

# BACHELOR OF BUSINESS ADMINISTRATION: HUMAN RESOURCES MANAGEMENT AND LEADERSHIP EMPHASIS

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## University Requirements

### General Education

UMKC Essentials is the university-wide curriculum that all undergraduate students will complete. The 30-credit hour program includes a First Year Experience course; three critical thinking courses in the areas of Arts & Humanities, Natural & Physical Sciences, and Social & Behavioral Sciences; a Culture and Diversity course; a Civic & Urban Engagement course; two courses in Written Composition and one course in Oral Communication; and a Math Pathway course. Transfer students entering UMKC will elect from the UMKC Essentials General Education Program or the Missouri Core 42 General Education Curriculum. Academic advisors will meet with incoming transfer students to determine which option best serves the student's educational needs. More information about General Education may be found here: <https://catalog.umkc.edu/undergraduate-academic-regulations-information/general-education-requirements/> (<http://catalog.umkc.edu/undergraduate-academic-regulations-information/general-education-requirements/>)

### Constitution Course

Every undergraduate student must take a course covering the United States Constitution and the Missouri State Constitution before graduation. Course options are included in the program requirements section below.

### Exit Examinations

Information on exit examinations is available in the Undergraduate Academic Regulations and Information (<http://catalog.umkc.edu/undergraduate-academic-regulations-information/graduation/exitexams/>) section of the catalog.

### Missouri Higher Education Civics Achievement Examination

In accordance with Missouri Senate Bill 807 (section 170.013.1), 'any student entering a public institution of higher education for the first time after July 2019 who is pursuing an associate's or bachelor's degree from such institution shall successfully pass an examination on the provisions and principles of American civics with a score of seventy percent or greater as a condition of graduation from such institution'. To satisfy this requirement at UMKC, students access the exam through the Canvas site. This requirement will be listed in the degree audit system as, 'Take State Mandated Missouri Higher Education Civics Achievement Examination', and listed on the transcript as 'Missouri Civics Examination'.

## Student Learning Outcomes

Students graduating from this program will:

- Critique a business decision using a suitable decision tool or framework found in a major business discipline.
- Contextualize how a given business problem affects an organization using critical thinking.
- Contribute effectively as part of a diverse and inclusive team to solve a given business problem.
- Express a business issue into a coherent written statement and/or oral presentation.
- Appraise quantitative information and synthesize that information with relevant non-quantitative information to arrive at a business decision.
- Integrate multiple business information systems and technologies to analyze a business problem and communicate a solution to a business audience.

## Admission Requirements

First-time college students are eligible to be admitted to the Bloch School if they meet regular UMKC entrance requirements. Those transferring from other institutions must have 2.25 cumulative and University of Missouri (UM) GPAs. Intra-university transfers can enter Bloch School programs with a 2.25 UM GPA. All students are required to maintain a 2.25 cumulative University of Missouri GPA while enrolled in this program.

## Program Requirements

The Bloch School requires a minimum of 120 credit hours to earn the Bachelor of Business Administration (B.B.A.) degree. This total includes coursework in the following areas: General Education, Basic Skills, General Electives, Business Core, Emphasis Area, and Interest Area. All students pursuing the B.B.A. degree must select an emphasis area and a complementary interest area.

See the Bloch School Undergraduate Policies and Procedures (<http://catalog.umkc.edu/colleges-schools/henry-w-bloch-management/undergraduate-programs/undergraduate-policies-procedures/>) section for additional information.

## UMKC Essentials

| Code   | Title   | Credits   |
|--|---|-----------|
| First Semester Experience Course (GEFSE)                     |   | 3         |
| Written Communication:                                       |   |           |
| ENGLISH 110  | Introduction to Academic Prose                          | 3         |
| ENGLISH 225  | English II: Intermediate Academic Prose                 | 3         |
| Oral Communication (choose one of the following):            |   | 3         |
| COMM-ST 110  | Fundamentals of Effective Speaking and Listening        |           |
| COMM-ST 140  | Introduction to Communication                           |           |
| COMM-ST 212  | Argumentation And Debate (offered via dual credit only) |           |
| COMM-ST 277  | Interpersonal Communication                             |           |
| Math Pathway (satisfied in major requirements below)         |   |           |
| Critical Thinking in Arts & Humanities (GECRT-AH)            |   | 3         |
| Critical Thinking in Natural & Physical Sciences (GECRT-SC)  |   | 3         |
| Critical Thinking in Social & Behavioral Sciences (GECRT-SS) |   | 3         |
| Culture & Diversity Course (GECDV)                           |   | 3         |
| Civic & Urban Engagement Course (GECUE)                      |   | 3         |
| <b>Total Credits</b>   |   | <b>27</b> |

