

Albers School of Business and Economics

Joseph M. Phillips, Jr., PhD, Dean

Susan Wehrich, PhD, Associate Dean

Teresa Ling, PhD, Assistant Dean

Robert House, PhD, Director of Undergraduate Programs

Mary Carpenter, MEd, Director of Graduate Programs

Mary Lou Moffat, BA, Director of Albers Placement Center

Barbara Hauke, MBA, Director of Marketing and External Relations

Department Chairs

Accounting: Bruce Koch, PhD

Economics: Barbara Yates, PhD

Finance: Fiona Robertson, PhD

Management: Ben Kim, PhD

Marketing: Carl Obermiller, PhD

Professorships and Endowed Chairs

Robert D. O'Brien Chair in Business: Jot Yau, PhD

The Boeing Frank Schrontz Endowed Chair of Professional Ethics: John Dienhart, PhD

Dr. Khalil Dibbe Endowed Chair in Finance: Peter Brous, PhD

Thomas F. Glead Chair: TBD

Lawrance K. Johnson Endowed Chair of Entrepreneurship: Leo Simpson, PhD

Centers

Center for E-Commerce and Information Systems: Ben Kim, PhD, Director

The Entrepreneurship Center: Steve Brilling, Executive Director

Albers Center For Global Business: David Reid, PhD and Peter Raven, PhD, Directors

Objectives

In the spirit of the Jesuit tradition of academic excellence, student development, and the service of faith through the promotion of justice, the Albers School of Business and Economics provides high-quality educational programs, research and scholarship, and service.

We prepare students for leadership positions in domestic and international business, government, and in nonprofit organizations. Our programs develop responsible leaders who think clearly and critically, judge wisely and humanely, communicate effectively, and act with integrity at all times. They, moreover, foster an ethical and service orientation.

We conduct high-quality research in order to enhance the quality of teaching, foster an intellectual atmosphere, improve management practice, contribute to public policy, and serve society's needs.

Finally, we encourage and promote high-quality service to the university and community.

Accreditation

The undergraduate and graduate programs are accredited by The Association to Advance Collegiate Schools of Business – International.

Organization

The Albers School has two principal divisions, undergraduate and graduate studies. Undergraduate majors are offered in eight business fields, culminating in a bachelor of arts in business administration. In addition, the school offers a bachelor of arts in economics degree program.

Minors are offered in accounting, business administration, economics, and international business. Certificates of post-baccalaureate studies are also available.

Undergraduate Degrees and Programs Offered

Bachelor of Arts in Economics

Bachelor of Arts in Economics with a Specialization in International Economic Development

Bachelor of Arts in Business Administration with majors in:

Accounting

Business Economics

E-Commerce and Information Systems

Finance

Individualized Major in Business Administration

International Business

Management

Marketing

Double Concentration

Major in two program areas

Minors Offered

Accounting

Business Administration

E-Commerce and Information Systems

Economics

Entrepreneurship and Innovation

Finance

International Business

International Economic Development

Certificate of Post-Baccalaureate Studies

Accounting

Business Administration

Graduate Degrees and Programs Offered

See *Graduate Bulletin* for:

Leadership Executive Master of Business Administration (L-EMBA)

Master of Business Administration

Master of International Business

Master of Science in Finance

Master in Professional Accounting

Joint Degrees in Law and Business

Certificate of Executive Leadership

Certificate of Graduate Studies in Leadership Formation

Certificate of Post-MBA Studies

Certificate of Post-MIB Studies

Certificate of Post-MPAC Studies

Certificate of Post-MSF Studies

See *School of Law Bulletin* for:

Juris Doctor

Curriculum

The program of required study for the bachelor of arts in business administration has four principal components: the university core, business foundation requirements, major requirements, and electives. All students fulfill requirements in English, mathematics, philosophy, lab science, social sciences, and theology and religious studies. The business foundation requirements include courses in accounting, economics, finance, legal environment, international, management, marketing, operations, and statistics. Specialization in one of the eight major fields is required. No course in the major may be taken through independent study or internship. Business courses appear under the prefixes ACCT, BETH, BLAW, ECIS, ECON, FINC, INBU, MGMT, MKTG and OPER.

Pre-Business Option

Students who are qualified academically for the business school but are undecided about a major may elect the pre-business option. This choice allows the students to be housed in the Albers School while they progress through university core and business foundation courses. By the end of the students' sophomore year, they should have decided on a major area of study and have submitted proper change of major paperwork. The Albers School currently has advisors who work specifically with pre-business students to help them explore the majors available.

Pre-business students must maintain the minimum 2.25 business and cumulative GPA required of students with declared business majors.

Academic Advising

The Albers School of Business and Economics is committed to providing students accessible academic advising services. The intent of academic advising, whether formal or informal, is to assist students in formulating an academic plan consistent with their individual academic and career goals. Academic advisors aid in assessing education goals; provide information about degree requirements, university policy, and university procedure; serve as a referral to other campus resources; and encourage involvement in campus programs and organizations which will benefit the educational experience.

Students are encouraged to make the most of their own education and are ultimately responsible for fulfilling all the requirements of their specified degree. To help students succeed academically, the Albers School provides two levels of advising services: curriculum advising and major advising.

1. Curriculum Advising: Curriculum advising is provided by a core group of advisors who can assist students with degree requirements, policy questions, and campus resources. First-quarter registrants, freshmen, and students on academic probation are required to meet with an advisor to register for classes. Continuing students are encouraged to seek academic advising regularly through individual appointments, new student orientations, "express advising" hours or e-mail advising.

2. Career Advising: Junior and senior students are assigned a faculty member in their major area to discuss career paths and to help with the selection and sequencing of major requirements and electives.

Albers Placement Center

The Albers School Placement Center focuses on preparing undergraduate and graduate students for entering the work force. By providing connections to the business community through such programs as the mentor program, internships, job placement, and educational events, undergraduate and graduate

students have the opportunity to interact with professionals in the student's intended field.

The Albers Placement Center provides the following programs and services:

- Individual career counseling
- Undergraduate and graduate mentor programs
- Internships
- Career Notes (weekly)
- Professional skills workshops (e.g. résumé, interviewing techniques)
- Career Expo (campus-wide career fair sponsored by the Career Development Center) and other placement services on campus
- Library resources for the job search
- Company files
- Networking events with Albers alumni
- e-Recruiting—online internship and job listings for Seattle University students and alumni
- On-campus recruiting

Admission Requirements

First-Time Freshman

Students entering Seattle University, as first-time freshman, with no prior college, are accepted according to university undergraduate admission policy.

Transfer Students

Transfer students, including transfers from other schools within Seattle University, must have a 2.75 cumulative grade point average and 2.75 minimum in business and mathematics courses to be admitted into the Albers School of Business and Economics.

Transfer applicants whose records do not meet the grade point average requirement may request special consideration by writing the director of undergraduate programs of the Albers School of Business and Economics specifying reasons for the exception request. A transfer student with 90 or more credits whose academic record is good but who has not completed required lower-division courses may be granted provisional admission for a specific number of terms to complete lower-division requirements.

To be accepted as transfer credit in fulfillment of a program requirement, business, mathematics and economics courses must be graded a minimum of C (2.00 on the decimal system).

General Program Requirements

A minimum of 180 credits is required for a bachelor degree in business or economics, including 80 hours of non-business courses. The pass/fail option may not be applied to courses in the business foundation, university core, or business major. Internship and independent study must be graded CR/F and may not be used to satisfy a required course or major elective.

Students transferring courses from another institution and pursuing a degree in business administration (BABA) must earn at least 50 credits (55 hours for accounting majors) of business courses at Seattle University. Forty of these credits (45 of these credits for accounting majors) must be taken at the upper-division (300-400) level. Twenty credits in the student's concentration must be taken at Seattle University. Students pursuing a bachelor's degree in economics (BA ECON) must normally earn 30 credits of upper-division economics at Seattle University.

A maximum of 15 credits taken by an undergraduate non-matriculated student may be applied toward a baccalaureate degree in the Albers School of Business and Economics.

Double Major

Students pursuing a BABA degree may only earn a double major in two areas of business by completing a minimum of 190 credits and the degree requirements for both majors. Students must complete at least 25 credits in each major. Courses may not satisfy requirements for both concentration areas. If the same course is required in both majors, students must substitute another elective course from one of the major areas. Individualized major may not be one of the areas for a double major.

