MANAGEMENT, B.S. (BUSINESS)

Begin Campus: Any Penn State Campus

End Campus: University Park

Program Description
This major provides students with knowledge and skills managers need to deal with contemporary management challenges, such as leading and motivating people of different ages and backgrounds, developing strategies for competing in the global economy, and balancing the interest of multiple stakeholders in a complex legal, political, and ethical environment. The management core provides a foundational knowledge, skills and competencies essential for being effective and ethical managers and strategic leaders of organizations in a global environment. Students then choose from a host of electives designed to provide the requisite supplementary knowledge, skills and abilities for a wide range of career trajectories.

What is Management?
Organizations need managers and leaders: people who can effectively lead organizations and manage the people in them, as well as develop and implement strategies that will lead to success. Management majors gain the knowledge and skills that will enable them to deal with the contemporary challenges facing organizations including leading and motivating people, working effectively in teams, developing effective organizational cultures, thinking ethically, inclusively, strategically, and sustainably, balancing the interests of multiple stakeholders in complex, legal, political, and ethical environments, and leading change.

MORE INFORMATION ABOUT MANAGEMENT (https://undergrad.smeal.psu.edu/majors/management/)

Entrance to Major
To be eligible for entrance into the Management (MGMT) major, a degree candidate must be enrolled at Penn State as a pre-major in the Smeal College of Business or the Division of Undergraduate Studies and satisfy requirements for entrance to the major.

Administrative Enrollment Controls
This program currently has administrative enrollment controls. Administrative Enrollment Controls are initiated when limitations of space, faculty, or other resources in a major prevent accommodating all students who request them. Students must follow the administrative enrollment controls that are in effect for the semester that they enter the university.

First-Year Students Entering Summer 2024, Fall 2024, Spring 2025
In order to be eligible for entrance to this major, students must satisfy the following requirements:

• 36-59 graded Penn State credits (excludes transfer and AP credits)
• completed with a grade of C or better:
  • English - ENGL 15 or ENGL 30H or ESL 15 or ENGL 137H or CAS 137H

• Mathematics - MATH 110 or MATH 140 or MATH 140B
• Statistics - SCM 200 or SCM 200H or STAT 200
• completed ECON 102 or ECON 102H
• completed at Penn State (no substitutions or transfers), in addition with a quality grade of "C" or better and no alternative or Pass/Fail (PS) grading:
  • Accounting - ACCTG 211 or ACCTG 211H
  • Management - MGMT 301 or MGMT 301H or MGMT 301M or MGMT 301W
  • Marketing - MKTG 301 or MKTG 301H or MKTG 301W
  • Finance - FIN 301 or FIN 301H
• earned a minimum cumulative grade-point average (GPA) of 3.20

Students Who Entered Prior to Summer 2024
Students who entered the University from Summer 2018 through Spring 2024 should view the administrative enrollment controls in the appropriate Undergraduate Bulletin archive (https://bulletins.psu.edu/undergraduate/archive/). Students who entered the University prior to the summer 2018 semester should consult with their academic adviser about the administrative enrollment controls in effect for the semester they entered the university.

Degree Completion
Students accepted into the Management major are expected to enroll at University Park the fall semester after gaining entrance to the major. In addition, Senate Policy 83-80.5 stipulates that the college dean and program faculty may require up to 24 credits of course work in the major to be taken in the college where the degree is earned. Based on this policy, the Smeal College of Business has set the following credit earning limitations for MGMT majors:

1. Eighteen credits of 300/400 level prescribed and additional courses in the major field must be completed with Management faculty at University Park.
2. Six additional credits of 300/400 level related and supporting courses must also be completed at University Park. See the Management Suggested Academic Plan for details.

