John Cook School of Business

http://slu.edu/x13227.xml

The School of Business was founded in 1910 as a distinct unit of Saint Louis University, one of the first schools in the American West to provide business education at the university level. In fall 2000, the school was named for alumnus John Cook in recognition of his many contributions to the business school and university.

The instructional activities of the John Cook School of Business are founded on certain fundamental principles. First, the school seeks to support the development of its students by means of selected disciplines which cultivate critical and analytical thinking, leadership, and written and oral communication skills. Second, the school encourages the development of intellectual, moral, and social habits, which distinguish its graduates as ethical leaders in their chosen fields of business and in their communities. Further, the school aids its graduates in the pursuit of their chosen professional objectives and guides its students in the selection of their business careers.

The John Cook School of Business offers a Bachelor of Science in Business Administration (B.S.B.A.) with concentrations available in multiple business disciplines. The school continues to educate, in the unique Jesuit tradition, well rounded, knowledgeable, skilled, and ethical business graduates who are ready to assume leadership roles in a variety of organizations.

Accreditation

Selecting a business school is one of the most important decisions a student makes; therefore, high standards should be set. The premier business school accrediting body, the AACSB International (Association to Advance Collegiate Schools of Business), governs the standards by which business schools are evaluated.

Achieving AACSB accreditation in the field of business education ensures continuous quality improvement in the learning environment through enhancements to the curriculum, instructional resources, student selection, career planning and placement, and the intellectual contributions and qualifications of the faculty.

The faculty and staff of the John Cook School of Business are proud of our accreditation status and believe that it places us in a category of distinction among our peers. Less than 10% of business schools worldwide have achieved AACSB accreditation. Students who choose to attend an AACSB accredited business school join an environment where learning matters, and where a highly qualified faculty guides the students’ study through a curriculum relevant to contemporary business needs and practices.

Undergraduate Degree Offered

The school’s undergraduate degree program offers a Bachelor of Science in Business Administration (B.S.B.A.) with concentrations available in the following disciplines (detailed information can be found on the following pages):

Areas of Concentration
(available ONLY to business majors):
Accounting
Economics
Entrepreneurship
Finance
Information Technology Management
International Business
Leadership and Change Management
Marketing

In addition to selecting a concentration(s), business majors may also pursue a supporting area(s) in the following disciplines (detailed information can be found on the following pages):

Supporting Areas
(available ONLY to business majors):
Accounting
Economics
Entrepreneurship
Finance
Globalization and Technology
Human Resource Management
Information Technology Management
International Business
Leadership and Change Management
Marketing
Sports Business
Supply Chain Management

Certificate for Business Majors

The school offers a Service Leadership Certificate program for business majors. Detailed information about this program can be found on the following pages.
Certificates for Non-Business Majors
Non-business majors in some traditional degree programs outside of the John Cook School of Business may pursue one of the following business certificate programs. Detailed information can be found on the following pages.

Business Administration
Human Resource Management
Information Technology Management
International Business
Marketing
Sports Business

Special Programs
Cook Scholars – 3-Year Degree Program
This program is available only to entering freshmen with at least a 30 ACT or 1330 SAT and a 3.75 GPA. This program will allow students to complete the 120 hour business degree in only three calendar years, including summer courses. The curriculum is the same as our traditional 4-year degree program; this is only a time-shortened, not content-shortened program. As a Cook Scholar, students will have guaranteed enrollment in business classes (not particular sections) as long as the curriculum plan is followed. To remain in the program, students will need to maintain at least a 3.5 cumulative SLU GPA.

Accounting Scholars Program
This program is available only to entering freshmen whose high school scholastic achievement and admission test scores demonstrate superior academic potential. Detailed information can be found on the following pages.

Integrated Accounting Program
The Integrated Accounting Program will allow students the opportunity to complete both the undergraduate and graduate degrees in accounting simultaneously. Detailed information can be found on the following pages.

CFA Program Partner
The Department of Finance is a CFA Program Partner. This initiative is a relationship between the CFA Institute and select colleges and universities around the world (16 undergraduate programs in the United States have this designation). Detailed information can be found on the following pages.

SAP University Alliance
The John Cook School of Business is a member of the SAP University Alliance, which allows the school to provide students in certain courses with hands-on experience with SAP software. This enables students to put classroom theory into practice. SAP is the world leader in enterprise systems software. Students who possess a workable knowledge of enterprise resource planning (ERP) using SAP software have the opportunity to obtain an SAP Certificate awarded by SAP America, Inc. This requires the completion of three courses that utilize SAP software. See the ITM website for more information.