Academic Progression and Advance Standing in the Albers School

- To be admitted to advanced standing in a bachelor of arts in business administration (BABA) major, at least 90 credits and a cumulative and business grade point average of 2.25 is required. Also, BABA students must have completed MATH 130 or the equivalent, ECON 260, and at least four of these other required lower-division courses: ACCT 230, 231, MGMT 280, and ECON 271 and 272. The grade point average in these courses must be at least 2.25. To be admitted to advanced standing in the bachelor of arts in economics program, at least 90 credits and a cumulative and business grade point average of 2.25 is required. Also BAE students must have completed MATH 130 or the equivalent, and ECON 271, 272, and 260. The remaining two required lower-division courses must be completed by the end of the second quarter of their junior year.
- No student is permitted to take business courses numbered 300 or above prior to admission to advanced status in a business major. Exceptions may be requested by majors in other departments from the director of undergraduate programs of the Albers School of Business and Economics.
- Both BABA and BAE students must maintain a 2.25 cumulative grade point average and a 2.25 business cumulative grade point average.
- Students in the Albers School of Business and Economics must earn a grade of C- or better in each course required by the major and supporting courses such as MATH 130 and ECON 271.
- Students applying for readmission after an absence of four consecutive quarters or more will be required to meet program and performance requirements in force at the time of re-enrollment.
- Students changing to business and economics majors from other majors will be required to meet program and academic performance requirements in force at the time the major is changed.

Dismissal

BABA and BAE majors who have 90 credits and who have not met the stated cumulative grade point average and basic course requirements for junior status are subject to dismissal from the Albers School of Business and Economics.

- If the cumulative grade point average or the grade point average in business and economic courses (including mathematics) falls below 2.25 for three or more successive terms (including summer, if registered) the student is subject to dismissal.
- Anyone who has completed more than 120 credits of degree requirements and has been dismissed ordinarily will not be considered for readmission.
- Students are allowed three attempts at a single course (including grades of I, NC, HW, and W). If the course is not successfully completed on the third attempt students are subject to dismissal from the Albers School.

Graduation

To be granted either the BABA degree or the BAE degree, students must achieve a 2.25 cumulative grade point average overall, as well as a 2.25 cumulative grade point average in all Seattle University course work required by the Albers School and complete a minimum of 180 credits.

Accounting

Bruce Koch, PhD, Chair

Objectives

Professionally trained accountants serve in diverse roles in private business, government, nonprofit organizations, and other entities. After meeting the state requirements, many accounting graduates pursue careers as certified public accountants.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

Accounting

Minor Offered

Accounting

Bachelor of Arts in Business Administration Major in Accounting

In order to earn the bachelor of arts in business administration degree with a major in accounting, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
Choose one of the following two courses:		5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
Fine Arts (one approved 5 credit course; see course descriptions).....		5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
Social Science I (not economics)		5
Social Science II (ECON 271 required).....		*5
Theology and Religious Studies Phase II (200-299)		5
Ethics (BETH 351/PHIL 351 required).....		*5
Theology and Religious Studies Phase III (300-399)		5
Interdisciplinary satisfied within major		
Senior Synthesis satisfied by MGMT 489		

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics—Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications.....	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
Choose one of the following two courses:		5
MGMT 320	Global Environment of Business	
ECON 330	Int'l Economic Events and Business Decisions	
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations	5
BLAW 370	Business and International Law.....	5
MGMT 380	Principles of Management.....	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

35 credits, including:

ACCT 301	Accounting Information: Systems, Tools, and Concepts.....	5
ACCT 311	Intermediate Financial Accounting I.....	5
ACCT 312	Intermediate Financial Accounting II.....	5
ACCT 330	Cost Accounting.....	5
ACCT 336	Federal Income Tax I	5
ACCT 420	Controllership: Integration of the Accounting Function.....	5
ACCT 435	Auditing I.....	5

IV. Additional Requirements

General electives to total 180..... 10

With permission of the chair of the accounting program, students with an undergraduate accounting degree from Seattle University who have taken ACCT 436/539 and ACCT 431/533 may waive six elective credits of their MPAC program. These electives will satisfy course requirements toward both the undergraduate degree in accounting and the master of professional accounting.

NOTE: 1. MGMT 280 must be taken prior to or simultaneously with ACCT 301. 2. Accounting majors must normally complete 55 credits of business courses at Seattle University; 45 of these credits must be at the upper-division level and only 10 credits may be transferred toward the concentration area and no more than 15 toward their business foundation courses. 3. Internships or independent studies will not satisfy major requirements.

* Major requirements must earn a C- grade or better.

Business Economics

Barbara Yates, PhD, Chair

Objectives

A concentration in business economics enables students to deepen their understanding of the national and world economies as well as to develop economic analysis skills for careers in business, banking, investments, law, and government.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

Business Economics

Bachelor of Arts in Business Administration Major in Business Economics

In order to earn the Bachelor of Arts in business administration degree with a major in business economics, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
	Choose one of the following two courses:	5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
	Fine Arts (one approved 5 credit course; see course descriptions).....	5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
	Social Science I (not economics)	5
	Social Science II (ECON 271 required).....	*5
	Theology and Religious Studies Phase II (200-299)	5
	Ethics (BETH 351/PHIL 351 required).....	*5
	Theology and Religious Studies Phase III (300-399)	5
	Interdisciplinary satisfied within major	
	Senior Synthesis satisfied by MGMT 489	

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics—Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications.....	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
Choose one of the following two courses:		5
MGMT 320	Global Environment of Business	
ECON 330	Int'l Economic Events and Business Decisions	
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations.....	5
BLAW 370	Business and International Law.....	5
MGMT 380	Principles of Management.....	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

25 credits, including:

ECON 374	Intermediate Microeconomics	5
ECON	Electives.....	20

Choose from: upper-division ECON courses, excluding ECON 489. Either ECON 370 or 470 may be included but not both. FINC 343 may be included.

IV. Additional Requirements

General electives to total 180..... 20

NOTE: 1. ECON 330 must be taken as part of the business foundation or as an upper-division economics course. 2. Internships or independent studies will not satisfy major requirements.

* Major requirements must earn a C- grade or better.

E-Commerce and Information Systems

Diane Lockwood, PhD, Chair

Objectives

Information systems (IS) and the Internet are transforming virtually all types of human activities and creating a new global business environment. Understanding the impacts of IS and the Internet on business is critical for doing business in the coming decades. As the Internet becomes available to the masses, E-Commerce on the Internet is becoming one of the most important market activities in the world economy. In E-Commerce and Information Systems (ECIS), students discuss information technologies, business strategies, transformation/creation of business processes, and ethical/legal issues in this new and exciting business environment.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

E-Commerce and Information Systems

Minor Offered

E-Commerce and Information Systems

Bachelor of Arts in Business Administration Major in E-Commerce and Information Systems

In order to earn the bachelor of arts in business administration degree with a major in e-commerce and information systems, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
Choose one of the following two courses:		5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
Fine Arts (one approved 5-credit course; see course descriptions)		5
PHIL 220	Philosophy of the Human Person	5
Lab Science	.....	5
Social Science I (not economics)		5
Social Science II (ECON 271 required)		*5
Theology and Religious Studies Phase II (200-299)		5
Ethics (BETH 351/PHIL 351 required)		*5
Theology and Religious Studies Phase III (300-399)		5

Interdisciplinary satisfied within major
Senior Synthesis satisfied by MGMT 489

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics—Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
Choose one of the following two courses:		5
MGMT 320	Global Environment of Business	
ECON 330	Int'l Economic Events and Business Decisions	
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations	5
BLAW 370	Business and International Law	5
MGMT 380	Principles of Management	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

25 credits, including:

ECIS 320	Fundamentals of Programming in Business.....	5
ECIS 462	Internet Marketing	5
ECIS 464	Object-Oriented Modeling in Business	5
ECIS 466	Database Systems in Business	5
ECIS 469	Strategies and Technologies on the Internet.....	5

IV. Additional Requirements

General electives to total 180..... 20

*Major requirements must earn a C- grade or better.

Economics

Barbara Yates, PhD, Chair

Objectives

The courses in economics are designed to acquaint students with the economy in which they live and to relate these courses to all other social sciences. The analytical approach in the economics courses provides the students with the tools of analysis necessary to solve problems and make decisions in the private and public sectors. The major courses cover topics such as economic fluctuations and growth, income distribution, international trade and finance, urban problems, industry analysis, and the economics of the environment. Students who perform especially well are encouraged to pursue graduate work in preparation for professional status as economists in business, government, or the academic world. A major in economics, in combination with selected courses in political science, communications, and business, provides excellent preparation for law school and MBA or MPA programs.

Degree Offered

Bachelor of Arts in Economics

Major Offered

Economics

Economics with a Specialization in International Economic Development

Minor Offered

Economics

International Economic Development

Bachelor of Arts in Economics

Major in Economics

In order to earn the bachelor of arts in economics degree with a major in economics, students must complete a minimum of 180 quarter credits with a cumulative and major grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
	Choose one of the following two courses:	5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
	Fine Arts (one approved 5 credit course; see course descriptions).....	5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
	Social Science I (not economics)	5
	Social Science II (different from Soc Science I; not economics).....	5
	Theology and Religious Studies Phase II (200-299)	5

Ethics (BETH 351/PHIL 351 required).....	*5
Theology and Religious Studies Phase III (300-399)	5
Interdisciplinary	3 to 5
Senior synthesis filled by ECON 470 or 489.	

*Major requirements must earn a C- grade or better.

