Department of Management

The Department of Management offers an undergraduate degree program with a major in management. A concentration within management in international business may also be pursued. The Department also offers an undergraduate degree program with a major in human resource management. The Department offers minors in international management and management available only to students pursuing a Bachelor of Business Administration (B.B.A.) degree. The management major and the management major with a concentration in international business cannot be combined into a double major.

Department Honors

The Department of Management offers the opportunity for certain of its outstanding students to achieve the designation of Honors in Major and provides the opportunity for advanced study under close faculty supervision.

The Department Undergraduate Programs Committee (UPC) bases selection for honors designation on the student’s academic performance and recommendation. To be eligible for the designation, students must have a minimum overall grade point average of 3.0 at UTSA and a minimum grade point average of 3.5 in their major at UTSA. To enroll in honors thesis courses and to graduate with the honors designation, these minimum grade point averages must be maintained. Students applying for Honors in Major are expected to enroll in the appropriate honors thesis course during their final two semesters. The supervising faculty sponsor from the student’s discipline and the UPC must approve the completed thesis. Students interested in this program should contact the Department Chair for additional information. Department honors can be attained independent of, or in addition to, University Honors. In order to have departmental honors noted on the transcript, students must submit a letter of request for departmental honors to the Department Chair by Census Date of their last semester.

- Bachelor of Business Administration Degree in Management (p. 1)
- Bachelor of Business Administration Degree in Management with an International Business Concentration (p. 3)
- Bachelor of Business Administration Degree in Human Resource Management (p. 5)
- Bachelor of Business Administration Degree in Entrepreneurship (p. 7)

Bachelor of Business Administration Degree in Management

The minimum number of semester credit hours required for this degree is 120, at least 39 of which must be at the upper-division level.

All candidates seeking this degree must fulfill the Core Curriculum requirements, the Common Body of Knowledge (CBK) requirements, and the degree requirements, which are listed below.

Core Curriculum Requirements (42 semester credit hours)

Students seeking the Bachelor of Business Administration degree in Management must fulfill University Core Curriculum requirements in the same manner as other students. The courses listed below satisfy both degree requirements and Core Curriculum requirements; however, if these courses are taken to satisfy both requirements, then students may need to take additional courses in order to meet the minimum number of semester credit hours required for this degree. For a complete listing of courses that satisfy the Core Curriculum requirements, see below.

MAT 1033 should be used to satisfy the core requirement in Mathematics. ECO 2013 should be used to satisfy the core requirement in Social and Behavioral Sciences.

All degrees in the College of Business require 120 hours. If students elect to take a course that satisfies both a Core and CBK requirement, students may need to take an additional course to meet the 120 hours.

Core Curriculum Component Area Requirements (http://catalog.utsa.edu/undergraduate/bachelorsdegree/requirements/degreerequirements/corecurriculumcomponentarearequirements)

Common Body of Knowledge (CBK)

All students seeking a B.B.A. degree in the College of Business must complete the following Common Body of Knowledge (CBK) courses in addition to the Core Curriculum.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 2013</td>
<td>Principles of Accounting I</td>
<td>3</td>
</tr>
<tr>
<td>ACC 2033</td>
<td>Principles of Accounting II</td>
<td>3</td>
</tr>
<tr>
<td>BLW 3013</td>
<td>Business Law</td>
<td>3</td>
</tr>
<tr>
<td>COM 1053</td>
<td>Business and Professional Speech</td>
<td>3</td>
</tr>
<tr>
<td>ECO 2013</td>
<td>Introductory Macroeconomics (satisfies Social and Behavioral Sciences Core Curriculum requirement)</td>
<td>3</td>
</tr>
<tr>
<td>ECO 2023</td>
<td>Introductory Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 3014</td>
<td>Principles of Business Finance</td>
<td>4</td>
</tr>
<tr>
<td>GBA 2013</td>
<td>Social and Ethical Issues in Business</td>
<td>3</td>
</tr>
<tr>
<td>IS 1403</td>
<td>Business Information Systems Fluency</td>
<td>3</td>
</tr>
<tr>
<td>IS 3003</td>
<td>Principles of Information Systems for Management</td>
<td>3</td>
</tr>
<tr>
<td>MAT 1033</td>
<td>Algebra with Calculus for Business (satisfies Mathematics Core Curriculum requirement, Actuarial Science majors must take MAT 1214 in lieu of MAT 1033)</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3003</td>
<td>Business Communication and Professional Development</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3013</td>
<td>Introduction to Organization Theory, Behavior, and Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4893</td>
<td>Management Strategy (taken in semester of graduation)</td>
<td>3</td>
</tr>
<tr>
<td>MKT 3013</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>MS 1023</td>
<td>Business Statistics with Computer Applications I (Actuarial Science majors must take STA 1053 in lieu of MS 1023)</td>
<td>3</td>
</tr>
<tr>
<td>MS 3043</td>
<td>Business Statistics with Computer Applications II (Actuarial Science majors must take STA 3003 in lieu of MS 3043)</td>
<td>3</td>
</tr>
<tr>
<td>MS 3053</td>
<td>Management Science and Operations Technology</td>
<td>3</td>
</tr>
</tbody>
</table>
In addition to the Core Curriculum requirements and requirements from the College of Business Common Body of Knowledge (CBK), all candidates for the degree must complete the following degree requirements.

**Gateway Course**

Students pursuing the B.B.A. degree in Management must successfully complete the following Gateway Course with a grade of “C-” or better in no more than two attempts. A student who is unable to successfully complete this course within two attempts, including dropping the course with a grade of “W” or taking an equivalent course at another institution, will be required to change his or her major.

**MAT 1033**  
Algebra with Calculus for Business

**Degree Requirements**

A. **Upper-division semester credit hours in the major**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 3023</td>
<td>Understanding People and Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3613</td>
<td>Managing Human Resources</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4213</td>
<td>Designing Organizations</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4923</td>
<td>Leading Organizations and Making Decisions</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4943</td>
<td>Managing Effective Teams and Resolving Conflict</td>
<td>3</td>
</tr>
</tbody>
</table>

B. **Support work in upper-division Management electives**

Select 3 semester credit hours of support work in upper-division Management electives

C. **Support work selected from College of Business upper-division electives, in addition to the Core Curriculum and CBK requirements**

Select 6 semester credit hours. FIN 3003 may not be used as an upper-division elective.

D. **Upper-division electives from outside the College of Business, which must have international content**

Select 3 semester credit hours, which could include, but are not limited to, the following examples. Many different types of courses can satisfy the requirement.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRG 3123</td>
<td>Geography of Latin America</td>
</tr>
<tr>
<td>GRG 3133</td>
<td>Geography of Europe</td>
</tr>
<tr>
<td>HIS 3303</td>
<td>History of Mexico</td>
</tr>
<tr>
<td>HIS 3353</td>
<td>Latin America since Independence</td>
</tr>
<tr>
<td>HIS 3523</td>
<td>European Cultural History</td>
</tr>
<tr>
<td>POL 3393</td>
<td>Latin American Politics</td>
</tr>
<tr>
<td>POL 3403</td>
<td>European Governments</td>
</tr>
<tr>
<td>POL 3453</td>
<td>The Politics of Mexico</td>
</tr>
</tbody>
</table>

E. **Lower-division or upper-division business or non-business electives**

Select 2 semester credit hours

**Total Credit Hours** 29

**Course Sequence Guide for B.B.A. Degree in Management**

This course sequence guide is designed to assist students in completing their UTSA undergraduate business degree requirements. It is a term-by-term sample course guide. Students must satisfy other requirements in their catalog and meet with their academic advisor for an individualized degree plan. Progress within this guide depends upon such factors as course availability, individual student academic preparation, student time management, work obligations, and individual financial considerations. Students may choose to take courses during Summer terms to reduce course loads during long semesters.

