major and should contact the department directly to have an advisor assigned if they do not already have one. Meetings with academic advisors are required prior to students receiving their PIN for course registration each semester. All majors should work closely with their advisor in discussing career expectations, choosing their major electives, developing their entire academic program and planning their co-curricular or supplemental academic experiences.

Double Majors

Students who wish to expand their educational opportunities may decide to declare a double major. This decision may be based on career goals, planned graduate studies, and/or other student interests. Before a student declares a double major, it is important to meet with the appropriate academic departments for advisement. In order to declare a double major, the student must complete the Major/Minor Declaration form. This form will be submitted electronically and reviewed and approved by each department chairperson as well as the appropriate associate dean.

Per university policy, each additional major requires a minimum of 15 credits that do not apply to the student's first or subsequent major. Some double major combinations can be completed within the minimum 120 credit hour degree requirement, but in other cases additional course work may be required. Please note that students will receive only one degree unless completing the dual degree (<https://catalog.canisius.edu/undergraduate/academics/curricular-information/>) requirement including at least 150 undergraduate credit hours, regardless of the number of majors they complete. Both (all) majors appear on a student's transcript.

Major Experiences

The management major is designed to give students a breadth of knowledge in a variety of business functions as well as a depth of understanding in operations management and organizational behavior and human resource management. Management electives can be used by students to pursue specific topics based on their interests or career aspirations.

Management majors are strongly encouraged to become actively involved in one of the Canisius University student chapters of professional organizations that are associated with the major: APICS – the Operations Management Society and SHRM – the Society for Human Resource Management. Students pursuing Management minors are expected to be involved in the student organization associated with their minor. The student organizations provide excellent opportunities for leadership development and professional networking through such activities as touring local organizations, attending professional meetings and seminars, and hosting local professionals at campus meetings. Participation in such organizations is an important part of preparation for a career.

Management majors are also strongly encouraged to complete internships (either for credit or not for credit).

Minors in Other Disciplines

Minors provide students the opportunity to pursue additional interests but generally do not require as many courses as a major. Minors generally range from five to eight required courses. To receive a minor, the student must complete at least 9 credit hours of coursework distinct from their other credentials (i.e., majors, other minors). The complete list of minors is available on the Canisius website (<https://www.canisius.edu/academics/programs/undergraduate/?type%5B%5D=17>) and in the catalog (<https://catalog.canisius.edu/undergraduate/minors/>) and provides links to each minor. Some majors and minors can be completed within the minimum 120 credit hour degree requirement, but in some cases additional coursework may be required. Students must complete the appropriate minor request form.

Curriculum

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All undergraduate students must complete either the Canisius Core Curriculum (<http://catalog.canisius.edu/undergraduate/academics/>)

curricular-information/core-curriculum/) or the All-College Honors Curriculum (<http://catalog.canisius.edu/undergraduate/academics/curricular-information/all-college-honors-program/>). Many schools refer to their college-wide undergraduate requirements as "general education" requirements. We believe that the core curriculum and the honors curriculum are more than a series of required classes; they provide the basis for a Jesuit education both with content and with required knowledge and skills attributes that are central to our mission.

Free Electives

Students may graduate with a bachelor's degree with more but not less than 120 credit hours. Free electives are courses in addition to the Canisius Core Curriculum or All-College Honors Curriculum and major requirements sufficient to reach the minimum number of credits required for graduation. The number of credits required to complete a bachelor's degree may vary depending on the student's major(s) and minor(s).

Major Requirements

Code	Title	Credits
Business Core		
Required courses for all business majors (http://catalog.canisius.edu/undergraduate/wehle-school-business/business-core/)		
Business Exploration Degree Requirement		
BUS 101	Explore Business	1
BUS 201	Explore Careers	1
BUS 401	Business in Action	0
Major Requirements		
MGT 338	Managerial Analytics	3
MGT 325	Operations Analysis for Business	3
MGT 360	Organizational Behavior	3
MGT 364	Human Resources Management	3
Elective Requirements		
Management Electives (3 Courses)		9
Total Credits		72-74

Management Electives

Management majors are required to take three (3) courses that are approved as Management electives. Some courses offered by other programs may be used as management electives.

Students are eligible to use their 3 management electives to secure a concentration in Global Logistics and Supply Chain Management or Human Resource Management. For course requirements, visit the catalog's concentration tab under Management (BS).

concentrations

Available to Management Majors only.

