

Bachelor of Science in Business in Management and Leadership

Students majoring in management and leadership position themselves as business leaders and gain skills to effectively manage an organization. With various elective pathways, students can customize their degree based on their interests. Students studying management and leadership will gain a mix of theoretical and practical management knowledge and skills that will enable them to work as professional managers, HR professionals and business leaders. Elective pathways within the major allow students to specialize in specific areas of interest such as organizational leadership, entrepreneurship, and human resources.

Undergraduate Admission to the School of Business

There are two paths for admission to the School of Business:

1. Freshman direct admission pathway
2. Pre-business admission pathway

Freshman Direct Admission Pathway

Students applying to KU while completing high school can be directly admitted to the B.S.B. degree majors based on high school GPA and standardized test scores.

High school GPA plus ACT test score: Applicants accepted at KU with an interest in business are eligible for direct admission into the School of Business based on an index score calculated using high school GPA and ACT composite or SAT math and evidence-based reading and writing scores. The index score is calculated as $\text{ACT}/10 + \text{HS GPA} = \text{index score}$. The required index score is at least 5.55. Students should refer to the official ACT/SAT concordance table when comparing SAT scores to ACT scores.

Test-optional pathway: Students with high school GPAs greater than 3.4 are eligible for direct admission without submission of a standardized test score. However, all applicants to School of Business undergraduate programs are encouraged to prepare for and take standardized tests because some business employers and some external enrichment programs utilize test scores in screening applicants.

Directly admitted freshman must start the sequence of B.S.B. professionalism courses in their first semester.

Freshman direct admission is not an option for students who seek to change their major to business or pre-business after the start of their first semester of college at KU or elsewhere. Such students must apply for the pre-business admission pathway.

Pre-Business Admission Pathway

Students who do not meet direct admission standards, transfer students, and students who start out at KU pursuing other majors can be admitted to the B.S.B. degree program through the pre-business pathway. Current KU students applying for the pre-business admission process should

apply for a change of school during the semester in which they will complete the minimum requirements for admission. Applicants who are not currently KU students must first apply to KU and submit official transcripts for all previous colleges and universities attended to the Office of Admissions (<http://admissions.ku.edu/>) along with the application. To facilitate advising, current KU students applying for competitive admission are encouraged to submit *change of school requests* by September 15 for spring admission and by February 15 for fall admission. Visit the Office of International Support Services (<http://www.iss.ku.edu/>) for information about international admissions.

Admission to the B.S.B. program through the pre-business pathway is subject to the following requirements:

- Sophomore standing (>30 credit hours completed)
- Completion of three pre-admission foundation courses or their equivalents, which must be taken for a letter grade:

Code	Title	Hours
ACCT 200	Fundamentals of Financial Accounting	4
ECON 142 or ECON 143	Principles of Microeconomics Principles of Microeconomics, Honors	3
BSAN 202	Statistics	3

- Greater than or equal to 2.50 GPA in overall, overall KU, professional, and KU professional coursework.
- When the School of Business must accept grades of credit/no credit (contrary to standing School policy), an assigned grade of "credit" will be treated as a "C" or 2.0 for admission purposes. Exceptions and petitions may be considered on a case-by-case basis.
- Upon admission to the B.S.B. program students must enroll in BUS 150 Foundations of Business and begin or continue the required B.S.B. professionalism course sequence.

Academic Probation Policy

Students admitted to the B.S.B. degree program by direct, pre-business, or transfer admission pathways whose overall GPA, overall KU GPA, professional GPA, KU professional GPA, or within-major GPA falls below 2.5 will be placed on academic probation. Following imposition of probation students must meet with their academic advisors to develop and implement an academic performance improvement plan. Probation will be rescinded after the subsequent academic term if relevant GPAs improve to above these thresholds; absent academic performance improvement students may be dismissed and may not register for School of Business courses with restricted enrollment except by special permission. Petitions for readmission will be evaluated on evidence of improvement in academic performance.