**Recommended Four-Year Academic Plan**

**First Year**

<table>
<thead>
<tr>
<th>Term</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>AIS 1203</td>
<td>Academic Inquiry and Scholarship (core)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>MAT 1033</td>
<td>Algebra with Calculus for Business (core and CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>WRC 1013</td>
<td>Freshman Composition I (Q) (core)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>American History (core)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Creative Arts (core)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Spring</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>COM 1053</td>
<td>Business and Professional Speech (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>ECO 2013</td>
<td>Introductory Macroeconomics (core and CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>IS 1403</td>
<td>Business Information Systems Fluency (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>WRC 1023</td>
<td>Freshman Composition II (Q) (core)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>American History (core)</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**Second Year**

<table>
<thead>
<tr>
<th>Term</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>ACC 2013</td>
<td>Principles of Accounting I (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>MS 1023</td>
<td>Business Statistics with Computer Applications I (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>ECO 2023</td>
<td>Introductory Microeconomics (core)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Language, Philosophy &amp; Culture (core)</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Life &amp; Physical Sciences (core)</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

**Third Year**

<table>
<thead>
<tr>
<th>Term</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>GBA 2013</td>
<td>Social and Ethical Issues in Business (CBK)</td>
<td>3</td>
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<td></td>
<td>MGT 3013</td>
<td>Introduction to Organization Theory, Behavior, and Management (CBK)</td>
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<td></td>
<td>MKT 3013</td>
<td>Principles of Marketing (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>MS 3053</td>
<td>Management Science and Operations Technology (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Government-Political Science (core)</td>
<td>3</td>
<td></td>
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</tbody>
</table>

**Spring**

<table>
<thead>
<tr>
<th>Term</th>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BLW 3013</td>
<td>Business Law (CBK)</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>FIN 3014</td>
<td>Principles of Business Finance (CBK)</td>
<td>4</td>
</tr>
</tbody>
</table>
All degrees in the College of Business require 120 hours. If students elect to take a course that satisfies both a Core and COB requirement, students may need to take an additional course to meet the 120 hours.

**Core Curriculum Component Area Requirements**

All students seeking a B.B.A. degree in the College of Business must complete the following Common Body of Knowledge (CBK) courses in addition to the Core Curriculum.

**Common Body of Knowledge (CBK)**

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<td>MGT 3003</td>
<td>Business Communication and Professional Development</td>
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<td>Introduction to Organization Theory, Behavior, and Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4893</td>
<td>Management Strategy (taken in semester of graduation)</td>
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<td>MKT 3013</td>
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<td>Business Statistics with Computer Applications II (Actuarial Science majors must take STA 3003 in lieu of MS 3043)</td>
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</tr>
<tr>
<td>MS 3053</td>
<td>Management Science and Operations Technology</td>
<td>3</td>
</tr>
</tbody>
</table>

In addition to the Core Curriculum requirements and requirements from the College of Business Common Body of Knowledge (CBK), all candidates for the degree must complete the following degree requirements.

**Gateway Course**

Students pursuing the B.B.A. degree in Management with an International Business concentration must successfully complete the following Gateway Course with a grade of “C-“ or better in no more than two attempts. A student who is unable to successfully complete this course within two attempts, including dropping the course with a grade of “W“ or taking an equivalent course at another institution, will be required to change his or her major.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAT 1033</td>
<td>Algebra with Calculus for Business</td>
<td>3</td>
</tr>
</tbody>
</table>
Degree Requirements

A. International courses in the major

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 4073</td>
<td>International Management</td>
</tr>
<tr>
<td>MGT 4083</td>
<td>Comparative International Management Practices</td>
</tr>
<tr>
<td>MKT 4073</td>
<td>International Marketing</td>
</tr>
</tbody>
</table>

B. Additional courses in the major

1. Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECO 3193</td>
<td>International Economics</td>
</tr>
<tr>
<td>ECO 4303</td>
<td>Economics of Developing Countries</td>
</tr>
<tr>
<td>FIN 4613</td>
<td>Introduction to International Finance</td>
</tr>
</tbody>
</table>

2. Select two of the following (Special Studies courses and Internship must be International Topics only):

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GBA 4953</td>
<td>Special Studies in General Business Administration</td>
</tr>
<tr>
<td>MGT 3023</td>
<td>Understanding People and Organizations</td>
</tr>
<tr>
<td>MGT 4933</td>
<td>Internship in Management</td>
</tr>
<tr>
<td>MGT 4953</td>
<td>Special Studies in Management</td>
</tr>
<tr>
<td>MKT 4953</td>
<td>Special Studies in Marketing</td>
</tr>
<tr>
<td>Other international business electives as approved by Department of Management faculty through your academic advisor.</td>
<td></td>
</tr>
</tbody>
</table>

C. Directed elective support work outside the College of Business

1. Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRG 3123</td>
<td>Geography of Latin America</td>
</tr>
<tr>
<td>GRG 3133</td>
<td>Geography of Europe</td>
</tr>
<tr>
<td>GRG 3143</td>
<td>Geography of Mexico</td>
</tr>
<tr>
<td>GRG 3213</td>
<td>Cultural Geography</td>
</tr>
<tr>
<td>GRG 3423</td>
<td>Geopolitics of Russia and Eurasia</td>
</tr>
<tr>
<td>GRG 3433</td>
<td>The Geography and Politics of the Asian Rim</td>
</tr>
<tr>
<td>GRG 3613</td>
<td>Conservation of Resources</td>
</tr>
<tr>
<td>GRG 3633</td>
<td>Geography of Development</td>
</tr>
<tr>
<td>GRG 3643</td>
<td>Political Geography</td>
</tr>
</tbody>
</table>

2. Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIS 3283</td>
<td>Twentieth-Century Europe</td>
</tr>
<tr>
<td>HIS 3303</td>
<td>History of Mexico</td>
</tr>
<tr>
<td>HIS 3313</td>
<td>History of U.S. Relations with Latin America</td>
</tr>
<tr>
<td>HIS 3353</td>
<td>Latin America since Independence</td>
</tr>
<tr>
<td>HIS 3523</td>
<td>European Cultural History</td>
</tr>
<tr>
<td>HIS 3603</td>
<td>Occupation, Revolution and Nation in Africa</td>
</tr>
<tr>
<td>HIS 3753</td>
<td>The Soviet Union and After</td>
</tr>
<tr>
<td>HIS 3823</td>
<td>History of American Foreign Relations</td>
</tr>
<tr>
<td>HIS 3923</td>
<td>China in Revolution</td>
</tr>
<tr>
<td>HIS 3943</td>
<td>History of India</td>
</tr>
<tr>
<td>HIS 3963</td>
<td>Women and Gender in India</td>
</tr>
</tbody>
</table>

