BUMG - MANAGEMENT

BUMG 101 Introduction to Business (3 Credit Hours)
This introductory course provides a foundational overview of business principles.
Academic Level: Undergraduate

BUMG 120 Innovation through Technology (3 Credit Hours)
Students in this class will explore management best practices of innovation through technology grounded in the evolution of information systems as well as new, trending, emerging, and disruptive technologies. The course will examine technologies common in organizations, businesses, and society. Particular focus will be on preparing students to use critical thinking skills to analyze and solve problems and find opportunities. This will be done through hands on active learning projects to create innovation and impacts through application of enabling technologies and innovation implementation methods.
Academic Level: Undergraduate

BUMG 200 Management (3 Credit Hours)
Students will be exposed to the history of management thought and practices and contemporary management theories. Primary emphasis will be placed on the functions of management.
Academic Level: Undergraduate

BUMG 215 The Sustainable Business: In a Global Context (3 Credit Hours)
This course covers why businesses should be concerned about sustainability, which risks are most material to firms and their stakeholders, and how sustainability risks have been addressed in the past and opportunities for improvement. We will examine existing frameworks and standards that sustainability leaders utilize to bring value to their risk reduction programs and examine how an organization you are (or hope to be) involved with may become more sustainable through its ongoing or future operations.
Academic Level: Undergraduate

BUMG 295 Business Internship (3 Credit Hours)
An internship is a high impact learning experience where knowledge and theory from students' program of study are integrated with shadowing, volunteering, or paid employment with a private company, not-for-profit organization or government agency toward the intentional development of transferable knowledge, skills and abilities and practical application of professional competencies. The semester prior to the internship, Academic and Career Advising Center staff assist students with preparing their application materials and searching and applying for Business-related internships within the local community, stateside or abroad, as well as with defining learning objectives, educational and career goals, and professional deliverables to be met throughout the course of training and practice. During the semester of the internship course, under the mentorship of a dedicated professional who has the education and/or background and expertise of the students' discipline of study, students immerse in a remote, hybrid or in-person professional setting. Through guidance, support and regular feedback from the mentor and the internship course instructor, students strive to satisfactorily learn and practice their internship position and achieve their learning objectives. Students follow a course curriculum including: 40 contact hours at the host site per credit hour registered; participation in classes, meetings or workshops as scheduled by the course instructor; timely completion of homework assignments in support of student learning outcomes, professional readiness and career exploration; and end of semester evaluations. Internships culminate in a letter grade determined by the above criteria. Written pre-approval of the internship by the course instructor and Academic Director is required.
May be repeated for credit.
Academic Level: Undergraduate
Enrollment limited to students with the UG Internships attribute.

BUMG 301 Organizational Behavior (3 Credit Hours)
The course presents the theory, research, and practice that underlie the effective management of organizations, focusing on individuals within the organizational context. Topics covered include learning theory, perception, motivation, leadership, group dynamics, conflict, negotiations, decision-making models, communication, and innovation.
Academic Level: Undergraduate

BUMG 302 Human Resource Mgmt (3 Credit Hours)
Human Resource Management examines the basic personnel functions: recruitment, selection, placement, compensation, and training and career development of employees. Current government regulatory programs such as equal employment opportunity, health and safety standards, affirmative action and pension fund protection are analyzed. It develops behavioral theories of the workplace and the techniques of rational management of an organization's human resources.
Academic Level: Undergraduate

BUMG 303 Management of Nonprofit Organizations (3 Credit Hours)
The nonprofit sector serves a critical role in society by addressing needs that neither for profit business nor government entities can fulfill. Management of Nonprofit Organizations presents a broad overview, addressing pertinent management issues of the nonprofit sector that include international development, global health and safety, education, art and culture, professional and trade associations and other social enterprises. Topics will include legal formation and reporting requirements, management strategies, leadership qualities, governance styles and accountability considerations that are unique to the nonprofit sector. The course will provide students with the vocabulary, management techniques and legal principles necessary to examine and evaluate the effectiveness of a nonprofit organization. The course will also highlight the challenges and opportunities within the nonprofit sector, the various fields comprising the sector, and the interaction between component parts of nonprofit organizations that work together to deliver value to individuals and society.
Academic Level: Undergraduate