## Constitution Course Requirement

Section 170.011.1 of the Missouri Revised Statutes, 2015, states that all candidates for a degree issued by a college or university in the state of Missouri must have "satisfactorily passed an examination on the provisions and principles of the Constitution of the United States and of the state of Missouri, and in American history and American institutions."

Courses at UMKC that satisfy this state requirement are:

| Code                         | Title                                      | Credits  |
|------------------------------|--|----------|
| Choose one of the following: |  | 3        |
| CJC 364                      | The Supreme Court And The Criminal Process |          |
| HISTORY 101                  | U.S. History to 1877                       |          |
| HISTORY 102                  | U.S. History Since 1877                    |          |
| HONORS 230                   | Honors American Government                 |          |
| POL-SCI 210                  | American Government                        |          |
| <b>Total Credits</b>         |  | <b>3</b> |

There are a few other ways this requirement can be satisfied for students transferring to UMKC:

- Take an equivalent course from the list above at a regionally accredited institution.
- Earn credit for one of the above courses through AP, IB, or CLEP.
- Take a course that directly satisfies the Missouri Constitution Requirement at another Missouri institution.
- Have a previous bachelors degree (or higher) from a regionally accredited institution.
- Have an Associate of Arts degree from a regionally accredited institution.
- Complete the 42 Hour Core at a Missouri institution and have it listed on the official transcript.

## Basic Skills Coursework

| Code            | Title   | Credits |
|-----------------|---|---------|
| ACCTNG 210      | Introduction To Financial Accounting (Includes Lab) | 3       |
| ACCTNG 211      | Introduction To Managerial Accounting               | 3       |
| DSOM 211        | Business Analytics I                                | 3       |
| or STAT 235     | Elementary Statistics                               |         |
| or STAT 115     | Statistical Reasoning                               |         |
| or MOTRMATH 110 | MOTR Statistical Reasoning                          |         |
| ECON 201        | Principles of Macroeconomics                        | 3       |
| ECON 202        | Principles of Microeconomics                        | 3       |

|                      |   |           |
|----------------------|---|-----------|
| MATH 110             | Precalculus Algebra (or ALEKS score of 61 or higher; or MyMathTest College Algebra score of 70% or higher; or ACT MATH sub-score of 28 or higher; or SAT MATH sub-score of 660 or higher; satisfies Math Pathway) | 3         |
| MGT 256              | Legal and Regulatory Contexts of Organizations  | 3         |
| MIS 202              | Computer Applications In Management   | 3         |
| <b>Total Credits</b> |   | <b>24</b> |

## Major Requirements

Prior to enrolling in any course, students must ensure they have completed the necessary prerequisites.

## International Requirement

| Code  | Title                           | Credits  |
|---|---------------------------------|----------|
| <b>Select one from:</b> <sup>1</sup>            |                                 | <b>3</b> |
| MGT 370   | International Management        |          |
| MGT 470   | International Study in Business |          |
| Other classes approved by Management Department |                                 |          |
| <b>Total Credits</b>                            |                                 | <b>3</b> |

<sup>1</sup> With approval from the Management Department, this can include international business-related coursework transferred from other institutions, study abroad opportunities and emphasis-specific international classes.

## Core B.B.A. Curriculum

| Code                 | Title  | Credits   |
|----------------------|--|-----------|
| DSOM 311             | Business Analytics II  | 3         |
| DSOM 340             | Supply Chain and Operations Management                           | 3         |
| ENT 315              | Entrepreneurial Mindset and Opportunity Recognition <sup>1</sup> | 3         |
| FIN 325              | Financial Management   | 3         |
| MGT 301              | Effective Business Communication                                 | 3         |
| MGT 332              | Principles of Organizational Behavior                            | 3         |
| MGT 471              | Strategic Management   | 3         |
| MIS 402              | Information Management   | 3         |
| MKT 324              | Principles of Marketing  | 3         |
| <b>Total Credits</b> |  | <b>27</b> |

<sup>1</sup> Students that have already completed ENT 215 may substitute for ENT 315.