Global Logistics and Supply Chain Management Concentration

Effective Global Logistics and Supply Chain Management requires the integrated management of the set of value/added activities from product development through material procurement from vendors and manufacturing to distribution of the goods to the final customer. Global Logistics is one of the sectors designated by the NY State as critical to economic development.

Code	Title	Credits
Global Logistics and Supply Chain Management Concentration		
Required Courses (9) Credit Hours		
MGT 440	Global Supply Chain Management	3
MKT 478	Global Logistics	3
Choose one of the following courses:		
MGT 430	Sustainability and Supply Chains	3
ACC 307	Accounting Systems and Analytics	3
MGT 492	Internship in Global Supply Chain Management	3

Human Resource Management Concentration

Organizations and employees both benefit when Human Resource Management (HRM) functions are carried out professionally. There is a need for individuals who know how to match what people can bring to the organization with organizational requirements, incentives, and culture. Human Resource Management professionals work with employees to help them develop their potential. They also are responsible for monitoring and adjusting workplace policies and practices to make sure they are fair and transparent.

Code	Title	Credits
Human Resource Management Concentration (9) Credit Hours		
Require Management Course (Choose One)		
MGT 353	History of American Capitalism	3
MGT 367	Employee and Labor Relations	3
MGT 433	Negotiation Theory and Practice	3
MGT 460	Ethical Power and Influence for Leaders	3
MGT 493	Internship in Human Resource Management	3
Required Communication Course (Choose one)		
COM 204	Relational Communication	3
COM 206	Introduction to Research Methods	3
COM 302	Strategic Communication in Teams	3
COM 318	Organizational Communication	3
Required Psychology Course (Choose One)		
PSY 302	Personality Psychology	3
PSY 320	Cultural Psychology	3
PSY 329	Leadership and Motivation	3

Roadmap

Recommended Semester Schedule for Management Major Course Requirements

Freshman

Fall	Spring
ENG 111	ENG 112
RST 101	MAT 106 (or Arts & Science Elective if MAT 106 taken in Fall)
MAT 105	PHI 101 (or Arts & Science Elective if MAT 106 taken in Fall)
ECO 101 (Field of Knowledge 5 Social Science)	ECO 102
ISB 101	MGT 101
BUS 101	

Sophomore

Fall	Spring
MKT 201	FIN 201
ACC 201	ACC 202
ECO 255 (Field of Knowledge 4 (History))	ECO 256
Field of Knowledge 4 History	Field of Knowledge 3 (Arts)
Arts & Science Elective	Arts & Science Elective
	BUS 201

Junior

Fall	Spring
MGT 360 (Fall only)	MGT Elective or MGT minor course
Field of Knowledge 2 (Philosophy)	MGT 364 (Spring only)
Field of Knowledge 6 (Science)	Free Elective
	Free Elective
	Field of Knowledge 1 (Religious Studies)
	BUS 401

Senior

Fall	Spring
MGT 370 (Ethics)	MGT 446 (Core Capstone)
MGT Elective or MGT minor course	MGT Elective or MGT minor course
Free Elective	Free Elective
Arts and Sciences Elective	Arts and Sciences Elective
Arts & Science Elective	Free Elective

Learning Goals & Objectives

Student Learning Goal 1

Management Majors will be able to solve problems in operations management.

Students will:

- Objective A: Analyze the transformations of inputs into outputs through value-added process;
- Objective B: Apply management science techniques and interpret results from such applications.

Student Learning Goal 2

Management Majors will be knowledgeable about leadership and organizations.

Students will:

- Objective A: Understand major theories of leadership;
- Objective B: Evaluate theories of motivation in the workplace;
- Objective C: Understand principles of organizational structure and design.

Student Learning Goal 3

Management majors will be knowledgeable about issues of fairness and equity in the workplace

Students will:

- Objective A: Understand concepts and practices of justice in organizations;
- Objective B: Evaluate managerial practices pertaining to employment discrimination.

