## Management

### BUSI/Business Administration

#### Ten Week Session

**BUSI 6100**  
**SEM UNIV TEACHING**  
001  (12209)  CRE 3.0  W  01:30 pm-03:20 pm  BLB 040  D'Souza D  
Course Topic: TEACHING SEMINAR  
THIS IS A BLENDED COURSE.

#### Three Week Session

**BUSI 1200**  
**BUSI CAREERS**  
001  (10729)  CRE 1.0  MTWR  12:30 pm-01:50 pm  BLB 140

**BUSI 3660**  
**PROF SPEAKING & WRITING**  
001  (10658)  CRE 3.0  MTWR  08:00 am-11:50 am  BLB 035  Insley R

**BUSI 4940**  
**BUSINESS POLICY**  
001  (1037)  CRE 3.0  MTWR  08:00 am-11:50 am  BLB 015  Struckell E  
CAN BE TAKEN ONLY AFTER SUCCESSFUL COMPLETION ("C" OR BETTER) OF ALL OTHER BUSINESS FOUNDATION COURSES AND DURING THE LAST SEMESTER OF COURSE WORK BEFORE GRADUATION.  
***CONTACT MGMT ADVISOR AT APRILK@UNT.EDU***  
BLENDED AND FACE TO FACE.  
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

**BUSI 5190**  
**ADMIN STRATEGY**  
001  (2038)  CRE 3.0  INET  Gaffney N  
WEB-BASED INSTRUCTION.  
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE SECTION OF THE COURSE IF APPLICABLE.  
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.  
MUST BE TAKEN IN GRADUATING SEMESTER. STUDENTS WILL NOT RECEIVE CREDIT FOR THE COURSE IF TAKEN PRIOR TO GRADUATING SEMESTER WITHOUT RECEIVING APPROVAL PRIOR TO ENROLLMENT IN THE COURSE FROM THE GRADUATE PROGRAMS OFFICE AND DEPARTMENTAL ADVISOR. CHECK WITH YOUR DEPARTMENTAL ADVISOR FOR MORE INFORMATION.  
VISIT THIS WEBSITE TO FILL OUT THE BUSI 5190 PERMISSION REQUEST FORM:  
WWW.COB.UNT.EDU/PROGRAMS/MASTERS5190.PHP OR CONTACT APRIL KUYKENDALL @ APRILK@UNT.EDU  
AN ON-CAMPUS COMPONENT IS AVAILABLE TO F-1 VISA HOLDERS UPON REQUEST. F-1 STUDENTS MUST COMMUNICATE WITH THE COURSE INSTRUCTOR DURING THE FIRST WEEK OF THE COURSE TO MAKE THE REQUEST.

026  (2039)  CRE 3.0  INET  Gaffney N  
WEB-BASED INSTRUCTION.  
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY. CONTACT DEPARTMENT.  
AN ON-CAMPUS COMPONENT IS AVAILABLE TO F-1 VISA HOLDERS UPON REQUEST. F-1 STUDENTS MUST COMMUNICATE WITH THE COURSE INSTRUCTOR DURING THE FIRST WEEK OF THE COURSE TO MAKE THE REQUEST.
Five Week Session One

**BUSI 2200**  PROF DEV II
001  (10841)  CRE 1.0  TR  12:00 pm-01:20 pm  BLB 015

**BUSI 3660**  PROF SPEAKING & WRITING
001  (10659)  CRE 3.0  MTWR  11:00 am-12:50 pm  BLB 245  Insley R

**BUSI 4940**  BUSINESS POLICY
001  (10710)  CRE 3.0  MW  06:00 pm-09:50 pm  BLB 005  Struckell E

CAN BE TAKEN ONLY AFTER SUCCESSFUL COMPLETION (©C© OR BETTER) OF ALL OTHER BUSINESS FOUNDATION COURSES AND DURING THE LAST SEMESTER OF COURSE WORK BEFORE GRADUATION.
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
CONTACT MGMT ADVISOR @ APRILK@UNT.EDU

Five Week Session Two

**BUSI 4940**  BUSINESS POLICY
001  (1991)  CRE 3.0  TR  06:00 pm-09:50 pm  BLB 050  Bhawal S

CAN BE TAKEN ONLY AFTER SUCCESSFUL COMPLETION (©C© OR BETTER) OF ALL OTHER BUSINESS FOUNDATION COURSES AND DURING THE LAST SEMESTER OF COURSE WORK BEFORE GRADUATION.
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
CONTACT MGMT ADVISOR @ APRILK@UNT.EDU

MGMT/Management

Ten Week Session

**MGMT 4800**  INTERNSHIP
750  (1846)  CRE 3.0  Kuykendall A

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

**MGMT 5800**  INTERNSHIP
750  (1858)  CRE  Kuykendall A

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

**MGMT 6100**  SEM IN ORG BEH
001  (12253)  CRE 3.0  MTWR  02:00 pm-04:50 pm  BLB 314  Hancock J

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

**MGMT 6900**  SPECIAL PROBLEMS
718  (1883)  CRE  D'Souza D

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
727  (1964)  CRE  Taylor III L