Degree-Enhancing Opportunities
Internship Program
In today’s competitive business environment, it is imperative that students gain career-related experience prior to graduation. Recognizing this necessity, the Cook School provides an internship program that includes resources on finding an internship, resume review, cover letter writing assistance, and interview skill development. The school maintains relationships with employers in the St. Louis region and throughout the United States, representing a variety of industries including corporate, government, and non-profit organizations. These relationships provide juniors and seniors a wide range of choices for their internship experiences. An internship may provide up to three hours of course credit within the curriculum, allowing students opportunities to combine classroom learning with practical, career-related work experience under the supervision of practicing professionals. In addition, with the school’s ideal urban setting for students studying business, students have the ability to participate in an internship while continuing to attend classes.

For more information about the Internship program, go to http://www.slu.edu/x13234.xml

Service Leadership Certificate Program
Through the nationally recognized (The Templeton Guide: Colleges that Encourage Character Development) Service Leadership Certificate program, students have the opportunity to bridge Ignatian philosophy with academic learning, personal experiences, and reflection. Detailed information regarding the program can be found on the following pages.

Study Abroad
With the increasing globalization of business, it is important for graduates to possess sensitivity to the impact of cultural, social, economic, and political differences, which can be gained through a study abroad experience. To enhance their education and
to learn about other cultures, business students are encouraged to take advantage of one of the many study abroad opportunities. The school offers a variety of opportunities to study outside of the U.S., including the option to complete an International Business concentration at our Madrid campus. In addition to the SLU campus in Madrid, programs of study are offered in multiple locations around the world including, but not limited to, Australia, Belgium, China, Denmark, Ecuador, France, Germany, Hong Kong, Ireland, Korea, Mexico, Panama, and Sweden.

Once a potential study abroad site has been selected, a business school academic advisor will evaluate the courses to determine if there are any Saint Louis University equivalents. For students attending a formalized SLU Study Abroad program, all grades earned will be included in the SLU GPA. For all other study abroad or exchange programs, only courses with grades of “C” or higher will transfer; however, the grade will NOT be included in the student’s SLU GPA.

Due to the requirement that the last 30 hours be completed in residence at the St. Louis campus, students should plan to study abroad in their sophomore year or early in their junior year; however, there is an exception to this residency requirement for students selecting the option of pursuing a concentration in International Business at the Madrid campus.

For information about study abroad programs and for application materials to study abroad, contact the Department of International Business at http://www.slu.edu/x16933.xml

**General Information**

**Admission Requirements**
The minimum grade point average (GPA) requirement for admission to the Cook School of Business is 2.5 for freshmen. For transfer students, the minimum GPA requirement for admission to the accounting program is 2.5 and 2.0 for admission to all other business school programs. Students must be admitted to the business school no later than one semester prior to the semester in which they are applying to graduate.

**Advanced Placement Coursework/Dual Credit Coursework**
See section under [University Academic Policies and Procedures](http://www.slu.edu/x16933.xml).

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**Academic Advising/Faculty Mentoring**
In their first semester, business school students are assigned an academic advisor who will assist students in sequencing the courses needed to graduate. Academic advisors also provide information about internships and study abroad opportunities. In addition, the academic advisors serve as the liaison between students and a number of student-centered services available on campus. Business school students also have faculty mentors. These mentors provide career advice and general guidance. Faculty mentors are also available to discuss students’ personal and educational goals.

**Honors, Pre-Law, and Pre-Professional Health Studies Programs**
The Cook School of Business participates in the University’s Honors, Pre-Law, and Pre-Professional Health Studies programs. Students in each of these programs have the opportunity to complete a major in business in addition to any required program courses. Information regarding these programs can be found elsewhere in the [2009-2010 Undergraduate catalog](http://www.slu.edu/x16933.xml).

**Double Undergraduate Degrees**
See section under [University Academic Policies and Procedures](http://www.slu.edu/x16933.xml).

(Programs outside of the business school requiring 30 or more credit hours of business coursework may NOT be combined with the business degree.)

**Transfer Credit Guidelines/Concurrent Enrollment**
Students interested in transferring credit from another institution should contact Undergraduate Student Services in the Cook School of Business to determine applicability of transfer coursework toward graduation requirements. Students must earn a grade of “C” or higher in any approved transfer courses. Continuing students must receive approval PRIOR to enrolling in courses away from SLU. The transferability of online courses is limited to a maximum of two courses, and exams for online courses must be given in a proctored setting or they will not be considered for transfer. Full-time, business degree-seeking students may NOT take courses concurrently at other institutions during the fall and spring semesters unless offered through an inter-university agreement.
Undergraduate Students taking Graduate Business Courses
Undergraduate students are generally not permitted to enroll in graduate business courses; however, seniors with at least a 3.0 cumulative SLU GPA may petition to take up to six hours of graduate coursework in the last semester of their senior year. Approval by the assistant dean is required.

