

# Organizational Management and Leadership (OMGL)

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Management Department Website (<https://walton.uark.edu/departments/management/>)

The major in Organizational Management and Leadership leads to a B.S.B.A. and prepares students for leadership positions within organizations. Among the topics explored are employee motivation, how to manage power and influence within organizations, communication, developing and leading effective teams, managing diversity, organizational transformation and change, and globalization.

## Requirements for B.S.B.A. in Organizational Management and Leadership

**Organizational Management and Leadership Major Requirements:**  
All Organizational Management and Leadership majors must complete the following 6 hours of coursework: MGMT 4253, MGMT 4273. Students must also complete at least 6 hours of coursework from the following: MGMT 3653, MGMT 4983, and MGMT 4243. An additional 12 hours of credit are required from specified management and non-management courses in order to complete the requirements for the major.

The major in Organizational Management and Leadership requires 24 hours of major and collateral courses in the discipline as well as satisfying the other requirements for the B.S.B.A. degree. A maximum of 27 hours is allowed in a management major or discipline field of study (i.e., core, major, electives) unless the extra courses are part of an interdisciplinary minor or collateral track. See an adviser for selection of courses.

### Required Courses (6 hours)

MGMT 4253	Leadership	3
MGMT 4273	Leading Groups and Teams	3
Select at least two of the following:		6-9
MGMT 3653	Creating and Leading a Diverse Workforce	
MGMT 4243	Ethics and Corporate Responsibility	
MGMT 4983	Talent Development	
Select three or four of the following:		9-12
MGMT 3533	Alternative Dispute Resolution	
MGMT 4103	Special Topics in Management	
MGMT 4263	Organizational Change and Development	
MGMT 4633	Faith, Spirituality, and the Workplace	
MGMT 4943	Talent Acquisition and Management	
MGMT 4953	Organizational Rewards and Compensation	
MGMT 4963	People Analytics	
SEVI 3233	Corporate Innovation	
SEVI 3673	Social Entrepreneurship	
SEVI 3933	Entrepreneurship and New Venture Development	
SEVI 4433	Small Enterprise Management	

SEVI 4583	International Management
SEVI 4993	Entrepreneurship Practicum
ACCT 3533	Accounting Technology
ECON 3533	Labor Economics
ECON 4333	Economics of Organizations
FINN 3623	Risk Management
FINN 3703	International Finance
FINN 3933	Real Estate Principles
ISYS 2263	Principles of Information Systems
ISYS 4193	Business Analytics and Visualization
ISYS 4213	ERP Fundamentals
MKTG 3553	Consumer Behavior
MKTG 3633	Marketing Research
MKTG 4233	Integrated Marketing Communications
SCMT 3443	DELIVER: Transportation and Distribution Management
SCMT 3613	SOURCE: Procurement and Supply Management
BUSI 3023	Sustainability in Business
BUSI 3033	The African American Experience in Business
BUSI 3053	Diversity in the Workforce
COMM 3373	Leadership Communication
COMM 3703	Organizational Communication

**Total Hours** 24

## Organizational Management and Leadership B.S.B.A.

### Eight-Semester Degree Program

Students wishing to follow the eight-semester degree plan should see the Eight-Semester Degree Policy (<http://catalog.uark.edu/undergraduatecatalog/academicregulations/eightsemesterdegreecompletionpolicy/>) for university requirements of the program.

Courses in **BOLD** must be taken in the designated semester. Courses in *ITALIC* may be taken in varied sequences as long as other designated requirements for these courses are met. Although other courses listed are not required to be completed in the designated sequence, the recommendations below are preferred.

First Year	Units	
	Fall	Spring
ENGL 1013 Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)	3	
<b>MATH 2053 Finite Mathematics (Satisfies General Education Outcome 2.1)</b> <sup>1</sup>	3	
COMM 1313 Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)	3	
<b>BUSI 1111 Freshman Business Connection</b>	1	
<b>BLAW 2013 The Legal Environment of Business (ACTS Equivalency = BLAW 2003)</b> <sup>2</sup>	3	
<b>ISYS 1123 Business Application Knowledge - Computer Competency</b>	3	

ENGL 1023 Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)	3	
<b>ACCT 2013 Accounting Principles</b>	<b>3</b>	
<b>BUSI 1033 Data Analysis and Interpretation</b>	<b>3</b>	
ECON 2023 Principles of Microeconomics (ACTS Equivalency = ECON 2203) (Satisfies General Education Outcome 3.3)	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)	4	
Year Total:	16	16

Second Year	Units	
	Fall	Spring
<b>SEVI 2053 Business Foundations</b>	<b>3</b>	
<b>ISYS 2103 Business Information Systems<sup>2</sup></b>	<b>3</b>	
MATH 2043 Survey of Calculus (ACTS Equivalency = MATH 2203) <sup>3</sup>	3	
Social Sciences – State Minimum Core (Satisfies General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement) <sup>4</sup>	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5, 6</sup>	3	
<b>SCMT 2103 Integrated Supply Chain Management<sup>2</sup></b>	<b>3</b>	
<b>MGMT 2103 Managing People and Organizations<sup>2</sup></b>	<b>3</b>	
ECON 2013 Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3) <sup>3</sup>	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) <sup>5, 6</sup>	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)	4	
<b>ALL pre-business requirements should be met by end of term</b>		
Year Total:	15	16