II. Major Requirements*

65 credits, including:

ECON 260	Business Statistics	5
ECON 271	Principles of Economics-Macro	5
ECON 272	Principles of Economics-Micro	5
ECON 310	Quantitative Methods and Applications	5
ECON 330	International Economics Events and Business Decisions.....	5
ECON 374	Intermediate Microeconomics	5
ECON	Electives.....	30

Choose from: upper-division ECON courses, excluding ECON 489. FINC 343 may be included.

Choose one of two courses for senior synthesis:..... 5

ECON 470	History of Economic Thought
ECON 489	Senior Research (with permission of department chair)

III. Additional Requirements

General electives to total 180..... 45 to 47

ACCT 230 Principles of Financial Accounting and MGMT 280

Communications for Business are recommended general electives.

NOTE: Internships or independent studies may not satisfy major requirements.

*Major requirements must earn a C- grade or better.

Specialization in International Economic Development

In order to earn the bachelor of arts degree in economics with a specialization in international economic development, students must complete a minimum of 180 quarter credits with a cumulative grade point average of 2.25, including the following:

I. Core Curriculum Requirements

Same as bachelor of arts in economics

II. Major Requirements*

65 credits, including:

ECON 260	Business Statistics	5
ECON 271	Principles of Economics-Macro	5
ECON 272	Principles of Economics- Micro	5
ECON 310	Quantitative Methods and Application	5
ECON 330	International Economic Events and Business Decisions	5
ECON 374	Intermediate Microeconomics	5
ECON	Electives.....	30
Electives in International Economic Development.....		15 to 20

Choose from: ECON 325, 375, 376, 378, 472, 477, 479. Students may not count both ECON 325 and 472 toward the specialization. With prior approval, one Seattle University economics study tour course to a developing country can count toward the specialization.

General Economic Electives 10 to 15

Choose from: upper-division ECON courses, excluding ECON 489 and those listed for International Economic Development. FINC 343 may be included.

Choose one of two courses for senior synthesis:..... 5

ECON 470 History of Economic Thought

ECON 489 Senior Research (with permission of chair)

III. Additional Requirements

Same as bachelor of arts in economics.

*Major requirements must earn a C- grade or better.

IV. Supplemental Activities

Choose one of the following activities:

- An internship with a government agency or NGO involved with international economic development, approved by the Department of Economics.
- A minimum of one quarter (15 quarter credits) of related studies in an acceptable program in a developing country. The country and the course work must be approved prior to study abroad by the Albers School and Seattle University.
- Participation in a Seattle University sponsored international study tour or campus ministry tour to a developing country.
- Participation in Seattle University's International Development Internship Program.

Finance

Fiona Robertson, PhD, Chair

Objectives

The courses in the finance curriculum are designed to provide the students with the theoretical and technical knowledge students need to become effective financial decision makers. The curriculum emphasizes the importance of the finance function in a business setting as well as the role it has in the efficient allocation of resources in the economy.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

Finance

Minor Offered

Finance

Bachelor of Arts in Business Administration

Major in Finance

In order to earn the bachelor of arts in business administration degree with a major in finance, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
Choose one of the following two courses:		5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature.....	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
Fine Arts (one approved 5 credit course; see course descriptions).....		5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
Social Science I (not economics)		5
Social Science II (ECON 271 required).....		*5
Theology and Religious Studies Phase II (200-299)		5
Ethics (BETH 351/PHIL 351 required).....		*5
Theology and Religious Studies Phase III (300-399)		5
Interdisciplinary satisfied within major		
Senior Synthesis satisfied by MGMT 489		

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics—Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications.....	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
ECON 330	Int'l Economic Events and Business Decisions.....	5
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations.....	5
BLAW 370	Business and International Law.....	5
MGMT 380	Principles of Management.....	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

25 credits, including:

FINC 342	Intermediate Corporate Finance.....	5
FINC 343	Financial Institutions and Markets	5
FINC 344	Investments and Portfolio Theory.....	5
FINC	Electives.....	10

Choose from upper-division finance courses

NOTE: Students are advised to take the two finance major electives from FINC 441, 445, 446, or 448 if they plan to pursue a career in corporate finance; or from FINC 445, 446, 452, 491 (Investment Practicum) if they plan to pursue a career in investments. Internships and independent studies may not satisfy a major requirement.

IV. Additional Requirements

General electives to total 180..... 20

Additional accounting and economics courses recommended.

*Major requirements must earn a C- grade or better.

Individualized Major in Business Administration

Robert House, PhD, Director of Undergraduate Programs

Objectives

The individualized major in business administration provides the opportunity for a broad survey of business subjects. It is designed for students who intend to operate their own business enterprises, those who expect to attain greater specialization through on-the-job programs, or those who plan for later study in a specific area.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

Individualized Major in Business Administration

Bachelor of Arts in Business Administration Individualized Major in Business Administration

In order to earn the bachelor of arts in business administration degree with an individualized major in business administration, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
Choose one of the following two courses:		5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
Fine Arts (one approved 5 credit course; see course descriptions)		5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
Social Science I (not economics)		5
Social Science II (ECON 271 required).....		*5
Theology and Religious Studies Phase II (200-299)		5
Ethics (BETH 351/PHIL 351 required).....		*5
Theology and Religious Studies Phase III (300-399)		5
Interdisciplinary satisfied within major		
Senior Synthesis satisfied by MGMT 489		

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics—Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
Choose one of the following two courses:		5
MGMT 320	Global Environment of Business	
ECON 330	Int'l Economic Events and Business Decisions	
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations	5
BLAW 370	Business and International Law	5
MGMT 380	Principles of Management	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

Upper-division business/economics..... 25

Individualized business majors must complete at least 25 credits of upper-division work in business and/or economics from at least three different disciplines, selected with an advisor's approval. At least 10 of the credits must be 400-level courses.

IV. Additional Requirements

General electives to total 180..... 20

NOTE: Internships and independent studies may not be used to satisfy a major requirement.

*Major requirements must earn a C- grade or better.

International Business

Peter Raven PhD, Program Director

Objectives

The international business major prepares students for careers with firms engaged in international business. Emphasis is placed on perceiving the problems and opportunities of operating in an international environment.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

International Business

Minor Offered

International Business

Bachelor of Arts in Business Administration Major in International Business

In order to earn the bachelor of arts in business administration degree with a major in international business, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
Choose one of the following two courses:		5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
Fine Arts (one approved 5 credit course; see course descriptions).....		5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
Social Science I (not economics)		5
Social Science II (ECON 271 required).....		*5
Theology and Religious Studies Phase II (200-299)		5
Ethics (BETH 351/PHIL 351 required).....		*5
Theology and Religious Studies Phase III (300-399)		5
Interdisciplinary satisfied within major		
Senior Synthesis satisfied by MGMT 489		

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics–Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
Choose one of the following two courses:		5
MGMT 320	Global Environment of Business	
ECON 330	Int'l Economic Events and Business Decisions	
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations	5
BLAW 370	Business and International Law	5
MGMT 380	Principles of Management	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

25 upper-division credits, plus supplemental activities:

MGMT 486	International Management.....	5
Electives	(Choose two from BLAW 476, FINC 446, MKTG 456).....	10
Electives	Business/economics courses with an international focus.....	10

IV. Additional Requirements

General electives to total 180..... 20

Supplemental activities may satisfy general elective requirements.

V. Supplemental Activities

Choose two activities from the following four:

- Demonstrate competency through the 135 level in a language other than English. This competency is ordinarily achieved by successful completion of the three-course sequence: 115, 125, and 135. No courses in the sequence may be taken on a pass-fail, correspondence, or audit basis. Placement into other than the beginning course of the sequence is achieved by acceptable performance on the Modern Language Competency Examination. See the Modern Languages Department for details on the examinations. Latin and other languages not in use will not be accepted.
- A 3-5 credit internship with a company involved in international business in the Seattle area, approved by the international business director.
- A minimum of one quarter (15 quarter credits) of related studies abroad in an acceptable program. The course work must be approved prior to study abroad by the Albers School and Seattle University.
- International studies minor.

NOTE: Internships and independent studies may not be used to satisfy a major requirement.

International Business majors who are international students (educated abroad until age 16 in a language other than English) have met the supplemental activities requirement.

*Major requirements must earn a C- grade or better.