Pass/No Pass Option
The Cook School of Business does NOT allow the pass/no pass option to ANY undergraduate student enrolled in business courses. In addition, business students may NOT take ANY course on a pass/no pass basis if the course is used to fulfill degree requirements.

Repeating Courses
Students may not register to repeat a course in which a grade higher than “C-” has been earned. All grades earned in a repeated course will be included in the cumulative grade point average; however, if a course is taken twice with passing grades, the credit cannot be counted twice for graduation.

Academic Probation/Dismissal
Students whose cumulative SLU grade point average falls below 2.0 are required to apply for probationary status, which allows for no more than two consecutive semesters to improve scholastically and to demonstrate the ability to make progress toward a degree.

During the probationary period, advisors help students achieve academic success by closely monitoring their academic performance. Students on probation may register for not more than 15 hours of coursework as defined by the terms of the probation and may not submit application for degree.

The conditions under which a student is dismissed from the school include: 1) inability to eliminate probationary status within the two semesters subsequent to the assignment of probation OR 2) a total grade point deficit of more than 15 points.

For more information, see section under University Academic Policies and Procedures.

Graduation Requirements
To be certified for graduation, a student must complete all course requirements and meet all of the following conditions:
1. apply to graduate;
2. earn a minimum 2.0 cumulative GPA in all SLU coursework;
3. earn a minimum 2.0 cumulative GPA in all business coursework taken at Saint Louis University;
4. complete the Arts and Sciences core as specified in the business school curriculum;
5. complete the final 30 hours in residence at the St. Louis campus;
6. complete at least 50% of business coursework in residence at the St. Louis campus;
7. complete concentration course requirements in residence at the St. Louis campus;
8. Students transferring from the SLU-Madrid campus must complete a minimum of 40 hours of coursework, including a minimum of 30 hours of business coursework in residence at the St. Louis campus.

* Students may pursue the International Business concentration at the St. Louis campus and/or at the Madrid campus. The residency requirement then applies to courses taken at either campus.

Graduation Honors
See section under University Academic Policies and Procedures.

Academic Integrity
Students, faculty, and staff members share the responsibility to maintain a learning environment of mutual trust and integrity. Academic dishonesty violates this trust and may result in grade reduction and/or probation, suspension, or dismissal. Dishonest conduct includes, but is not limited to, plagiarism and soliciting, receiving, or providing any unauthorized assistance, including the use of technological devices, in the completion of any work submitted toward academic credit. It is the responsibility of any student who observes such dishonest conduct to call it to the attention of a faculty member or administrator.

For more information, see section under University Academic Policies and Procedures.

Curriculum
The business school’s undergraduate curriculum is developed by the faculty and is guided by standards set by the premier business school accrediting body, the AACSB International. In addition, to assist in ensuring that the curriculum is up-to-date and
relevant, the school and many of the departments have advisory boards that allow interaction with the business and professional communities.

The curriculum affords both important breadth and depth of knowledge necessary to prepare students for success in today’s diverse and highly technical business world. The core curriculum provides a breadth of knowledge by combining a strong Arts and Sciences core (48 credit hours) with Business Common Body of Knowledge (CBK) coursework (44 credit hours), which includes studies in multiple business disciplines: accounting, decision sciences, economics, finance, information technology management, international business, management, and marketing.

Beyond the business CBK coursework and the Arts and Sciences core, a depth of knowledge is achieved through advanced courses in a business concentration (15-18 credit hours) of the student’s choice: accounting, economics, entrepreneurship, finance, information technology management, international business (also requires 12 credit hours of foreign language), leadership and change management, and marketing.

Business majors may supplement a chosen concentration with a second concentration and/or a supporting area in a different business discipline. However, a double concentration **within** the business school is **not** considered a double undergraduate degree; students completing more than one concentration and/or supporting area within the business school will receive one Bachelor of Science in Business Administration degree, with the transcript indicating the multiple concentrations and/or supporting areas. If a business course overlaps between two business areas, it may be counted only once and credited to one functional area, i.e. International Finance may be used to satisfy a finance concentration requirement or an international business concentration requirement, but not both.

Business majors may also elect to pursue certificates, minors, and majors offered in fields outside of business (See those programs for specific requirements.).

### Degree Requirements

The requirements for a Bachelor of Science in Business Administration degree are as follows: (All courses are three credit hours unless otherwise indicated.)