Minors

Management Minors

Students (non management majors) may choose one of the minors below in their junior or senior year and notify the registrar and their department advisor of this decision. Management Majors interested in Global Logistics and Supply Chain Management and Human Resource Management will concentrate in those areas. Concentration information is located on the curriculum page. Minors available within the Management department are:

- Global Logistics and Supply Chain Management (<http://catalog.canisius.edu/undergraduate/wehle-school-business/management/global-logistics-supply-chain-glscm-minor/>) (non-management major)
- Human Resource Management (<http://catalog.canisius.edu/undergraduate/wehle-school-business/management/human-resource-minor/>) (non-management major)

Note: Non-business majors must take MGT 101 and ECO 255 (or its equivalent) or MAT 105 (or its equivalent) prior to beginning some of the minors.

Management Minor

- Management Minor (<http://catalog.canisius.edu/undergraduate/wehle-school-business/management/management-minor-non-business-majors/>)

Courses

MGT 101 Introduction to Management 3 Credits

Overview of the managerial functions and processes, including planning, organizing, leading and controlling, addressed from behavioral, economic, historical, and other perspectives. Restricted to Business majors and/or minors, and Sport Management majors

Offered: fall & spring.

MGT 325 Operations Analysis for Business 3 Credits

Production/operations management and management science. Decision areas include Operations strategy, process management, quality management, facilities layout, inventory management, aggregate planning and just-in-time systems. Problem-solving techniques include forecasting, linear programming and decision analysis. This is NOT a MGT elective.

Prerequisite: MAT 106 or equivalent (or permission of the instructor).

Offered: fall & spring.

MGT 338 Managerial Analytics 3 Credits

Managerial analytics addresses the various frameworks and terminology that managers use in business analytics and in decision-making. Various quantitative techniques and software programs to assist them in decision-making through descriptive, predictive and prescriptive analytics will be reviewed.

Prerequisite: ECO 255.

Offered: every fall.

- MGT 353 History of American Capitalism** 3 Credits
This course explores the development of American capitalism and business system in the United States from Colonial America to the present. Major themes will include the development of the business firm, business-government relations, marketing and advertising, employment relations, and the financial system. Key figures in business and their contributions also will be explored. The study of history will help students gain a richer understanding of the complexities of the business system and help to prepare them for the future as business professionals.
Offered: occasionally.
- MGT 360 Organizational Behavior** 3 Credits
Organizational functioning at the individual, group, and system levels. Topics include social perception, communications, leadership and motivation, and organization design. Course includes experiential practice of related managerial skills.
Prerequisite: MGT 101 & sophomore standing.
Offered: fall.
- MGT 364 Human Resources Management** 3 Credits
Focuses on a firm's human-resources management activities. Topics include contemporary approaches to strategy, staffing, training & development, performance evaluation, compensation and labor and employee relations.
Prerequisite: MGT 101 & junior standing.
Offered: spring.
- MGT 367 Employee and Labor Relations** 3 Credits
Understanding power relationships in the world of work. Formal relationships between management and unions representing employees. Topics include labor history, negotiating, labor/management relations including adversarial as well as labor/management collaboration and managing grievances. Some emphasis on skill development. Counts as a MGT elective.
Prerequisite: MGT 360 & junior standing.
Offered: occasionally.
- MGT 370 Managerial Environment** 3 Credits
MGT 370 provides students with decision making frameworks within which to structure their understanding of the responsibilities and obligations they will have as managers to the multiple stakeholders who entrust them with the ethical and rightful management of the organization. Students are introduced to the theories and principles underlying sound management and then they are tasked with analyzing management challenges, designing fair and equitable evaluations of those challenges and presenting their solutions in a coherent fashion.
Prerequisite: MGT 101.
Fulfills College Core: Ethics
Offered: every fall & spring.
- MGT 373 Multicultural Leadership** 3 Credits
This course emphasizes the understanding of the skills that ethical and effective global business leaders need to have in order to manage the multiple cultural environments of international corporations. Students are tasked with the design of global leadership development programs for Graduate Business Programs and Corporation in order to demonstrate their understanding of the skill sets required.
Offered: every summer.
- MGT 430 Sustainability and Supply Chains** 3 Credits
Key approaches and issues relating to sustainable operations and supply chain management including analysis of the social and environmental impacts of supply chains, the triple bottom line (people-planet-profit), lean operations, closed-loop supply chains, design for the environment (DFE), remanufacturing, and reverse logistics. Counts as a MGT elective.
Prerequisite: MGT 101.
Offered: occasionally.
- MGT 433 Negotiation Theory and Practice** 3 Credits
Explores formal and informal ways that managers negotiate differences. The course considers negotiation with peers, supervisors, subordinates, suppliers, customers, outside agencies and others as a key managerial process and a component of effective leadership. It takes a broad view of negotiations, examining the links between effective negotiation processes and influence, communication and relationship-management. We will examine research and concepts developed in a number of academic fields, and look closely at personal skills and experiences. The course requires intense involvement in negotiation simulation exercises, and thoughtful application of theory and research. Counts as a MGT elective. Pre-requisite: MGT 101
Offered: occasionally.
- MGT 440 Global Supply Chain Management** 3 Credits
This course examines procurement and outsourcing strategies, network configuration, inventory management, supply chain integration, strategic alliances, international issues, coordinated product and supply chain design, demand forecasting, ERP systems, quality and JIT issues and performance measurement in a global supply chain. Counts as a MGT elective.
Prerequisite: MGT 325 or MGT 336.
Offered: every fall.
- MGT 446 Managerial Policy and Strategy** 3 Credits
The MGT 446 course provides business students the opportunity to explore ways in which the four core attributes – ethics, justice, diversity, and global awareness – are enacted in strategic decision-making, involving all of the business disciplines – i.e., accounting, finance, management, and marketing – and integrating them into guiding principles for sustainable strategic planning. Cases provide decision-making experiences that integrate all business disciplines into discussions of goals, strategies, policies, planning, and evaluation leading to solutions that reflect explicit consideration of the core attributes.
Prerequisite: ACC 201, ECO 101, ECO 102, ECO 255, FIN 201, MGT 101, AND MKT 201.
Fulfills College Core: Core Capstone
Offered: every fall & spring.
- MGT 451 Corporate Entrepreneurship** 3 Credits
Corporate Entrepreneurship
Prerequisite: MGT 101.
Offered: occasionally.