BUMG 306 Excel Expert Certification (3 Credit Hours)
This Excel Expert Certification course is designed for students seeking to master advanced Excel features and functions. Participants will learn to use advanced formulas, data analysis tools, pivot tables, and other spreadsheet modeling techniques to solve problems efficiently. The course emphasizes real-world applications, equipping students to tackle intricate data challenges and visualizations. Upon completion, students will be prepared to earn the Excel certification, showcasing their expertise to employers and advancing their professional development. Whether for career growth or personal enrichment, this course provides the essential skills needed to thrive in today's data-driven environment.
Equivalent to BUAC 306.
Academic Level: Undergraduate

BUMG 311 Business and Society Relations (3 Credit Hours)
This course is designed to expose students to the social roles of profit-seeking organizations and address ethical decision making. Topics will include the historical development of business-society relations, regulation of business, and current issues that affect business-society relations.
Academic Level: Undergraduate

BUMG 313 Social Innovation and Entrepreneurship (3 Credit Hours)
This course exposes students to concepts, topics and definitions at the intersection of entrepreneurship and social change; definitions of social entrepreneur and social entrepreneurship, and the importance of sustainability and scaling to accomplish systems-changing social impact. This course will answer the questions: How do successful social entrepreneurs achieve long-term, sustainable change and impact? And how do social investors pick the best of them to invest in and nurture?
Academic Level: Undergraduate

BUMG 315 Triple Bottom Line Reporting (3 Credit Hours)
BUMG 315 covers how companies perform sustainability reporting by analyzing economic, environmental, and equity dynamics both internal and external to the firm. It will cover key frameworks and data collection methodologies utilized by businesses across the globe. It will also explore how effective reporting enhances decision-making and stakeholder communication for value creation. Finally, it will examine the measurement issues, trade-offs, and implementation challenges associated with the identification and execution of a sustainable business strategy.
Academic Level: Undergraduate
Enrollment is limited to students with a program in Sustainability Business.

BUMG 316 Uncertainty, Futures, & Foresight (3 Credit Hours)
This course introduces students to the field of futures studies and strategic foresight. Students will explore theoretical frameworks and practical methodologies for understanding, anticipating, and shaping possible futures in contexts of uncertainty and complexity. The course balances theoretical understanding with hands-on application of foresight techniques, equipping students with skills to identify emerging trends, analyze driving forces of change, develop scenarios, and formulate adaptive strategies. Students will gain proficiency in multiple foresight frameworks including Shell's scenario planning model, Houston's Framework Foresight process, and Causal Layered Analysis. Throughout the course, students will apply these frameworks to real-world contexts spanning business strategy, public policy, environmental planning, and global challenges. The course culminates with students developing expertise in specific themes related to the Mediterranean region as preparation for a 1-credit travel course to Tangier, Morocco where they will apply their foresight skills to explore Mediterranean futures.
Academic Level: Undergraduate
Corequisites: BUMG 316L

BUMG 316L Uncertainty, Futures, and Foresight Travel (1 Credit Hours)
Students will travel to Tangier, Morocco where they will apply their foresight skills to explore Mediterranean futures. Students will meet with experts in the region, tour resilience projects, and visit locations related to the emerging future of the Mediterranean region.
Academic Level: Undergraduate
Corequisites: BUMG 316
Enrollment limited to students with the Global Ed. Travel Course Appro attribute.

BUMG 325 Legal Environment of Business (3 Credit Hours)
This course provides an introduction to the legal and regulatory environment of business, with particular emphasis on the application of law to daily business operations.
Equivalent to BUMG 326, BUMG 327.
Academic Level: Undergraduate

BUMG 335 International Management (3 Credit Hours)
This course focuses on the basic elements that one must understand when doing business across borders. The primary purpose of the course is to create awareness of and sensitivity to the decisions confronting the multinational business in order to prepare individuals to support companies' moves from domestic to foreign environments. Students analyze the various external forces faced by geocentric leaders/managers. They examine operational issues and develop business strategies necessary for success in the global race for profitable growth. Lectures, class discussions, and case analyses help students to explore management and economic issues critical to the success of a geocentric employee/manager.
Academic Level: Undergraduate

BUMG 360 Leadership (3 Credit Hours)
This course focuses on the importance of leadership in today's teams and organizations, and addresses the development of leadership skills. Course components include: self-assessment of leadership, leadership theory and research, and leadership development. Strong connections are made between effective management and effective leadership.
Equivalent to SLM 360.
Academic Level: Undergraduate