## Student Learning Outcomes

Students graduating from this program will:

- be able to assess and implement effective business leadership and organizational behavior processes;
- be able to understand the functions of effective human resource management;
- be able to design and assess organizational strategy and plan execution.

## Human Resources Management and Leadership Emphasis Area Coursework

| Code                    | Title                             | Credits |
|-------------------------|-----------------------------------|---------|
| MGT 337                 | Human Resource Management         | 3       |
| Three of the following: |                                   | 9       |
| MGT 347                 | Employee Staffing                 |         |
| MGT 357                 | Employee Training and Development |         |
| MGT 360                 | Groups and Teams                  |         |
| MGT 367                 | Human Resource Analytics          |         |
| MGT 372                 | Ethics and Leadership             |         |
| MGT 377                 | Total Rewards Management          |         |

MGT 410

Corporate Social Responsibility

**Total Credits****12****Interest Areas (choose one interest area below)**

- Students may substitute other Bloch School courses to satisfy interest area requirements with Dean approval.
- The same course cannot apply to both a student's emphasis area and interest area.
- Interest areas are not listed on a student's official transcript. Only emphasis areas are transcribed.
- Other interest areas are available by petition only.

**Analytics and Business Intelligence Interest Area**

| Code                 | Title                      | Credits  |
|----------------------|----------------------------|----------|
| MGT 367              | Human Resource Analytics   | 3        |
| or DSOM 346          | Service Industry Analytics |          |
| MKT 390              | Customer Data Analytics    | 3        |
| or DSOM 443          | Project Management         |          |
| DSOM 458             | Data Visualization         | 3        |
| or MIS 459           | Data Wrangling             |          |
| <b>Total Credits</b> |                            | <b>9</b> |

**Healthcare Management Interest Area**

| Code                 | Title  | Credits  |
|----------------------|--|----------|
| HLTH-ADM 471         | Financial Management Issues of Health and Human Services Organizations | 3        |
| HLTH-ADM 477         | Leadership and Management in Health Care Organizations                 | 3        |
| HLTH-ADM 481         | Health Policy in the United States                                     | 3        |
| <b>Total Credits</b> |  | <b>9</b> |

**Technology, Innovation, and Management Interest Area**

| Code                 | Title                                       | Credits  |
|----------------------|---|----------|
| ENT 326              | Creativity, Innovation, and Problem Solving | 3        |
| ENT 341              | Technology Entrepreneurship                 | 3        |
| ENT 361              | New Product Development                     | 3        |
| <b>Total Credits</b> |   | <b>9</b> |

**General Business**

| Code                           | Title  | Credits |
|--------------------------------|--|---------|
| Select three of the following: |  | 9       |
| ACCTNG 306                     | Introduction to Intermediate and the Accounting Profession |         |
| ACCTNG 307                     | Cost Management  |         |
| ACCTNG 412                     | Introduction to Income Taxation                            |         |
| DSOM 346                       | Service Industry Analytics                                 |         |
| DSOM 443                       | Project Management   |         |
| DSOM 444                       | Digital Transformations and Supply Chain                   |         |
| DSOM 458                       | Data Visualization   |         |
| ENT 326                        | Creativity, Innovation, and Problem Solving                |         |
| ENT 329                        | Entrepreneurship Scholars                                  |         |
| ENT 364                        | Entrepreneurial Management and Innovation                  |         |
| FIN 326                        | Financial Management 2                                     |         |
| FIN 345                        | Investments  |         |
| FIN 350                        | Introduction to Risk Management and Insurance              |         |
| FIN 425                        | Financial Services Marketing and Relationship Management   |         |
| HLTH-ADM 473                   | Health and Social Equity                                   |         |
| HLTH-ADM 481                   | Health Policy in the United States                         |         |
| MGT 337                        | Human Resource Management                                  |         |
| MGT 360                        | Groups and Teams   |         |

|                               |   |
|-------------------------------|---|
| MGT 410                       | Corporate Social Responsibility               |
| MIS 459                       | Data Wrangling                                |
| MKT 390                       | Customer Data Analytics                       |
| MKT 420                       | Sales Management                              |
| MKT 430                       | Personal Selling                              |
| MKT 442                       | Social Media and Mobile Marketing             |
| PUB-ADM 493                   | Nonprofit Fundraising and Development         |
| PUB-ADM 495                   | Nonprofit Organizations in Context            |
| RL-EST 321                    | Real Estate Principles                        |
| RL-EST 425                    | Principles of Real Estate Property Management |
| Or other courses by petition. |   |