3. Select one of the following:

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>POL 3033</td>
<td>International Governance</td>
</tr>
<tr>
<td>POL 3043</td>
<td>International Human Rights</td>
</tr>
<tr>
<td>POL 3393</td>
<td>Latin American Politics</td>
</tr>
<tr>
<td>POL 3403</td>
<td>European Governments</td>
</tr>
<tr>
<td>POL 3433</td>
<td>Governments and Politics of Southeast Asia</td>
</tr>
<tr>
<td>POL 3443</td>
<td>Governments and Politics of East Asia</td>
</tr>
<tr>
<td>POL 3453</td>
<td>The Politics of Mexico</td>
</tr>
<tr>
<td>POL 3493</td>
<td>Politics of the Middle East</td>
</tr>
<tr>
<td>POL 3513</td>
<td>International Organizations in World Politics</td>
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<td>POL 3523</td>
<td>Force in International Politics</td>
</tr>
<tr>
<td>POL 3563</td>
<td>Current Issues in World Politics</td>
</tr>
<tr>
<td>POL 3763</td>
<td>Globalization</td>
</tr>
</tbody>
</table>

D. Lower-division or upper-division business or non-business electives

Select 2 semester credit hours of lower-division or upper-division business or non-business electives

Total Credit Hours 29

Course Sequence Guide for B.B.A. Degree in Management with an International Business Concentration

This course sequence guide is designed to assist students in completing their UTSA undergraduate business degree requirements. This is a term-by-term sample course guide. Students must satisfy other requirements in their catalog and meet with their academic advisor for an individualized degree plan. Progress within this guide depends upon such factors as course availability, individual student academic preparation, student time management, work obligations, and individual financial considerations. Students may choose to take courses during Summer terms to reduce course loads during long semesters.

Recommended Four-Year Academic Plan

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<th>Credit Hours</th>
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</thead>
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<td></td>
<td>ECO 2013</td>
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<tr>
<td></td>
<td>Language, Philosophy &amp; Culture (core)</td>
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<tr>
<td></td>
<td>Life &amp; Physical Sciences (core)</td>
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<td></td>
<td>WRC 1013</td>
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<td></td>
<td>American History (core)</td>
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<td></td>
<td>Creative Arts (core)</td>
</tr>
</tbody>
</table>

Spring

<table>
<thead>
<tr>
<th>Term</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>COM 1053</td>
<td>Business and Professional Speech (CBK)</td>
</tr>
<tr>
<td>ECO 2013</td>
<td>Introductory Macroeconomics (core and CBK)</td>
</tr>
<tr>
<td>IS 1403</td>
<td>Business Information Systems Fluency (CBK)</td>
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<tr>
<td>WRC 1023</td>
<td>Freshman Composition II (Q) (core)</td>
</tr>
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<td>American History (core)</td>
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Second Year

<table>
<thead>
<tr>
<th>Term</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall</td>
<td>ACC 2013</td>
</tr>
<tr>
<td></td>
<td>MS 1023</td>
</tr>
<tr>
<td></td>
<td>ECO 2023</td>
</tr>
<tr>
<td></td>
<td>Language, Philosophy &amp; Culture (core)</td>
</tr>
<tr>
<td></td>
<td>Life &amp; Physical Sciences (core)</td>
</tr>
<tr>
<td></td>
<td>Evaluated for Admission to the College of Business.</td>
</tr>
</tbody>
</table>

Spring

<table>
<thead>
<tr>
<th>Term</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 2033</td>
<td>Principles of Accounting II (CBK)</td>
</tr>
<tr>
<td>Course Code</td>
<td>Course Title</td>
</tr>
<tr>
<td>------------</td>
<td>--------------------------------------------------------------</td>
</tr>
<tr>
<td>MS 3043</td>
<td>Business Statistics with Computer Applications II (CBK)</td>
</tr>
<tr>
<td>MGT 3003</td>
<td>Business Communication and Professional Development (CBK)</td>
</tr>
<tr>
<td>Life &amp; Physical Sciences (core)</td>
<td></td>
</tr>
<tr>
<td>Government-Political Science (core)</td>
<td></td>
</tr>
</tbody>
</table>

### Third Year

#### Fall
- GBA 2013 Social and Ethical Issues in Business (CBK) 3
- MGT 3013 Introduction to Organization Theory, Behavior, and Management (CBK) 3
- MKT 3013 Principles of Marketing (CBK) 3
- MS 3053 Management Science and Operations Technology (CBK) 3

Government-Political Science (core) 3

#### Spring
- BLW 3013 Business Law (CBK) 3
- FIN 3014 Principles of Business Finance (CBK) 4
- IS 3003 Principles of Information Systems for Management (CBK) 3
- MGT 4073 International Management (major) 3
- MKT 4073 International Marketing (major) 3

### Fourth Year

#### Fall
- MGT 4083 Comparative International Management Practices (major) 3

Component Area Option (core) 3

Directed elective - GRG (support work) 3

Additional course in major - Section B (1) of degree requirements 3

Additional course in major - Section B (2) of degree requirements 3

#### Spring
- MGT 4893 Management Strategy (CBK) 3
- Business or non-business elective (support work) 2
- Directed elective - HIS (support work) 3
- Directed elective - POL (support work) 3
- Additional course in major, Section B (2) of degree requirements 3

Total Credit Hours: 120.0

---

1. ECO 2013 Introductory Macroeconomics and ECO 2023 Introductory Microeconomics may be taken in either sequence.
2. College of Business students should take MAT 1033 and ECO 2013 to satisfy both Core Curriculum and CBK requirements.

### Bachelor of Business Administration Degree in Human Resource Management

The minimum number of semester credit hours required for this degree is 120, at least 39 of which must be at the upper-division level.

All candidates seeking this degree must fulfill the Core Curriculum requirements, the Common Body of Knowledge (CBK) requirements, and the degree requirements, which are listed below.

### Core Curriculum Requirements (42 semester credit hours)

Students seeking the Bachelor of Business Administration degree in Human Resource Management must fulfill University Core Curriculum requirements in the same manner as other students. The courses listed below satisfy both degree requirements and Core Curriculum requirements; however, if these courses are taken to satisfy both requirements, then students may need to take additional courses in order to meet the minimum number of semester credit hours required for this degree. For a complete listing of courses that satisfy the Core Curriculum requirements, see below.

MAT 1033 should be used to satisfy the core requirement in Mathematics. ECO 2013 should be used to satisfy the core requirement in Social and Behavioral Sciences.

All degrees in the College of Business require 120 hours. If students elect to take a course that satisfies both a Core and COB requirement, students may need to take an additional course to meet the 120 hours.

