

# BBA ORGANIZATIONAL LEADERSHIP AND MANAGEMENT

Undergraduate students in the Organizational Leadership and Management major are provided with the necessary foundation in a number of areas that are crucial to a managers' success such as learning to make ethical decisions, motivate and inspire employees to work towards a common goal, plan for the future and focus on organizational goals, evaluate and counsel individual and group performance, effectively manage and build successful teams, resolve conflicts, improve oral and written communication and, in general, make the people around them more successful. A leadership career involves taking your organization into a better direction, or to surpass previous limits of a team or unit by using the critical tools taught in the major.

| Code               | Title   | Hours     |
|--------------------|---|-----------|
| HURM 3220          | Human Resource Management                     | 3         |
| MGMT 3630          | Conflict Management: Mediation & Negotiations | 3         |
| MGMT 3770          | Ethics In Leadership And Management           | 3         |
| MGMT 3700          | Best Practices in Diversity Leadership        | 3         |
| MGMT 4330          | Leading Organizational Change and Development | 3         |
| HURM 4710          | Human Capital Performance and Development     | 3         |
| MGMT 4780          | Leading and Managing People                   | 3         |
| <b>Total Hours</b> |   | <b>21</b> |

## Early admission/bridge program – BBA-MBA

Undergraduate students accepted in the BBA-MBA option will be admitted to the MBA program and allowed to complete up to three **graduate level classes** (nine credit hours) during their final academic year of **undergraduate studies**. Students admitted into the pipeline program must apply for admission to the College of Graduate Studies for the semester that they intend to matriculate. They will then continue in the MBA program upon completion of the undergraduate degree requirements. The graduate coursework (up to nine hours) may be applied **to completion of both undergraduate and MBA degree requirements**. The following provisions apply for classes taken for graduate credit: 1) graduate classes taken at The University of Toledo only after the student is accepted in the MBA joint program, 2) only BUAD 6100, BUAD 6300, BUAD 6400, BUAD 6500, BUAD 6800 may be included in the approved nine semester hours of graduate credit taken as an undergraduate. 3) Up to 9 credit hours of graduate business courses can be used toward the 3000/4000-level business electives or extra hours toward their BBA.

However, they may not count any of those 9 credit hours toward any specific undergraduate major or minor requirements, nor may they count toward any required undergraduate business core requirements (i.e., no BUAD-designated courses). Students must have at the time of application 1) a minimum of 3.0 cumulative undergraduate grade point average that will include undergraduate credits earned at other institutions and transferred to UT, 2) undergraduate advisor's approval, and 3) graduate advisor's approval. Students interested in the joint BBA / MBA program must submit 1) a letter of interest, 2) a completed graduate admission application, 3) at least 2 letter(s) of recommendation from

faculty members. After successful completion of the application process, students will apply to the graduate program.

## Combined bachelor's to master's – BBA-MABA

Undergraduate students accepted to the BBA-MABA pipeline program option will be admitted to the Master of Applied Business Analytics (MABA) program and allowed to complete up to three graduate level classes (nine credit hours) during their final academic year of undergraduate studies. Students admitted into the pipeline program must apply for admission to the College of Graduate Studies for the semester that they intend to matriculate. They will then continue into the graduate program upon completion of the undergraduate degree requirements. The graduate coursework (up to nine hours) may be applied to completion of both undergraduate and graduate degree requirements. It will be the joint responsibility of the faculty and administrators in the undergraduate and graduate programs to supervise students admitted to the combined program option, to ensure that the limit of nine hours taken as an undergraduate is strictly enforced, and to request that the College of Graduate Studies change their matriculation from Undergraduate to Graduate when they meet all undergraduate degree requirements.

The following provisions apply for classes taken for graduate credit: 1) graduate classes taken at The University of Toledo only after the student is accepted in the program, 2) one or two courses from the following MABA core courses (INFS 6150, OSMC 6250 or OSMC 6350) and one of the following courses based on the student chosen functional area (BUAD 6100, BUAD 6200, BUAD 6300, BUAD 6600, BUAD 6800 or INFS 6050) may be included in the approved nine semester hours of graduate credit taken as an undergraduate. Students interested in the combined program must submit a graduate admission application to the College of Graduate Studies.

Below is a sample plan of study. [Please see pre-business/lower division requirements BBA plan \(https://catalog.utoledo.edu/undergraduate/business-innovation/bachelor-business-administration-bba/#text\)](https://catalog.utoledo.edu/undergraduate/business-innovation/bachelor-business-administration-bba/#text) for [terms one through four and additional information](#). Consult your degree audit for your program requirements.