#### Business Common Body of Knowledge (CBK) Requirements: 44 Hours

- **ACCT 220** Financial Accounting
- **ACCT 222** Managerial Accounting
- **BIZ 100** Business Foundations (1 credit hour)
- **BIZ 400** Business Capstone (1 credit hour)
- **DSCI 207** Introductory Business Statistics
- **DSCI 305** Introduction to Management Science and Operations Management
- **ECON 190** Principles of Economics
- **ECON 312** Intermediate Macroeconomics
- **ECON 314** Intermediate Microeconomics
- **FIN 301** Principles of Finance
- **IB 200** Introduction to International Business
- **ITM 200/201** Introduction to Information Technology Management/Introduction to Enterprise Systems and ITM
- **MGT 218** Legal Environment of Business I
- **MGT 300** Management Theory and Practice
- **MGT 400** Strategic Management and Policy
- **MKT 300** Introduction to Marketing Management

#### Arts and Sciences Core Requirements: 48 hours

- **ENGL 190** Strategies of Rhetoric & Research
- **ENGL 202, 220, 230, 240, or** Foreign Language Literature
- **ENGL 400** (strongly recommended), Eng. Literature or Fine Arts *
- **CMM 120** Introduction to Public Speaking
- **HIST 111 or 112** Origins of the Modern World
- **PSY 101** General Psychology
- **Two** additional courses selected from: African American Studies, American Studies, History, Political Science, Psychology, Sociology, or Women’s Studies
- **MATH 120** College Algebra**
- **MATH 132** Survey of Calculus***
- One Natural Science course
- One additional Math or Natural Science course
- **PHIL 105** Introduction to Philosophy
- **PHIL 205** Ethics
- **THEO 100** Theological Foundations
- **THEO 2xx** Theology course

#### Area of Business Concentration: 15-18 hours****

#### Electives in Business Or Other Areas: 10-13 hours*****

#### Total Hours Required for Degree: 120

* Upper division foreign language may be substituted; however, students for whom English is a second language may not complete this requirement in their native language.
** Students exempt from MATH 120 must replace with another approved math course.

***MATH 142 (Calculus 1) or higher level calculus course may be substituted. This requirement must be completed by the end of the sophomore year in order to enroll in business courses junior year.

****In addition to completing lower and upper division coursework in all areas of business, each student typically selects a business concentration before or during the first semester of the junior year. Required hours vary between 15 and 18 hours, and are determined by the appropriate department. To broaden their expertise, students may complete more than one area of concentration in business, or an area of concentration and a supporting area in business. However, where courses overlap between two business areas, the course may be counted only once and credited to one functional area, i.e. International Finance may be used in either the Finance concentration or the International Business concentration but not both.

*****Electives may be selected from any area of study within the University, giving the student the opportunity to diversify his/her background.
Accounting

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http://slu.edu/x14328.xml

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Accounting is the language of business. As organizations become more complex, accountants constantly improve the processing, reporting and interpreting of information about organizational activities. Accounting is a career that involves people, with accountants heavily interacting with others in decision-making and problem-solving in modern business. With the accounting concentration, students gain an understanding of how information is identified, measured, communicated and used. Essentially, accountants are trained in the area of information processing and analysis.

Students may choose to graduate with the 120-hour bachelor’s degree; however, students who plan to take the CPA examination will be required to complete 150 hours of college credit as a prerequisite for taking the exam. Students may accumulate the 150 required hours in several ways: complete 150 hours at the undergraduate level; complete the 120 hour bachelor’s degree and complete the 30 hour Master of Accounting degree sequentially; or complete the Integrated Accounting Program (details below), which allows students the opportunity to complete both the undergraduate and graduate degrees in accounting simultaneously. The Department of Accounting also offers an Accounting Scholars Program (details below) for qualified incoming freshmen.

Accounting Scholars Program
This program is available only to entering freshmen whose high school scholastic achievement and admission test scores demonstrate superior academic potential. Accounting Scholars who complete the program requirements are guaranteed a seat in Saint Louis University’s Integrated Accounting Program (see below) and will be given priority consideration for graduate level scholarships. Accounting Scholars will not be required to take the GMAT (Graduate Management Aptitude Test), but must formally submit application material to the Integrated Accounting Program to complete their admission.

Requirements:
• Composite ACT score of at least 30 or a combined SAT score of at least 1330 (math and verbal);
• High School GPA of at least 3.6 (weighted or unweighted);

To remain in the program, students must:
• have at least a 3.5 cumulative GPA at the end of the freshman year and at least a 3.6 cumulative GPA at the end of the sophomore year and thereafter.
• complete select coursework and other activities as determined by the Accounting Department.

Integrated Accounting Program
The Integrated Accounting Program will allow students the opportunity to complete both the undergraduate and graduate degrees in accounting simultaneously. This program is designed for students entering SLU with: 1) a university scholarship AND 2) college credit earned prior to entering SLU. There may be a financial aid advantage to this option. Any unused undergraduate university scholarship may be applied while enrolled in master level coursework.

