

HM 414. Beverage Management and Marketing. 3 credits.

The course is designed to enhance knowledge in the identification and evaluation of beverages typically served in hospitality establishments. Special attention is given to alcoholic and non-alcoholic beverages with regard to price/quality relationships; channels of distribution and marketing; trends and current issues faced by the industry; and service ethics. *Prerequisite: Must be 21 years of age or older and declared HM major, and HM 402. Corequisites: HM 440, HM 441 and HM 442.*

HM 415. Entertainment Management. 3 credits.

A senior capstone course designed to expose students to strategic issues concerning the entertainment industry. Course content will vary. Lab fee applies. *Prerequisite: HM 402 or permission of director. Corequisites: HM 440, HM 441 and HM 442.*

HM 419. Napa and Sonoma Wine and Culture. 3 credits.

Napa and Sonoma are the premier wine growing regions in the United States. The wines influence wines across the US and around the world. The ability to impressively learn about the wine, food, and culture that influence the region can only be fully accomplished by visiting. Students are able to visit wineries and speak with owners, visit growers and speak with the farmers, visit nurseries and discuss varietals. *Prerequisite: HM major, 21 years old first day of class and permission of director.*

HM 421. Hospitality Ethics. 3 credits.

Ethical issues and actions that have occurred, or are currently occurring, in the hospitality industry and examine them from multiple perspectives. Examining recent scandals, real-world scenarios, news stories, and common ethical dilemmas will enable a student to recognize an ethical dilemma, understand the components of the dilemma, and make an ethical decision. *Prerequisite: HM junior status and HM 310 or permission of director.*

HM 422. Hospitality Human Resources Management. 3 credits.

Identification and exploration of the information needs of the Hospitality manager in making policy and personnel decisions. Different philosophies and processes for locating, attracting, hiring and training a qualified staff are examined. Emphasis is placed on the work environment within the service industry. Employment law will be emphasized as a part of the course. *Prerequisite: Junior status, HM 310 and HM 311, or permission of director.*

HM 440. Hospitality Leadership. 3 credits.

Management teams are required to produce an enjoyable evening composed of quality food and entertainment while staying within budget. Students complete a financial and operational analysis upon completion of their themed event. Senior assessment may also occur. *Prerequisite: HM 350, HM 351 and HM 402. Corequisite: HM 441 and HM 442.*

HM 441. Hospitality Financial Management. 3 credits.

An examination of common financial statements used by hospitality managers to make decisions regarding budgets and investment. Corporate financial models within the hospitality industry are explored, such as franchising, ownership and REITs. Appropriate software is used in the class. *Prerequisite: HM 350, HM 351 and HM 402. Corequisite: HM 440 and HM 442.*

HM 442. Hospitality Seminar. 3 credits.

A senior capstone course designed to assist in transitioning from being a university student to holding a leadership role within the hospitality industry. The interactive course draws upon the umbrella curricular goals of the hospitality management program in communication, ethics, finance and leadership. Senior assessment may also occur. *Prerequisite: HM 350, HM 351 and HM 402. Corequisite: HM 440 and HM 441.*

HM 490. Special Studies in Hospitality and Tourism Management. 3 credits.

Designed to give capable students in hospitality and tourism management an opportunity to complete independent study under faculty supervision. *Prerequisite: Permission of director.*

HM 498. Special Topics in Hospitality and Tourism Management. 3 credits.

This course is designed to allow explorations of areas of current topical concern, or to exploit special situations. Course content will vary. For current course content consult your adviser. *Prerequisite: Permission of director.*

HM 499. Honors. 6 credits.

Year course. See catalog section "Graduation with Honors." *Prerequisite: Permission of the instructor or director.*

Human Resource Development

*College of Education***HRD 100. Human Resource Development Leadership Laboratory.** 2 credits.

Hands-on practicum of leadership strategies and techniques designed to give

each student a better appreciation for the dynamics of leadership in intimate, physically challenging and stressful environments, both indoors and out. Students operate in teams which are formed and reorganized on a continuous basis, surrounded by peer at several levels of leadership experience and training. Collaborative learning is enhanced when students apply what they learn in class by describing relevant lessons learned through experiences outside the classroom. The focus of this course is to provide students with the opportunity to lead and follow in an observed setting and receive constant feedback and mentoring on their demonstrated leadership skills. Students learn through leading as well as through a critical reflection, inquiry, dialogue and group interaction. Everyone is responsible for contributing to the learning process.

HRD 101. Introduction to Leadership. 1 credit.

An introduction to: various leadership styles and their effect on organizations; insights into the leader's roles and responsibilities within the context of the organization; character and values based leadership; basic leadership actions; the importance of self-improvement in the areas of time management, health and fitness, goal setting, academic accomplishment and communication; group dynamics; and the development of interpersonal skills. *Corequisite: HRD 100.*

HRD 145. Leadership in a Diverse World. 3 credits.

This leadership course, focusing on diversity, examines leading, leadership and change while encouraging practical application. Students conduct research on leadership in a diverse world, explore change leadership from multiple perspectives and examine leadership in everyday settings, particularly daily leader and follower interaction. Self-assessment of diversity and leadership assumptions, models, context and themes are addressed.

HRD 201. Leadership Styles Theory and Application. 2 credits.

Explores the dimensions of creative and innovative leadership strategies and styles by examining team dynamics and two historical leadership theories that form the basis of the leadership framework (train and behavior theories). Students practice aspects of personal motivation and team building in the context of planning, executing and assessing team exercises and participating in leadership skills labs. Focus is on continued development of the knowledge of leadership values and attributes through an understanding of institutional structures, duties and responsibilities of organizational/institutional leaders, and leadership in small organizations. Case studies provide tangible context for learning leadership skills, values, actions and attributes as they apply to a contemporary setting. *Prerequisites: HRD 100, HRD 101. Corequisite: HRD 202.*

HRD 202. Developing Leader Skills. 2 credits.

Examines the challenges of leading teams in a complex contemporary operating environment. This course highlights dimensions of leadership actions as well as developing an understanding of the process to develop plans and orders for others to execute. Continued study of the theoretical basis of the leadership framework explores the dynamics of adaptive leadership in the context of historical settings.

Humanitarian Affairs

*Cross Disciplinary Studies***HUMN 201. Introduction to Humanitarian Affairs.** 3 credits.

A geographical overview of poverty, armed conflict, hunger, disease, and natural disasters and how they can lead to humanitarian crises. It includes a study of human rights along with a look at international efforts to address, and international organizations that deal with, humanitarian crises.

HUMN/GEOG 301. Introduction to Natural Disasters Response. 3 credits.

Designed to give students an overview of the various types of natural disasters; a look at the world regions that are most vulnerable to each type of disaster; and a preview of disaster planning, management, relief and response as related to natural disasters.

HUMN /GEOG 360. GIS for Humanitarian Assistance. 3 credits.

In responding to humanitarian crises, governments and aid organizations must deploy aid workers, deliver essential services, set up temporary settlements, and distribute items such as water and food that are needed for survival. Spatial analysis and maps are critical to the success of these efforts. In this course, students learn the basics of Geographic Information Systems (GIS) for humanitarian assistance and learn how relief organizations use GIS in their work.

HUMN 490. Humanitarian Affairs Field Experience. 3 credits.

The HUMN 490 course offers students an opportunity to gain experience and practical skills, preferably in an "international setting," either in the U.S. or abroad, and to apply knowledge and skills acquired through the Humanitarian Affairs program. This course must be completed in a setting approved by the student's adviser and the humanitarian affairs minor committee. *Prerequisites: HUMN 201 and junior status.*