Transfer Students

Transfer students may find it to their advantage to enter KU before the junior year, because some required courses may be available only at KU. Students attending Kansas community colleges should consult their advisors and a KU School of Business academic advisor about course equivalents and articulation agreements to ensure progress toward the degree. The Office of Admissions provides a guide (<http://credittransfer.ku.edu/>) to how classes at a current or former school transfer to KU. Students must submit official transcripts of course work completed to the Office of Admissions (<http://admissions.ku.edu/>) before a final determination can be made.

At least 30 hours of junior/senior professional course work must be completed at KU (courses in residence) for the student to be eligible for graduation. Only transfer grades of C- or higher apply toward graduation from the KU School of Business.

75-Hour Rule

A maximum of 75 hours of community college course work can be applied toward a KU business degree. All subsequent credit hours earned at a community college or other 2-year institution add an equivalent number of hours to the 120-hour minimum required to graduate.

10-Year Rule

Transfer business credits are limited to a 10-year span in which they can be considered equivalent to a KU School of Business course and satisfy any corresponding requirement. This 10-year limit begins on the date of completion of the credit. After 10 years, transfer business credits are treated as elective business credit, and a course repeat or update may be necessary.

Tentative Evaluation of Credit

Students are advised to work with an academic advisor if they are considering enrolling in a class outside of KU. Before enrolling in any non-KU courses, students should confirm the course transfers over properly in Credtran (<https://admissions.ku.edu/apply/credit-transfer/>) or submit course syllabi for approval by using the transfer credit evaluation form for business classes located here (<https://business.ku.edu/student-and-academic-services/requests-petitions-transfer-credit-substitutions/>).

Readmission

Students must submit an application for readmission to KU if their lapse in attendance is one semester or more. See the Office of Admissions for more information. Students may be readmitted to the School of Business if they left the school in good standing and it has been less than 5 years since they last attended.

5-Year Rule

If a student does not complete the business degree within 5 years of last attendance, the student must reapply through the pre-business admission pathway. Students also must complete degree requirements in effect at the time of readmission to the business school regardless of the initial program.

Dismissal

Students who have been dismissed from the school must reapply through the pre-business admission pathway.

Bachelor of Science in Business Degree Requirements

The School of Business offers a Bachelor of Science in Business (B.S.B.) with majors in accounting, business administration, business analytics, finance, information systems, management and leadership, marketing, and supply chain management. Also offered are a co-major in international business and various discipline-specific minors and certificate programs. In addition to core curriculum courses, each major requires foundation and core classes in business and related fields, required major classes, and advanced business electives to satisfy requirements of specific majors, minors, and certificates.

Graduation Requirements

Hours Required for Graduation

A minimum of 120 credit hours is required for graduation. Of the 120 hours, a student must earn at least 45 junior/senior hours and 30 residency hours (business courses numbered 300 or higher) completed within the KU School of Business.

- The 120-hour minimum to graduate is increased by the following:
 - More than 4 hours in physical education courses.
 - More than 4 hours of music organization courses.
 - Any repeated courses for which a student has already received credit.
 - All subsequent credits earned at a community college or other 2-year institution after a student has completed a total of 75 community college credit hours.

Grade-Point Average Required for Graduation

To be eligible to graduate from the School of Business with any major, a student must earn a grade-point average of 2.5 in

1. Total hours attempted from all schools (including Independent Study through KU Continuing Education),
2. All professional courses (business courses including microeconomics) attempted from all schools,
3. Total hours attempted at KU, and
4. All professional (business courses including microeconomics) hours attempted at KU.

Students majoring in accounting, business analytics, finance, information systems, management and leadership, marketing, and supply chain management majors and co-majors in international business also must earn minimum grade-point averages of 2.5 in their respective major courses. Students majoring in business administration must earn a minimum grade-point averages of 2.2 in their courses toward the major.