For admission into this program, a student’s overall GPA and GMAT (Graduate Management Aptitude Test) score are very important. As a general rule, a student with a GPA of at least 3.5 and GMAT score of at least 500 will be admissible into the program. Students may apply to be admitted to this program upon completion of (a) a minimum of 75 semester credit hours of college credit (including a minimum of 15 semester credit hours at SLU) with a cumulative grade point average of 3.0 or higher; (b) an upper level accounting class taken at SLU with a grade of “B” or higher.

Accounting (B.S.B.A.)
The Department of Accounting offers the Bachelor of Science in Business Administration (B.S.B.A) with a concentration in accounting. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
Eighteen hours* in addition to ACCT 220 and ACCT 222, which are taken as business CBK requirements.
Accounting students must earn a grade of “C” or higher in all accounting courses used to fulfill concentration requirements and an overall minimum SLU GPA of 2.50. (All courses are three credit hours.)

**Five (5) courses as follows:**
- ACCT 311 Financial Reporting I
- ACCT 322 Cost Management
- ACCT 411 Financial Reporting II
- ACCT 425 Accounting Information Systems
- ACCT 430 Federal Income Tax I

**And one (1) course selected from the following:**
- ACCT 416 International Financial Reporting Standards
- ACCT 440 Auditing
- ACCT 480 Accounting Internship

*Students in the Integrated Accounting Program are required to take MGT 428, Legal Environment of Business II, during their last semester of master’s level coursework.*

**Supporting Areas for Business Majors**

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:

- Accounting
- Economics
- Entrepreneurship
- Finance
- Globalization and Technology
- Human Resource Management
- Information Technology Management
- International Business
- Leadership and Change Management
- Marketing
- Sports Business
- Supply Chain Management

**Certificate Programs for Non-Business Majors**

The John Cook School of Business offers various certificate programs for non-business majors:

- Business Administration
- Human Resource Management
- Information Technology Management
- International Business
- Marketing
- Sports Business
Economics

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Bonnie E. Wilson, Ph.D.

The Department of Economics offers a major through both the John Cook School of Business (B.S.B.A. with a concentration in Economics) and the College of Arts and Sciences (B.A. in Economics)

Economics is the study of how individuals, firms, and nations make choices when confronted with limited resources. Students of economics learn the principles and methods that individuals and institutions, public or private, utilize to identify the costs and benefits associated with alternative decisions. In doing so, students of economics master a structured, pragmatic approach to solving problems. They are exposed to microeconomic issues that are relevant to decision-making in private business and in formulating public policy. Students are also exposed to global macroeconomic issues such as the ramifications of the changes in the international economic environment on the growth and prosperity of nations.

The knowledge and skills that the student of economics acquires are useful in almost all professions and are highly desirable for employment requiring strong analytical and problem solving skills. Students of economics find employment in both private business and in government service or pursue graduate degrees in business, economics, law, and public policy, among other areas.

Economics (B.S.B.A.)

The Department of Economics offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in economics. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
Fifteen hours in addition to ECON 190, ECON 312, and ECON 314, which are taken as business CBK requirements. (All courses are three credit hours.)

Five (5) courses selected from the following:
ECON 379 Economics of Latin America
ECON 408 Industrial Organization and Public Policy
ECON 412 Law and Economics
ECON 416 History of Economic Analysis
ECON 420 Money and Banking
ECON 430 International Trade
ECON 431 Exchange Rates and the Global Economy
ECON 440 Labor Economics
ECON 445 Economics of International Migration
ECON 456 Economic Development
ECON 460 Public Finance
ECON 477 Introduction to Econometrics
ECON 493 Special Topics in Economics
PHIL 434 Game Theory & Ethics
PPS 410 Introduction to Urban Economics

Supporting Areas for Business Majors

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:
Accounting
Economics
Entrepreneurship
Finance
Globalization and Technology
Human Resource Management
Information Technology Management
International Business
Leadership and Change Management
Marketing
Sports Business
Supply Chain Management

Certificate Programs for Non-Business Majors

The John Cook School of Business offers various certificate programs for non-business majors:

Business Administration
Human Resource Management
Information Technology Management
International Business
Marketing
Sports Business
Finance

Michael J. Alderson, Ph.D. Chair
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Finance is the study of financial markets, financial institutions, the valuation of financial assets, and the allocation of assets to achieve desired financial goals. As every activity of society requires capital, the field of finance is involved in all aspects of economic endeavor. Finance professionals provide and manage resources for investment, growth and expansion. The field of finance is important to all individuals whether they work in a financial setting or for personal saving and investment programs.

