

Organizational Management and Leadership (OMGL)

John Delery
Department Chair
402 Business Building
479-575-3266

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 42503, MGMT 42703. Students must also complete at least 6 hours of coursework from the following: MGMT 36503, MGMT 49803, and MGMT 42403. 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 42503	Leadership	3
MGMT 42703	Leading Groups and Teams	3
Select at least two of the following:		6-9
MGMT 36503	Creating and Leading a Diverse Workforce	
MGMT 42403	Ethics and Corporate Responsibility	
MGMT 49803	Talent Development	
Select three or four of the following:		9-12
MGMT 35303	Alternative Dispute Resolution	
MGMT 41003	Special Topics in Management	
MGMT 42603	Organizational Change and Development	
MGMT 46303	Faith, Spirituality, and the Workplace	
MGMT 49403	Talent Acquisition and Management	
MGMT 49503	Organizational Rewards and Compensation	
MGMT 49603	People Analytics	
SEVI 32303	Corporate Innovation	
SEVI 36703	Social Entrepreneurship	
SEVI 39303	Entrepreneurship and New Venture Development	
SEVI 44303	Small Enterprise Management	

SEVI 45803	International Management
SEVI 49903	Entrepreneurship Practicum
ACCT 35303	Accounting Technology
ECON 35303	Labor Economics
ECON 43303	Economics of Organizations
FINN 36203	Risk Management
FINN 37003	International Finance
FINN 39303	Real Estate Principles
ISYS 22603	Principles of Information Systems
ISYS 41903	Business Analytics and Visualization
ISYS 42103	ERP Fundamentals
MKTG 35503	Consumer Behavior
MKTG 36303	Marketing Research
MKTG 42303	Integrated Marketing Communications
SCMT 34403	DELIVER: Transportation and Distribution Management
SCMT 36103	SOURCE: Procurement and Supply Management
BUSI 30203	Sustainability in Business
BUSI 30303	The African American Experience in Business
BUSI 30503	Diversity in the Workforce
COMM 33703	Leadership Communication
COMM 37003	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 10103 <i>Composition I (ACTS Equivalency = ENGL 1013) (Satisfies General Education Outcome 1.1)</i>	3	
MATH 20503 <i>Finite Mathematics (Satisfies General Education Outcome 2.1)</i> ¹	3	
SPCH 10003 <i>Public Speaking (ACTS Equivalency = SPCH 1003) (Satisfies General Education Outcomes 1.2 and 5.1)</i>	3	
BUSI 11101 <i>Freshman Business Connection</i>	1	
BLAW 20003 <i>The Legal Environment of Business (ACTS Equivalency = BLAW 2003)</i> ²	3	
ISYS 11203 <i>Business Application Knowledge - Computer Competency</i>	3	

ENGL 10203 Composition II (ACTS Equivalency = ENGL 1023) (Satisfies General Education Outcome 1.1)	3	
ACCT 20103 Accounting Principles	3	
BUSI 10303 Data Analysis and Interpretation	3	
ECON 22003 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
SEVI 20503 Business Foundations	3	
ISYS 21003 Business Information Systems²	3	
MATH 22003 Survey of Calculus (ACTS Equivalency = MATH 2203) ³	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) ⁴	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5, 6}	3	
SCMT 21003 Integrated Supply Chain Management²	3	
MGMT 21003 Managing People and Organizations²	3	
ECON 21003 Principles of Macroeconomics (ACTS Equivalency = ECON 2103) (Satisfies General Education Outcome 3.3) ³	3	
Fine Art/Humanities – State Minimum Core (Satisfies General Education Outcome 3.1 or 3.2) ^{5, 6}	3	
Natural Science – State Minimum Core (Satisfies General Education Outcome 3.4)	4	
ALL pre-business requirements should be met by end of term		
Year Total:	15	16

Third Year	Units	
	Fall	Spring
FINN 20403 Principles of Finance²	3	
MKTG 34303 Introduction to Marketing²	3	
MGMT 42503 Leadership	3	
Junior Senior Business Elective	3	
MGMT or Collateral Elective	3	
SEVI 30103 Strategic Management (Satisfies General Education Outcome 6.1)	3	
MGMT 42703 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

- ¹ Students have demonstrated successful completion of the learning indicators identified for learning outcome 2.1, by meeting the prerequisites for SEVI 20503.
- ² Must be completed prior to SEVI 30103.
- ³ Must be completed prior to taking any 3000 or 4000 level business courses.
- ⁴ 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 10203, HIST 11193, HIST 11293, SOCI 20103, SOCI 101H3, or SOCI 20103.
- ⁵ The Fine Arts Elective courses which satisfy the General Education Outcome 3.1 include: ARCH 10003, ARHS 10003, COMM 10003, DANC 10003, ENGL 20103, LARC 10003, MUSC 10003, MUSC 100H3, MUSC 10103, MUSC 101H3, MUSC 13303, THTR 10003, THTR 10103, or THTR 101H3.
- ⁶ The Humanities Elective courses which satisfy the General Education Outcome 3.2 include: AAST 20203, ANTH 10303, ARCH 10103, CLST 10003, CLST 100H3, CLST 10103, COMM 12303, DANC 10003, ENGL 12103, ENGL 20103, GNST 20003, GNST 200H3, HIST 11193, HIST 111H3, HIST 11293, HIST 111H3, HIST 20003, HIST 20103, HUMN 112H4, HUMN 22103, LALS 20103, MRST 20103, MUSY 20003, MUSY 200H3, PHIL 20003, PHIL 200H3, PHIL 21003, PHIL 23003, THTR 10003, THTR 10103, THTR 101H3, ENGL 11103, ENGL 11203, or intermediate-level world language.

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.
- Luke, 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 Cecilia 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.