Required Coursework for All B.S.B. Majors

Code	Title	Hours
KU CORE 34		34
MATH 101 College Algebra is the designated "math pathway" for students pursuing a BSB major. Students who are eligible to enroll in MATH 115 or equivalent class are not required to complete MATH 101.		
ECON 142 Principles of Microeconomics is a required course for all B.S.B. majors. To enhance elective flexibility, students are strongly advised to satisfy 3 credits of their KU Core 34 social/behavioral sciences requirement with ECON 142 or a higher numbered equivalent course.		
BUSINESS PROFESSIONAL DEVELOPMENT PROGRAM		
BUS 110	Introduction to Professionalism	1
BUS 210	Career Management and Planning	1
BUS 230	Introduction to Professions in Business	1
or ACCT 230	Introduction to the Accounting Profession	
or BSAN 230	Introduction to Business Analytics and Information Systems Professions	
or FIN 230	Introduction to the Finance Profession	

- or IST 230 Introduction to Business Analytics and Information Systems Professions
- or MGMT 230 Introduction to the Management Profession
- or MKTG 230 Introduction to the Marketing Profession
- or SCM 232 Introduction to Supply Chain Professions

Or any alternative discipline-specific course equivalent to BUS 230 as offered.

The Business Professional Development Program also requires engagement in co-curricular and extra-curricular enrichment activities and experiences in order to qualify for enrollment in the capstone course MGMT 498.

FOUNDATION & CORE B.S.B. CURRICULUM

MATH 115	Calculus I	3
or MATH 125	Calculus I	
or MATH 145	Calculus I, Honors	
ECON 142	Principles of Microeconomics	3
or ECON 143	Principles of Microeconomics, Honors	
ACCT 200	Fundamentals of Financial Accounting	4
BSAN 202	Statistics	3
ECON 142, ACCT 200, and BSAN 202 (for which MATH 115 is a prerequisite) are required courses for students entering the B.S.B. program via a pre-business or transfer pathway.		
BUS 150	Foundations of Business	3
ACCT 201	Managerial Accounting I	3
BUS 205	Business Writing and Communication	2
or BUS 305	Business Writing	
BUS 215	Applied Excel for Data-Driven Decision Making	2
or IST 310	Introduction to Information & Management Productivity Systems	
BE 301	Managerial Economics	3
or BE 302	Managerial Economics, Honors	
BLAW 301	Legal Aspects of Business	3
or BLAW 302	Legal Aspects of Business, Honors	
BSAN 310	Introduction to Business Analytics	3
or BSAN 311	Introduction to Business Analytics, Honors	
FIN 310	Finance	3
or FIN 311	Finance, Honors	
MGMT 310	Principles of Management	3
or MGMT 311	Principles of Management, Honors	
MKTG 310	Marketing	3
or MKTG 311	Marketing, Honors	
SCM 310	Management Science and Operations Management	3
or SCM 311	Management Science and Operations Management, Honors	

B.S.B. CAPSTONE COURSE

MGMT 498	Business Policy and Strategy	3
or MGMT 499	Business Policy and Strategy, Honors	

ELECTIVE CREDITS 15

B.S.B. students may utilize elective credit to pursue double majors, minors, and certificate programs in the School of Business or other academic units. Elective credit can also be utilized in approved study abroad programs.

MAJOR-SPECIFIC REQUIREMENTS 21

Each B.S.B. major requires 21 hours of major-specific required and elective courses.

Total Hours 120

Management and Leadership Major

The management and leadership major gives students the knowledge and skills to be successful leaders and managers of people and organizations. Students learn to design and modify organizational structure, strategy, and processes to enhance organization performance in a socially and ethically responsible manner. They learn how to influence and direct change through a better understanding of organization politics, vision, and values. Students learn to influence and lead others effectively through skill development in communication, motivation, and conflict resolution. They develop self-awareness and an appreciation for individual differences, leading to more successful work relations. They learn to lead and follow in team settings and to use team-based problem-solving skills. Students learn to create competent and committed teams and organizations through the use of effective systems for employee hiring, development, compensation, and performance management. They also learn about the challenges of competing globally, including how to adapt organizational structures, processes, and functions such as production, marketing, finance, and human resources so that they function more effectively cross-culturally. Student learning is enhanced through supporting activities such as clubs, consulting projects, case competitions, and study abroad opportunities.