### Core Curriculum Component Area Requirements (http://catalog.utsa.edu/undergraduate/bachelorsdegereerequirements/degreerequirements/corecurriculumcomponentarearequirements)

### Common Body of Knowledge (CBK)

All students seeking a B.B.A. degree in the College of Business must complete the following Common Body of Knowledge (CBK) courses in addition to the Core Curriculum.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credit Hours</th>
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</thead>
<tbody>
<tr>
<td>ACC 2013</td>
<td>Principles of Accounting I</td>
<td>3</td>
</tr>
<tr>
<td>ACC 2033</td>
<td>Principles of Accounting II</td>
<td>3</td>
</tr>
<tr>
<td>BLW 3013</td>
<td>Business Law</td>
<td>3</td>
</tr>
<tr>
<td>COM 1053</td>
<td>Business and Professional Speech</td>
<td>3</td>
</tr>
<tr>
<td>ECO 2013</td>
<td>Introductory Macroeconomics (satisfies Social and Behavioral Sciences Core Curriculum requirement)</td>
<td>3</td>
</tr>
<tr>
<td>ECO 2023</td>
<td>Introductory Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 3014</td>
<td>Principles of Business Finance</td>
<td>4</td>
</tr>
<tr>
<td>GBA 2013</td>
<td>Social and Ethical Issues in Business</td>
<td>3</td>
</tr>
<tr>
<td>IS 1403</td>
<td>Business Information Systems Fluency</td>
<td>3</td>
</tr>
<tr>
<td>IS 3003</td>
<td>Principles of Information Systems for Management</td>
<td>3</td>
</tr>
<tr>
<td>MAT 1033</td>
<td>Algebra with Calculus for Business (satisfies Mathematics Core Curriculum requirement, Actuarial Science majors must take MAT 1214 in lieu of MAT 1033)</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3003</td>
<td>Business Communication and Professional Development</td>
<td>3</td>
</tr>
<tr>
<td>MGT 3013</td>
<td>Introduction to Organization Theory, Behavior, and Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 4893</td>
<td>Management Strategy (taken in semester of graduation)</td>
<td>3</td>
</tr>
<tr>
<td>MKT 3013</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>MS 1023</td>
<td>Business Statistics with Computer Applications I (Actuarial Science majors must take STA 1053 in lieu of MS 1023)</td>
<td>3</td>
</tr>
</tbody>
</table>
MS 3043 Business Statistics with Computer Applications II (Actuarial Science majors must take STA 3003 in lieu of MS 3043)

MS 3053 Management Science and Operations Technology

In addition to the Core Curriculum requirements and requirements from the College of Business Common Body of Knowledge (CBK), all candidates for the degree must complete the following degree requirements.

Gateway Course

Students pursuing the B.B.A. degree in Human Resource Management must successfully complete the following Gateway Course with a grade of "C-" or better in no more than two attempts. A student who is unable to successfully complete this course within two attempts, including dropping the course with a grade of "W" or taking an equivalent course at another institution, will be required to change his or her major.

MAT 1033 Algebra with Calculus for Business

Degree Requirements

A. Upper-division courses in the major
MGT 3613 Managing Human Resources
MGT 4613 Compensating Employees
MGT 4623 Staffing Organizations
MGT 4663 Training and Developing Employees
MGT 4803 Managing Human Resources for Competitive Advantage

B. Human resource electives
Select three of the following:
MGT 3023 Understanding People and Organizations
MGT 3123 Organizational Communication
MGT 3253 Interpersonal Communication
MGT 4213 Designing Organizations
MGT 4643 Human Resources Law
MGT 4923 Leading Organizations and Making Decisions
MGT 4933 Internship in Management (HR internship)

C. Support work
COM 2113 Public Speaking
or ENG 2413 Technical Writing

D. Lower-division or upper-division business or non-business electives
Select 2 semester credit hours of lower-division or upper-division business or non-business electives

Total Credit Hours 29

Course Sequence Guide for B.B.A. Degree in Human Resource Management

This course sequence guide is designed to assist students in completing their UTSA undergraduate business degree requirements. This is a term-by-term sample course guide. Students must satisfy other requirements in their catalog and meet with their academic advisor for an individualized degree plan. Progress within this guide depends upon such factors as course availability, individual student academic preparation, student time management, work obligations, and individual financial considerations. Students may choose to take courses during Summer terms to reduce course loads during long semesters.

Recommended Four-Year Academic Plan

First Year
Fall
AIS 1203 Academic Inquiry and Scholarship (core)
MAT 1033 Algebra with Calculus for Business (core and CBK)
WRC 1013 Freshman Composition I (Q) (core)
American History (core)
Creative Arts (core)

Spring
COM 1053 Business and Professional Speech (CBK)
ECO 2013 Introductory Macroeconomics (core and CBK)
IS 1403 Business Information Systems Fluency (CBK)
WRC 1023 Freshman Composition II (Q) (core)
American History (core)

Second Year
Fall
ACC 2013 Principles of Accounting I (CBK)
MS 1023 Business Statistics with Computer Applications I (CBK)
ECO 2023 Introductory Microeconomics
Language, Philosophy & Culture (core)
Life & Physical Sciences (core)
Evaluated for Admission to the College of Business.

Spring
ACC 2033 Principles of Accounting II (CBK)
MGT 3003 Business Communication and Professional Development (CBK)
MS 3043 Business Statistics with Computer Applications II (CBK)
Government-Political Science (core)
Life & Physical Sciences (core)

Third Year
Fall
GBA 2013 Social and Ethical Issues in Business (CBK)
IS 3003 Principles of Information Systems for Management (CBK)
MGT 3013 Introduction to Organization Theory, Behavior, and Management (CBK)
MS 3053 Management Science and Operations Technology (CBK)
Government-Political Science (core)
Spring
BLW 3013 Business Law (CBK) 3
FIN 3014 Principles of Business Finance (CBK) 4
MGT 3613 Managing Human Resources (major) 3
MKT 3013 Principles of Marketing (CBK) 3
Business or non-business elective (support work) 2

Fourth Year
Fall
COM 2113 or ENG 2413 Public Speaking or Technical Writing (support work) 3
MGT 4613 Compensating Employees (major) 3
MGT 4623 Staffing Organizations (major) 3
Upper-division HR elective (major) 3
Upper-division HR elective (major) 3
Spring
MGT 4663 Training and Developing Employees (major) 3
MGT 4803 Managing Human Resources for Competitive Advantage (major) 3
MGT 4893 Management Strategy (CBK) 3
Upper-division HR elective (major) 3
Component Area Option (core) 3

Total Credit Hours: 120.0

1 ECO 2013 and ECO 2023 may be taken in either sequence.
2 College of Business students should take MAT 1033 and ECO 2013 to satisfy both Core Curriculum and CBK requirements.

Bachelor of Business Administration Degree in Entrepreneurship

The Bachelor of Business Administration Degree in Entrepreneurship is a program of the College. Faculty from across the College teach and advise on its curriculum. The minimum number of semester credit hours for the Bachelor of Business Administration degree in Entrepreneurship is 120, at least 39 of which must be at the upper-division level.

All candidates seeking this degree must fulfill the Core Curriculum requirements, the Common Body of Knowledge (CBK) requirements, and the degree requirements, which are listed below.

Core Curriculum Requirements (42 semester credit hours)

Students seeking the Bachelor of Business Administration degree in Entrepreneurship must fulfill University Core Curriculum requirements in the same manner as other students. The courses listed below satisfy both degree requirements and Core Curriculum requirements; however, if these courses are taken to satisfy both requirements, then students may need to take additional courses in order to meet the minimum number of semester credit hours required for this degree. For a complete listing of courses that satisfy the Core Curriculum requirements, see below.

