

University of Florida
Cover Page for New Degree Expedited Review
Bachelor or Master Degrees ONLY

Name of Unit(s) proposing to move specialization* to a degree program: _____
College of Business Administration

Name of Current Degree Program/Specialization: Master of Science in Business Administration
Concentration Management

Complete Name of Proposed Degree Program: Master of Science in Management

Academic Specialty (Include CIP Code): _____ Implementation Date: _____

The submission of this request for an expedited review of a new degree program constitutes confirmation that this new degree has **all resources** necessary for implementation and is **currently offered** by the University of Florida as a specialization within an existing degree program.

* Refers to concentration at the graduate level.

Contact Information:

Name: Glynda Hailey, Coordinator of Student Affairs, glynda.hailey@cba.ufl.edu
Phone: 392-2943 Email: glynda.hailey@cba.ufl.edu

Approvals:

In submitting this proposal we confirm that **all resources** are available and the degree program is currently offered at the University of Florida as a specialization in an existing degree.

[Signature]
Department Chair, Program Director (or Equivalent) Name / Signature / Date

[Signature]
Dean, Program Director (or Equivalent) Name / Signature / Date

Cliff W. A. 2/3/04
College Curriculum Committee Chair (or Equivalent) Name / Signature / Date

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COLLEGE OF BUSINESS ADMINISTRATION
2004 FEB 11 10:00 AM

Assessment of Need and Demand: Master of Science in Business Administration, concentration – Management to become Master of Management.

Rationale for changing this concentration to a degree program: Changing the Master of Science in Business Administration, concentration – Management would benefit our students and employers are looking for a business association with the MS degree, so we would like to change the concentration into a degree program that is listed as a Master of Science in Management. All requirements that are currently listed for the degree, Master of Science, major-Business Administration, concentration-Management, are applicable to this new degree/major designation.

Evidence of interest and need for the degree program to be offered independent of the existing degree program: The degree program already exists independently and would not be separating from an existing degree program, only changing its title.

Number of years offered as concentration: The M.S. concentration Management has been offered since the fall of 2000 with a class graduating summer A of 2001, 2002, and 2003. This is the fourth year of the program.

Number of students graduating in the concentration per year for the past three years: 65

Number of current students in specialization, identified by ethnicity:

Caucasian (White, Non Hispanic): 57

Black (African American and Caribbean): 6

Asian: 8

American Indian: 0

Hispanic: 10

Other: 11

18% of the students are international

Faculty dedicated to the concentration (ie: 10% or more assignment to the area): Drs. John Hall, Virginia Maurer, Sandy Kramer, Sanford Berg, Jinhong Xie, Jeffrey LePine, Hadley Schaefer, Amir Erez, Timothy Judge, Marcie LePine, Rodney Lacey, Henry Tosi, Roy Crum, Mark Flannery, Dorothy McCawley, Alan Sawyer

History of students completing the concentration successfully with either employment, graduate or professional studies: please see attachment

Does the program have an accrediting body independent from the current degree? No

Curriculum:

GEB 5215	Prof. Writing/Communication	2 credits
MAN 6636	Global Strategic Management	2 credits
BUL 5811	Managers and the Legal Environ.	2 credits
MAR 5620	Intro. Managerial Statistics	2 credits

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ACG 5005	Financial Accounting	2 credits
ECP 5702	Managerial Economics	2 credits
MAN 5265	Groups & Teams	1 credit
ACG 5075	Managerial Accounting	2 credits
MAN 5246	Organizational Behavior	2 credits
MAN 5141	Leadership	1 credit
FIN 5437	Finance I	2 credits
MAR 5806	Marketing Management	2 credits
MAN 5502	Prod. & Operations Management	2 credits
XXX #####	Business Elective	8 credits (4 Elective Courses)

Are there proposed new courses necessary to initiate the program? No

Catalog description of currently offered required or elective courses is attached.

A copy of the original approval for the concentration is attached.

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Master of Science in Business Administration

Concentration: Management

Curriculum Listing

Required MSM Curriculum:

ACG 5005—Financial Accounting (2) Introduction for prospective managers. Primary emphasis on financial reporting and analysis.