The Management and Leadership degree will require the completion of 21 hours of coursework with 12 hours of foundational courses described below. These courses must be completed with a grade-point average of at least 2.5:

Code	Title	Hours
Required Courses -- 12 Hours		
MGMT 405	Ethical Decision Making in Business	3
MGMT 410	Human Resources Management	3
MGMT 440	Advanced Organizational Behavior	3
MGMT 470	Leadership in Business Organizations	3
Elective Courses -- 9 Hours		
MGMT 400	Special Topics in Management: _____	
MGMT 412	HR Management Analytics	
MGMT 413	Recruiting and Selecting Effective Employees	
MGMT 416	Training, Development, and Management Careers for Individuals and Organizations	
MGMT 419	Managing Performance and Compensation	
MGMT 431	Legal Environment for Managing Employees	
MGMT 434	International Human Resource Management	
MGMT 472	Project Management	
MGMT 500	Individual Research in Management	
ENTR 400	Special Topics in Entrepreneurship: _____	
ENTR 410	Building Entrepreneurial Competency	
ENTR 430	Corporate Entrepreneurship	
ENTR 450	Entrepreneurship Capstone	
ENTR 460	Entrepreneurial Finance	
ENTR 470	Entrepreneurial Marketing	
ENTR 480	Small Business Management	
ENTR 490	Solving Wicked Problems	
ENTR 500	Individual Research in Entrepreneurship: _____	

IBUS 400	Special Topics in International Business: _____
IBUS 415	Business in Latin America
IBUS 425	Business in East Asia
IBUS 462	Comparative and Cross-Cultural Management
IBUS 480	International Management
IBUS 499	Short-Term Study Abroad
IBUS 500	Individual Research in International Business
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Total Hours	21

*No more than two three-credit-hour classes that satisfy requirements for both the Management & Leadership major and the Human Resource Management minor may be credited toward both programs.

**Completion of ENTR 410, ENTR 460, and ENTR 470 would also satisfy the curricular requirements of the Entrepreneurship Certificate. No more than two three-credit-hour ENTR classes that satisfy requirements for both the Management & Leadership major and the Entrepreneurship minor may be credited toward both programs.

*** Up to two three-credit hour courses that satisfy requirements for both the Management and Leadership Major and the International Business co-major or International Business minor may be credited toward both programs.

Students seeking a B.S.B. degree with a major in **Management and Leadership** have the flexibility to chart alternative paths to a four-year degree. Students' paths may vary based on a number of factors including:

- Initial math placement based on a student's math aptitude and pre-admission math coursework. The four-year plan outlined below is for a student seeking a who starts at KU with a placement in MATH 101 College Algebra -- the designated math pathway class for B.S.B. majors and the prerequisite for the required MATH 115 Calculus. Students eligible to enroll immediately in MATH 115 to satisfy the KU Core 34 should do so as soon as possible in their degree plan;
- Transfer credits that satisfy elements of the KU Core 34 or requirements for B.S.B. degree;
- Sequence of business foundation and core coursework based on student's chosen major;
- Pursuit of complementary academic programs such as a double-major, minor or certificate;
- The timing and duration of participation in short-term, summer-, semester-, or year-long study abroad programs;
- The timing and duration of internships and other co-curricular enrichment experiences; and
- Intended career specialization within an academic field affecting choice of elective coursework.
 - There are several alternative paths through the elective coursework for a management major, each associated with an alternative career path. For example, students can choose to focus on organizational leadership, entrepreneurship, or human resources, and choose their electives accordingly. Management and Leadership majors can also apply elective coursework within their major toward a Minor in Human Resources Management, a Minor or Co-major in International Business, and a Minor or Certificate in Entrepreneurship.

All B.S.B. majors are advised to enroll in the degree-required ECON 142 Microeconomics (or ECON 143) to satisfy three of the six required credit hours toward the KU Core 34 Social and Behavioral Science requirement.