MAT 1033 should be used to satisfy the core requirement in Mathematics. ECO 2013 should be used to satisfy the core requirement in Social and Behavioral Sciences.

All degrees in the College of Business require 120 hours. If students elect to take a course that satisfies both a Core and CBK requirement, students may need to take an additional course to meet the 120 hours.

Core Curriculum Component Area Requirements (http://catalog.utsa.edu/undergraduate/bachelorsdegreeeregulations/degreerequirements/corecurriculumcomponentarearequirements)

Common Body of Knowledge (CBK)

All students seeking the B.B.A. degree in the College of Business must complete the following Common Body of Knowledge (CBK) courses in addition to the Core Curriculum.

Gateway Course

Students pursuing the B.B.A. degree in Entrepreneurship must successfully complete the following Gateway Course with a grade of “C-” or better in no more than two attempts. A student who is unable to successfully complete this course within two attempts, including dropping the course with a grade of “W” or taking an equivalent course at another institution, will be required to change his or her major.

MAT 1033 Algebra with Calculus for Business
Degree Requirements

A. 15 semester credit hours of required courses in the major.

ENT 3123  Innovation and Entrepreneurship  3
ENT 4123  Commercialization and Enterprise Planning  3
ENT 4873  Entrepreneurship  3
ENT 4883  Small Business Management  3
ENT 4903  Practicum in Small Business and Entrepreneurship  3

B. 3 semester credit hours of required support work:

FIN 4333  Business Finance for Entrepreneurs  3

C. 9 semester credit hours of directed electives from the following upper-division entrepreneurship, management of technology or marketing courses:

Select three of the following:

ENT 4223  Managing the Entrepreneurial Team  3
ENT 4623  Tools and Objectives of the Social Enterprise  3
ENT 4723  Essentials of Global Entrepreneurship  3
ENT 4933  Internship in Entrepreneurship  3
MOT 4143  Introduction to Project Management  3
MKT 3063  Personal Selling  3
MKT 3083  Marketing Research  3
MKT 4953  Special Studies in Marketing (Topic must be Social Media Marketing)  3

D. 2 semester credit hours of lower-division or upper-division business or non-business electives.

Total Credit Hours 29

Course Sequence Guide for B.B.A. Degree in Entrepreneurship

This course sequence guide is designed to assist students in completing their UTSA undergraduate business degree requirements. This is a term-by-term sample course guide. Students must satisfy other requirements in their catalog and meet with their academic advisor for an individualized degree plan. Progress within this guide depends upon such factors as course availability, individual student academic preparation, student time management, work obligations, and individual financial considerations. Students may choose to take courses during Summer terms to reduce course loads during long semesters.

Recommended Four-Year Academic Plan

First Year

Fall  
AIS 1203  Academic Inquiry and Scholarship (core)  3
MAT 1033  Algebra with Calculus for Business (core and CBK)  3

Spring  
COM 1053  Business and Professional Speech (CBK)  3
IS 1403  Business Information Systems Fluency (CBK)  3

Second Year

Fall  
ACC 2013  Principles of Accounting I (CBK)  3
MS 1023  Business Statistics with Computer Applications I (CBK)  3
ECO 2023  Introductory Microeconomics (core)  3

Life & Physical Sciences (core)  3
Government-Political Science (core)  3

Third Year

Fall  
ACC 2033  Principles of Accounting II (CBK)  3
ENT 3123  Innovation and Entrepreneurship  3
FIN 3014  Principles of Business Finance (CBK)  4
MS 3043  Business Statistics with Computer Applications II (CBK)  3

Government-Political Science (core)  3

Fourth Year

Fall  
MKT 3013  Principles of Marketing (CBK)  3
ENT 4873  Entrepreneurship (major)  3
ENT 4883  Small Business Management (major)  3

Life & Physical Sciences (core)  3

Spring

Recommended Four-Year Academic Plan

First Year

Fall  
AIS 1203  Academic Inquiry and Scholarship (core)  3
MAT 1033  Algebra with Calculus for Business (core and CBK)  3

Spring  
COM 1053  Business and Professional Speech (CBK)  3
IS 1403  Business Information Systems Fluency (CBK)  3

Second Year

Fall  
ACC 2013  Principles of Accounting I (CBK)  3
MS 1023  Business Statistics with Computer Applications I (CBK)  3
ECO 2023  Introductory Microeconomics (core)  3

Life & Physical Sciences (core)  3
Government-Political Science (core)  3

Third Year

Fall  
ACC 2033  Principles of Accounting II (CBK)  3
ENT 3123  Innovation and Entrepreneurship  3
FIN 3014  Principles of Business Finance (CBK)  4
MS 3043  Business Statistics with Computer Applications II (CBK)  3

Government-Political Science (core)  3

Fourth Year

Fall  
MKT 3013  Principles of Marketing (CBK)  3
ENT 4873  Entrepreneurship (major)  3
ENT 4883  Small Business Management (major)  3

Life & Physical Sciences (core)  3

Spring

Recommended Four-Year Academic Plan

First Year

Fall  
AIS 1203  Academic Inquiry and Scholarship (core)  3
MAT 1033  Algebra with Calculus for Business (core and CBK)  3

Spring  
COM 1053  Business and Professional Speech (CBK)  3
IS 1403  Business Information Systems Fluency (CBK)  3

Second Year

Fall  
ACC 2013  Principles of Accounting I (CBK)  3
MS 1023  Business Statistics with Computer Applications I (CBK)  3
ECO 2023  Introductory Microeconomics (core)  3

Life & Physical Sciences (core)  3
Government-Political Science (core)  3

Third Year

Fall  
ACC 2033  Principles of Accounting II (CBK)  3
ENT 3123  Innovation and Entrepreneurship  3
FIN 3014  Principles of Business Finance (CBK)  4
MS 3043  Business Statistics with Computer Applications II (CBK)  3

Government-Political Science (core)  3

Fourth Year

Fall  
MKT 3013  Principles of Marketing (CBK)  3
ENT 4873  Entrepreneurship (major)  3
ENT 4883  Small Business Management (major)  3

Life & Physical Sciences (core)  3

Spring

Recommended Four-Year Academic Plan

First Year

Fall  
AIS 1203  Academic Inquiry and Scholarship (core)  3
MAT 1033  Algebra with Calculus for Business (core and CBK)  3

Spring  
COM 1053  Business and Professional Speech (CBK)  3
IS 1403  Business Information Systems Fluency (CBK)  3

Second Year

Fall  
ACC 2013  Principles of Accounting I (CBK)  3
MS 1023  Business Statistics with Computer Applications I (CBK)  3
ECO 2023  Introductory Microeconomics (core)  3

Life & Physical Sciences (core)  3
Government-Political Science (core)  3

Third Year

Fall  
ACC 2033  Principles of Accounting II (CBK)  3
ENT 3123  Innovation and Entrepreneurship  3
FIN 3014  Principles of Business Finance (CBK)  4
MS 3043  Business Statistics with Computer Applications II (CBK)  3

