

MANAGEMENT AND ORGANIZATIONAL LEADERSHIP BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION

Program Overview

The Management and Organizational Leadership (MOL) major prepares students for the challenging task of both managing, and leading. Specifically, MOL students acquire skills in planning and budgeting, and in establishing a direction for the future; students learn how to recruit, hire and appropriately deploy human resources, and how to align human capital with strategic objectives; students gain competency in monitoring work processes and developing fair compensation strategies, and in motivating and inspiring others to go above and beyond expectations; finally, MOL students gain skills in instilling order and predictability in the workplace, and in leading change and ensuring long-term organizational sustainability.

Importantly, our tracks are highly interdisciplinary in nature drawing from courses within and beyond the Zimpleman College of Business. Furthermore, coursework in the tracks is both academic and experiential; this is important, because management and leadership skills are learned both through classroom instruction and via practical experience.

The Management and Organizational Leadership major prepares students to succeed in private, public, and non-profit organizations. In addition, MOL students are exposed to the issues and challenges of managing and leading organizations in a global economy. Issues of diversity and inclusion, ethics in work organizations, and organizational sustainability are core to the MOL curriculum.

Management and Organizational Leadership Major Requirements

Code	Title	Hours
Business Core Courses		
ACCT 041	INTRODUCTION TO FINANCIAL ACCOUNTING	3
ACCT 042	INTRODUCTION TO MANAGERIAL ACCOUNTING	3
BLAW 060	BUSINESS LAW I	3
BUS 001	WELCOME TO BUSINESS	1
BUS 002	CAREER READINESS AND PROFESSIONALISM	1
BUS 003	PERSONAL BRANDING EXCELLENCE	1
BUS 004	PURSUING YOUR NORTH STAR	1
BUS 070	GLOBALIZATION	3
BUS 195	BUSINESS STRATEGY AND POLICY	3
ECON 002	PRINCIPLES OF MICROECONOMICS	3
IS 044	MICROSOFT OFFICE TOOLS FOR BUSINESS ANALYSIS	2
IS 075	INFORMATION TECHNOLOGY AND BUSINESS	3
FIN 101	CORPORATE FINANCE	3
MATH 028	BUSINESS CALCULUS (or higher)	3
MGMT 110	ORGANIZATIONAL BEHAVIOR	3

MGMT 120	MANAGEMENT OF OPERATIONS	3
MKTG 101	MARKETING PRINCIPLES	3
Select one of the following:		3-3.5

ACTS 131 & 131L	INTRODUCTION TO PROBABILITY I and INTRODUCTION TO PROBABILITY I LAB	
STAT 071	STATISTICS I	

Select one of the following:		3
ACTS 135	MATHEMATICAL STATISTICS	
STAT 072	STATISTICS II	

Management Major Courses

PSY 001	INTRODUCTION TO PSYCHOLOGY (with lab)	4
MGMT 160	PLANNING AND CONTROL OF OPERATIONS	3
MGMT 170	INTERNATIONAL MANAGEMENT AND LEADERSHIP	3
MGMT 182	HUMAN RESOURCE MANAGEMENT	3
MGMT 184	LEADERSHIP AND PERSONAL DEVELOPMENT	3
MGMT 185	LEADING TEAMS AND ORGS	3

Track

Select one of the following:		9
Organizational Sustainability & Resiliency (p. 1)		
Human Resource Management (p. 1)		
Business Communication (p. 2)		
Non-Profit & Public Management (p. 2)		
Entrepreneurship (p. 2)		

Total Hours	76-76.5
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Organizational Sustainability & Resiliency

Code	Title	Hours
Select three of the following:		9
ACCT 110	MANAGERIAL ACCOUNTING	
MGMT 198	SPECIAL TOPICS IN MANAGEMENT	
IS 160	DATABASE MANAGEMENT	
IS 161	INFORMATION SYSTEMS ANALYSIS AND DESIGN	
IS 164	PROJECT MANAGEMENT	
ENSS 108	ENVIRONMENTAL AND NATURAL RESOURCE ECONOMICS	
ENSS 151	SUSTAINABILITY AND RESILIENCE	
ENSS 154	ENVIRONMENTAL DECISION-MAKING	
BUS 090	INTRODUCTION TO BUSINESS ETHICS	
BUS 191	INTERNSHIP IN BUSINESS (3 credits total – with approval)	

Human Resource Management

Code	Title	Hours
Select three of the following:		9
MGMT 133 or PSY 135	MANAGING DIVERSITY IN THE WORKPLACE or PSYCHOLOGY OF PREJUDICE	
MGMT 186	COMPENSATION AND BENEFITS	
ECON 115	LABOR ECONOMICS	
INS 051	PERSONAL RISK MANAGEMENT	
IS 164	PROJECT MANAGEMENT	
TD 115	NEEDS ANALYSIS AND EVALUATION ¹	
PSY 133	PSYCHOLOGICAL ASSESSMENT	

PSY 183	INDUSTRIAL PSYCHOLOGY
MGMT 135	NON-PROFIT MANAGEMENT AND LEADERSHIP
MGMT 098	INTRODUCTORY SPECIAL TOPICS ²
MGMT 198	SPECIAL TOPICS IN MANAGEMENT ²
PSY 095	SPECIAL TOPICS ²
PSY 195	TOPIC SEMINAR ²
BUS 191	INTERNSHIP IN BUSINESS
or PSY 192	INTERNSHIP

¹ or other HR-relevant TD classes with approval

² with approval

Business Communication

Code	Title	Hours
Select three of the following:		9
BUS 120	COMM. LEAD. FOR VIRTUAL TEAMS	
BUS 122	PRACTICUM IN LEADERSHIP COMMUNICATION	
MKTG 106	INTEGRATED MARKETING COMMUNICATION	
JMC 055	DIGITAL MEDIA STRATEGIES	
JMC 059	VISUAL COMMUNICATION METHODS	
JMC 105	WEB CONTENT AND DEVELOPMENT	
BUS 191	INTERNSHIP IN BUSINESS (3 credits total – with approval)	

Non-Profit & Public Management

Code	Title	Hours
MGMT 135	NON-PROFIT MANAGEMENT AND LEADERSHIP (required)	3
Select two of the following:		6
ACCT 110	MANAGERIAL ACCOUNTING	
ECON 109	PUBLIC ECONOMICS	
BUS 090	INTRODUCTION TO BUSINESS ETHICS	
BUS 191	INTERNSHIP IN BUSINESS (3 credits total – with approval)	
ENG 119	COMMUNITY WRITING	
ENG 199	WRITING IN SERVICE AND PROFESSIONAL SETTINGS	
JMC 088	INTRODUCTION TO STRATEGIC POLITICAL COMMUNICATION	
JMC 138	PUBLIC AFFAIRS AND ADVOCACY	

Entrepreneurship

Code	Title	Hours
ENTR 101	INTRODUCTION TO ENTREPRENEURSHIP	3
ENTR 150	NEW VENTURE MODELING	3
ENTR 190	NEW VENTURE PLANNING	3

In addition to programmatic requirements, students are responsible for satisfying all requirements of the Drake Curriculum (<https://catalog.drake.edu/archive/2024-2025/undergraduate/academic-information/drake-curriculum/>), including Areas of Inquiry (AOI)

Student must also satisfy university graduation requirements (<https://catalog.drake.edu/archive/2024-2025/undergraduate/academic-information/graduation-requirements/>) for all undergraduate students..