**Total Credits** **9**

## General Electives

| Code                                  | Title | Credits   |
|---------------------------------------|-------|-----------|
| <b>General Electives <sup>1</sup></b> |       | <b>15</b> |

<sup>1</sup> A maximum of two hours of PE activity is accepted as elective credit. Applied or military science and vocational courses may not be taken for elective credit.

**Minimum GPA: 2.25 (UM and in-major)**

**Total Credit Hours: 120**

## Graduation Requirements

The B.B.A. degree will be awarded on satisfaction of the following:

1. Completion of the degree requirements and a minimum of 120 credit hours.
2. Achievement of a 2.25 GPA; satisfactory academic standing is based on:
  - a. Cumulative GPA of 2.25 for all University of Missouri courses; and
  - b. GPA of 2.25 for all required junior-and senior-level in-major courses completed at UM schools.
3. Completion of 50% of junior/senior in-major courses at UMKC.
4. Completion of HELgthen, and other assessment exercises assigned by the Bloch faculty.
5. Completion of the Constitution requirement.
6. Filing of a required application for graduation at the beginning of the senior year.

Students are responsible for ensuring their course of study falls within program guidelines.

## Tools for Planning and Fulfilling Academic Requirements

UMKC's Major Maps are detailed, semester by semester plans that lead a student to complete all degree requirements within four years. Plans include benchmarks and critical courses by term that assist a student's evaluation of progress and major "fit". In order to ensure that the appropriate courses are taken, students are encouraged to consult with the undergraduate advisor for this major. Please see the tab above to view the major map for this program.

UMKC's Transfer Guides (<https://www.umkc.edu/transfer/transfer-credit/transfer-guides.html>) provide detailed guidance on recommended transfer coursework, plans of study, transfer timelines, and transfer contact information. To ensure a seamless transfer experience, students are encouraged to work with both their community college advisor and a UMKC advisor when planning their coursework.

UMKC's PlanMyDegree 'Audit' (<https://www.umkc.edu/registrar/academic-programs/plan-my-degree.html>) degree audit system provides an individual evaluation of all degree requirements (General Education, Degree Specific, Major Specific, etc.) for students' officially recorded (Office of the Registrar) and "what if" exploratory plans of study. This evaluation is used to certify all graduation requirements.

UMKC's PlanMyDegree 'Plans' (<https://www.umkc.edu/registrar/academic-programs/plan-my-degree.html>) degree planning tool enables students to develop a personalized semester by semester plan of study towards completion of degree requirements for student's officially recorded (Office of the Registrar) and "what if" exploratory plans of study. Update and edit your full plan to degree completion each term and confirm accuracy each semester with your Academic Advisor(s).

## Major Map

### Four Year Graduation Plan - Courses & Critical Benchmarks for First Time College Students:

UMKC's Major Maps are detailed, undergraduate four-year course outlines that inform students on the classes they should take and when to take them. Outlines are updated yearly. Graduate students should visit their program's individual school for program outlines.

The following is a sample course of study. Your path to graduation may vary based on factors such as college credit you earned while in high school, transfer work from other institutions of higher learning, and placement in Mathematics. You are responsible for checking prerequisites to any courses. It is the Student's responsibility to ensure that all program requirements are met. This guide is not a substitute for academic advisement.