Government-Political Science (core)  3

Fourth Year

Fall  
MKT 3013  Principles of Marketing (CBK)  3
ENT 4873  Entrepreneurship (major)  3
ENT 4883  Small Business Management (major)  3

Life & Physical Sciences (core)  3

Spring

Recommended Four-Year Academic Plan

First Year

Fall  
AIS 1203  Academic Inquiry and Scholarship (core)  3
MAT 1033  Algebra with Calculus for Business (core and CBK)  3

Spring  
COM 1053  Business and Professional Speech (CBK)  3
IS 1403  Business Information Systems Fluency (CBK)  3

Second Year

Fall  
ACC 2013  Principles of Accounting I (CBK)  3
MS 1023  Business Statistics with Computer Applications I (CBK)  3
ECO 2023  Introductory Microeconomics (core)  3

Life & Physical Sciences (core)  3
Government-Political Science (core)  3

Third Year

Fall  
ACC 2033  Principles of Accounting II (CBK)  3
ENT 3123  Innovation and Entrepreneurship  3
FIN 3014  Principles of Business Finance (CBK)  4
MS 3043  Business Statistics with Computer Applications II (CBK)  3

Government-Political Science (core)  3

Fourth Year

Fall  
MKT 3013  Principles of Marketing (CBK)  3
ENT 4873  Entrepreneurship (major)  3
ENT 4883  Small Business Management (major)  3

Life & Physical Sciences (core)  3

Spring

Recommended Four-Year Academic Plan

First Year

Fall  
AIS 1203  Academic Inquiry and Scholarship (core)  3
MAT 1033  Algebra with Calculus for Business (core and CBK)  3

Spring  
COM 1053  Business and Professional Speech (CBK)  3
IS 1403  Business Information Systems Fluency (CBK)  3

Second Year

Fall  
ACC 2013  Principles of Accounting I (CBK)  3
MS 1023  Business Statistics with Computer Applications I (CBK)  3
ECO 2023  Introductory Microeconomics (core)  3

Life & Physical Sciences (core)  3
Government-Political Science (core)  3

Third Year

Fall  
ACC 2033  Principles of Accounting II (CBK)  3
ENT 3123  Innovation and Entrepreneurship  3
FIN 3014  Principles of Business Finance (CBK)  4
MS 3043  Business Statistics with Computer Applications II (CBK)  3

Government-Political Science (core)  3

Fourth Year

Fall  
MKT 3013  Principles of Marketing (CBK)  3
ENT 4873  Entrepreneurship (major)  3
ENT 4883  Small Business Management (major)  3

Life & Physical Sciences (core)  3

Spring
ENT 4903  Practicum in Small Business and Entrepreneurship (major) 3
MGT 4893  Management Strategy (CBK) 3
Business or non-business elective 2
Upper-division ENT or MOT course option in major (Major Elective) 3
Component Area Option (core) 3

Total Credit Hours: 120.0

1 ECO 2013 and ECO 2023 may be taken in either sequence.
2 College of Business students should take MAT 1033 and ECO 2013 to satisfy both Core Curriculum and CBK requirements.

• Minor in International Management (p. 9)
• Minor in Management (p. 9)
• Minor in Entrepreneurship for Business Majors (p. 9)
• Minor in Entrepreneurship for Nonbusiness Majors (p. 9)

Minor in International Management

The Minor in International Management is available only to students pursuing a B.B.A. degree. All students pursuing the minor must take the following 18 semester credit hours:

ECO 2013  Introductory Macroeconomics 3
MGT 3013  Introduction to Organization Theory, Behavior, and Management 3
MGT 4073  International Management 3
MGT 4083  Comparative International Management Practices 3
MKT 3013  Principles of Marketing 3
MKT 4073  International Marketing 3

Total Credit Hours 18

To declare a Minor in International Management, obtain advice, and seek approval of substitutions for course requirements, students must consult with their academic advisor.

Minor in Management

The Minor in Management is available only to students pursuing a B.B.A. degree. All students pursuing the minor must complete 18 semester credit hours.

A. Required courses

MGT 3003  Business Communication and Professional Development 3
MGT 3013  Introduction to Organization Theory, Behavior, and Management 3
MGT 3023  Understanding People and Organizations 3

B. Upper-division Management courses

Select 9 semester credit hours of upper-division Management courses that are not part of the Common Body of Knowledge (CBK) 9

Total Credit Hours 18

To declare a Minor in Management, obtain advice, and seek approval of substitutions for course requirements, students must consult with their academic advisor.

Minor in Entrepreneurship for Business Majors

The Minor in Entrepreneurship for Business Majors is only open to declared B.B.A majors in the College of Business. The number of required semester credit hours for this minor is 18.

A. Required Courses

ENT 3123  Innovation and Entrepreneurship 3
ENT 4123  Commercialization and Enterprise Planning 3
ENT 4873  Entrepreneurship 3
ENT 4883  Small Business Management 3
MOT 4143  Introduction to Project Management 3

B. Elective

Select one of the following: 3

ENT 4623  Tools and Objectives of the Social Enterprise
ENT 4723  Essentials of Global Entrepreneurship

Total Credit Hours 18

In order to qualify for the Minor in Entrepreneurship for Business Majors, students must be in good academic standing and be a declared B.B.A major in the College of Business.

To declare a Minor in Entrepreneurship for Business Majors, and obtain a minor degree plan, students must consult with their academic advisor.

Minor in Entrepreneurship for Nonbusiness Majors

The Minor in Entrepreneurship for Nonbusiness Majors is available to any declared major at UTSA except Multidisciplinary Studies (MDST) majors or B.B.A. majors in the College of Business. Students seeking a B.B.A in the College of Business may pursue the Minor in Entrepreneurship for Business Majors. Students seeking a B.S. in Statistics and B.A. in Economics are eligible for the Minor in Entrepreneurship for Nonbusiness Majors.

The number of required semester credit hours for this minor is 21.

A. Required Courses

ACC 2003  Foundations of Accounting 3
ENT 3123  Innovation and Entrepreneurship 3
ENT 4123  Commercialization and Enterprise Planning (prerequisites MGT 3003 and MGT 3013 are waived for nonbusiness ENT minors) 3
ENT 4873  Entrepreneurship 3
ENT 4883  Small Business Management 3
MOT 4143  Introduction to Project Management 3

B. Elective

Select one of the following: 3

ENT 4623  Tools and Objectives of the Social Enterprise
ENT 4723  Essentials of Global Entrepreneurship
MOT 4203  Strategic Management of Technology and Innovation

Total Credit Hours 21

In order to qualify for the Minor in Entrepreneurship for Nonbusiness Majors, students must be in good academic standing and be a declared major outside of the College of Business. Students seeking
Entrepreneurship (ENT) Courses

ENT 3123. Innovation and Entrepreneurship. (3-0) 3 Credit Hours. 
Prerequisites: ACC 2013, ECO 2013, ECO 2023, and a declared major in the College of Business or approval of Department Chair and Dean of the College. Introduces students to entrepreneurship, its importance in society, and role in bringing new ideas to market. It also explores innovation and its role in creating value in business. Course provides an overview of the basic concepts of entrepreneurship focusing on the nature, environment, and risks of new business formation. Course includes focus on innovation and creativity, and introduces the business model canvas.

