

Bachelor of Science—Business Administration-1

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Bachelor of Science—Business Administration

The Bachelor of Science—Business Administration offers specializations in finance, interdisciplinary business, international business, management, and marketing. The specializations share a common set of courses that provide students with the knowledge and skills to:

- Develop effective oral and written communication skills.
- Function effectively in the workplace using knowledge of the core principles of the major business disciplines.
- Understand the basic methods of problem-solving and decision making.
- Develop a sense of ethical and social responsibility.
- Utilize effective teamwork and leadership skills.
- Minors in business and society, finance, international business, management, human resource management, marketing, and professional selling are also available.

Finance Specialization

Faculty: Carver, Choi, Hume, Mayo, Patrick

The study of finance provides the student with the ability to analyze the allocation of financial resources within a corporate, individual, or government setting; to analyze sources of funding and the ramifications of financial decisions; and to allocate these sources of funds. Students who complete the finance program are employed by banks, financial institutions, brokerage houses, major corporations, investment management firms, and the government. Students are also prepared to continue their education in graduate school and through professional certification.

Required Courses

The required course units for a specialization in finance are:

- ECO 101, ECO 102
- MAT 125, STA 215, and ECO 231
- BUS 200
- ACC 201, ACC 202
- FIN 201, MGT 201, MIT 201 and MKT 201 (.5 course units each)
- One breadth course in each area (Management, Management Information Technology, and Marketing)
- MGT 360 or MKT 360
- MGT 499
- Five courses in Finance (FIN 310, FIN 320, FIN 330, FIN 430 *or* FIN 495, and one Finance Elective)

Students must also satisfy an international business requirement, which should be met through Business Breadth or major options. Courses include: BUS 360, ECO 335, ECO 340, ECO 345, FIN 340 (or study abroad or FIN 495 with an international topic) INB 260, INB 330, INB 365, MGT 310, MGT 380, MKT 340.

Interdisciplinary Business Specialization

Faculty: Lasher, Letcher, McCarty, Michels, Monseau, Patrick, Vincelette

The Interdisciplinary Business (IDB) specialization is designed for students seeking broad-based skills to succeed in the fast-changing world of business. This specialization allows students to take advanced courses in a variety of business disciplines, rather than concentrating in one particular area of business. It permits flexibility in the business curriculum while providing a strong foundation in the functional areas of business. All students specializing in Interdisciplinary Business work with advisors to develop a program of study that fits their specific academic and career interests.

IDB is an appropriate specialization for students seeking an in-depth understanding of the inter-related nature of business processes. Curriculum and internship opportunities may be tailored to meet individual career or academic interests. Students are provided with a solid academic foundation that prepares them for careers in a variety of profit and non-profit organizations, corporate training programs, entrepreneurial careers, and entrance into graduate school or law school.

IDB Individualized Option. A unique individualized option is also available for students who have strong career or academic interests that bridge business and other disciplines. With the guidance of their advisor, students may take appropriate business and non-business courses to fulfill the School's breadth, concentration and capstone experience requirements. Examples of individualized programs include financial engineering, sports management, music management, health care management, and other cross-disciplinary studies. Students interested in the individualized option must have their course of study approved before beginning their junior year.

Required Courses

The required course units for a specialization in interdisciplinary business are:

- ECO 101, ECO 102
- MAT 125, STA 215, and ECO 231
- BUS 200
- ACC 201, ACC 202
- FIN 201, MGT 201, MIT 201 and MKT 201 (.5 course units each)
- One breadth course in each area (Finance, Management, Management Information Technology, and Marketing)
- MGT 360 *or* MKT 360
- MGT 499
- Three option courses
 - Three business courses at the 300-400 level *or* MGT 215 *or* INB 260. No more than two options can have the same prefix.

or

- Individualized option: Three business or non-business courses by advisement.
- BUS 498 or BUS 495 (by advisement)

Students must also satisfy an international business requirement, which should be met through Business Breadth or major options. Courses include: BUS 360, ECO 335, ECO 340, ECO 345, FIN 340 (or other courses by advisement), INB 260, INB 330, INB 365, MGT 310, MGT 380, MKT 340.

International Business Specialization

Faculty: Hume, Leven, Lillevik, Monseau, Quinton, Tang

The international business specialization is an interdisciplinary program in which the various business disciplines that relate to international trade and investment are integrated with selected courses offered outside the School of Business. It is designed to provide students with a strong background in international business and an appreciation for diversity of cultures and business environments.

All students specializing in international business are required to pursue study abroad for up to two semesters. Arrangements to study at a university/college in a foreign country can be made through the College's Office of International and Off-Campus Programs. Students are also encouraged to complete an internship in an approved international or multinational organization. Internships for credit in area organizations can be arranged through the College.