Management

Ben Kim, PhD, Chair

Objectives

Management is a critical function for every organization, and people trained in management play this important role in organizations of every size and type. The skills, techniques, and theories acquired by the management major lead to jobs in business, government, and the nonprofit sector. People who plan to establish their own firms or to become part of a family-owned firm also pursue a management major. Course work in this major helps individuals learn to a) motivate, lead, and develop others; b) structure organizations capable of meeting both profit and social responsibility goals; c) work well in accomplishing work individually and through others; d) communicate accurately; and e) develop a strategic perspective on organization.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

Management

Bachelor of Arts in Business Administration

Major in Management

To earn the bachelor of arts in business administration degree with a major in management, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
	Choose one of the following two courses:	5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
	Fine Arts (one approved 5 credit course; see course descriptions)	5
PHIL 220	Philosophy of the Human Person	5
Lab Science	.....	5
	Social Science I (not economics)	5
	Social Science II (ECON 271 required)	*5
	Theology and Religious Studies Phase II (200-299)	5
	Ethics (BETH 351/PHIL 351 required)	*5
	Theology and Religious Studies Phase III (300-399)	5
	Interdisciplinary satisfied within major	
	Senior Synthesis satisfied by MGMT 489	

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics-Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
MGMT 320	Global Environment of Business	5
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations	5
BLAW 370	Business and International Law	5
MGMT 380	Principles of Management	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

25 credits, including:

MGMT 383	Human Resource Management	5
MGMT 471	Adventure Based Leadership Seminar	5
MGMT	Electives	15

Choose from: MGMT 382, 479, 485, 486, 491, OPER 466, or other approved 300- 400-level management courses.

IV. Additional Requirements

General electives to total 180..... 20

NOTE: Internships and independent studies may not be used to satisfy a major requirement.

*Major requirements must earn a C- grade or better.

Marketing

Carl Obermiller, PhD, Chair

Objectives

Marketing is the process of delivering consumer satisfaction through the creation and exchange of products. Career opportunities in marketing are found in manufacturing, wholesaling and retailing, marketing research, and in the promotional areas of advertising and personal selling.

Degree Offered

Bachelor of Arts in Business Administration

Major Offered

Marketing

Bachelor of Arts in Business Administration Major in Marketing

In order to earn the bachelor of arts in business administration degree with a major in marketing, students must complete a minimum of 180 quarter credits with a cumulative and major/program grade point average of 2.25, including the following:

I. Core Curriculum Requirements

ENGL 110	College Writing: Inquiry and Argument	5
PHIL 110	Introduction to Philosophy and Critical Thinking	5
	Choose one of the following two courses:	5
HIST 120	Origins of Western Civilization	
HIST 121	Studies in Modern Civilization	
ENGL 120	Introduction to Literature	5
MATH 130	Elements of Calculus for Business (or MATH 134)	*5
	Fine Arts (one approved 5 credit course; see course descriptions).....	5
PHIL 220	Philosophy of the Human Person.....	5
Lab Science	.....	5
	Social Science I (not economics)	5
	Social Science II (ECON 271 required).....	*5
	Theology and Religious Studies Phase II (200-299)	5
	Ethics (BETH 351/PHIL 351 required).....	*5
	Theology and Religious Studies Phase III (300-399)	5
	Interdisciplinary satisfied within major.	
	Senior Synthesis satisfied by MGMT 489	

*Major requirements must earn a C- grade or better.

II. ASBE Business Foundation Requirements*

70 credits, including:

ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
ECON 260	Business Statistics	5
ECON 272	Principles of Economics—Micro	5
MGMT 280	Communication for Business	5
ECON 310	Quantitative Methods and Applications.....	5
ECIS 315	Introduction to Information Systems and E-Commerce	5
Choose one of the following two courses:		5
MGMT 320	Global Environment of Business	
ECON 330	Int'l Economic Events and Business Decisions	
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
OPER 360	Manufacturing and Service Operations.....	5
BLAW 370	Business and International Law.....	5
MGMT 380	Principles of Management.....	5
MGMT 489	Business Policy and Strategy	5

III. Major Requirements*

25 credits, including:

MKTG 351	Buyer Behavior	5
MKTG 451	Marketing Research.....	5
MKTG	Electives.....	15

Choose from: MKTG 352, 353, 354, 356, 452, 456, 491, or other approved 300- or 400-level marketing courses.

IV. Additional Requirements

General electives to total 180..... 20

NOTE: 1. ECON 374 and 472 are strongly recommended as general electives. 2. Internships and independent studies may not be used to satisfy a major requirement.

*Major requirements must earn a C- grade or better.

Minor in Accounting

To earn a minor in accounting, students must complete 30 credits of accounting:

ACCT 230	Principles of Accounting I (Financial)	5
ACCT 231	Principles of Accounting II (Managerial)	5
ACCT 301	Accounting: Information Systems, Tools and Concepts	5
ACCT 311	Intermediate Accounting I	5
ACCT	Electives 300-400 level (see advisor)	10

NOTE: Courses used toward a minor in accounting are subject to the same grade minimums as those in an accounting major. See policy for minors (84-1) for more information.

Minor in Business Administration

To earn a minor in business administration, students must complete a set of six business courses for 30 credits. One of the economics courses could fulfill university core requirements.

Business Courses

ECON 271/272	Macro or Microeconomics	5
MGMT 280	Communication for Business	5
ACCT 230	Principles of Accounting I	5

Choose three courses from the following options..... 15

MKTG 350	Introduction to Marketing
MGMT 380	Principles of Management
BLAW 370	Business and International Law
MGMT 320	Global Environment of Business
FINC 340	Business Finance*
OPER 360	Manufacturing and Service Operations*
Elective	300- 400-level business or economics*

NOTE: 1. Courses used toward a minor in business administration are subject to the same grade minimums as those in a business administration major. 2. Students applying for the minor are required to take at least 20 credits in business from Seattle University. 3. Students pursuing a BABA degree, or a BSCS with business specialization, may not minor in business administration. See policy for minors (84-1) for more information. 4. Classes marked with an * require additional course prerequisites beyond those required in the minor.

Minor in E-Commerce and Information Systems

To earn a minor in E-Commerce and Information Systems, students must complete 30 credits comprised of two required business classes, three required ECIS classes, and one ECIS elective.

Business Courses

MKTG 350	Introduction to Marketing	5
Choose one of the following two classes:		5
MGMT 320	Global Environment of Business	
ECON 330	International Economic Events and Business Decisions	

E-Commerce and Information System Courses

ECIS 315	Introduction to Information Systems and E-Commerce	5
ECIS 320	Fundamentals of Programming in Business.....	5
ECIS 466	Database Systems In Business.....	5

Choose one of the following three classes: 5

ECIS 462	Internet Marketing	
ECIS 464	Object Oriented Modeling in Business	
ECIS 469	Business Data Communications	

NOTE: Courses used toward a minor in ECIS are subject to the same grade minimums as those in an ECIS major. See policy for minors (84-1) for more information.

Minor in Economics

To earn a minor in economics, students must complete 30 credits of economics, including the following:

ECON 271	Principles of Economics – Macro	..... 5
ECON 272	Principles of Economics – Micro	..... 5
ECON 330	International Economic Events and Business Decisions	..... 5
ECON 374	Intermediate Microeconomics	..... 5
ECON	Electives 300-400 level (see advisor)	..... 10

NOTE: 1. Courses used toward a minor in economics are subject to the same grade minimums as those in an economics major. 2. ECON 489 will not satisfy the upper division economics electives. 3. FINC 343 will not count towards an economics minor. See policy for minors (84-1) for more information.

Minor in Entrepreneurship and Innovation

To earn a minor in entrepreneurship and innovation, students must complete 30 approved credits comprised of two required classes in entrepreneurship, a course in marketing principles, a course in financial principles, and two approved electives. The approved electives are intentionally flexible to provide the student with maximum freedom in selecting the courses that are most consistent with their career interests.

Required Core Classes:

MGMT 379	Entrepreneurship Essentials	..... 5
MGMT 479	Business Plan Development	..... 5
MKTG 350	Introduction to Marketing	..... 5

Interdisciplinary Financial Requirement:

Choose one course according to your major 5

Business Majors:

FINC 340	Business Finance
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Non-Business Majors:

ACCT 230	Principles of Accounting I (Financial)
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Electives:

Choose two courses from the following options: 10

BLAW 370	Business and International Law
ECIS 315	Introduction to Information Systems and E-Commerce
ECIS 462	Internet Marketing
FINC 340	Business Finance (if non-business major)
FINC 344	Investments
MGMT 485	Management of Change
MGMT 391-393; 491-493	Special Topics

MKTG 352	Marketing Communications
MKTG 456	International Marketing
OPER 360	Manufacturing and Service Organizations
OPER 466	Project Management

NOTE: Electives may also be taken from other departments on campus if the content of the course is deemed to be sufficient in entrepreneurial and innovative content to justify it as an elective given the student's major and career interests. Acceptability of electives will be determined by the Lawrence K. Johnson Chair in Entrepreneurship and approved by the management department chair.

Minor in Finance

To earn a minor in finance, students must complete 30 credits including four prescribed finance courses and two prescribed business classes beyond the non-business prerequisite courses in mathematics. The mathematics and the economics courses could fulfill university core requirements.