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

**MGMT 6950**  DISSERTATION
702  (2020)  CRE  Salimath M

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
703  (11033)  CRE  Davis M

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
708  (10306)  CRE  Barnir A

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
728  (1938)  CRE  Ojha D

RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
### Three Week Session

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Instructor</th>
<th>Section Code</th>
<th>Location</th>
<th>Course Type</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGMT 3820</td>
<td>MGMT CONCEPTS</td>
<td>INET Sexton III</td>
<td>001</td>
<td>CRE 3.0</td>
<td>WEB-BASED INSTRUCTION.</td>
<td>THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-Texas resident students residing outside of the state are not eligible to enroll in this section. Contact the department for enrollment assistance in an appropriate section of the course if applicable.</td>
</tr>
<tr>
<td>MGMT 3860</td>
<td>HUMAN RES MGMT</td>
<td>INET Kuykendall A</td>
<td>001</td>
<td>CRE 3.0</td>
<td>WEB-BASED INSTRUCTION.</td>
<td>THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-Texas resident students residing outside of the state are not eligible to enroll in this section. Contact the department for enrollment assistance in an appropriate section of the course if applicable.</td>
</tr>
<tr>
<td>MGMT 4210</td>
<td>E-MANAGEMENT</td>
<td>INET Barnir A</td>
<td>001</td>
<td>CRE 3.0</td>
<td>WEB-BASED INSTRUCTION.</td>
<td>THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-Texas resident students residing outside of the state are not eligible to enroll in this section. Contact the department for enrollment assistance in an appropriate section of the course if applicable.</td>
</tr>
<tr>
<td>MGMT 4660</td>
<td>INTERNATIONAL MGMT</td>
<td>INET Salimath M</td>
<td>001</td>
<td>CRE 3.0</td>
<td>WEB-BASED INSTRUCTION.</td>
<td>THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-Texas resident students residing outside of the state are not eligible to enroll in this section. Contact the department for enrollment assistance in an appropriate section of the course if applicable.</td>
</tr>
<tr>
<td>MGMT 5140</td>
<td>ORG BEHAV &amp; ANLY</td>
<td>INET Hancock J</td>
<td>001</td>
<td>CRE 3.0</td>
<td>WEB-BASED INSTRUCTION.</td>
<td>THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-Texas resident students residing outside of the state are not eligible to enroll in this section. Contact the department for enrollment assistance in an appropriate section of the course if applicable.</td>
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Five Week Session One

MGMT 3720  ORG BEHAVIOR
001  (1955)  CRE 3.0  INET  Welch E
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.

MGMT 3820  MGMT CONCEPTS
001  (1764)  CRE 3.0  INET  Welch E
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.

MGMT 3850  ENTREPRENEURSHIP
001  (1956)  CRE 3.0  MW  12:59 pm-04:50 pm  BLB  015  Struckell E

MGMT 3860  HUMAN RES MGMT
001  (1855)  CRE 3.0  INET  Kuykendall A
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.

MGMT 3880  BUS ETHICS & RESP
001  (12032)  CRE 3.0  INET  Antwiler B
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.
WEB-BASED INSTRUCTION.
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDENTS OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

MGMT 4470 LEADERSHIP
001 (994) CRE 3.0 INET Kuykendall A
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.

MGMT 4660 INTERNATIONAL MGMT
001 (1896) CRE 3.0 INET Guo W
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.

MGMT 5140 ORG BEHAV & ANLY
001 (2074) CRE 3.0 INET Hubbard J
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.

MGMT 5660 INTERNATNL MANGMT
001 (2076) CRE 3.0 INET D'Souza D
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
SECTION OF THE COURSE IF APPLICABLE.
THIS IS AN 5 WEEK COURSE AND MEETS FROM JUNE 1-JULY 3. AN ON CAMPUS COMPONENT IS
AVAILABLE TO F-1 VISA HOLDERS UPON REQUEST. F-1 STUDENTS MUST COMMUNICATE WITH
THE COURSE INSTRUCTOR DURING THE FIRST WEEK OF THE COURSE TO MAKE THE REQUEST.