Degree Requirements
For the Bachelor of Science degree in Management, a minimum of 120 credits is required with at least 15 credits at the 400 level:

<table>
<thead>
<tr>
<th>Requirement</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Education</td>
<td>45</td>
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<tr>
<td>Electives</td>
<td>14</td>
</tr>
<tr>
<td>Requirements for the Major</td>
<td>76</td>
</tr>
</tbody>
</table>

15 of the 45 credits for General Education are included in the Requirements for the Major. This includes: 6 credits of GWS courses ((ENGL 15 or ENGL 30H or ENGL 137H/CAS 137H or ESL 15) and ENGL 202D); 6 credits of GQ courses (MATH 110 or MATH 140 and SCM 200 or STAT 200); 3 credits of GS courses (ECON 102).

Requirements for the Major
To graduate, a student enrolled in the major must earn a grade of C or better in each course designated by the major as a C-required course, as specified by Senate Policy 82-44 (https://senate.psu.edu/students/
policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/).

### Prescribed Courses

**Code** | **Title** | **Credits**
---|---|---
BA 342 | Socially Responsible, Sustainable and Ethical Business Practice | 3
BA 411 | Analyzing Business and Industry | 3
BLAW 341 | Business Law I: Introduction to Contracts, Liability Issues, and Intellectual Property | 3
ECON 102 | Introductory Microeconomic Analysis and Policy | 3
ECON 104 | Introductory Macroeconomic Analysis and Policy | 3
MIS 250 | Introduction to Problem Solving with Spreadsheet Analysis and Information Systems Management | 3
SCM 301 | Supply Chain Management | 3

**Prescribed Courses: Require a grade of C or better**

**Code** | **Title** | **Credits**
---|---|---
ACCTG 211 | Financial and Managerial Accounting for Decision Making | 4
ENGL 202D | Effective Writing: Business Writing | 3
FIN 301 | Corporation Finance | 3
MGMT 301 | Basic Management Concepts | 3
MGMT 326 | Organizational Behavior and Design | 3
MGMT 451W | Business, Ethics, and Society | 3
MGMT 481 | Global Strategic Management | 3
MKTG 301 | Principles of Marketing | 3

**Additional Courses**

**Additional Courses: Require a grade of C or better**

**Code** | **Title** | **Credits**
---|---|---
MATH 110 | Techniques of Calculus I | 4
or MATH 140 | Calculus With Analytic Geometry I | 4
SCM 200 | Introduction to Statistics for Business | 4
or STAT 200 | Elementary Statistics | 4

Select 3 credits from the following:

**Code** | **Title** | **Credits**
---|---|---
ENGL 15 | Rhetoric and Composition | 3
ENGL 30H | Honors Rhetoric and Composition | 3
ENGL/ | Rhetoric and Civic Life I | 3
CASREQU strongh
FOR THE MAJOR137H

Select 9 credits from the following:

**Code** | **Title** | **Credits**
---|---|---
BA 441 | Strategies for Enterprise Sustainability | 3
MGMT 341 | Human Resource Management | 3
MGMT 355 | Leadership and Change in Organizations | 3
MGMT 420 | Negotiation and Conflict Management | 3
MGMT 441 | Organizational Staffing and Development | 3
MGMT 443 | Performance Management | 3
MGMT 445 | Managing a Diverse Workforce | 3
MGMT 480 | Business Transformation Consulting | 3

### Supporting Courses and Related Areas

Attainment of 12th-credit level proficiency in a single world language. Proficiency must be demonstrated by either examination or coursework.

### General Education

Connecting career and curiosity, the General Education curriculum provides the opportunity for students to acquire transferable skills necessary to be successful in the future and to thrive while living in interconnected contexts. General Education aids students in developing intellectual curiosity, a strengthened ability to think, and a deeper sense of aesthetic appreciation. These are requirements for all baccalaureate students and are often partially incorporated into the requirements of a program. For additional information, see the General Education Requirements (https://bulletins.psu.edu/undergraduate/general-education/baccalaureate-degree-general-education-program/) section of the Bulletin and consult your academic adviser.

The keystone symbol appears next to the title of any course that is designated as a General Education course. Program requirements may also satisfy General Education requirements and vary for each program.