Prerequisite Courses

Math 118 College Algebra (or Math 120)

Business Courses:

ACCT 230	Principles of Accounting I	5
ECON 271	Principles of Economics – Macro	5

Finance Courses

FINC 340	Business Finance	5
FINC 342	Intermediate Corporate Finance.....	5
FINC 343	Financial Institutions and Markets	5
FINC 344	Investments	5

NOTE: Courses used toward a minor in finance are subject to the same grade minimums as those in a finance major. See policy for minors (84-1) for more information

Minor in International Business

Students seeking the minor must take as part of their university core, major, or minor requirements, the following:

Prerequisite Courses

MATH 130	Elements of Calculus for Business (or MATH 134)
MGMT 280	Communication for Business
ECON 271	Principles of Economics – Macro
ECON 272	Principles of Economics – Micro

Business Foundation Courses

ECON 260	Business Statistics	5
ACCT 230	Principles of Accounting I	5
ACCT 231	Principles of Accounting II	5
FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
MGMT 380	Principles of Management.....	5

Minor Requirements

MGMT 486	International Management.....	5
Choose five courses from the following options:		
ECON 330	International Economic Events and Business Decisions	25
MGMT 320	Global Environment of Business	
BLAW 370	Business and International Law	
BLAW 476	International Law	
FINC 446	International Corporate and Trade Finance	
MKTG 456	International Marketing	
Other international electives approved by the director of international business		

Supplemental Activities

Choose one supplemental activity from the following four:

- Demonstrate competency through the level of 135 in a language other than English. This competency is ordinarily achieved by successful completion of the three-course sequence: 115, 125, and 135. No course in the sequence can be taken pass-fail, correspondence, or by audit basis. Placement into other than the beginning course of the sequence is achieved by acceptable performance on the Modern Language Competency Examination. Latin and other languages not in use will not be accepted.
- A five-credit internship with a company involved in international business approved by the Albers Placement Center.
- An international study tour sponsored by the Albers School of Business and Economics.
- A minimum of one quarter (15 quarter credits) of related studies abroad in an acceptable program. The course work must be approved prior to study abroad by the Albers School and Seattle University.

NOTE: 1. Courses used toward a minor in international business are subject to the same grade minimums as those in an international business major. 2. Students applying for the minor are required to take at least 20 credits in international business at Seattle University. See policy for minors (84-1) for more information.

Minor in International Economic Development

To earn a minor international economic development, students must complete 30 credits of economics including the following:

ECON 271	Principles of Economics – Macro	5
ECON 272	Principles of Economics – Micro	5
ECON 330	International Economic Events and Business Decisions	5
ECON	Electives.....	15

Choose from: ECON 325, 375, 376, 378, 472, 477, or 479. Students may not count both ECON 325 and 472 toward the minor. With prior approval, one Seattle University economics study tour course to a developing country can count toward the minor. See policy for minors (84-1) for more information.

Certificate of Post-Baccalaureate Studies

The Albers School of Business and Economics offers an undergraduate certificate in business for students with a bachelor's degree in a non-business area and a certificate in accounting for students who already have a bachelor's degree in business. The program is open to graduates of regionally accredited bachelor's programs only. The application process will require preparation of an application form, payment of fees, and submission of transcripts. For admission, a student's academic performance must be equal to

or better than the standards of admission to and graduation from the Seattle University BABA program. Students must earn a 2.25 cumulative grade point average in the courses applied to the certificate and earn a C- grade or better in each course required for the certificate.

Certificate of Post Baccalaureate Studies in Business Administration

Prerequisites:

(These courses may be waived by previous equivalent course work.)

Math 130	Business Calculus
ECON 271	Principles of Macroeconomics
ECON 272	Principles of Microeconomics
ECON 260	Business Statistics
ACCT 230	Principles of Accounting I

Foundation Courses:

(Must be taken at Seattle University)

FINC 340	Business Finance	5
MKTG 350	Introduction to Marketing	5
MGMT 380	Principles of Management	5
BETH 351	Business Ethics	5

Choose one of the following: 5

MGMT 380	Global Environment of Business
ECON 330	International Economic Events

Choose one of the following: 5

ACCT 231	Principles of Accounting II
BLAW 370	Business and International Law
ECON 310	Quantitative Methods
OPER 360	Manufacturing & Service Operations

Certificate of Post Baccalaureate Studies In Accounting

Prerequisites:

Undergraduate degree in business from an accredited program. All prerequisites to required certificate courses.

Required Courses:

BETH 351	Business Ethics	5
ACCT 301	Accounting Information Systems	5
ACCT 311	Intermediate Accounting I	5
ACCT 312	Intermediate Accounting II	5
ACCT 330	Cost Accounting	5
ACCT 336	Federal Income Tax I	5
ACCT 435	Controllership	5

Business and Economics Courses

ACCT 230	Principles of Accounting I (Financial)	5
	Introduction to financial accounting concepts with emphasis on the development of the student's ability to understand and interpret financial statements of business entities. Prerequisite: Completed at least 30 credits. (fall, winter, spring)	
ACCT 231	Principles of Accounting II (Managerial)	5
	Introduction to the use of accounting information for decision-making in planning and controlling the operation of business organizations. Prerequisites: ACCT 230 and sophomore standing. (fall, winter, spring)	
ACCT 291-293	Special Topics	1 to 5
ACCT 296	Directed Study	1 to 5
ACCT 301	Accounting: Information Systems, Tools and Concepts	5
	Study of managing accounting processes with internal controls. Develop and implement accounting processes and design controls to ensure those processes are completed accurately. Utilize different software including Great Plains, Excel and the Internet for accounting functions. Assignments will expand analytical, writing, and computer skills. Prerequisites: ACCT 231, MGMT 280 (may be taken concurrently), at least a B- (2.7) average for Principles of Accounting classes, advanced standing in the Albers School.	
ACCT 311	Intermediate Financial Accounting I	5
	These intermediate financial accounting courses are designed to prepare the student for a career in professional accounting. Upon conclusion of the sequence the student should: (1) understand the issues involved in accounting policy choice; (2) understand the process and the conceptual framework according to which accounting standards are set in the United States; (3) have in-depth knowledge of accounting for transactions, events and adjustments affecting assets, liabilities, shareholders' equity, revenues, expenses, gains and losses. Prerequisite: Accounting majors and minors: ACCT 301. Other business majors who have junior standing and have completed ACCT 231 or equivalent may take ACCT 301 or may gain entrance through a waiver examination and permission of the chair of accounting.	
ACCT 312	Intermediate Financial Accounting II	5
	These intermediate financial accounting courses are designed to prepare the student for a career in professional accounting. Upon conclusion of the sequence the student should: (1) understand the issues involved in accounting policy choice; (2) understand the process and the conceptual framework according to which accounting standards are set in the United States; (3) have in-depth knowledge of accounting for transactions, events and adjustments affecting assets, liabilities, shareholders' equity, revenues, expenses, gains and losses. Prerequisite: ACCT 311.	
ACCT 330	Cost Accounting	5
	Determination of manufacturing costs in service and manufacturing environments. The course will focus on cost determination in job order and process cost systems, including standard cost measurement. Introduction to methods of cost control. An emphasis on cost information for decision-making, including ethical issues, and further development of communication and computer skills. Prerequisites: ACCT 301.	
ACCT 336	Federal Income Tax I	5
	Introduction to a broad range of tax concepts and types of taxpayers. Emphasis on the role of taxation in the business decision-making process. Provides students with the ability to conduct basic tax research and tax planning. Specific tax topics include gross income and deductions, compensation, property transactions, and types of business entities. Prerequisites: ACCT 231, MGMT 280, and advanced standing in the Albers School.	
ACCT 391-393	Special Topics	1 to 5
ACCT 396	Directed Study	1 to 5

- ACCT 420 Controllership: Integration of the Accounting Function 5**
 The objective of this course is to develop an integrated knowledge of accounting and enterprise management to a level which provides a conceptual framework for critically evaluating an accounting system's effectiveness in meeting the accounting information needs of enterprise from a strategic to operational level. Topics will be addressed using case studies, current readings, group projects, and guest practitioners, with emphasis given to the continued development of skills in critical thinking, decision making, and both oral and written communication. Prerequisites: ACCT 301, 311, 312, 330, and 336 or program chair permission.
- ACCT 431 Advanced Financial Accounting 5**
 Theory and development of financial accounting practices associated with international transactions, business combinations, and non-profit organizations. Particular emphasis on the computerized preparation of consolidated financial statements. Continued development of students' oral and written communication skills. Prerequisite: ACCT 312.
- ACCT 435 Auditing I 5**
 Purpose, scope, concepts, and methods used in examining and attesting to financial statements. Current issues concerning professionalism, the role of the public accountant, and auditing matters in international accounting. An emphasis on effective written communication in the audit function. Prerequisite: ACCT 312 or permission.
- ACCT 436 Federal Income Tax II 5**
 Study of advanced topics in federal taxation, including formation, operation, and dissolution of the business entity. Expand knowledge base as to choice of entity and special tax subjects. Emphasizes the importance of ethical considerations, competent tax, and thoughtful tax planning. Course requires participation in the Volunteer Income Tax Assistance program which includes assisting taxpayers with preparation of their individual income tax returns with the supervision of tax professionals. Emphasis is given to the development of communications skills in a professional-to-client environment. The taxpayer assistance component of the course is spread over parts of the winter and spring quarters. Students receive an "N" grade for winter quarter and the course grade spring quarter. Prerequisite: ACCT 301 and ACCT 336.
- ACCT 491-493 Special Topics 2 to 5**
- ACCT 494 International Study Tour: Accounting 5**
 The study of accounting issues and environment of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.
- ACCT 495 Internship..... 1 to 5**
 Open to junior and senior business majors with advisor's approval. Mandatory CR/F and will not satisfy a major requirement.
- ACCT 496 Independent Study 1 to 5**
- ACCT 497 Directed Reading 1 to 5**
- ACCT 498 Directed Research..... 1 to 5**
 ACCT 496, 497, 498 are supervised individual study. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.
- BETH 351 Business Ethics..... 5**
 Application of general ethical theory to those problems directly related to the business world. Cross-listed with PHIL 351. Prerequisites: PHIL 210 or 220; ECON 271.
- BETH 391-393 Special Topics..... 1 to 5**
- BETH 396 Directed Study 1 to 5**