Required Courses

The required course units for a specialization in international business are:

- ECO 101, ECO 102
- MAT 125, STA 215, and ECO 231
- BUS 200
- ACC 201, ACC 202
- FIN 201, MGT 201, MIT 201 and MKT 201 (.5 course units each)
- One breadth course in Management Information Technology
- INB 260
- INB 365
- INB 498
- ECO 340, MGT 310, FIN 340, and MKT 340
- Three course units in a Foreign Language (Note: Arabic 151 and 152; Chinese 151 and 152; Japanese 151 and 152; Persian 151 and 152; and Russian 151 and 152 are intensive courses and carry two course units of credit each. Students should take this into account when planning a normal four-course semester.)
- One International Business option from: ECO 345, ECO 335, INB 330, INB 250, BUS 360
- MGT 360 *or* MKT 360
- MGT 499

Management Specialization

Faculty: Ghitulescu, Hofmann, Kravitz, Lillevik, Neves, Vincelett

The Management Specialization provides students with essential skills, knowledge, and capabilities to excel as leaders in organizations, teams and communities. Emphasis is given to understanding organizational dynamics and the foundations of decision-making and leadership; the behavioral, social and environmental factors that influence effective organizational and managerial performance; and the relationship between business and society.

Coursework in the Management Specialization helps students master the knowledge and skills needed to 1) motivate, lead and develop others; 2) architect contexts (organizational structure, culture and processes) that enable individuals and organizations to excel; 3) develop a strategic perspective that enables the organization to compete in the global economy; and 4) balance the interests of multiple stakeholders in a complex legal, political, and ethical environment.

The curriculum includes organization-wide topics such as Organizational Design, Entrepreneurship, and Ethics and Corporate Social Responsibility; behavioral foundation courses such as Organizational Behavior; policy courses such as Human Resource Management, Compensation Management and Strategic Management; and skill-building courses such as Negotiation, Leadership, Cross-Cultural Management, and Decision-Making.

The Management Specialization has two tracks: human resource management and management. The human resource management track prepares students to enter a career in human resources, and many students pursuing this track will complete the Professional in Human Resources (PHR) certification. Careers in this area include positions as compensation specialists, training and development professionals, employee and labor relations officers, and human resources directors.

The management track is well-suited to the student who is seeking a solid foundation in managerial knowledge and skills needed to become high performing managers, change agents, consultants, or entrepreneurs in profit and non-profit organizations.

Required Courses

The required course units for a specialization in management are as follows:

- ECO 101, ECO 102
- MAT 125, STA 215, and ECO 231
- BUS 200
- ACC 201, ACC 202
- FIN 201, MGT 201, MIT 201 and MKT 201 (.5 course units each)
- One breadth course from Finance, Marketing, and Management Information Technology
- One Management course from: MGT 301, MGT 310, MGT 320, MGT 350)
- MGT 360 *or* MKT 360
- MGT 499
- Three MGT courses
 - At least one additional course from: MGT 301, MGT 310, MGT 320, MGT 350

- Two additional courses with a MGT prefix
- MGT 451 or MGT 498

Students must also satisfy an international business requirement, which should be met through Business Breadth or major options. Courses include: BUS 360, ECO 335, ECO 340, ECO 345, FIN 340 (or other courses by advisement), INB 260, INB 330, INB 365, MGT 310, MGT 380, MKT 340.

Marketing Specialization

Faculty: Becker-Olsen, McCarty, Pelham, Prensky, Quinton, Tucci

Marketing is both an orientation that organizations may adopt with respect to how they conduct business and a functional area. As an orientation, being marketing-focused means that an organization recognizes it must consider the wants and needs of its customers in order to be successful. As a functional area, marketing is responsible for generating the revenue that sustains the operation of the organization. Marketing includes numerous activities aimed at creating satisfying exchange relationships between the organization and its customers. These activities include the selection of appropriate customers, developing the product to satisfy customer needs, setting a price that will make the exchange profitable, developing ways of communicating with customers, and managing supply and distribution relationships. Marketing professionals need to possess analytical skills and be creative thinkers.

The marketing courses in the School of Business provide students with ample opportunities to exercise their creativity, strengthen analytical and critical thinking skills, and develop communication and interpersonal skills. There are a variety of employment opportunities in marketing including positions in marketing management, sales management and professional selling, retail management, supply chain management, advertising, and marketing research.

Required Courses

The required course units for a specialization in Marketing are as follows:

- ECO 101, ECO 102
- MAT 125, STA 215 and ECO 231
- BUS 200
- ACC 201, ACC 202
- FIN 201, MGT 201, MIT 201 and MKT 201 (.5 course units each)
- One breadth course in each area (Finance, Management, and Management Information Technology)
- MKT 300
- MKT 360 **or** MGT 360
- Three MKT option courses (at least one 400-level)
- MKT 440 **or** MKT 450
- MGT 499

Students must also satisfy an international business requirement, which should be met through Business Breadth or major options. Courses include: BUS 360, ECO 335, ECO 340, ECO 345, FIN 340 (or other courses by advisement), INB 260, INB 330, INB 365, MGT 310, MGT 380, MKT 340.