MGT 460 Ethical Power and Influence for Leaders 3 Credits

Power and influence permeate our everyday lives and are important processes within organizations. Whether it be a company you founded, one you might be working with, or a company you work for, it is vital to understand how power and influence can be used to get things done even if there are barriers in your way. Technical expertise is important, but understanding how to achieve buy-in for your initiatives and goals is vital to your success. This course is about understanding power and influence and learning to use them effectively to achieve your goals. Through self-assessments, you will come to understand your own beliefs and tendencies regarding power and influence. Using this as a starting point, conceptual models are explored to give you real-world approaches in how to use ethical power and influence to become effective leaders. Counts as a MGT elective.
Prerequisite: MGT 101 or permission of instructor.

Offered: every spring beginning spring 2018.

MGT 472 Comparative Management Systems 3 Credits

International business emphasizing differences in systems. Context and traditions in different countries and regions: social, political, governmental, business, labor, ethical, cultural analysis. Different management and business practices. Managing and doing business within and across many countries. Counts as a MGT elective.

Prerequisite: MGT 101 or permission of instructor.

Offered: spring.

MGT 486 Doing Business in the EU 3 Credits

This course is designed to prepare students to do business in the EU. Students examine the forces leading to the development and the implementation of the unique economic and political unit called the European Union. Students use their understanding of the history and the current issues impacting the continuing development of the European Union to develop strategies for doing business in the European Union.

Offered: occasionally.

MGT 492 Internship in Global Supply Chain Management 3 Credits

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

Prerequisite: student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.

Offered: fall & spring.

MGT 493 Internship in Human Resource Management 3 Credits

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

Prerequisite: student must complete a WSB Internship Application and obtain the approval of a faculty supervisor, department chair, & associate dean.

Offered: fall & spring.

MGT 496 Management Internship 3 Credits

All for-credit internships require non-routine job experience that links academic concepts with practical experience. Involve supervision by faculty and student demonstration of academic value through papers and reports. Enrollment subject to meeting minimum GPA requirement.

Prerequisite: student must complete a WSB Internship Application and obtain the approval of a faculty supervisor, department chair, & associate dean.

Offered: fall & spring.

MGT 499 Management Independent Study 6 Credits

Counts as an MGT elective. Independent studies require an application and approval by the associate dean.

Prerequisite: student must complete a WSB Independent Study Application Form and obtain the approval of a faculty supervisor, department chair, & the associate dean.

Offered: fall & spring.