Finance students should also take additional courses in accounting. Although ACCT 220 and 222 are required of all business majors, many employers look favorably upon additional accounting courses. In addition, the CFA level 1 exam requires knowledge of accounting that goes beyond the two core courses.

The Department of Finance is a CFA Program Partner. This initiative is a relationship between the CFA Institute and select colleges and universities around the world (16 undergraduate programs in the United States have this designation) that have embedded a significant percentage (70%) of the CFA Program Candidate Body of Knowledge into their degree programs. In addition, these institutions have committed to covering CFA Institute ethical and professional standards in these degree programs. Recognition as a CFA Partner provides a signal to potential students, current students, and the marketplace that the university curriculum is closely tied to professional practice and is well suited to preparing students to sit for the CFA exams.

The Department of Finance has created two tracks within the finance concentration: Financial Analysis track and Financial Planning track. (See below for requirements.)

* All courses listed on this page are 3 credit hours *

Finance (B.S.B.A.)

The Department of Finance offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in finance. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core and electives:

Required:
Eighteen hours in addition to FIN 301, which is taken as a business CBK requirement. A grade of at least a “B-” in FIN 301 is a prerequisite for all other finance courses. (All courses are three credit hours.)

Four (4) courses as follows:
FIN 333 Fixed Income Securities and Markets
FIN 363 Equity Securities and Markets
FIN 423 Financial Management
FIN 465 Derivative Securities and Markets

And two (2) courses selected from the following:
FIN 314 Insurance
FIN 316 Real Estate
FIN 425 International Financial Management
FIN 433 Financial Analysis and Modeling
FIN 453 Advanced Financial Management
FIN 463 Applied Portfolio Management
FIN 473 Commercial Banking
FIN 480 Finance Internship

Financial Analysis Track

Required:
Thirty hours in addition to FIN 301, which is taken as a business CBK requirement. A grade of at least a “B-” in FIN 301 is a prerequisite for all other finance courses. (All courses are three credit hours.)

Eight (8) courses as follows:
FIN 333 Fixed Income Securities and Markets
FIN 363 Equity Securities and Markets
FIN 423 Financial Management
FIN 433 Financial Analysis and Modeling
FIN 463 Applied Portfolio Management
FIN 465 Derivative Securities and Markets
ACCT 311 Financial Reporting I
ACCT 411 Financial Reporting II

And two (2) courses selected from the following:
FIN 316 Real Estate
FIN 425 International Finance
FIN 453 Advanced Financial Management
FIN 473 Commercial Banking
FIN 480 Financial Analyst Internship
ACCT 430 Federal Income Tax I
Financial Planning Track

**Required:**
Thirty hours in addition to FIN 301, which is taken as a business CBK requirement. A grade of at least a “B-” in FIN 301 is a prerequisite for all other finance courses. (All courses are three credit hours.)

**Eight (8) courses as follows:**
- FIN 314 Insurance
- FIN 333 Fixed Income Securities and Markets
- FIN 363 Equity Securities and Markets
- FIN 423 Financial Management
- FIN 465 Derivative Securities and Markets
- FIN 493 Financial Planning
- ACCT 311 Financial Reporting I
- ACCT 430 Federal Income Tax I

**And two (2) courses selected from the following:**
- FIN 316 Real Estate
- FIN 473 Commercial Banking
- FIN 480 Financial Planning Internship
- ACCT 638 Wealth Preservation
- MKT 444 Personal Selling

**Supporting Areas for Business Majors**

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:

- Accounting
- Economics
- Entrepreneurship
- Finance
- Globalization and Technology
- Human Resource Management
- Information Technology Management
- International Business
- Leadership and Change Management
- Marketing
- Sports Business
- Supply Chain Management

**Certificate Programs for Non-Business Majors**

The John Cook School of Business offers various certificate programs for non-business majors:

- Business Administration
- Human Resource Management
- Information Technology Management
- International Business
- Marketing
- Sports Business
Information Technology Management

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Fred Niederman, Ph.D.

The undergraduate concentration in Information Technology Management (ITM) is designed to prepare business students for careers as information systems professionals. The program of study focuses on educating students about the development and use of information systems as decision-making and problem-solving tools in a business environment. Students develop the technical skills and organizational insights required to analyze, design, implement, and manage information systems with an emphasis on the application of web-based and object-oriented information technologies. Courses require extensive hands-on projects, teamwork, and use of high-end computer technology. Typical career options for students graduating with a BSBA with a concentration in ITM include systems analyst, database administrator, software/web developer, IT consultant, and information systems manager.