CONTACT DEPARTMENTAL ADVISOR--APRIL KUYKENDALL AT APRILK@UNT.EDU OR 940-565-4710.
<table>
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<tr>
<th>Course Code</th>
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<tbody>
<tr>
<td>INET D'Souza DCRE 3.0026 (2077)</td>
<td>WEB-BASED INSTRUCTION. THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY. CONTACT DEPARTMENT. THIS IS AN 5 WEEK COURSE AND MEETS FROM JUNE 1-JULY 5. AN ON-CAMPUS COMPONENT IS AVAILABLE TO F-1 VISA HOLDERS UPON REQUEST. F-1 STUDENTS MUST COMMUNICATE WITH THE COURSE INSTRUCTOR DURING THE FIRST WEEK OF THE COURSE TO MAKE THE REQUEST. CONTACT DEPARTMENTAL ADVISOR -- APRIL KUYKENDALL AT <a href="mailto:APRILK@UNT.EDU">APRILK@UNT.EDU</a> OR 940-565-4710.</td>
</tr>
<tr>
<td>MGMT 5870</td>
<td>LDRSHIP RSRCH DEV</td>
</tr>
<tr>
<td>001 (10886) CRE 3.0 INET Gavrilova Aguil</td>
<td>WEB-BASED INSTRUCTION. THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE SECTION OF THE COURSE IF APPLICABLE.</td>
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<tr>
<td>026 (10887) CRE 3.0 INET Gavrilova Aguil</td>
<td>THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY. CONTACT DEPARTMENT. WEB-BASED INSTRUCTION.</td>
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<tr>
<td>MGMT 6900</td>
<td>SPECIAL PROBLEMS</td>
</tr>
<tr>
<td>722 (10969) CRE V Kidwell V</td>
<td>RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.</td>
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Five Week Session Two

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<th>Course Code</th>
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<tr>
<td>MGMT 3720</td>
<td>ORG BEHAVIOR</td>
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<tr>
<td>001 (1672) CRE 3.0 INET Kuykendall A</td>
<td>WEB-BASED INSTRUCTION. THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE SECTION OF THE COURSE IF APPLICABLE.</td>
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<tr>
<td>026 (1999) CRE 3.0 INET Kuykendall A</td>
<td>WEB-BASED INSTRUCTION. THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY. CONTACT DEPARTMENT.</td>
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<tr>
<td>MGMT 3820</td>
<td>MGMT CONCEPTS</td>
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<tr>
<td>001 (2044) CRE 3.0 INET Anzollitto P</td>
<td>WEB-BASED INSTRUCTION. THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE SECTION OF THE COURSE IF APPLICABLE.</td>
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<tr>
<td>003 (12034) CRE 3.0 INET Maxie J</td>
<td>WEB-BASED INSTRUCTION. THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE SECTION OF THE COURSE IF APPLICABLE.</td>
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<tr>
<td>026 (2045) CRE 3.0 INET Anzollitto P</td>
<td>WEB-BASED INSTRUCTION. THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY. CONTACT DEPARTMENT.</td>
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<tr>
<td>MGMT 3850</td>
<td>ENTREPRENEURSHIP</td>
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001 (2072) CRE 3.0   INET Varghese J
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
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SECTION OF THE COURSE IF APPLICABLE.

026 (2073) CRE 3.0   INET Varghese J
WEB-BASED INSTRUCTION.
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.

MGMT 3860       HUMAN RES MGMT
001 (12035) CRE 3.0   INET Chen V
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
SECTION. CONTACT THE DEPARTMENT FOR ENROLLMENT ASSISTANCE IN AN APPROPRIATE
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026 (12036) CRE 3.0   INET Chen V
WEB-BASED INSTRUCTION.
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

MGMT 3880       BUS ETHICS & RESP
001 (10660) CRE 3.0   INET Walker L
WEB-BASED INSTRUCTION.
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026 (10661) CRE 3.0   INET Walker L
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.
WEB-BASED INSTRUCTION.

MGMT 4840       COMPENSATION
001 (10869) CRE 3.0   INET Gavrilova Aguil
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
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026 (10870) CRE 3.0   INET Gavrilova Aguil
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.
WEB-BASED INSTRUCTION.

MGMT 5120       ORG DESIGN
001 (10918) CRE 3.0   INET Kidwell V
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
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026 (10919) CRE 3.0   INET Kidwell V
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.
WEB-BASED INSTRUCTION.
MGMT 5140        ORG BEHAV & ANLY
001   (10392)  CRE 3.0  MTWR  11:00 am-12:50 pm   BLB  255     Herchen J
RESTRICTED TO STUDENTS ENROLLED IN THE FULL-TIME COHORT IN BUSINESS MANAGEMENT.
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

MGMT 5300        ENTREPRENEURSHIP
001   (1957)  CRE 3.0  INET     Penney C
WEB-BASED INSTRUCTION.
THIS IS AN INTERNET COURSE. COURSE ENROLLMENT IS RESTRICTED AND NON-TEXAS
RESIDENT STUDENTS RESIDING OUTSIDE OF THE STATE ARE NOT ELIGIBLE TO ENROLL IN THIS
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026   (2081)  CRE 3.0  INET     Penney C
WEB-BASED INSTRUCTION.
THIS COURSE IS RESTRICTED. LIMITED TO STUDENTS RESIDING OUT-OF-STATE ONLY.
CONTACT DEPARTMENT.
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.

Eight Week Session One

MGMT 6950        DISSERTATION
702   (10934)  CRE V            Salimath M
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.
718   (10932)  CRE V            D'Souza D
RESTRICTED COURSE. APPROVAL REQUIRED. CONTACT DEPARTMENT.