

Leadership Concentration-- Management Major

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The Bachelor of Science in Management with a concentration in Leadership is a program that enacts the Guiding Values of Norwich University. "We are dedicated to learning, emphasizing teamwork, leadership, creativity, and critical thinking." The program, while centered in the School of Business and Management, draws from humanities and psychology to produce graduates who meet societies pressing need for leaders. Graduates will understand not only the role of the leader but, also just as important, the role of those who are led. In today's increasingly complex world one can neither go it alone nor lead by fiat. Successful managers must understand the complex requirements of people and organizations. Regardless of whether the student is planning to enter the civilian or the military world, the concentration in leadership will give the students the tools to succeed.

Goals:

- Build of self and others as members of teams.
- Enhance students' understanding of ethical decision making while developing the mental agility to adapt to the unknowns of the 21st century.
- Be able to develop a knowledge and skills essential in the 21st century including the role of the team member, teamwork, critical thinking, ethical decision making, mental agility, communications (both oral and written), planning, self awareness including self assessment, self reflection and self regulation, and reflection on ethical standards of conduct in the professional world.

Outcomes:

- Demonstrate critical thinking skills through effective oral and written communication within the classroom and with the general public.
- Employ their mental agility, team building and planning skills to successfully engage others to affect positive change in their communities.
- Integrate knowledge with experience, formulating ethical decisions through reflection on the ethical standards of conduct within their profession and in their personal lives.
- Synthesize their awareness of self and of others through reflection, accurate assessment and example setting self regulation skills developed during their studies at Norwich.

Careers for this Major:

- The management skills that students learn in pursuing a leadership concentration transfer to all organizations and businesses, whether private, public or nonprofit
- Motivate and influence the behavior of the organization's members and teams
- Lead organizational change -- despite the challenges generally associated with change. This expertise is sought by consulting firms that contract out experts to organizations
- Lead departments in public agencies or in private corporations, and move up to the executive level with additional experience

Leadership Concentration Courses

PY 210	Psychology of Leadership	3
MG 351	Organizational Behavior	3
MG 408	Human Resources Management	3
MG 409	Organizational Leadership	3
Major/Concentration-Leadership Electives - Choose two of the following		5-6
CM 436	Communications Law and Ethics	3
EG 450	Professional Issues	3
EN 244	The Literature of Leadership	3
PH 303	Survey of Ethics	3
PH 305	Foundations of Western Thought II: The Middle Ages	3
PH 324	Criminal Justice Ethics	3
PH 350	Medical Ethics	3
PO 303	Political Philosophy	3
AS 311	Air Force Leadership Studies	3
AS 312	Air Force Leadership Studies	3
AS 411	National Security Affairs/Preparation for Active Duty	3
AS 412	National Security Affairs/Preparation for Active Duty	3
MS 311	Military Science III	3
MS 312	Military Science III	3
MS 411	Military Science IV	3
MS 412	Military Science IV	3
NS 321	Naval Ship Systems I	3
NS 342	Small Unit Leadership Skills	2
NS 421	Naval Operations and Seamanship	3
NS 422	Leadership and Ethics	3

Total Credits **17-18**

Leadership Minor

The Leadership Minor is a multidisciplinary opportunity for students to expand their knowledge and experience in leadership via an informally guided, multidisciplinary academic exploration and discovery that builds on the premise that leadership development is a core mission of Norwich University. The minor focuses on building an understanding of self and others as members of teams. Taken as a whole the minor will enhance development of knowledge and skills essential in the 21st century including the role of the team member, teamwork, critical thinking, ethical decision making, mental agility, communications (both oral and written), planning, self-awareness including self-assessment, self-reflection and self-regulation, and reflection on ethical standards of conduct in the professional world.

- The NU Leadership minor is open to students of all academic majors, except for Management majors with a Leadership concentration.
- All minor courses must be completed with a grade of C or higher to earn the minor.
- It is most beneficial if the student selects the minor prior to the start of her or his junior year to allow maximum time for personal assessment, reflection, growth and development.
- All students in the minor will have the opportunity for informal coaching and mentoring by a member of the multidisciplinary

Leadership Minor Committee and will have the opportunity to attend and participate in optional leadership development activities.