ENT 4123. Commercialization and Enterprise Planning. (3-0) 3 Credit Hours. 
Prerequisites: MGT 3003, MGT 3013, and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course offers students a step-by-step instruction in how to develop a business plan for commercialization or enterprise development. The students will learn to present and defend their plan as Venture Capitalists would expect from a pitch. The course emphasizes the plan components, format, marketing and financial projections.

ENT 4223. Managing the Entrepreneurial Team. (3-0) 3 Credit Hours. 
Prerequisites: MGT 3003, ENT 4123, and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course examines how and why entrepreneurs develop and/or grow a business team. Particular emphasis will be placed on improving students communications and collaboration skills in a cross-functional team context. Students will also explore evolving, collaborative approaches employed by companies to accelerate innovations by using customers, suppliers, partners and other organizations outside the four walls of a company.

ENT 4523. Microlending Entrepreneurial Startups. (3-0) 3 Credit Hours. 
Prerequisite: Declared major in the College of Business or approval of Department Chair and Dean of the College. This course focuses on access to capital in the United States as it relates to the financing of startups and the role microlending has played in this financing. Discusses the history of microlending in the entrepreneurship environment, the microlending industry, and factors leading to success or failure of microlenders.

ENT 4623. Tools and Objectives of the Social Enterprise. (3-0) 3 Credit Hours. 
Prerequisite: Declared major in the College of Business or approval of Department Chair and Dean of the College. This course investigates the distinctive characteristics of the social enterprise and social entrepreneurs. Examines the role of innovation, the for-profit and not-for-profit models of the social enterprise as well as the corporate structure known as the “B Corporation.” Develops ability to evaluate, plan and manage a social enterprise.

ENT 4723. Essentials of Global Entrepreneurship. (3-0) 3 Credit Hours. 
Prerequisite: Declared major in the College of Business or approval of Department Chair and Dean of the College. This course examines the importance of the entrepreneurial venture in a changing world; explores the economic, political, cultural and technological differences in operating a business in a global versus a domestic environment; and introduces the concepts related to emerging economy entrepreneurs.

ENT 4873. Entrepreneurship. (3-0) 3 Credit Hours. 
Prerequisites: MGT 3003, ENT 4123, and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course investigates the role of innovation, the for-profit and not-for-profit models of the social enterprise and social entrepreneurs. Examines how and why entrepreneurs develop and/or grow a business as facilitated by the objectives and resources of the entrepreneur. Topics include differences between a commercial and social enterprise, developing a strategy formulation, and the development of a sustainable competitive advantage in global and social enterprise. (Formerly MGT 4873. Credit cannot be earned for both ENT 4873 and MGT 4873.)

ENT 4883. Small Business Management. (3-0) 3 Credit Hours. 
Prerequisites: MKT 3013, ENT 4123, and a declared major in the College of Business or approval of Department Chair and Dean of the College. Focuses on the startup and operation of small businesses. Examines the accounting, finance, management, and marketing functions as they pertain to entrepreneurial endeavors. Develops overall managerial awareness and analytical skills in small business problem solving. (Formerly MGT 4883. Credit cannot be earned for both ENT 4883 and MGT 4883.)

ENT 4903. Practicum in Small Business and Entrepreneurship. (3-0) 3 Credit Hours. 
Prerequisites: ENT 4123, FIN 4333, ENT 4873, ENT 4883, a declared major in the College of Business and permission from the instructor. This practicum will allow students to gain valuable experience. Drawing on the resources of the Colleges of Business and Engineering, local businesses, and entrepreneurs, the practicum provides students with the opportunity to examine real-world business problems, and thus gain insight into the challenges of starting a small business. Students will select from specific business problems or projects and participate in the Center for Innovation and Technology Entrepreneurship business plan competition. (Formerly MGT 4903. Credit cannot be earned for both ENT 4903 and MGT 4903.)

ENT 4911. Independent Study. (0-0) 1 Credit Hour. 
Prerequisites: ENT 4873, a 3.0 COB grade point average and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor’s degree.

ENT 4912. Independent Study. (0-0) 2 Credit Hours. 
Prerequisites: ENT 4873, a 3.0 COB grade point average and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor’s degree.
ENT 4913. Independent Study. (0-0) 3 Credit Hours.
Prerequisites: ENT 4873, a 3.0 COB grade point average and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor's degree.

ENT 4933. Internship in Entrepreneurship. (0-0) 3 Credit Hours.
Prerequisites: ENT 4873 and 9 additional semester credit hours of Entrepreneurship (ENT) courses, a 2.5 UTSA grade point average, and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for additional requirements and required forms. The opportunity for entrepreneurial work experience. Requires a semester-long experience in private business or a not-for-profit enterprise and a written component. Opportunities and output requirements are developed in consultation with a faculty advisor and the Department Chair and require approval of both. Internship may be repeated once (for a total of 6 semester credit hours), provided the internships are with different organizations.

ENT 4951. Special Studies in Entrepreneurship. (1-0) 1 Credit Hour.
Prerequisites: ENT 4873 and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree.

ENT 4952. Special Studies in Entrepreneurship. (2-0) 2 Credit Hours.
Prerequisites: ENT 4873 and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree.

ENT 4953. Special Studies in Entrepreneurship. (3-0) 3 Credit Hours.
Prerequisites: ENT 4873 and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor's degree.

Management (MGT) Courses

MGT 3003. Business Communication and Professional Development. (3-0) 3 Credit Hours.
Prerequisites: COM 1043 or COM 1053, WRC 1023, and classified as a prebusiness or declared major in the College of Business or approval of Department Chair and Dean of the College. This course examines basic interpersonal communication processes within written and oral channels, with practical applications for the business environment. Issues regarding cross-cultural communication, crisis communication, and ethical considerations in business are discussed. The course emphasizes three areas: 1) planning, researching, organizing, writing, editing, and revising business-related documents; 2) planning, organizing, and delivering oral presentations in a business setting; and 3) preparing for professional success in the business world, including career planning, networking, job searching, résumé preparation, and job application and interviewing. Written assignments and oral presentations are required. (Formerly MGT 3043. Credit cannot be earned for both MGT 3003 and MGT 3043).

MGT 3013. Introduction to Organization Theory, Behavior, and Management. (3-0) 3 Credit Hours.
A study of the complex role managers play in creating and maintaining organizations. Organization theory and behavior are explored within the context of changing technological, social, and political/legal environments and the internationalization of the economy. Some introduction to strategic analysis, planning, and decision making. Attention is given to the ethical dimensions of management and social responsibility.

MGT 3023. Understanding People and Organizations. (3-0) 3 Credit Hours.
Prerequisite: MGT 3013 with a grade of "C-" or better. A critical examination of behavioral theory as it relates to the management of individuals, dyads, and groups in organizations. Investigation of the organization as an open system of tasks, structures, tools, and people in states of continuous change.

MGT 3123. Organizational Communication. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013 with a grade of "C-" or better, and a declared major in the College of Business or approval of Department Chair and Dean of the College. Theory and research in organizational communication. The course will examine the barriers to effective organizational communication; group communication and decision making; and information flows through the formal and informal networks of organizations. The course will also stress the means of evaluating organizational communication effectiveness. (Same as COM 3893. Credit cannot be earned for both MGT 3123 and COM 3893).