BETH 491-493	Special Topics	1 to 5
BETH 494	International Study Tour: Business Ethics	5
	The study of ethical issues in business in the context of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.	
BETH 496	Independent Study	1 to 5
BLAW 291-293	Special Topics	1 to 5
BLAW 296	Directed Study	1 to 5
BLAW 370	Business and International Law	5
	Includes traditional legal issues, including nature and development of law, structure and functions of the courts, civil and criminal procedure, and contracts. The course will focus on the legal environment that exists for U.S. businesses because of increased international business activities. Prerequisites: BETH 351/PHIL 351 and advanced standing in the Albers School.	
BLAW 391-393	Special Topics	1 to 5
BLAW 396	Directed Study	1 to 5
BLAW 476	International Law	5
	Substantial focus on international contracts, specifically laws relating to international sales, commercial transactions, shipping, letters of credit, methods of payment and resolution of international disputes. Lectures include discussion of the General Agreement on Tariffs and Trade, import duties, export restrictions and use of foreign representatives. Prerequisites: BLAW 370.	
BLAW 491-493	Special Topics	2 to 5
BLAW 494	International Study Tour: Business Law	5
	The study of international law in the context of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.	
BLAW 495	Internship	1 to 5
	Open to junior and senior business majors with advisor's approval. Mandatory CR/F and will not satisfy a major requirement.	
BLAW 496	Independent Study	1 to 5
BLAW 497	Directed Reading	1 to 5
BLAW 498	Directed Research	1 to 5
	Supervised individual work. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.	
ECIS 315	Introduction to Information Systems and E-Commerce	5
	This course provides the undergraduate business major a basic understanding of business information systems and e-commerce. Topics include, but are not limited to, software business applications, systems architecture, e-commerce models, web design and usability, database management, wireless technologies, data communications, business systems development, project management, legal and ethical issues, and information security. Prerequisite: advanced standing in the Albers School.	
ECIS 320	Fundamentals of Programming in Business	5
	Introduces fundamental concepts of programming in business, including data types, expressions, control structures, functions, I/O, error handling, debugging, graphical user interface and event-driven programming. A programming language is chosen based on its relevance and acceptance in the business community.	

ECIS 391-393	Special Topics	1 to 5
ECIS 396	Directed Study	1 to 5
ECIS 462	Internet Marketing	5
	Concepts, tools, and strategies for understanding and exploiting opportunities associated with electronic commerce with focus on the strategic aspects of marketing using the Internet. The Internet alters the way business is conducted on a local and global basis. It changes the way organizations conduct business, provide customer service, interact with internal and external stakeholders, advertise, develop products, build brands, generate new prospects, monitor the marketplace, and distribute products and services. Prerequisite: MKTG 350 or instructor permission.	
ECIS 464	Object-Oriented Modeling in Business	5
	Introduces an object-oriented way of modeling businesses for the purpose of building information systems. Object-orientation will be explained at each stage of information system development, i.e., planning, analysis, design, and implementation. Students will be required to build applications using an object-oriented programming tool. Prerequisites: ECIS 315, ECIS 320, advanced standing in the Albers School or instructor permission ECIS 315 may be taken concurrently with one other ECIS major course.	
ECIS 466	Database Systems in Business	5
	This course introduces fundamental concepts and implementations of database systems in business. Topics include: relational model, entity-relationship model, SQL, data warehousing and data mining. Students use relational database management systems and computer aided software engineering tools for instruction and assignments. Prerequisite: ECIS 315, advanced standing in the Albers School or instructor permission. ECIS 315 may be taken concurrently with one other ECIS major course.	
ECIS 469	Business Data Communication	5
	This course introduces fundamental concepts in business data communications. Understanding the technical aspects of corporate computer networks as well as the Internet is critical in identifying and developing new business opportunities for e-commerce. Topics include local area networks (LANs), wide area networks (WANs) and the Internet. Additionally, the course will examine communication protocols and the design of business applications for the Internet. Prerequisite: ECIS 315, advanced standing in Albers School or instructor permission. ECIS may be taken concurrently with one other ECIS major course.	
ECIS 494	International Study Tour: Information Systems Management	5
	This course focuses on the management of technology in a given region of the world, and involves visiting a country in question to gain a better understanding of the issues facing managers in that environment. Location of tour can vary. Check with the department for details.	
ECIS 491-493	Special Topics	1 to 5
ECIS 496	Directed Study	1 to 5
ECON 260	Business Statistics	5
	Basic statistical procedures, concepts, and computer applications used in the business world. Descriptive statistics, probability, decision theory, probability distributions, sampling distributions, statistical inference, chi-square analysis, and correlation. Prerequisites: MATH 130, 134, or equivalent, sophomore standing.	
ECON 271	Principles of Economics—Macro	5
	Organization, operation, and control of the American economy in its financial and socio-political settings; problems of inflation, unemployment, taxation, the public debt, money, and banking growth. Prerequisites: completed at least 30 credits.	
ECON 272	Principles of Economics—Micro	5
	Operation of the American economy with emphasis on prices, wages, production, and distribution of income and wealth; problems of the world economy. Prerequisites: Completed at least 30 credits.	

ECON 291-293	Special Topics	1 to 5
ECON 296	Directed Study	1 to 5
ECON 310	Quantitative Methods and Applications	5
<p>A continuation of ECON 260 with particular emphasis on the following topics: regression analysis, analysis of variance, reliability and validity, and linear programming. Major emphasis will be placed on computer applications of the quantitative methods applicable to business functional areas and on the enhancement of the student's communication, analytical, and computer skills. Prerequisite: ECON 260 and advanced standing in the Albers School.</p>		
ECON 325	International Political Economy	5
<p>Economics and politics of the international system. Trade policy and international gains from trade. Economic and political institutions and economic development. International financial institutions, exchange rates, international financial crises. Pros and cons of globalization. Cross-listed with INST 325. Prerequisite: ECON 271.</p>		
ECON 330	International Economic Events and Business Decisions	5
<p>Develops the economic theory necessary to understand how the international macroeconomy works and influences the behavior and success of business. Emphasis on the impact of international macroeconomic events and how those events affect a firm's ability to compete. Serves as intermediate macroeconomics course for economics majors and minors. Prerequisites: ECON 271 and advanced standing in the Albers School.</p>		
ECON 370	American Economic History	5
<p>A study of the key developments in American economic history; application of economic analysis to historical data and events; development of economic institutions. Prerequisites: ECON 271, 272.</p>		
ECON 374	Intermediate Microeconomics	5
<p>Demand, supply, costs, and market prices under competitive and imperfectly competitive market conditions. Relationships between price and costs; income and its functional distributions in a capitalistic society. Prerequisites: ECON 272; MATH 130 or MATH 134.</p>		
ECON 375	Asian Economic Development	5
<p>Introduction to Asia and issues in economic development specific to Asia: "Asia as a myth", conceptualizing Asia; common issues for development in Asia; Asian-style democracy; international relations; autocracy, democracy, and development; policy formulation and reform; institutions and path dependency; NGOs; corruption and governance. Economic issues and problems in Japan, South East Asia, Korea, China and India. The New World Economy and the rise of China and India. Human rights, outsourcing, gender and globalization, and regional economic co-operation. Prerequisite: ECON 271.</p>		
ECON 376	Economic Development	5
<p>Developing nations: agriculture, industry, population, education, technology, exports, imports, capital and savings, unemployment. Trade agreements and foreign aid. Prospects and limits. Prerequisite: ECON 271, 272.</p>		
ECON 378	Financial Markets and Economic Development	5
<p>Nature, function, and regulation of financial markets in the LDCs. Financial repression and liberalization and their effects; financial instability; connections between monetary policy, fiscal policy and inflation; microfinance; exchange rate regimes; central banking in the LDCs; secondary financial markets in the LDCs; the LDC Debt Crisis; The Asian financial crisis; globalization and LDC financial markets; international financial institutions and the LDCs. Prerequisites: ECON 271, 272.</p>		
ECON 391-393	Special Topics	1 to 5
ECON 396	Directed Study	1 to 5