**Foundations (grade of C or better and Inter-Domain courses do not meet this requirement.)**

- **Quantification (GQ):** 6 credits
- **Writing and Speaking (GWS):** 9 credits

**Breadth in the Knowledge Domains (Inter-Domain courses do not meet this requirement.)**

- **Arts (GA):** 3 credits
- **Health and Wellness (GHW):** 3 credits
- **Humanities (GH):** 3 credits
- **Social and Behavioral Sciences (GS):** 3 credits
- **Natural Sciences (GN):** 3 credits

**Integrative Studies**

- **Inter-Domain Courses (Inter-Domain):** 6 credits

**Exploration**

- **GN,** may be completed with Inter-Domain courses: 3 credits
- **GA, GH, GN, GS, Inter-Domain courses.** This may include 3 credits of World Language course work beyond the 12th credit level or the requirements for the student's degree program, whichever is higher: 6 credits

### University Degree Requirements

#### First Year Engagement

All students enrolled in a college or the Division of Undergraduate Studies at University Park, and the World Campus are required to take 1 to 3 credits of the First-Year Seminar, as specified by their college First-Year Engagement Plan. Other Penn State colleges and campuses may require the First-Year Seminar; colleges and campuses that do not require a First-Year Seminar provide students with a first-year engagement experience. First-year baccalaureate students entering Penn State should consult their academic adviser for these requirements.

**Cultures Requirement**

6 credits are required and may satisfy other requirements

- **United States Cultures:** 3 credits
- **International Cultures:** 3 credits
Writing Across the Curriculum
3 credits required from the college of graduation and likely prescribed as part of major requirements.

Total Minimum Credits
A minimum of 120 degree credits must be earned for a baccalaureate degree. The requirements for some programs may exceed 120 credits. Students should consult with their college or department adviser for information on specific credit requirements.

Quality of Work
Candidates must complete the degree requirements for their major and earn at least a 2.00 grade-point average for all courses completed within their degree program.

Limitations on Source and Time for Credit Acquisition
The college dean or campus chancellor and program faculty may require up to 24 credits of course work in the major to be taken at the location or in the college or program where the degree is earned. Credit used toward degree programs may need to be earned from a particular source or within time constraints (see Senate Policy 83-80 (https://senate.psu.edu/policies-and-rules-for-undergraduate-students/82-00-and-83-00-degree-requirements/#83-80)). For more information, check the Suggested Academic Plan for your intended program.

Academic Advising

The objectives of the university’s academic advising program are to help advisees identify and achieve their academic goals, to promote their intellectual discovery, and to encourage students to take advantage of both in-and out-of class educational opportunities in order that they become self-directed learners and decision makers.

Both advisers and advisees share responsibility for making the advising relationship succeed. By encouraging their advisees to become engaged in their education, to meet their educational goals, and to develop the habit of learning, advisers assume a significant educational role. The advisee’s unit of enrollment will provide each advisee with a primary adviser and support services that are accessible in LionPATH as either an Academic Requirements or What If report. Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

Suggested Academic Plan

The suggested academic plan(s) listed on this page are the plan(s) that are in effect during the 2024-25 academic year. To access previous years' suggested academic plans, please visit the archive (https://bulletins.psu.edu/undergraduate/archive/) to view the appropriate Undergraduate Bulletin edition.

Management, B.S. at University Park Campus
The course series listed below provides only one of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