Each student should regularly meet with a Jayhawk Academic Advisor to discuss how these factors can be incorporated into a personalized degree plan. Area industry mentors (AIMs) associated with each academic area in the School of Business should also be consulted to help tailor elective coursework toward the student's career plans.

Freshman

Fall	Hours Spring	Hours
Core 34: English (SGE) ⁰¹⁰	3 Core 34: Arts and Humanities (SGE) ⁰⁶⁰	3
BUS 150	3 Core 34: Natural and Physical Sciences (SGE) ⁰⁴⁰	4
ACCT 200	4 ACCT 201	3
MATH 101 (Core 34: Math and Statistics (SGE)) ^{050***}	3 MATH 115	3
BUS 110	1 ECON 142 or 143 (Core 34: Social and Behavior Science (SGE)) ^{050*}	3
14		16

Sophomore

Fall	Hours Spring	Hours
Core 34: English (SGE) ⁰¹⁰	3 COMS 322 (Core 34: Communications (SGE)) ^{020**}	3
Core 34: Arts and Humanities (SGE) ⁰⁶⁰	3 BUS 205 or 305	2
PSYC 104 or 105 (Core 34: Social and Behavior Science (SGE)) ^{050**}	3 MGMT 310 or 311	3
BSAN 202	3 BSAN 310 or 311	3
BUS 210	1 SCM 310 or 311	3
BUS 215 or IST 310	2 MGMT 230	1
15		15

Junior

Fall	Hours Spring	Hours
Core 34: US Culture (SGE) ⁰⁷⁰	3 Core 34: Global Culture (SGE) ⁰⁷⁰	3
FIN 310 or 311	3 BE 301 or 302	3
MGMT 405	3 MGMT 410	3
BLAW 301 or 302	3 MGMT/IBUS/ENTR 400+ elective	3
MKTG 310 or 311	3 Elective	3
15		15

Senior

Fall	Hours Spring	Hours
MGMT 440	3 MGMT/IBUS/ENTR 400+ elective	3
MGMT 470	3 MGMT 498 or 499 (Capstone Course)	3
MGMT/IBUS/ENTR 400+ Elective	3 Elective	3
Elective	3 Elective	3

Elective	3 Elective	3
	15	15

Total Hours 120

Notes:

* ECON 142 is a required course for a B.S.B. degree and is also part of Core 34: Systemwide General Education. If this course is not taken to fulfill the KU Core 34 Social and Behavioral Science SGE requirement then it must be taken in place of elective hours.

** COMS 322 and PSYC 104 are recommended Core 34: Systemwide General Education courses. These specific courses are not required but are recommended by the program's faculty.

*** MATH 101 is the required Core 34: Systemwide General Education math pathway course for the B.S.B. degree. However, students eligible to enroll immediately in MATH 115 to satisfy the KU Core 34 should do so as soon as possible in their degree plan.

At the completion of this program, students will be able to:

- Demonstrate effective, focused, and disciplined communication in both oral and written form.
- Demonstrate critical thinking with an increased capacity for analytical problem solving.
- Student is a trained collaborator capable of creating value in a team and progressing into a leadership role.
- Student is knowledgeable across several core business disciplines with an appreciation for where and how they integrate.

University Honors Program

Prebusiness majors who meet admission requirements for the University Honors Program (<http://www.honors.ku.edu/>) are strongly encouraged to participate in it. Its small, challenging classes provide an excellent opportunity for business majors to develop a strong base in liberal arts and sciences. Because its requirements fit well with the school's distribution requirements, the program fits easily into the normal 4-year program.

Undergraduate Business Honors Program

The Business Honors Program allows an elite cadre of undergraduate business school students to participate in a special set of enrichments. Graduating with business honors requires that the students admitted to the programs complete at least 12 hours of business honors classes. They will also be expected to be deeply involved in the life of the school, routinely assuming leadership positions and taking advantage of experiential learning opportunities.