Third Year	Units	
	Fall	Spring
<b>FINN 2043 Principles of Finance<sup>2</sup></b>	<b>3</b>	
<b>MKTG 3433 Introduction to Marketing<sup>2</sup></b>	<b>3</b>	
MGMT 4253 Leadership	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
SEVI 3013 Strategic Management (Satisfies General Education Outcome 6.1)	3	
MGMT 4273 Leading Groups and Teams	3	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
U.S. History or Government - State Minimum Core (Satisfies General Education Outcome 4.2)	3	

Year Total: 15 15

Fourth Year	Units	
	Fall	Spring
MGMT Electives	6	
MGMT or Collateral Electives	3	
Junior Senior Business Elective	3	
General Education Electives	3	
MGMT or Collateral Elective		3
Junior Senior Business Electives		3
General Education Electives		6
Year Total:	15	12

**Total Units in Sequence: 120**

- <sup>1</sup> Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for MATH 2053.
- <sup>2</sup> Must be completed prior to SEVI 3013.
- <sup>3</sup> Must be completed prior to taking any 3000 or 4000 level business courses.
- <sup>4</sup> The Social Sciences Elective courses which satisfy General Education Outcomes 3.3 and 4.1, as well as the Social Issues, Multicultural Environment, and Demographic Diversity Requirement include: ANTH 1023, HIST 1113, HIST 1123, SOCI 2013, SOCI 2013H, or SOCI 2033.
- <sup>5</sup> The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include: ARCH 1003, ARHS 1003, COMM 1003, DANC 1003, ENGL 2023, LARC 1003, MLIT 1003, MLIT 1003H, MLIT 1013, MLIT 1013H, MLIT 1333, THTR 1003, THTR 1013, or THTR 1013H.
- <sup>6</sup> The Humanities Elective courses which satisfy the General Education Outcome 3.2 include: AAST 2023, ANTH 1033, ARCH 1013, CLST 1003, CLST 1003H, CLST 1013, COMM 1233, DANC 1003, ENGL 1213, ENGL 2023, GNST 2003, GNST 2003H, HIST 1113, HIST 1113H, HIST 1123, HIST 1123H, HIST 2003, HIST 2013, HUMN 1124H, HUMN 2213, LALS 2013, MRST 2013, MUSY 2003, MUSY 2003H, PHIL 2003, PHIL 2003C, PHIL 2003H, PHIL 2103, PHIL 2103C, PHIL 2303, THTR 1003, THTR 1013, THTR 1013H, WLIT 1113, WLIT 1123, or intermediate-level world language (usually 2003-level).

## Faculty

- Delery, John**, Ph.D. (Texas A&M University), M.S. (Memphis State University), B.S. (Tulane University of Louisiana), Professor, Raymond F. Orr Chair in Management, 1992, 2009.
- Lauder, John**, M.A. (University of Missouri), B.A. (Westminster College), Instructor, 2011.
- Lueke, Sarah B.**, Ph.D. (University of Akron), M.S. (Indiana University-Purdue University-Indianapolis), B.A. (University of Wisconsin-Madison), Teaching Assistant Professor, 2019.
- O'Leary-Kelly, Anne M.**, Ph.D. (Michigan State University), B.A. (University of Michigan), Professor, William R. and Cacia Howard Chair in Management, 1997, 2012.
- Pullen, Brian**, M.A. (University of Arkansas), B.S. (Arkansas Tech University), Instructor, 2005.
- Rosen, Chris**, Ph.D. (University of Akron), M.A. (Appalachian State University), B.A. (Washington and Lee University), Professor, 2006, 2015.

**Schaffer, Meline M.**, Ph.D., M.S. (Clemson University), Teaching Assistant Professor, 2019.

**Simon, Lauren**, Ph.D., B.S.B.A., B.S. (University of Florida), Associate Professor, 2016, 2018.

**Soignet, Denise Breaux**, Ph.D. (Florida State University), M.B.A., B.S. (Nicholls State University), Teaching Associate Professor, 2010.

**Sprandel, Heather**, Ed.D., M.Ed. (University of Arkansas), B.A. (DePaul University), Instructor, 2019.

**Stoverink, Adam**, Ph.D. (Texas A&M University), M.B.A. (St. Louis University), B.S.B.A. (University of Missouri), Associate Professor, 2017, 2021.

**Wilmot, Michael**, Ph.D. (University of Minnesota), M.S., B.A. (University of Nebraska), Assistant Professor, 2020.

**Zhang, Ying**, Ph.D. (University of Hong Kong), M.S. (Peking University), B.S. (Jilin University), Assistant Professor, 2021.