<table>
<thead>
<tr>
<th>First Year</th>
<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
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<tr>
<td>PSU</td>
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<td>3</td>
<td>MGMT 301</td>
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<tr>
<td>(MATH 110 or MATH 140) or (SCM 200 or STAT 200) (GQ)</td>
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<td>(SCM 200 or STAT 200) or (MATH 110 or MATH 140) (GQ)</td>
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<td></td>
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<tr>
<td>ENGL 15, 30H, ESL 15, ENGL 137H, or CAS 137H</td>
<td>3</td>
<td>World Language - Level Two (8th credit level)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ECON 102 (GS)</td>
<td>3</td>
<td>General Education Course (US)</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>World Language - Level One (4th credit level)</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Total Credits</td>
<td>15</td>
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<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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<tr>
<td>MKTG 301</td>
<td>3</td>
<td>FIN 301</td>
<td>1,2</td>
<td>3</td>
</tr>
<tr>
<td>ACCTG 211</td>
<td>4</td>
<td>SCM 301</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>ECON 104</td>
<td>3</td>
<td>CAS 100, ENGL 138T, or CAS 138T</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>World Language - Level Three (12th credit level)</td>
<td>4</td>
<td>MIS 250</td>
<td>3</td>
<td></td>
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<tr>
<td>General Education Course (IL)</td>
<td>3</td>
<td>General Education Course</td>
<td>4</td>
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<td>Total Credits</td>
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<th>Credits</th>
<th>Spring</th>
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<tbody>
<tr>
<td>MGMT 326 (or MGMT 3XX or MGMT 4XX - Management Elective)</td>
<td>3</td>
<td>MGMT 326 (or MGMT 3XX or MGMT 4XX - Management Elective or BA 441)</td>
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<tr>
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<td>MGMT 451W (or MGMT 4XX - Management Elective or BA 441)</td>
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<tr>
<td>ENGL 202D</td>
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<td>Business Breadth Course</td>
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<td>BA 342</td>
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<th>Fall</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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<tbody>
<tr>
<td>MGMT 451W (or MGMT 4XX - Management Elective or BA 441)</td>
<td>3</td>
<td>MGMT 481</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>BA 411 (or Business Breadth Course)</td>
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<td>BA 411 (or Business Breadth Course)</td>
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<tr>
<td>General Education Course</td>
<td>3</td>
<td>General Education Course</td>
<td>4</td>
<td></td>
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<td>General Education Course</td>
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<td>General Education Course</td>
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<tr>
<td>Elective</td>
<td>2</td>
<td>Elective</td>
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<td>3</td>
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<tr>
<td>Total Credits</td>
<td>14</td>
<td>15</td>
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</table>

Total Credits 120
Course requires a grade of C or better

Entrance-to-Major Course – complete prior to attaining 59 cumulative credits at Penn State

Attain 12th credit level proficiency in a world language (0-12 credits). Credits required vary based on predetermined skill level. Balance of remaining credits are taken as electives. American Sign Language does not satisfy the Smeal College world language requirement.

When planning general education and elective courses, students should factor in the following requirements:
- 3 credits of United States Culture (US)
- 3 credits of International Culture (IL)
- 6 credits of Inter-Domain (N) coursework

See the Business Breadth Course list on the Smeal College website.

See the Management Department website for the list of MGMT electives.

**University Requirements and General Education Notes:**

US and IL are abbreviations used to designate courses that satisfy Cultural Diversity Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

General Education includes Foundations (GWS and GQ), Knowledge Domains (GHW, GN, GA, GH, GS) and Integrative Studies (Inter-domain) requirements. N or Q (Honors) is the suffix at the end of a course number used to help identify an Inter-domain course, but the inter-domain attribute is used to fill audit requirements. Foundations courses (GWS and GQ) require a grade of ‘C’ or better.

All incoming Schreyer Honors College first-year students at University Park will take ENGL 137H/CAS 137H in the fall semester and ENGL 138T/CAS 138T in the spring semester. These courses carry the GWS designation and satisfy a portion of that General Education requirement. If the student’s program prescribes GWS these courses will replace both ENGL 15/ENGL 30H and CAS 100A/CAS 100B/CAS 100C. Each course is 3 credits.

**College and Department Notes:**

1. The Smeal College of Business requires that the following entrance-to-major courses be taken at Penn State: ACCTG 211, MGMT 301, MKTG 301, and FIN 301.