MG 351	Organizational Behavior	3
PY 210	Psychology of Leadership	3
Minor-Ethics Elective ¹		3
Minor Elective Courses: choose two of the following: ²		6
AP 222	Human Issues in Design	3
CM 261	Interpersonal Communications	3
EN 112	Public Speaking	3
EN 244	The Literature of Leadership	3
MG 309	Management of Organizations	3
PH 340	Philosophy of Non-Violence	3
PO 312	The Presidency	3
PY 211	Introduction to Psychology	3
PY 236	Cross-Cultural Psychology	3
PY 240	Introduction to Social Psychology	3
SO 201	Introduction to Sociology	3
SO 202	Problems of Modern Society	3
AS 311	Air Force Leadership Studies	3
AS 312	Air Force Leadership Studies	3
MS 311	Military Science III	3
MS 312	Military Science III	3
NS 221	Leadership and Management	3
Minor-Integrating Experience Elective: choose one of the following:		3
MG 409	Organizational Leadership	3
EG 450	Professional Issues	3
SM 439	Leadership & Management in Sports Medicine	3
NR 321	Nursing Leadership	3
AS 412	National Security Affairs/Preparation for Active Duty	3
MS 411	Military Science IV	3
MS 412	Military Science IV	3
NS 422	Leadership and Ethics	3
Total Credits		18

¹ Any General Education Ethics course.

² The two courses selected must be from two different disciplines outside of the student's major, except for military courses. Military courses used to meet Leadership minor requirements must be in the same discipline.

Courses

MG 098 Junior Career Conference 1 Credit

This third year seminar focuses on evolving career decisions for Business & Management majors. Guest faculty are drawn from University Board of faculty members and associates with extensive real-world business acumen. Students will experience developing skills to prepare for entering the global workplace in their chosen fields and professions. 1 lecture hour.

MG 099 Senior Career Conference 1 Credit

This fourth year seminar focuses on evolving career decisions for Business & Management majors. Guest faculty are drawn from University Board of faculty members and associates with extensive real-world business acumen. Students will hone and finalize skills to prepare for entering the global workplace in their chosen fields and professions. 1 lecture hour.

MG 101 Introduction to Business 3 Credits

The purpose of this course is to introduce the student to the world of business. Students will learn about business organization and ownership and will survey union management relations, marketing, accounting, finance, international business, the legal environment, and the stock market. The course is designed to explore the relationship between social responsibility and profits in our free enterprise system. Prerequisite: permission of instructor required for upperclassmen.

MG 224 Principles of Entrepreneurship 3 Credits

This course provides an introduction to the creative and innovative managerial practices of successful entrepreneurship. This course reviews the significant economic and social contributions entrepreneurs provide to society, the intense lifestyle commitment, and the skills necessary for entrepreneurial success. This course provides an overview of the entrepreneurial process. Prerequisites: not open to freshmen students.

MG 305 Introduction to Sports Management 3 Credits

This course will provide an overview of the sports industry from the perspective of variety of stakeholders in the industry. It covers the major business disciplines of management, marketing, finance, operations, information technology, accounting, communications, ethics and law. 3 lecture hours.

MG 309 Management of Organizations 3 Credits

A study of the functions of modern management: planning, organization, staffing, leading, and controlling. This study is applicable to the management of military, government, educational and non-profit, as well as business organizations. The ethical and social responsibilities of management and contemporary challenges such as the internationalization of organizations are integrated in all aspects of this course. Prerequisites: junior or senior standing or permission of instructor.

MG 310 Production/Operations Management 3 Credits

Principles and applied study of the operation of manufacturing and service organizations. Managerial tools and diagnostics, decision-making, and financial management are introduced. Problems of small, medium, and large-sized businesses are studied. Prerequisites: QM 213.

MG 314 Marketing Management 3 Credits

This course immerses the student in the strategies and processes of marketing management - market analysis, segmentation, targeting and positioning, and the implementation and evaluation of marketing plans. When the student has completed this course they will understand how a marketing plan is developed and have the skills necessary to identify, analyze and solve marketing problems. Prerequisite: EC 202 or permission of instructor. 3 lecture hours.

MG 319 International Dimensions of Business 3 Credits

This course is designed to familiarize the student with the basic concepts and terminology of international business, and to gain an appreciation of the differences in social, political, and economic conditions among nations and how these affect the conduct of business and trade between nations. Topics include comparative cultural, political, and economic environments, international trade theory and policy, foreign exchange and exchange rate determination, the dynamics of international business-government relationships, and corporate policy and strategy of the multinational firm. Prerequisite: EC 201 or EC 202.

MG 341 Business Law I 3 Credits

A study of the law and legal system as they affect business. Topics include the court system, constitutional law, torts, criminal law, contracts, property, and the Uniform Commercial Code. In discussing business law, students will learn how morality and social responsibility are integrated into our legal system. Each student will be required to prepare a paper outlining ethical standards based on the student's life experiences. Prerequisite: junior or senior standing.

MG 346 Business Law II 3 Credits

A continuation of the analysis of the legal dimension of business operations that was developed in Business Law I. Special emphasis will be given to the legal environment as it relates to the accounting student's professional certification. Topics include bankruptcy, commercial paper, secured transactions, agency, corporations, and partnerships. Prerequisite: MG 341 or permission of instructor.