ACG 5075—Managerial Accounting (2) *Prereq: ACG 5005.* Introduction for prospective managers. Primary emphasis on management control systems.

GEB 5215—Professional Communication in Business (1-3; max: 6) *Prereq: GEB 5213.* Balance between descriptive information and application of organizational communication theories and techniques for business and professional speaking.

BUL 5811—Managers and Legal Environment of Business (2) *Prereq: Designed for MBA students.* Law governing relationships with corporation and between corporation and social, political, and ethical environment. Business and the Constitution, litigation and dispute resolution, agency and forms of business organization, state and federal regulation of corporations and securities.

MAN 5246—Organizational Behavior (2) *Prereq: Designed for MBA students.* Focus on behavior of individuals, groups, and organizations with purpose of understanding organizations, how they work, and people in them. Concepts presented in relation to core managerial competencies.

MAN 5265—Managing groups and Teams in Organizations (1) *Prereq: Designed for master's students in business administration.* Development of critical team skills and techniques to improve team processes an effectiveness. S/U.

MAN 5141—Leadership Skills (1) *Prereq: Designed for master's students in business administration.* Concepts of leadership theory and methods to improve skills. S/U.

MAN 5502—Production and Operations Management (2) *Prereq: MAR 5621.* Core course designed for traditional MBA students. Introduction to POM, which focuses on design and control of productive systems within organizations.

MAN 6636—Global Strategic Management (2) *Prereq: Designed for master's students in business administration.* Strategic issues facing global and multinational organizations.

MAR 5806—Problems and Methods in Marketing Management (2) *Prereq: ACG 5065, MAR 5621.* Concepts and techniques for resolving marketing management problems through case method.

Master of Science in Business Administration

Concentration: Management

Curriculum Listing

Designed for MBA students. Basics of modeling and analyzing problems that involve business decision making under uncertainty. Techniques for organizing and formulating decision problems. Probability theory and some basic statistical concepts and procedures.

ECP 5702—Managerial Economics (2) *Prereq: Designed primarily for MBA students.* Microeconomic forces that influence decisions made by firms. Cost concepts, pricing strategies, capital investment, human resource management, innovation, and influence of firm's competitive environment.

FIN 5437—Finance I: Asset Valuation, Risk, and Return (2) *Prereq: must be MBA student. Required of all MBA students who lack basic business finance course.* Analysis of business financing and investing decisions. Selected financial tools and concepts. Risk analysis and capital budgeting.

MAR 5620—Introduction to Managerial Statistics (2) *Prereq: basic statistics.* *Designed for MBA students.* Basics of modeling and analyzing problems that involve business decision making under uncertainty. Techniques for organizing and formulating decision problems. Probability theory and some basic statistical concepts and procedures.

MSM Electives:

ACG 6387—Strategic Costing (2) *Prereq: ACG 5075 or 4353C. Not open to accounting majors.* Strategic view of design and use of an organization's internal accounting system.

ACG 6265—International Accounting and Taxation (2) *Prereq: ACG 2021C or 5005; not open to students majoring in accounting.* Introduction to international accounting and tax concepts from a financial statement user's perspective.

GEB 5114—Entrepreneurship and Venture Finance (3) Entrepreneurial processes. Exploration of boom in world economies. Participation in entrepreneurial culture.

GEB 5214—Professional Writing in Business (1-3; max: 6) Written structure of memoranda, executive summaries, mission statements, marketing and SWOT analyses, product and management structure descriptions, marketing and business plans. Conventions and psychological principles governing reader preferences and assumptions.

GEB 5216—Professional Communication (1-2; max: 2) Concepts and strategies necessary for development of professional oral communication skills in business. Individual and team presentations. S/U.