## Accrediting Body: Association to Advance Collegiate Schools of Business (AACSB) International.

| First Term                         |   | Hours     |
|------------------------------------|---|-----------|
| BUAD 1000                          | Orientation For Business Students       | 1         |
| BUAD 1010                          | Introduction To Business                | 3         |
| ENGL 1110                          | College Composition I                   | 3         |
| MATH 1320                          | College Algebra <sup>3</sup>            | 3         |
| Arts/Humanities Core <sup>1</sup>  |   | 3         |
| Social Science Core <sup>1</sup>   |   | 3         |
| <b>Hours</b>                       |   | <b>16</b> |
| Second Term                        |   | Hours     |
| BUAD 1020                          | Micro-Computer Applications In Business | 3         |
| ENGL 2960                          | Professional and Business Writing       | 3         |
| ECON 1150                          | Principles Of Macroeconomics            | 3         |
| Diversity of US <sup>1</sup>       |   | 3         |
| Natural Sciences Core <sup>1</sup> |   | 3         |

|  |           |
|--|-----------|
| Natural Science Laboratory <sup>1</sup>                        | 1         |
| <b>Hours</b>   | <b>16</b> |
| <b>Third Term</b>  |           |
| BUAD 2000 Career Development I                                 | 1         |
| BUAD 2020 Information Technology Management                    | 3         |
| BUAD 2030 Executive Communication Essentials                   | 3         |
| BUAD 2040 Financial Accounting Information                     | 3         |
| BUAD 2060 Business Statistics                                  | 3         |
| ECON 1200 Principles Of Microeconomics                         | 3         |
| <b>Hours</b>   | <b>16</b> |
| <b>Fourth Term</b>   |           |
| BUAD 2050 Accounting For Business Decision-Making              | 3         |
| BUAD 2070 Business Analytics                                   | 3         |
| BUAD 2080 Global Environment Of Business                       | 3         |
| Arts/Humanities Core <sup>1</sup>                              | 3         |
| Natural Science Core <sup>1</sup>                              | 3         |
| <b>Hours</b>   | <b>15</b> |
| <b>Fifth Term</b>  |           |
| BUAD 3000 Career Development II                                | 1         |
| BUAD 3010 Principles Of Marketing                              | 3         |
| BUAD 3030 Managerial And Behavioral Processes In Organizations | 3         |
| BUAD 3040 Principles Of Financial Management                   | 3         |
| BUAD 3470 The Legal And Ethical Environment Of Business        | 3         |
| Non-US Diversity <sup>1</sup>                                  | 3         |
| <b>Hours</b>   | <b>16</b> |
| <b>Sixth Term</b>  |           |
| BUAD 3020 Principles Of Manufacturing And Service Systems      | 3         |
| HURM 3220 Human Resource Management                            | 3         |
| MGMT 3630 Conflict Management: Mediation & Negotiations        | 3         |
| Minor/Business Elective <sup>2</sup>                           | 3         |
| Minor/Business Elective <sup>2</sup>                           | 3         |
| <b>Hours</b>   | <b>15</b> |
| <b>Seventh Term</b>  |           |
| MGMT 3770 Ethics In Leadership And Management                  | 3         |
| MGMT 3700 Best Practices in Diversity Leadership               | 3         |
| MGMT 4780 Leading and Managing People                          | 3         |
| BUAD 4020 Senior Business Policy Forum                         | 3         |
| Elective   | 2         |
| <b>Hours</b>   | <b>14</b> |
| <b>Eighth Term</b>   |           |
| HURM 4710 Human Capital Performance and Development            | 3         |
| MGMT 4330 Leading Organizational Change and Development        | 3         |
| Minor/Business Elective <sup>2</sup>                           | 3         |

|                    |            |
|--------------------|------------|
| Elective           | 3          |
| <b>Hours</b>       | <b>12</b>  |
| <b>Total Hours</b> | <b>120</b> |

<sup>1</sup> Select from approved University core course work, see degree audit for course selection.

<sup>2</sup> Minor elective or 3000/4000 level Business elective if no Business minor is selected.

<sup>3</sup> Acceptable replacements include MATH 1260 or 1270 or 1340 or 1730 or 1750 or 1760 or 1850 or 1860 or 2450 or 2460

- PLO 1: Ethics and Social Responsibility – Each student can analyze and resolve ethical issues in decision-making and recognize their impact on the larger community.
- PLO 2: Innovation and Creativity – Each student can examine problems, opportunities, relationships, and situations from different and unique perspectives and develop creative solutions.
- PLO 3: Critical Thinking and Analysis – Each student can think critically to identify problems, research, analyze and make sound inferences from and use effective problem-solving and decision-making techniques.
- PLO 4: Business Acumen – Each Student can identify, interpret, evaluate, and suggest solutions within the legal, global, financial, marketing, and operational dimensions of business.
- PLO 5: Technology – Each student can understand and utilize current and emerging technology to improve business competitiveness and personal productivity.
- PLO 6: Professionalism – Each student can demonstrate effective oral and written communication, interpersonal collaboration, responsibility, accountability and professional behavior.
- PLO 7: Leadership – Each student can practice reflective thinking to assess personal strengths and challenges and can formulate strategies for lifetime development of leadership competencies.