MGT 3253. Interpersonal Communication. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Theory and research of communication in personal and professional settings. The course stresses the social context of communication and emphasizes skills, knowledge, and motivation of verbal and nonverbal interactions. (Same as COM 3383. Credit cannot be earned for both MGT 3253 and COM 3383).
MGT 3613. Managing Human Resources. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3013 with a grade of "C-“ or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Analysis of how organizations attract, motivate, develop, and retain employees, and how they interact with organizations representing employees. Designed to provide students with an opportunity to understand the functional areas of human resource management and the integration of these functions into an effective and efficient human resource management system.

MGT 4023. Business Plan. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3013 with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. This course requires students to work in a team where they propose a new business and develop a business plan for the business. The teams will learn to present and defend their plan and will compete in a business plan competition at the end of the semester. The course emphasizes development of the skills necessary to identify, value, and exploit entrepreneurial opportunities for the creation of wealth.

MGT 4073. International Management. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3013 with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. A study of business and management practices in a global context. Topics include an introduction to international management, the role of the cultural, legal, and political environments in shaping management decision making, current developments in forming global business strategies, organizational designs, cross-cultural staffing, global communications and managerial control methodologies. Emphasis on thinking globally and competitively.

MGT 4083. Comparative International Management Practices. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3013, with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. The study of management practices of other countries, including their cultural, social, political and legal, and industrial economic perspectives. Emphasis on different international regions at different times and their impact on American and global management practices.

MGT 4103. Introduction to Healthcare Management. (3-0) 3 Credit Hours.  
Prerequisite: Junior or senior standing, or consent of the instructor. This course will provide students with an understanding of the skills, knowledge and abilities needed to be successful leaders in the dynamic, complex and rewarding field of healthcare management. Topics include the economic, regulatory, political and social framework of the healthcare industry, as well as the roles and expectations of managers in planning, organizing, coordinating and overseeing the delivery of healthcare services. A broad spectrum of healthcare organizations and settings will be included with emphasis on practical relevance and interaction with local healthcare organizations.

MGT 4213. Designing Organizations. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003, MGT 3013, and MGT 3023 with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Study of the antecedents and consequences of organizational design and structure. Emphasis on the implications for managing behavior in a rapidly changing global environment.

MGT 4613. Compensating Employees. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Analyzing, developing, implementing, administering, and performing ongoing evaluation of a total compensation and benefits system for all employee groups consistent with organizational goals. (Formerly MGT 3623. Credit cannot be earned for both MGT 4613 and MGT 3623.).

MGT 4623. Staffing Organizations. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. Planning, developing, implementing, administering, and performing ongoing evaluation of recruiting, hiring, orientation, and organizational exit to ensure that the workforce will meet the organization's goals and objectives.

MGT 4643. Human Resources Law. (3-0) 3 Credit Hours.  
Prerequisites: BLW 3013 and MGT 3003 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. An analysis of historical and contemporary laws in the United States that affect the human resource management function. Integration of labor and employment law with the social and economic forces shaping the current labor-management environment.

MGT 4663. Training and Developing Employees. (3-0) 3 Credit Hours.  
Prerequisites: MGT 3003 and MGT 3613 with a grade of "C-" or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. The processes of ensuring that the skills, knowledge, abilities, and performance of the workforce meet the current and future organizational and individual needs through developing, implementing, and evaluating activities and programs addressing employee training and development, change and performance management, and the unique needs of particular employee groups.

MGT 4803. Managing Human Resources for Competitive Advantage. (3-0) 3 Credit Hours.  
Prerequisites: A grade of “C-“ or better in MGT 3003, MGT 3613, and one of the following: MGT 4613, MGT 4623, or MGT 4663; and a declared major in the College of Business or approval of Department Chair and Dean of the College. Analysis of how human resource management might aid in developing competitive advantage and what might be done to fulfill this potential. Emphasis is on the processes and activities used to formulate HR objectives, practices, and policies to meet the short-range and long-range organizational needs and opportunities, to guide and lead the change process, and to evaluate the contributions of human resources to organizational effectiveness. (Formerly titled “Strategic Human Resources Management.”).
MGT 4893. Management Strategy. (3-0) 3 Credit Hours.
Prerequisites: FIN 3014 and MGT 3003; College of Business declared major in semester of graduation. Students are also required to meet all University regulations related to good academic standing and maintain a minimum grade point average of 2.0 in UTSA College of Business courses. Permission given through the academic advisor before registration. A study of the analytic tools and processes involved in the formulation and implementation of strategic choices in realistic organizational settings. Students are required to integrate their functional knowledge and understanding of the global environment with the concepts and principles of strategic management to determine effective ways to resolve complex problems concerning the relationship between the total organization and its environment. Creative analytical skills and effective communication in light of current management thinking are emphasized.

MGT 4913. Independent Study. (0-0) 3 Credit Hours.
Prerequisites: A 3.0 College of Business grade point average, MGT 3003 and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for required forms. Independent reading, research, discussion, and/or writing under the direction of a faculty member. May be repeated for credit, but not more than 6 semester credit hours of independent study, regardless of discipline, will apply to a bachelor’s degree.

MGT 4923. Leading Organizations and Making Decisions. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 and MGT 3013 with a grade of “C-” or better and a declared major in the College of Business or department or instructor approval. This is an advanced course focusing on traditional and contemporary perspectives on leadership. Because the leader is seen as a decision maker, individual and organizational issues surrounding effective decision making are also addressed in detail.

MGT 4933. Internship in Management. (0-0) 3 Credit Hours.
Prerequisites: MGT 3003, a 2.5 UTSA grade point average, 9 semester credit hours of management courses, and permission in writing from the instructor, the Department Chair, and the Dean of the College of Business. See academic advisor for additional requirements and required forms. The opportunity for managerial work experience. Requires a semester-long experience in private business or a public agency and a written component. Opportunities and output requirements are developed in consultation with a faculty advisor and the Department Chair and require approval of both. Internship may be repeated once (for a total of 6 semester credit hours), provided the internships are with different organizations.

MGT 4943. Managing Effective Teams and Resolving Conflict. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003, MGT 3013, and MGT 3023 with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. This is an advanced course focused on building the skills necessary to work effectively as part of a team. Conflict resolution techniques and effective negotiation techniques are examined in detail.

MGT 4951. Special Studies in Management. (1-0) 1 Credit Hour.
Prerequisites: MGT 3003 with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor’s degree.

MGT 4953. Special Studies in Management. (3-0) 3 Credit Hours.
Prerequisites: MGT 3003 with a grade of “C-” or better and a declared major in the College of Business or approval of Department Chair and Dean of the College. An organized course offering the opportunity for specialized study not normally or not often available as part of the regular course offerings. Special Studies may be repeated for credit when the topics vary, but not more than 6 semester credit hours, regardless of discipline, will apply to a bachelor’s degree.

MGT 4993. Honors Thesis. (0-0) 3 Credit Hours.
Prerequisite: MGT 3003. Enrollment limited to students applying for Honors in Management. Supervised research and preparation of an honors thesis. May be repeated once for credit with advisor’s approval.