#### First Year

| Fall Semester                                      | Credits | Spring Semester   | Credits   |
|--|---------|---|-----------|
| ENGLISH 110 <sup>CC</sup>                          |         | 3 ENGLISH 225 <sup>CC</sup>   | 3         |
| MATH 110 <sup>CC</sup>                             |         | 3 COMM-ST 110, 140, 212, or 277 <sup>CC</sup>                                 | 3         |
| GEFSE 101  |         | 3 GECRT-AH 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 112, 113, or 114 | 3         |
| GECRT-SS 101, 102, 104, 105, 106, 107, 108, or 111 |         | 3 GECRT-SC 101, 102, or 103   | 3         |
| MGT 100 (or other general elective) <sup>CC</sup>  |         | 3 MIS 202 <sup>CC</sup>   | 3         |
|  |         | <b>15</b>   | <b>15</b> |

#### Second Year

| Fall Semester  | Credits | Spring Semester                 | Credits   |
|--|---------|---------------------------------|-----------|
| ACCTNG 210 <sup>CC</sup>                                       |         | 3 ACCTNG 211 <sup>CC</sup>      | 3         |
| ECON 201 or 202 <sup>CC</sup>                                  |         | 3 ECON 201 or 202 <sup>CC</sup> | 3         |
| GECDV 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, or 211 |         | 3 DSOM 211 <sup>CC</sup>        | 3         |
| GECUE 201, 203, 204, 205, 206, or 272                          |         | 3 MGT 256                       | 3         |
| HISTORY 101, 102, POL-SCI 210, HONORS 230, or CJC 364          |         | 3 MGT 301 <sup>CC</sup>         | 3         |
|  |         | <b>15</b>                       | <b>15</b> |

#### Third Year

| Fall Semester         | Credits | Spring Semester  | Credits   |
|-----------------------|---------|--|-----------|
| DSOM 311              |         | 3 DSOM 340 (or General Elective if not pursuing the Analytics and Business Intelligence interest area) | 3         |
| ENT 315               |         | 3 FIN 325  | 3         |
| MGT 332 <sup>CC</sup> |         | 3 MGT 370 or 470 <sup>1</sup>  | 3         |
| MKT 324 <sup>CC</sup> |         | 3 MGT 337 <sup>CC</sup>  | 3         |
| General Elective      |         | 3 MIS 402  | 3         |
|                       |         | <b>15</b>  | <b>15</b> |

#### Fourth Year

| Fall Semester  | Credits | Spring Semester  | Credits |
|--|---------|--|---------|
| Human Resource Management & Leadership Emphasis Class #2 |         | 3 MGT 471  | 3       |
| Human Resource Management & Leadership Emphasis Class #3 |         | 3 Human Resource Management & Leadership Emphasis Class #4 | 3       |
| 3XX/4XX Interest Area Course <sup>2</sup>                |         | 3 3XX/4XX Interest Area Course <sup>2</sup>                | 3       |

|   |  |           |
|---|--|-----------|
| 3XX/4XX Interest Area Course or General Elective <sup>2</sup> | 3 General Elective   | 3         |
| General Elective  | 3 General Elective or 3XX/4XX Interest Area Course (depending on what was completed in Fourth Year Fall Semester) <sup>2</sup> | 3         |
| <b>15</b>   |  | <b>15</b> |

**Total Credits: 120**

CC Critical Courses provide feedback regarding major fit and help indicate likelihood of successful completion of chosen academic program and degree.

<sup>1</sup> The International Requirement in the Bachelor of Business Administration degree program can be satisfied with MGT 370, International Management, or MGT 470, International Study in Business (tied to a short-term study abroad trip). With approval from the Department of Entrepreneurship and Innovation, this can include international business-related courses from other institutions, study abroad opportunities and emphasis-specific international courses.

<sup>2</sup> Interest area pairings: Analytics and Business Intelligence; Healthcare Management; Technology, Innovation and Management or General Business

## Recommendations to Maintain Progress toward 4-Year Degree Completion

- Completion of the First Semester Experience (FSE) course in first term.
- Early completion of Written Communication, Oral Communication, and Math Pathway requirements.
- Maintain the minimum GPA required for academic Good Standing for your degree program.
- Completion at least 15 credit hours toward degree each regular semester. (*Students may use the summer to ensure completion of 30 hours per academic year or to lighten Fall and Spring course loads.*)
- Enrollment in Critical Courses as listed on the Major Map is recommended in order to maintain timely progress and completion of prerequisite coursework.
- Regular consultation with Academic Advisor(s) for program(s) of study is strongly recommended and may be required for some degree programs.

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