

# B.B.A. IN ORGANIZATIONAL LEADERSHIP

## Overview

Major Area of Specialization in Organizational Leadership (People & Society)

The major area of specialization in Organizational Leadership is designed to give Miami Herbert Business School students an understanding of the skills necessary to motivate, influence, and work effectively with others in organizational settings. Students will be exposed to an understanding of leadership as an academic discipline, coursework that helps to broaden their understanding of how to effectively influence others towards meeting organizational goals, and hands-on experiences that explore actually leading and working effectively in teams.

## Curriculum Requirements

In addition to satisfying the University General Education Requirements and Electives, students pursuing the BBA in Organizational Leadership must complete the BBA Business Core and the specific coursework for the Organizational Leadership major area of specialization as follows:

Code	Title	Credit Hours
<b>University General Education Requirements <sup>1, 2</sup></b>		
ENG 105	English Composition I	3
ENG 106	English Composition II <sup>3</sup>	3
UMX 100	The University of Miami Experience	0
Arts and Humanities Cognate Courses		9
STEM Cognate Courses		9
<b>Electives</b>		<b>23</b>
<b>BBA Business Core Requirements <sup>1</sup></b>		
ACC 211	Principles of Financial Accounting	3
ACC 212	Managerial Accounting	3
BSL 212	Introduction to Business Law and Ethics	3
BTE 210	Fundamentals of Business Technology and Innovation	3
BUS 150	Business Analytics	3
BUS 300	Critical Thinking and Persuasion for Business <sup>3</sup>	3
ECO 211	Principles of Microeconomics (Microeconomics)	3
ECO 212	Principles of Macroeconomics (Macroeconomics)	3
FIN 302	Fundamentals of Finance	3
MAS 110	Quantitative Applications in Business (Minimum grade of C- required)	3
or MTH 161	Calculus I	
MAS 201	Introduction to Business Statistics (Minimum grade of C- required)	3
MAS 202	Intermediate Business Statistics	3
MGT 100	Managing for Success in the Global Environment	3
MGT 199	Professional Development and Success in the Workplace (or other approved Miami Herbert Business School career course)	1
or BUS 211	Professional Development for Finance and Accounting	
MGT 303	Operations Management	3
MGT 304	Organizational Behavior	3
MGT 401	Strategic Management (must be taken in the final semester)	3
MKT 201	Foundations of Marketing	3
or MKT 301	Marketing Foundations	
<b>Major Area of Specialization in Organizational Leadership <sup>4, 5</sup></b>		
MGT 302	Human Resource Management	3
MGT 324	Negotiation Strategies	3
MGT 360	Effective Leadership	3
MGT 422	Leading Teams	3
MGT 423	Leading with Emotional Intelligence	3
MGT 480	Leading Change	3

MGT 481	Leadership Practicum	3
<b>Total Credit Hours</b>		<b>120</b>

- 1 **NOTE:** ENG 105 and ENG 106, or their equivalents, must be completed prior to attaining junior year classification, per the University General Education Requirements. Additionally, all 100 and 200-level Business Core courses must be completed by the end of the fifth semester of college work or during the semester in which the student is completing 75 credit hours.
- 2 At least one course with an international focus must be completed within the degree requirements. The appropriateness of the course is determined by the Vice Dean for Undergraduate Business Education.
- 3 Students who do not earn at least a C- in ENG 106 must either repeat ENG 106 and earn at least a C- or complete ENG 230 with at least a C- before enrolling in BUS 300.
- 4 All specific coursework for the major area of specialization in Organizational Leadership must be completed with a grade of "C" or higher. A minimum cumulative GPA of 2.5 is required for all specific coursework taken in the major area of specialization.
- 5 No one course may be applied toward more than one major and/or minor area of specialization in the Department of Management.

## Sample Plan of Study

This Sample Plan of Study represents one possible version of a new freshman business student's 8-semester plan. The individual student's plan may vary depending upon the initial placement into English Composition and mathematics. Moreover, numerous plan variations are possible if a student enters the University with advanced college credits, wishes to participate in study abroad, chooses a special program option, or selects additional majors or minors.