The John Cook School of Business is a member of the SAP University Alliance, which allows the school to provide students in certain courses with hands-on experience with SAP software. This enables students to put classroom theory into practice. SAP is the world leader in enterprise systems software. Students who possess a workable knowledge of enterprise resource planning (ERP) using SAP software have the opportunity to obtain an SAP Certificate awarded by SAP America, Inc.. This requires the completion of three courses that utilize SAP software. See the ITM website for more information.

Information Technology Management (B.S.B.A.)

The Department of Decision Sciences and Information Technology Management offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in information technology management. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
18 hours in addition to ITM 200/201, which is taken as a business CBK requirement. (All courses are three credit hours.)

Three (3) courses as follows:
- ITM 310 Program Development Techniques
- ITM 330 Database Management Systems
- ITM 410 Systems Analysis and Design

And three (3) courses selected from the following:
- ITM 320 Object-Oriented Programming
- ITM 345 Web Site Design and Development
- ITM 350 Information Security Management
- ITM 360 Global Information Management
- ITM 370 Business Analytics and Modeling
- ITM 380 Project Management
- ITM 435 Data Communications & Networking
- ITM 450 Web-based Applications and Architectures
- ITM 460 Business Process Implementation with SAP
- ITM 480 ITM Internship

Supporting Areas for Business Majors

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:
- Accounting
- Economics
- Entrepreneurship
- Finance
- Globalization and Technology
- Human Resource Management
- Information Technology Management
- International Business
- Leadership and Change Management
- Marketing
- Sports Business
- Supply Chain Management
Certificate Programs for Non-Business Majors

The John Cook School of Business offers various certificate programs for non-business majors:

Business Administration
Human Resource Management
Information Technology Management
International Business
Marketing
Sports Business
International Business

Seung H. Kim, Ph. D., Chair
http://slu.edu/x14337.xml

Faculty:
Hadi S. Alhorr, Ph.D.
Mamoun Benmamoun, Ph.D.
Seung H. Kim, Ph.D.
Candace A. Martinez, Ph.D.
Nitish Singh, Ph.D.
Hongxin John Zhao, Ph.D.

Students of international business learn about the impact and implementation of international business practices in the modern marketplace. Since today’s economy is increasingly global in nature, students examine how differences in language, communication, social interaction, work attitudes, relationships, economics, politics, pace of life and social structures affect global commerce.

Students with a concentration in international business are strongly encouraged to study abroad. Options range from a two-week study abroad program to a variety of selections for a full semester experience. Presently, the undergraduate two-week study abroad program is held between the fall and spring semesters at the City of Knowledge Campus in Panama, Central America. Full semester options are broad and include partnerships with overseas business schools in Aarhus, Denmark; Angers, France; Antwerp, Belgium; Beijing, China; Hong Kong; Jonkoping, Sweden; Nurnberg, Germany; and Seoul, Korea. There are also numerous partnerships managed through the university with destinations around the world. (See Study Abroad for more detail.)

International Business (B.S.B.A.)

The Department of International Business offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in international business. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
Fifteen hours of international business courses in addition to IB 200, which is taken as a Business CBK requirement, and twelve foreign language credit hours*. At least nine and up to fifteen hours of international business courses are to be taken within the Department of International Business. Students may take up to six of the fifteen hours from internationally focused courses offered by other departments within the business school. (All courses are three credit hours.)

At least three (3) and up to five (5) courses selected from the following:
IB 302 Latin American Business
IB 304 Asian Business
IB 310 Geopolitics of World Business
IB 312 International Business Strategies
IB 314 International e-Business
IB 316 Cultural Differences in Int. Business
IB 480 International Business Internship
IB 493 Special Topics in International Business
IB 496 Study Abroad --Various Locations**

Up to two of the five courses may be selected from the following:
DSCI 360 Sustainable Global Supply Chain Mgmt
ECON 379 Economies of Latin America
ECON 416 History of Economic Analysis
ECON 430 International Trade
ECON 431 Exchange Rates & the Global Economy
ECON 445 Economics of International Migration
ECON 456 Economic Development
FIN 425 International Financial Management
ITM 360 Global Information Management
MKT 455 International Marketing

* Students may test out of up to six hours of foreign language.

** Only one may be used to satisfy IB concentration requirements.

Supporting Areas for Business Majors

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:

Accounting
Economics
Entrepreneurship
Finance
Globalization and Technology
Human Resource Management
Information Technology Management
International Business
Leadership and Change Management
Marketing
Sports Business
Supply Chain Management
Certificate Programs for Non-Business Majors

The John Cook School of Business offers various certificate programs for non-business majors:

- Business Administration
- Human Resource Management
- Information Technology Management
- International Business
- Marketing
- Sports Business
Management

David M. Kaplan, Ph.D., Chair
http://slu.edu/x14338.xml

Faculty:
Laurel Boone, J.D.
Ellen F. Harshman, Ph.D., J.D.
David M. Kaplan, Ph.D.
Jerome A. Katz, Ph.D.
Carl P. Maertz, Jr., Ph.D.
Elouise Mintz, Ph.D.
Scott R. Safranski, Ph.D.
Michael C. Shaner, Ph.D.
Philipp A. Stoeberl, Ph.D.
Jingtong Tang, Ph.D.
Vincent T. Volpe, C.P.A., J.D., M.B.A.