BUMG 371 The Sustainable Business (3 Credit Hours)
Academic Level: Undergraduate

BUMG 381 Casino Management (3 Credit Hours)
This course explores the history, development, organization, economics, and management of casinos. Also covered are the practices and concerns associated with casino management including staffing, surveillance, accounting, marketing, gaming regulations, national and international gaming destinations, game probabilities, and the interaction of the casino department with other divisions of casinos and casino-resorts. The moral and social issues of gaming, which includes problem gambling and the impact on tribal communities, is a present theme throughout the course, as well. Field trip required. Enrolled students must be at least twenty-one (21) years old prior to the first meeting of the semester. Role In The Curriculum This course counts towards the Business Administration elective requirement for the Business Administration major and minor.
Academic Level: Undergraduate

BUMG 397 Independent Study (1-12 Credit Hours)
May be repeated for credit.
Academic Level: Undergraduate

BUMG 410 Creating Social Enterprises Through Design Thinking and Innovation (4 Credit Hours)
Want to create a social enterprise addressing one of the many opportunities in the environmental, marine, and health services communities? Students will first explore a social ecosystem by selecting a business or organization of choice and making a presentation to the class. Students will then be introduced to Design Thinking and Change Leadership techniques to influence the enterprise of choice and propose changes that can add value to the organization. Topics will include: Sustainability, Social Entrepreneurship, Biomimicry, Cradle-to-Cradle Design, Lean Enterprise, Systems Thinking, and Benefit Corporation.
Academic Level: Undergraduate

BUMG 410L Creating Social Enterprises Travel Component (1 Credit Hours)
Desire to create a social enterprise addressing one of the many opportunities in the environmental, marine, and health services communities? Students will first explore a social ecosystem by selecting a business or organization of choice and making a presentation to the class. Students will then be introduced to Design Thinking and Change Leadership techniques to influence the enterprise of choice and propose changes that can add value to the organization. Topics will include: Sustainability, Social Entrepreneurship, Biomimicry, Cradle-to-Cradle Design, Lean Enterprise, Systems Thinking, and Benefit Corporation. The optional travel component will include travel to Denmark and Iceland to visit firms that are purpose based and using continuous improvement as the basis to enhance their sustainability efforts.
Academic Level: Undergraduate
Corequisites: BUMG 410
Enrollment limited to students with the Global Ed. Travel Course Appro attribute.

BUMG 411 Creating Social Enterprises Through Change Leadership (3 Credit Hours)
Desire to create a social enterprise addressing one of the many opportunities in the environmental, marine, and health services communities? Students will first explore an idea to solve a social problem revolving around the United Nations Sustainable Development Goals and then explore a social ecosystem by selecting a business or organization of choice. Students will then be introduced to Design Thinking and Change Leadership techniques to influence the enterprise of choice and propose changes that can add value to the organization. Topics will include: Sustainability (and Sustainable Development Goals), Social Innovation and Entrepreneurship, Cradle-to-Cradle Design, Systems Thinking, Lean Enterprise, and Benefit Corporation legal designation. An OPTIONAL travel component (BUMG 411L) will include travel to Denmark and Sweden to visit purpose-based firms and using continuous improvement as the basis to enhance sustainability efforts.
Academic Level: Undergraduate

BUMG 411L Creating Social Enterprises Through Change Leadership Lab (1 Credit Hours)
Desire to create a social enterprise addressing one of the many opportunities in the environmental, marine, and health services communities? Students will first explore an idea to solve a social problem revolving around the United Nations Sustainable Development Goals and then explore a social ecosystem by selecting a business or organization of choice. Students will then be introduced to Design Thinking and Change Leadership techniques to influence the enterprise of choice and propose changes that can add value to the organization. Topics will include: Sustainability (and Sustainable Development Goals), Social Innovation and Entrepreneurship, Cradle-to-Cradle Design, Systems Thinking, Lean Enterprise, and Benefit Corporation legal designation. This OPTIONAL travel component (BUMG 411L) will include travel to Denmark and Sweden to visit purpose-based firms and using continuous improvement as the basis to enhance sustainability efforts.
Academic Level: Undergraduate
Corequisites: BUMG 411