- ECON 461 Economics of Gender and Family..... 5**
Examines models of family decision-making and applications, such as marriage, divorce, division of labor and childcare. Analyzes competing explanations for the gender gap in earnings and employment. Considers viewpoints from mainstream economics to feminism. Prerequisite: ECON 272.
- ECON 463 Applied Econometrics 5**
Study of the theory and application of econometrics for students who need to understand and use regression, generalized least squares, and simultaneous equations. Prerequisites: MATH 130 or 134; ECON 310.
- ECON 468 Natural Resource and Environmental Economics 5**
Covers the economic analysis related to natural resource use, including depletable and renewable resources. Environmental topics include pollution, preservation, conservation, and development. Prerequisites: ECON 271 and 272.
- ECON 470 History of Economic Thought..... 5**
Major historical developments in economic thought, ancient to contemporary, Christian influence, mercantilism, laissez faire; German and Austrian schools, Marx and socialists; Keynes and neo-Keynesian analysis. Prerequisites: ECON 271 and 272. Can serve as senior synthesis for economics majors.
- ECON 471 Government Finance..... 5**
Revenues, expenditures, and debts of federal, state, and local governments; public-sector pricing and investment; government finance as means for social reform; shifting and incidence of taxes. Prerequisites: ECON 271 and 272.
- ECON 472 International Economics 5**
Pattern, organization, and promotion of U.S. and world trade. Trade theories and policies. Exchange rates, balance of payments and the operation of international monetary systems. WTO. European Integration. Multinationals in foreign trade. Prerequisites: ECON 271 and 272, ECON 330 recommended.
- ECON 474 Forecasting Business Conditions 5**
Introduction to casual and ad hoc time series methods of forecasting utilized by business firms. Regression, exponential smoothing, decomposition, and Box Jenkins methods are included. Prerequisites: ECON 271, 272 and 310.
- ECON 475 Industrial Organization 5**
Analysis of the market structure of American business and effects of different market structures on pricing, marketing, innovation, and profit seeking. Prerequisites: ECON 271 and 272. ECON 374 recommended.
- ECON 477 Policy Analysis in International Development 5**
Applied policy analysis for international development: Field research methods, internet data sources, statistical analysis, SWOT analysis, cost-benefit analysis, sector-wide approaches, project management, monitoring and evaluation. Applications include health care policy, environmental policy, education policy, and poverty reduction strategies. Prerequisites: ECON 271, 272, 310.
- ECON 478 Urban/Regional Economics 5**
The causes and consequences of the interdependencies of firms, individuals, households, and governmental units within the constrained space of urban areas. Problems of land, housing, transportation, labor, and public services. Prerequisite: ECON 272.
- ECON 479 Economic Growth..... 5**
Sources and causes of long run economic growth; factors which have kept some countries from growing. Cross national data on income levels and other measures of economic well-being. Economic models used to explain the growth process. Theoretical and empirical models are used to analyze the impact of government policies on economic growth. Prerequisites: ECON 271, 272.

- ECON 489 Senior Research 5**
 An advanced course providing the opportunity for students to pursue topics in breadth and depth, and to apply the tools of economic analysis to current issues in national and international economic policy. Prerequisite: permission of department chair and a three-faculty member committee. Limited to economics majors fulfilling the Senior Synthesis requirement. Does not satisfy economics elective for business economics major or economics minor.
- ECON 491-493 Special Topics 2 to 5**
- ECON 494 International Study Tour: Economics 5**
 The study of economic and business environment of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.
- ECON 495 Internship 1 to 5**
 Open to junior and senior economics majors with advisor's approval. Mandatory CR/F and will not satisfy a major requirement.
- ECON 496 Independent Study 1 to 5**
- ECON 497 Directed Reading 1 to 5**
- ECON 498 Directed Research 1 to 5**
 ECON 496, 497, 498 are supervised individual work. Open to senior economics majors with approval of advisor. Will not satisfy a major requirement.
- FINC 340 Business Finance 5**
 Study of the financial policies and practices of business firms; planning, control, and acquisition of short-term and long-term funds; management of assets; evaluation of alternative uses of funds; capital structure of the firm; cost of capital; financing growth and expansion of business firms. Prerequisites: ECON 271, ACCT 230, and advanced standing in the Albers School.
- FINC 342 Intermediate Corporate Finance 5**
 Working capital management, advanced capital budgeting, lease versus buy analysis, dividend policy, capital structure theory, long-term sources of finance and contingent claims as they apply to corporate financial management. Prerequisite: FINC 340.
- FINC 343 Financial Institutions and Markets 5**
 The nature, role, and operation of financial institutions and markets in the economy. The impact on the financial system and industries such as banking and insurance of rapidly changing structural, policy, and international conditions. Focus is on the institutional setting facing businesses today as they cope with financing and risk management concerns. Prerequisites: ECON 271, FINC 340.
- FINC 344 Investments 5**
 An introduction to financial investments: the theory, practice and empirical research. Emphasis is placed on developing the risk/return relationship. Topics include modern portfolio theory, (CAPM, APT) market efficiency, derivative assets (options, futures), the pricing of contingent claims, and the influence of taxes and inflation. Prerequisite: FINC 340.
- FINC 391-393 Special Topics 2 to 5**
- FINC 396 Directed Study 1 to 5**
- FINC 440 Risk Assessment and Analysis 5**
 An introduction to the evolution, theory, and economics of risk. Develops emerging concept of enterprise risk management, exploring identification, measurement, prioritization and impact of operational, legal, political and financial/market risks, including next generation risk in a rapidly changing global environment. Application of analytical tools from value at risk models to information systems for risk analysis. Prerequisite: FINC 340.

- FINC 441 Case Problems in Finance 5**
Through the use of cases, students develop skills in identifying problems, conducting analysis, and using financial theory for making decisions in simulated business settings. Investigates strategies for linking risk management with overall corporate strategy. Prerequisite: FINC 342.
- FINC 445 Financial Risk Management..... 5**
Develops a methodology to establish an organization's risk tolerance policy based on financial capacity and operational strategy. Evaluates risk financing methods and derivative solutions. The use of financial derivatives, including options, futures, swaps and other financial instruments for hedging price, interest rate, currency risks. Explores why all these strategies are not static as business and market conditions change. Prerequisite: FINC 340.
- FINC 446 International Corporate and Trade Finance 5**
Investigates techniques used to manage the financial activities of a corporation operating in an international environment. Addresses economic exposure of the firm to exchange rate changes, hedging techniques, capital budgeting, international capital markets, techniques of accessing blocked funds, foreign currency options, and other topics. Prerequisite: FINC 340.
- FINC 448 Capital Budgeting 5**
Capital budgeting is the activity of allocating capital to alternative investment opportunities facing a firm. This course covers a wide variety of tools, techniques, and issues associated with a firm's capital budgeting decision. Prerequisite: FINC 342.
- FINC 449 Senior Seminar..... 5**
Advanced topics to expose students to recent research in finance in a seminar setting. Topics covered will depend on instructor. Prerequisites: FINC 340, 342, 344.
- FINC 451 Investment Practicum 5**
This course focuses on the application of the fundamental concepts in stock valuation learned in other finance classes to the selection of real companies and the formation of an investment portfolio. The emphasis is on stock selection. Different investment philosophies are studied and applied, including: "value" strategies, "growth" approaches and "momentum" methods. Students in this class will manage a real or virtual portfolio. Prerequisite: FINC 344 or instructor permission.
- FINC 452 Portfolio Management..... 5**
This course focuses on the design of "efficient" portfolios within a risk-return framework. The subjects included are: setting portfolio objectives and constraints, mean-variance analysis, modern portfolio theory, investment styles, asset allocation, portfolio protection, revision, performance and attribution. Use of portfolio analysis software. Prerequisite: FINC 344.
- FINC 491-493 Special Topics..... 2 to 5**
- FINC 494 International Study Tour: Finance 5**
The study of financial, economic, and business environment of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.
- FINC 495 Internship..... 1 to 5**
Open to junior and senior finance majors with advisor's approval. Mandatory CR/F and will not satisfy major requirement.
- FINC 496 Independent Study 1 to 5**
- FINC 497 Directed Reading 1 to 5**