Program Entrance, Retention, and Exit Standards

Every major and specialization program at the College has set standards for allowing students to remain in that program, to transfer within the College from one program to another, and to graduate from a program.

Students are strongly discouraged from requesting changes of major or specialization after their junior year. Change of majors or specialization after the junior year will be processed by the School of Business, but students are not guaranteed that completion of the remaining requirements in the new major or specialization may be accomplished within their remaining two semesters. Students are encouraged to consult with faculty advisors and with the assistant dean for student services prior to requesting a change of major or specialization.

The following are the standards for the specializations in business administration. Minimum grades are noted in parentheses.

Finance

- Retention into the program is based on the following performance standards: a minimum grade of a (C) in FIN 310
- Transfer into the program is based on the following performance standards: a minimum grade of (B-) in either FIN 320 or FIN 330
- Graduation requires a GPA of 2.0 in courses for the program.

Interdisciplinary Business

- Retention in the program is based on the following performance standards in these “critical content courses”: a minimum grade of (C) in two of the four required breadth courses (MKT, MGT, MIT, FIN).
- Transfer into the program from another program within the College is based upon the following performance standards in these “foundation courses”: a minimum grade of (C) in BUS 200, ECO 101, and in two of the following courses (FIN 201, MKT 201, MGT 201, or MIT 201).
- Graduation requires a GPA of 2.0 in courses for the program.

International Business

- Retention in the program is based on the following performance standards in these “critical content courses”: MKT 340 (C+); FIN 340 (C+); ECO 340 (C+), MGT 310 (C+)
- Transfer into the program from another program within the College is based upon the following performance standard: A minimum grade of “C” in INB 260.
- Graduation requires a GPA of 2.0 in courses for the program.

Management

- Retention in the program is based on the following performance standards in these “critical content courses”: a grade of C in two of the following four courses: MGT 301, MGT 310, MGT 320, MGT 350
- Transfer into the program from another program within the College is based upon the following performance standards in these “foundation courses”: MGT 201, (C); ECO 101, (C); and BUS 200, (C).
- Graduation requires a GPA of 2.0 in courses for the program.

Marketing

- Retention in the program is based on the following performance standards in these “critical content courses”: MKT 300, (C).
- Transfer into the program from another program within the College is based upon the following performance standard in this “foundation course”: MKT 201, (C+).
- Graduation requires a GPA of 2.0 in courses for the program.

Minors in Business Administration

Minor in Finance

Five course units in finance: (1) FIN 201 (.5 course unit), and MGT 201 or MKT 201; (2) FIN 310; (3) FIN 320 or FIN 330; and (4) two additional courses in finance.

Minor in International Business

Five course units: ECO 340; FIN 340; MKT 340; MGT 310 or MGT 380; one elective chosen with the approval of an international business adviser.

Minor in Management

Five course units: MGT 201 (.5 course unit) and one .5 course unit from MIT 201, MKT 201, or FIN 201; two course units from MGT 320 or PSY 364, MGT 301 or PSY 267, MGT 310 or MGT 350; and two additional courses with a MGT prefix or one additional course with a MGT prefix and one course from PSY 101, ECO 101, or SOC 101. Only one PSY course may be used toward the minor.

Minor in Human Resource Management

Five course units: one course unit from MGT 320 or PSY 364; four course units from BUS 325, ECO 315, MGT 215, MGT 317, MGT 330, MGT 335, MGT 370 (by advisement), MGT 420, PSY 366, PSY 374. Only one PSY course, in addition to PSY 364, may be used toward the minor.

Minor in Marketing

Five course units: MKT 201 (.5 course unit); one .5 course unit from FIN 201, MGT 201, or MIT 201; one course unit from ECO 101, PSY 101, or SOC 101; three additional courses in marketing.

Minor in Professional Selling

Five course units: MKT 371; MKT 372; MKT 375; and a choice of two additional courses from the following options: COM 242, PSY 202, PSY 267, PSY 265, MKT 365, or MGT 317.

Minor in Business and Society

Five course units: MKT 201 or MGT 201 (.5 course unit); two course units from ECO 101 or 102, ECO 210, BUS 200, HIS 321, HIS 377, HIS 388, POL 305, POL 323, POL 380, SOC 301, SOC 317, SOC 336, or other approved history course consistent with the theme of the minor; two course units from BUS 300, BUS 325, BUS 360, ECO 320, ECO 350, MGT 385, MKT 370 (by advisement), other seminars or topics courses by advisement; and BUS 393 (.5 course unit)

Also see School of Business-Course Descriptions