# MANAGEMENT & ORGANIZATIONS (MORS)

## Faculty

*Professors:* Neil Boyd (Chair), Robyn Eversole (Adjunct), Vanessa Hill, Tammy B. Hiller, Eric C. Martin, William R. Meeks

*Associate Professors:* Jamie R. Hendry, Melissa Intindola

*Assistant Professor:* Udayan Dhar

*Visiting Associate Professor:* Vivienne Wildes

*Adjunct Instructors:* Janice Mann, Lam Nguyen

In order to ensure a continued focus on shared goals and values, responsible decision-making, coordinated action, and wise and sustainable resource use, organizations need individuals who have learned to lead and manage a wide variety of organizational activities. Bucknell students majoring in Management & Organizations (MORS) will have numerous opportunities to apply theories of managing and organizing to real-world challenges similar to those they'll encounter in their lives after graduation. Through experiential and reflective means, they will learn effective strategies for managing people, coordinating projects, engaging with stakeholders, negotiating contracts, handling legal disputes, dealing with politically charged circumstances and many other situations they will confront in the work world. MORS graduates will be well prepared to establish and lead organizations or organizational units; they will have further developed their abilities to empathize and to creatively conceive of productive approaches to dealing with challenges.

In the spring of their sophomore year, all BSBA students will, in consultation with their advisers, select a major from among the Freeman College of Management departments and will complete the specific major requirements in addition to the Freeman College core curriculum requirements (http://coursecatalog.bucknell.edu/archive/2022-2023/collegeofmanagementcurricula/curriculaoverview/Corerequirements/). Transferring between majors within the Freeman College of Management is possible as long as the student will be able to meet all degree requirements of the new major and still graduate on schedule.

## Management & Organizations Requirements

Beyond completion of the Freeman College core curriculum  (http://coursecatalog.bucknell.edu/collegeofmanagementcurricula/curriculaoverview/Corerequirements/)requirements, all MORS majors must take the following set of core and elective courses:

### MORS Core Requirements

| MORS 200 | Responsible Management, Sustainable Values | 1 |
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| MORS 324 | Organizational Forms: Structures and Strategies | .5 |
| MORS 325 | Performance Management, Measurement and Reporting | .5 |
| MORS 400 | Management Consulting | 1 |

### MORS Electives

Beyond the MORS core courses, all MORS majors must work with their faculty adviser to determine **five** elective courses that, together with the MORS core courses and the BSBA core courses, create a coherent narrative about management and organizations that works with the student's ideas about potential intellectual, educational and career directions. The following restrictions and guidance apply to the selection of these electives:

- At least two of these electives must come from **outside** the Freeman College of Management.
- At least one of these electives must be a 300-level course with a MORS, MSUS or MGMT designation.

## Culminating Experience

All BSBA majors must satisfy the Culminating Experience component of the Freeman College of Management General Education Curriculum. MORS majors typically fulfill this requirement by successfully completing MORS 400 Management Consulting.

Drawing upon their professional and liberal education, Freeman College of Management students will be able to collaboratively create positive societal impacts through:

**Analysis**

- Students will demonstrate the ability to understand organizations and analyze them rigorously.

**Integrity**

- Students will possess the judgment, vision and integrity necessary to serve society and their professions.

**Morality**

- Students will identify creative and morally responsible solutions to organizational and societal issues.

## Courses

**MORS 200. Responsible Management, Sustainable Values. 1 Credit.**
**Offered Both Fall and Spring; Lecture hours:3**
This course explores responsible management of all sorts of organizations with a goal toward achieving the United National Global (Sustainable Development) Goals.

**MORS 215. Special Topics in Management & Organizations. .25-1 Credits.**
**Offered Either Fall or Spring; Lecture hours:Varies; Repeatable**
A course on selected topics in management and organizations.

**MORS 220. Leadership Theory & Development. 1 Credit.**
**Offered Fall, Spring or Summer; Lecture hours:3**
This course will examine historical and contemporary leadership theories and their application in multifaceted industries. Students will use the foundation of these theories to explore their own personal leadership identity and create a personal leadership development plan.

**MORS 315. Advanced Topics in Management and Organizations. .25-1 Credits.**
**Offered Fall, Spring or Summer; Lecture hours:Varies; Repeatable**
A seminar on advanced selected topics in Management and Organizations.

**MORS 320. Organizational Response to Global Crises. 1 Credit.**
**Offered Occasionally; Lecture hours:3**
This seminar embraces an organizational perspective to explore social, economic and political change in communities and nations. We will discuss civil society and NGOs, private sector transitions and institutional reform in governments with particular emphasis on humanitarian assistance and development management during and after crises, disaster and war.

**MORS 324. Organizational Forms: Structures and Strategies. .5 Credits.**
**Offered Either Fall or Spring; Lecture hours:2**
This 0.50 credit course helps students understand organizational structure and how the structure an organization adopts can positively or negatively affect its ability to achieve strategic goals.

**MORS 325. Performance Management, Measurement and Reporting. .5 Credits.**
**Offered Either Fall or Spring; Lecture hours:2**
This course examines performance measurement across multiple levels in organizations, ranging from strategic measurement at the macro-level to employee performance measurement at the micro-level.

**MORS 331. Human Resource Management. 1 Credit.**
**Offered Either Fall or Spring; Lecture hours:3**
This course provides opportunities to learn about the many challenges today's organizations face in employee management. Students will learn about job design, staffing, recruiting, training, development, compensation, benefits, performance evaluation, and more.

**MORS 335. Social Innovation and Entrepreneurship. 1 Credit.**
**Offered Occasionally; Lecture hours:3**
This seminar focuses on the promise and peril of social innovation and entrepreneurship. Students will critically examine the promise, achievements, and problems with both and will develop a pilot project in social innovation or entrepreneurship.

**MORS 336. Managing People. 1 Credit.**
**Offered Either Fall or Spring; Lecture hours:3**
This course explores how to apply theoretical frameworks for explaining, predicting, and influencing the behavior of individuals and groups in organizations to the difficult challenges of managing oneself and others in ways that achieve both organizational goals and high quality work life.

**MORS 370. Entrepreneurship. 1 Credit.**
**Offered Both Fall and Spring; Lecture hours:3**
From developing an initial product or service idea through to growing a startup to the IPO stage, this course provides an overview of how to get an organization off the ground successfully. Not open to students who have taken MIDE 303.

**MORS 400. Management Consulting. 1 Credit.**
**Offered Either Fall or Spring; Lecture hours:Varies,Other:3**
This course exposes students to principles of management consulting and organization development and change. Students integrate knowledge, skills, and experiences gained from core, major, and relevant CCC courses. In teams, students develop, organize, and manage significant projects for real organizational clients that further key goals and involve multiple stakeholders.