BUMG 495 Business Internship (1-12 Credit Hours)
An internship is a high impact learning experience where knowledge and theory from students' program of study are integrated with shadowing, volunteering, or paid employment with a private company, not-for-profit organization or government agency toward the intentional development of transferable knowledge, skills and abilities and practical application of professional competencies. The semester prior to the internship, Academic and Career Advising Center staff assist students with preparing their application materials and searching and applying for Business-related internships within the local community, stateside or abroad, as well as with defining learning objectives, educational and career goals, and professional deliverables to be met throughout the course of training and practice. During the semester of the internship course, under the mentorship of a dedicated professional who has the education and/or background and expertise of the students' discipline of study, students immerse in a remote, hybrid or in-person professional setting. Through guidance, support and regular feedback from the mentor and internship course instructor, students strive to satisfactorily learn and practice their internship position and achieve their learning objectives. Students follow a course curriculum including: 40 contact hours at the host site per credit hour registered; participation in classes, meetings or workshops as scheduled by the course instructor; timely completion of homework assignments in support of student learning outcomes, professional readiness and career exploration; and end of semester evaluations. Internships culminate in a letter grade determined by the above criteria. Written pre-approval of the internship by the course instructor and Academic Director is required.
May be repeated for credit.
Academic Level: Undergraduate

BUMG 498 Strategic Management (3 Credit Hours)
This course is the capstone course for Business majors. The course is designed to facilitate the integration of knowledge across the subject areas of the Business curriculum and the application of such knowledge. The focus is on strategic management.
Academic Level: Undergraduate

BUMG 520 Business Analytics (3 Credit Hours)
This course equips students with data-driven decision-making skills through statistical analysis, predictive modeling, and data visualization. Emphasizing real-world applications, students learn to interpret data, generate strategic insights, and apply analytics to optimize business performance.
Academic Level: Graduate
Enrollment is limited to students with a program in Business Administration.

Enrollment is limited to Graduate level students.

BUMG 650 Organizational Behavior: Driving Organizational Change (3 Credit Hours)
This course examines the principles of organizational behavior and their impact on driving effective change within businesses. Students will explore key topics such as leadership, motivation, corporate culture, team dynamics, and decision-making in the context of organizational transformation. Through case studies and real-world applications, the course equips students with the skills to lead change initiatives, foster engagement, and cultivate a culture of innovation and adaptability.
Academic Level: Graduate
Enrollment is limited to students with a program in Business Administration.

BUMG 660 Leading with AI: From Vision to Value (3 Credit Hours)
Artificial intelligence is already playing a major role in reshaping industries and competitive landscapes. This course equips business leaders with the strategic and managerial tools to harness AI effectively. Students will learn how to craft a compelling AI vision, evaluate potential solutions, and design implementation roadmaps that create measurable business value. Through case studies, frameworks, and hands-on exercises, participants will gain the ability to identify high-impact AI opportunities aligned with organizational strategy, assess risks, ethical considerations, and organizational readiness, lead cross-functional teams in selecting, deploying, and scaling AI solutions, and measure outcomes to ensure AI initiatives drive sustainable advantage. Students will not only understand AI's transformative potential but also be prepared to lead organizations from concept to successful execution in an AI-driven economy.
Academic Level: Graduate

BUMG 680 Strategic Management (MBA Capstone) (3 Credit Hours)
This culminating MBA course integrates key concepts from all areas of business to develop and implement effective organizational strategies. Through case studies and projects, students will analyze complex business challenges, formulate strategic solutions, and make data-driven decisions. Emphasizing leadership, competitive advantage, and sustainable growth, this course prepares students to think critically and act decisively in dynamic business environments. The capstone experience reinforces strategic planning, ethical decision-making, and innovation, equipping graduates with the skills necessary for executive leadership and business success.
Academic Level: Graduate
Enrollment is limited to students with a program in Business Administration.

BUMG 697 Special Topics in Business (3 Credit Hours)
This course provides graduate business students with the opportunity to pursue in-depth study on a topic of special interest under the guidance of a faculty member. Special Topics in Business is designed to allow students to extend their learning beyond the traditional curriculum, integrating advanced concepts, theory, and practice in areas aligned with their professional goals. Students work closely with a supervising faculty member to design a learning plan, which may include readings, applied research, projects, or case analyses. The course emphasizes independent initiative, critical thinking, and the ability to synthesize knowledge across functional areas of business.
May be repeated for credit.
Academic Level: Graduate

BUMG 3010 Organizational Behavior (3 Credit Hours)
Equivalent to BUMG 301. Additional fees may exist.
Academic Level: Undergraduate