MG 351 Organizational Behavior 3 Credits

This course considers the individual, the nature of organizations, and the issues resulting from the dynamic relationship of people in organizations. The course addresses such topics as learning, personality, motivation, organization structure, leadership, ethics, communication, and change.

MG 360 Health Economics & Policy 3 Credits

This course introduces students to principles of health economics and public policy in health and social welfare. Topics include support for public health, policy intervention in health determinants, the relationship between government regulation and market competition, the demand for healthcare, and the supply of services. This course will enable students to apply economic reasoning to the health-care challenges facing society. Prerequisite: One semester of college level mathematics or QM 213.

MG 408 Human Resources Management 3 Credits

The management of human resources is one of the most challenging and critical aspects of contemporary organizational functions. This course addresses such issues as the nature of the American labor force, equal employment opportunity, personnel planning and staffing, compensation, employee well-being and job security, and collective bargaining. In addressing these issues attention is given to the ethical, legal, and moral questions involved. Prerequisite: MG 309 or permission of instructor.

MG 409 Organizational Leadership 3 Credits

This course prepares students to apply leadership principles to the roles they play as managers. Students will discover more about themselves and learn more about the connection between the individual and the organization. Other topics include organizational culture, structure, group behavior, motivation, power, politics, organizational change, and workplace conflict.

MG 411 Consumer Behavior 3 Credits

This course is designed to help the student understand the concepts of consumer behavior that provides the basis for marketing strategies. Students will gain an understanding of how consumers make decisions regarding the purchase and use of products and services and the internal and external factors that influence this process. Prerequisite: MG 314.

MG 416 Advanced Marketing 3 Credits

In this course students will examine the key concepts and issues in developing a marketing strategy from the perspective of the corporate and SBU decision-maker. The course will take students through the process for formulating marketing strategies under various market conditions, for developing strategic and tactical marketing action plans, and how to evaluate and control a marketing plan and budget. Students undertaking this course will be required to use knowledge gained from previous marketing subjects in completing course assignments. Prerequisite: MG 314.

MG 426 Marketing Research 3 Credits

This course explores the process and tools for data collection and analysis used to solve marketing problems. In addition, the subject addresses when marketing research is appropriate and how to define the research problem, as well as the role of marketing research in marketing decision making. This course will provide students with practical experience in the use of computer based data analysis techniques and make students aware of the biases and limitations inherent in various research methodologies. Prerequisites: QM 213, MG 314.

MG 429 Seminar in Advanced Management I 3 Credits

A topics course addressing managerial problems in various environments. Prerequisites: MG 309, MG 310, FN 311, and MG 314.

MG 441 Integrated Marketing Communications 3 Credits

This course will provide students with the necessary knowledge and skills to develop appropriate communication strategies consistent with strategic marketing principles. The role of communications in the client organization's marketing plan is emphasized. The concept of Integrated Marketing Communication (IMC) for coordinating the individual communication elements of advertising, direct marketing and public relations to achieve specific marketing objectives is stressed. Prerequisite MG 314. 3 lecture hours.

MG 441S Integrated Marketing Communications 3 Credits

This course will provide students with the necessary knowledge and skills to develop appropriate communication strategies consistent with strategic marketing principles. The role of communications in the client organization's marketing plan is emphasized. The concept of Integrated Marketing Communication (IMC) for coordinating the individual communication elements of advertising, direct marketing and public relations to achieve specific marketing objectives is stressed. Students will complete a 40 hours practicum working with the NU Athletic Program and 3 lecture hours, plus 1 cr. (40 hours) Practicum. Prerequisite MG 314. 3 lecture hours.

MG 448 Small Business Strategies 3 Credits

A course that integrates the functional areas of management-human resources, finance, marketing, and operations they uniquely affect the small business enterprise. Case studies and lectures develop the student's problem solving abilities. Prerequisites: MG 309, MG 310, FN 311, and MG 314.

MG 449 Administrative Policy and Strategy 3 Credits

A capstone course designed to integrate the students' undergraduate studies. Case studies, collaborative assignments, writing assignments and oral presentations provide opportunities to synthesize and apply the knowledge gained from courses in the management program. A comprehensive Division examination is included in this course. Prerequisites: MG 309, MG 310, FN 311, and MG 314.

MG 450 Internship in Management 3 Credits

The internship program is designed for students who want to apply their studies by working with a business, industry, or public agency. The student will be required to work closely with a faculty supervisor to develop and implement a structured experience tailored to the career goals of the student. Prerequisites: senior standing and written consent of the department chair and internship committee. Normally only available during the summer.