Note that each major/minor at the University of Miami satisfies a particular "Area of Knowledge" within the general education requirements of the University. This means that it is possible to pursue two majors or a major and a minor within Miami Herbert Business School and fulfill both the STEM and People and Society Areas of Knowledge; a separate cognate in these areas would not be required. The only remaining general education Area of Knowledge would be Arts and Humanities, which must be completed through a major, minor, or cognate outside of the Business School.

Students construct their individualized plans in collaboration with their assigned academic advisor.

<b>Freshman Year</b>		<b>Credit Hours</b>
<b>Fall</b>		
ECO 211	Principles of Microeconomics	3
ENG 105	English Composition I	3
MAS 110 or MTH 161	Quantitative Applications in Business or Calculus I	3
MGT 100	Managing for Success in the Global Environment	3
MKT 201	Foundations of Marketing	3
UMX 100	The University of Miami Experience	0
<b>Credit Hours</b>		<b>15</b>
<b>Spring</b>		
BSL 212	Introduction to Business Law and Ethics	3
ECO 212	Principles of Macroeconomics	3
ENG 106	English Composition II	3
MAS 201	Introduction to Business Statistics	3
Arts and Humanities Cognate Course		3
<b>Credit Hours</b>		<b>15</b>
<b>Sophomore Year</b>		
<b>Fall</b>		
ACC 211	Principles of Financial Accounting	3
BUS 150	Business Analytics	3
MAS 202	Intermediate Business Statistics	3
MGT 304	Organizational Behavior	3
Arts and Humanities Cognate Course		3
<b>Credit Hours</b>		<b>15</b>
<b>Spring</b>		
ACC 212	Managerial Accounting	3
BUS 300	Critical Thinking and Persuasion for Business	3

BTE 210	Fundamentals of Business Technology and Innovation	3
FIN 302	Fundamentals of Finance	3
MGT 199	Professional Development and Success in the Workplace	1
MGT 302	Human Resource Management	3
<b>Credit Hours</b>		<b>16</b>
<b>Junior Year</b>		
<b>Fall</b>		
MGT 324	Negotiation Strategies	3
MGT 360	Effective Leadership	3
Arts and Humanities Cognate Course		3
STEM Cognate Course		3
Elective		3
<b>Credit Hours</b>		<b>15</b>
<b>Spring</b>		
MGT 422	Leading Teams	3
MGT 423	Leading with Emotional Intelligence	3
STEM Cognate Course		3
Elective		3
Elective		3
<b>Credit Hours</b>		<b>15</b>
<b>Senior Year</b>		
<b>Fall</b>		
MGT 303	Operations Management	3
MGT 480	Leading Change	3
STEM Cognate Course		3
Elective		3
Elective		3
<b>Credit Hours</b>		<b>15</b>
<b>Spring</b>		
MGT 401	Strategic Management	3
MGT 481	Leadership Practicum	3
Elective		3
Elective		3
Elective		2
<b>Credit Hours</b>		<b>14</b>
<b>Total Credit Hours</b>		<b>120</b>

## Mission

- To develop innovative ideas and principled leaders that transform global business and society.

## Goals

The undergraduate major in Organizational Leadership is designed to give students an understanding of the skills necessary to effectively work and influence as well as motivate others within organizational settings. Soft skill sets such as leading effectively are essential in every job position and industry today. Students who enroll in the BBA with a major in Organizational Leadership will be exposed to an understanding of leadership as an academic discipline; coursework that helps to broaden their understanding of how to effectively influence others towards meeting organizational goals; and hands-on experiences that explore actually leading and working effectively in teams.

## Student Learning Outcomes

- BBA/BSBA graduates will be critical thinkers, able to select and apply appropriate models, tools, and techniques, and frameworks to enable them to render analytically sound business decisions.
- BBA/BSBA graduates will be able to identify, analyze and resolve ethical issues in business scenarios.
- BBA/BSBA graduates will demonstrate professional written communication skills.
- Organizational Leadership majors will demonstrate an understanding of leadership theories and their applications.

- Organizational Leadership majors will work effectively within and leading teams.
- Organizational Leadership majors will demonstrate interpersonal skill sets necessary to influence and engage others in the pursuit of goals.
- Organizational Leadership majors will effectively identify their own leadership strengths and areas for continuous improvement.