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- GEB 6115—Entrepreneurship (2)** *Prereq: Designed for MBA students.* Practical, hands-on understanding of stages of entrepreneurial process. Focus on decision-making process within start-up company.
- GEB 6116—Business Plan Formation (2)** *Prereq: GEB 6115.* Designed for MBA students. Professional development and preparation of company business plan. Full analysis of plan and outside evaluation and ranking.
- BUL 6441—Business Ethics and Corporate Social Responsibility (2)** *Prereq: Designed for advanced master's students in business administration.* Ethical issues managers face in business organizations.
- BUL 6841—Employment Law (2)** *Prereq: Designed for master's students in business.* Law related to employment and employees in business organizations.
- BUL 6891—Legal Aspects of Technology Management (2)** *Prereq: Designed primarily for advanced master's students in business administration.* Legal aspects of managing and trading technology, especially law that governs development, protection, and transfer of firm's intellectual assets. Topics include patents, copyrights, trademarks, trade secrets, and other forms of intellectual property with applications to high technology and internet.
- BUL 6892—Law of Real Estate Transactions (3)** Introduction to legal aspects, including basic concepts of real estate law, landlord-tenant relations, commercial leasing, multi-unit real estate interests, real estate finance, and sale of real estate. Analysis of legal aspects of real estate development, including impact of zoning and environmental laws, land improvement, and real estate syndication.
- MAN 6257—Power and Politics in Organizations (2)** *Prereq: Designed for advanced master's students in business administration.* Links between theory and practice in use of power and political skills in organizations.
- MAN 6321—Human Resource Management (3)** *Prereq: consent of instructor.* Techniques for managing personnel functions such as recruitment, selection, performance evaluation, training, compensation, and labor relations.
- MAN 6331—Compensation in Organizations (2)** *Prereq: Designed for MBA students.* Relevant practical and theoretical information regarding design of reward systems that support organizational strategies.
- MAN 6351—Training and Development in Organizations (2)** *Prereq: Designed for MBA students.* Human resource management issues related to training and development; methods for identifying training needs, developing content, conducting sessions, and evaluating effectiveness of programs according to organizational and individual objectives; special topics such as developing management careers, identifying and developing management talent, and organizational change and development.

Master of Science in Business Administration
Concentration: Management
Curriculum Listing

- MAN 6366—Organizational Staffing (2)** *Prereq: Designed for MBA students.* Personnel selection. Foundations of job analysis, measurement, and selection techniques, with attention to psychometric principles, analysis of job requirements, and assessment of relevant human characteristics and assessment of individual contribution to organizational effectiveness.
- MAN 6447—Art and Science of Negotiation (2)** *Prereq: Designed for advanced master's students in business administration.* Theory and processes of negotiation as practiced in variety of settings. Understanding behavior of individuals, groups, and organizations in competitive situations.
- MAN 6537—Managing Technology in Organizations (2)** *Prereq: MAN 5246 or equivalent.* Issues surrounding development, diffusion, and adoption of new technologies. Interplay of technology, organizations, and work; interplay of development, transfer, and adoption of new technologies; R&D of new products and processes; technology transfer; diffusion of innovation.
- MAN 6635—International Aspects of Human Resource Management (2)** *Prereq: Designed for master's students in business administration.* Perspectives of a multinational firm.
- MAN 6930—Special Topics (1-3; max: 12)** *Prereq: consent of instructor/department.* Topics not offered in other courses and of special current significance.
- MAR 5621—Advanced Managerial Statistics (2)** *Prereq: Designed for MBA students.* Builds on MAR 5620. Basic concepts in collection, analysis, and interpretation of data, emphasizing capabilities of different statistical methods and business applications. Focus on how business decisions can be informed by statistical analysis and how to apply computer software tools to business decisions.
- ECO 5715—Open Economy Macroeconomics (2)** *Prereq: ECP 5702.* *Designed primarily for MBA students.* International linkages arising from capital flows and exchange rates as well as comparison on macroeconomic policies and performance across countries. Effect of macroeconomic events on international business environment.
- FIN 5439—Finance II: Capital Structure and Risk Management Issues (2)** *Prereq: FIN 5437. Required of all MBA students.* Continuation of FIN 5437. Focus on corporate financial decision making.
- FIN 6438—Study in Valuation (2)** Independent analysis of firms in industry. Assessment of relative investment attractiveness of these firms and industry. Projects presented and critiqued by investment professionals.
- FIN 6642—Global Entrepreneurship (2)** *Prereq: Designed for master's students in business.* Consideration of global market context in starting entrepreneurial ventures internationally.