2. Pursuant to the Association to Advance Collegiate Schools of Business (AACSB) accreditation standards, the Smeal College of Business requires that all upper division courses within the departments sponsoring the major be completed in residence at University Park under the instruction of Smeal College faculty.
Management, B.S. at Commonwealth Campuses

The course series listed below provides only one of the many possible ways to move through this curriculum. The University may make changes in policies, procedures, educational offerings, and requirements at any time. This plan should be used in conjunction with your degree audit (accessible in LionPATH as either an Academic Requirements or What If report). Please consult with a Penn State academic adviser on a regular basis to develop and refine an academic plan that is appropriate for you.

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<thead>
<tr>
<th>First Year</th>
<th>Credits</th>
<th>Spring</th>
<th>Credits</th>
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<tr>
<td>First-Year Seminar (if required by Campus)</td>
<td>1-0</td>
<td>MGMT 3011,2</td>
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<tr>
<td>(MATH 110 or MATH 140) or (SCM 200 or STAT 200) (GQ)1,2</td>
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<tr>
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<td>World Language - Level Two (8th credit level)3</td>
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<td>ECON 102 (GS)</td>
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<td>General Education Course (US)4</td>
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<td>World Language - Level One (4th credit level)5</td>
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<tr>
<td>MKTG 3011,2</td>
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<td>FIN 3011,2</td>
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<tr>
<td>World Language - Level Three (12th credit level)3</td>
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<td>General Education Course4</td>
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<td>General Education Course (IL)4</td>
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<td><strong>Total Credits 17</strong></td>
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<th>Credits</th>
<th>Spring</th>
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<tbody>
<tr>
<td>MGMT 326 (or MGMT 3XX or MGMT 4XX - Additional Course)1</td>
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<td>MGMT 451W (or MGMT 3XX/MMGT 4XX/BA 441 – Additional Course)1</td>
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<td>SCM 301</td>
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<td>Business Breadth Course5</td>
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<td>BA 342</td>
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<td>BLAW 341</td>
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<td>MIS 250</td>
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<td>General Education Course4</td>
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University Requirements and General Education Notes:

US and IL are abbreviations used to designate courses that satisfy Cultural Diversity Requirements (United States and International Cultures).

W, M, X, and Y are the suffixes at the end of a course number used to designate courses that satisfy University Writing Across the Curriculum requirement.

General Education includes Foundations (GWS and GQ), Knowledge Domains (GHW, GN, GA, GH, GS) and Integrative Studies (Inter-domain) requirements. N or Q (Honors) is the suffix at the end of a course number used to help identify an Inter-domain course, but the inter-domain attribute is used to fill audit requirements. Foundations courses (GWS and GQ) require a grade of ‘C’ or better.

College and Department Notes:

1. The Smeal College of Business requires that the following entrance-to-major courses be taken at Penn State: ACCTG 211, MGMT 301, MKTG 301, and FIN 301.
2. Pursuant to the Association to Advance Collegiate Schools of Business (AACSB) accreditation standards, the Smeal College of Business requires that all upper division courses within the departments sponsoring the major be completed in residence at University Park under the instruction of Smeal College faculty.

Career Paths

The Management major prepares students for a variety of career opportunities. Management majors typically find positions across a wide variety of industries in leadership development and rotational programs, corporate human capital management, and consulting; small business management/leadership; and retail, sports, entertainment, or healthcare management. Management majors also pursue graduate school.

Accreditation

The Smeal College of Business B.S. degree in Management (MGMT_BS) is recognized by the AACSB (Association to Advance Collegiate Schools
of Business) as an accredited program after completing a meticulous internal review and meeting all AACSB standards and requirements.

MORE INFORMATION ABOUT THE ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS (https://www.aacsb.edu)

Contact
University Park
DEPARTMENT OF MANAGEMENT AND ORGANIZATION
452 Business Building
University Park, PA 16802
814-865-1789
mando@smeal.psu.edu

https://www.smeal.psu.edu/management (https://www.smeal.psu.edu/management/)

Ask A Question: https://directory.smeal.psu.edu/contact/mando (https://directory.smeal.psu.edu/contact/mando/)