- FINC 498 Directed Research..... 1 to 5**
FINC 496, 497 and 498 are supervised individual exploration. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.
- INBU 491-493 Special Topics..... 2 to 5**
- INBU 495 Internship..... 1 to 5**
Open to junior and senior international business majors with advisor's approval. Mandatory CR/F and will not satisfy major requirement.
- INBU 496 Independent Study 1 to 5**
- INBU 497 Directed Reading 1 to 5**
- INBU 498 Directed Research..... 1 to 5**
INBU 496, 497 and 498 are supervised individual work. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.
- MGMT 280 Communications for Business..... 5**
The purpose of this course is to develop a required skill level in written and oral business presentations so that applications of those skills can be expected in all applicable business core and major courses, including a university-specific common format for written executive summaries, for short oral presentations, and for research reports. Prerequisites: Completed at least 30 credits, including ENGL 110. Business majors only, except by permission.
- MGMT 291-293 Special Topics..... 1 to 5**
- MGMT 296 Directed Study 1 to 5**
- MGMT 320 Global Environment of Business 5**
Introduces the major factors (legal/political, economic, competitive, socio-cultural, technological, and natural) in the global environment and examines their individual and interrelated effects on organizational and managerial practices. Provides a framework for understanding organizational action within an increasingly global environment. Prerequisite: Advanced standing in the Albers School.
- MGMT 379 Entrepreneurship Essentials 5**
Presents an overview of entrepreneurship. During the quarter we examine entrepreneurs and the entrepreneurial world; learn to recognize and create opportunity; develop and test business opportunity; and assess the industry and analyze risks associated with customers, markets, financial considerations, and legal concerns. In addition to understanding the multiple opportunities associated with entrepreneurship, the students participate in the development of feasibility plan for an actual business startup.
- MGMT 380 Principles of Management 5**
Introduces students to the management function of organizations, emphasizing leadership roles and teamwork. Course activities include discussion of readings, group exercises, and cases. Students learn basic concepts and tools for solving organizational problems. Prerequisite: advanced standing in the Albers School.
- MGMT 382 Organizational Behavior 5**
Models of organizational behavior, alternative managerial behaviors, developing skills in dealing with people in areas of leadership, motivation, communication skills, conflict, and group processes. Prerequisite: MGMT 380.
- MGMT 383 Human Resource Management..... 5**
This course covers the role of the human resource function, social and legal environment, human resource strategy, human resource planning, recruiting, selection, training, evaluation, compensation, performance management, employee relations, and organizational policies. Prerequisite: MGMT 380.

MGMT 391-393	Special Topics	2 to 5
MGMT 396	Directed Study	1 to 5
MGMT 471	Adventure-Based Leadership Seminar	5
A leadership development program that utilizes both indoor and outdoor experiential activities to help students develop and practice the fundamentals of effective team building and leadership. Building trust, setting and evaluating goals, group problem solving, and effective interpersonal communications are among the attributes and skills addressed. Prerequisite: MGMT 380.		
MGMT 477	Managing Diversity	5
Views dominant and minority work values, and reviews diversity programs. Assists students in discovering the personal and career roles they can play. Prerequisite: MGMT 380.		
MGMT 479	Business Plan Development	5
In this class students will learn to start and manage a successful business enterprise and will practice and develop management skills by creating a business plan. Course will cover a variety of topics and issues. Prerequisite: FINC 340 and MKTG 350.		
MGMT 485	Management of Change	5
Review of forces and factors acting to create change in organizations, relationship between changes in organizations and human reactions, systemic change efforts, resistance to change, planned change models. Prerequisite: MGMT 380.		
MGMT 486	International Management	5
Develops understanding of how various business principles, particularly those developed in the United States, apply in diverse international settings. Students will learn the role national culture plays in shaping organizational practices. Prerequisite: MGMT 380.		
MGMT 489	Business Policy and Strategy	5
The senior capstone business course. Students integrate and apply knowledge, skills, and experience gained in the university and business course curricula. Critical thinking and analysis are engaged as students make decisions, set goals, and act on information from real business situations. Course methods may include lecture, discussion, case analyses, and individual or group projects. Prerequisites: all business foundation requirements and senior standing.		
MGMT 491-493	Special Topics	2 to 5
MGMT 494	International Study Tour: Management	5
An exploration of international management issues or other special topics related to the specific destination of the study tour. The course will include travel to a foreign country to observe business practices and examine indigenous management problems, to meet with representatives of local businesses and other institutions. Location of tour can vary. Check with the department for details.		
MGMT 495	Internship	1 to 5
Open to junior and senior management majors with advisor's approval. Mandatory CR/F and will not satisfy a major requirement.		
MGMT 496	Independent Study	1 to 5
MGMT 497	Directed Reading	1 to 5
MGMT 498	Directed Research	1 to 5
MGMT 496, 497, and 498 are supervised individual exploration. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.		

- MKTG 350 Introduction to Marketing** 5
Survey of institutions and essential functions in the marketing system. Analysis of the marketing mix; product, place, promotion, and price strategies. Prerequisites: advanced standing in the Albers School.
- MKTG 351 Buyer Behavior** 5
Application of behavioral sciences to explore consumer and organizational decision-making processes. Emphasis on the information processing of buyers, including the effects of environmental and behavioral influences. Prerequisite: MKTG 350.
- MKTG 352 Marketing Communications**..... 5
Business firms' methods of communications to their markets and publics. Analysis of the promotional mix; personal selling, advertising, sales promotion and publicity. Promotion strategies. Prerequisite: MKTG 350.
- MKTG 353 Sales Management** 5
Deals with the personal selling function and its related administration and managerial activities. Covers the development of the selling function, sales management planning, recruiting, training, sales force organization, supervision and motivation, compensation and evaluation. Prerequisite: MKTG 350.
- MKTG 354 Introduction to Retailing Management**..... 5
Covers the major managerial, functional, institutional, and environmental dimensions of exchange transactions involving marketing organizations and ultimate consumers. Prerequisite: MKTG 350.
- MKTG 356 Transportation and Logistics** 5
Introduces the basic concepts and techniques used to design transportation and logistics networks, including characteristics of common carriers, rate making, warehouse function and location, traffic management, and traffic law. Prerequisite: MKTG 350.
- MKTG 391-393 Special Topics**..... 1 to 5
- MKTG 396 Directed Study** 1 to 5
- MKTG 451 Marketing Research**..... 5
Purpose, methods, and techniques of marketing research. Prerequisites: MKTG 350 and ECON 260.
- MKTG 452 Marketing Management** 5
Applies marketing principles to practical problems in marketing strategy development and management decision making. May employ case studies, large scope projects, or marketing simulation games. Prerequisites: MKTG 350, ACCT 231, MKTG 351, MKTG 451 (either MKTG 351 or MKTG 451 may be taken in the same quarter as MKTG 452).
- MKTG 456 International Marketing** 5
Analyzes issues important in marketing in multiple foreign environments. Addresses market segmentation, product design, promotional strategies, pricing strategies in the face of changing exchange rates, media choice, and the importance of cultural differences. Offered every other year. Prerequisite: MKTG 350.
- MKTG 491-493 Special Topics**..... 2 to 5
- MKTG 494 International Study Tour: Marketing**..... 5
The study of international marketing in the context of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.
- MKTG 495 Internship**..... 1 to 5
Open to junior and senior marketing majors with advisor's approval. Mandatory CR/F and will not satisfy a major requirement.

MKTG 496	Independent Study	1 to 5
MKTG 497	Directed Reading	1 to 5
MKTG 498	Directed Research	1 to 5
Supervised individual work. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.		
OPER 360	Manufacturing and Service Operations	5
Operations function, including operations strategy, operations analysis, service delivery, quality improvement, inventory systems, facility layout, materials management, scheduling, aggregate planning, project management, and international operations. Student teams visit a local factory or service operation and prepare reports relating their observations to course topics. Prerequisites: MATH 130, ECON 260, advanced standing in the Albers School.		
OPER 362	Managing Processes	5
Focuses on customer requirements and introduces tools available for improving manufacturing and service processes. Topics include process analysis tools, customer needs assessment, societal and ethical issues, customer interaction, quality function deployment, benchmarking, quality costs, statistical concepts in quality analysis and control, organization for quality, quality information systems, and motivational issues. Prerequisites: OPER 360, ECON 310; MKTG 350 recommended.		
OPER 391-393	Special Topics	1 to 5
OPER 396	Directed Study	1 to 5
OPER 464	Supply Chain Management	5
Introduces concepts and tools required to manage the network of suppliers producing goods and services which are subsequently converted by the buying firm. Topics include supplier evaluation/selection, development and certification; logistics; partnering; technology; modeling; just-in-time purchasing; managing risk; inventory management; international issues. Student teams will visit local firms to analyze supply chain management practices. Prerequisites: OPER 360.		
OPER 466	Project Management	5
Addresses the managerial concepts and technical tools required for evaluating, planning, managing, and controlling projects. Topics include strategic issues, project selection, risk analysis, work breakdown structures, PERT/CPM, resource management, conflict issues. project scheduling software, cost/schedule control systems, team-building, and matrix organization. Guest speakers from industry highlight implementation issues. Students apply course concepts to real and simulated projects. Prerequisite: OPER 360.		
OPER 491-493	Special Topics in Operations	2 to 5
OPER 494	International Study Tour: Operations	5
The study of international operations in the context of a foreign country. Course will include travel to the country to observe activities and conditions and to meet with representatives of businesses and other institutions. Location of tour can vary. Check with the department for details.		
OPER 496	Independent Study	1 to 5
Supervised individual exploration. Open to senior business majors with the approval of the student's advisor. Will not satisfy a major requirement.		