The management programs focus on both the human and organizational aspects of the workplace, including behavioral and technical areas. Today’s dynamic business environment demands graduates who can effectively handle decisions, as well as work with and lead people in global organizations. Emphasis is placed on motivating people with a manager’s skill and insight.

Leadership and Change Management (B.S.B.A.)

The Department of Management offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in Leadership and Change Management. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
Eighteen hours in addition to MGT 218, MGT 300 and MGT 400, which are taken as business CBK requirements. (All courses are three credit hours.)

Two (2) courses as follows:
MGT 310 Management of Human Resources
MGT 312 Organization Behavior

And two (2) concentration electives selected from the following:
MGT 405 Fundamentals of Leadership
MGT 408 Organizational Failure, Change and Transformation
MGT 415 Current Problems in Management

And two (2) breadth electives selected from the following:
MGT 320 Managing Ideas in Entrepreneurial Firms
MGT 321 Managing Resources in Entrepreneurial Firms
MGT 411 Talent Management
MGT 413 Compensation
MGT 421 Business Plan Development
MGT 422 Introduction to Family Business
MGT 428 Legal Environment of Business II
MGT 480 Management Internship
PSY 447 Small Group Behavior
CMM 421 Organizational Culture*
CMM 422 Conflict Mediation, Negotiation, and Bargaining*
MGT 405, MGT 408, MGT 415 (if not taken to satisfy concentration elective)

*MG 300 must be completed prior to taking CMM 421 or CMM 422.

Entrepreneurship (B.S.B.A.)

The Department of Management offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in Entrepreneurship. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
Eighteen hours in addition to MGT 218, MGT 300 and MGT 400, which are taken as business CBK requirements. (All courses are three credit hours.)

Three (3) courses as follows:
MGT 320 Managing Ideas in Entrepreneurial Firms
MGT 321 Managing Resources in Entrepreneurial Firms
MGT 421 Business Plan Development

And two (2) concentration electives selected from the following:
MGT 310 Management of Human Resources
MGT 312 Organization Behavior
MGT 405 Fundamentals of Leadership
MGT 408 Organizational Failure, Change & Transformation
MGT 415 Current Problems in Management
MGT 422 Introduction to Family Business
MGT 480 Management Internship
And one (1) breadth elective selected from the following:
FIN 316 Real Estate
MKT 340 Integrated Marketing Communications
MKT 360 Marketing Research
MKT 444 Personal Selling

Supporting Areas for Business Majors

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:

Accounting
Economics
Entrepreneurship
Finance
Globalization and Technology
Human Resource Management
Information Technology Management
International Business
Leadership and Change Management
Marketing
Sports Business
Supply Chain Management

Certificate Programs for Non-Business Majors

The John Cook School of Business offers various certificate programs for non-business majors:

Business Administration
Human Resource Management
Information Technology Management
International Business
Marketing
Sports Business
Marketing

Brian D. Till, Ph.D., Chair
http://slu.edu/x14339.xml

Faculty:
Mark J. Arnold, Ph.D.
Brett A. Boyle, Ph.D.
Brad Carlson, Ph.D.
James E. Fisher, Ph.D.
Gail Gilbert, M.B.A.
Morris Kalliny, Ph.D.
Ivan Lapuka, ABD
Stephen W. Miller, D.B.A.
Brian D. Till, Ph.D.

Marketing includes almost everything that happens to a brand from the time the idea is conceived to the final sale and customer satisfaction after the sale. Marketing develops and tests product concepts, designs merchandising and promotional campaigns, creates and manages the relationship with the customer, collects and analyzes information about the marketplace and creates and carries out the sales plans that generate profit for the firm.

The Marketing Department and The Nielsen Company have partnered to bring Nielsen’s data and data analysis tools into the department’s Marketing Decision Models course. Nielsen has provided training to the faculty and they provide student access to the same data and tools used by their support analysts. This partnership provides students with current industry concepts and tools, which will give students an advantage when seeking employment after graduation.

Marketing (B.S.B.A.)

The Department of Marketing offers the Bachelor of Science in Business Administration (B.S.B.A.) with a concentration in marketing. The following must be completed in addition to the business Common Body of Knowledge (CBK) requirements, the business school’s Arts and Sciences core, and electives:

Required:
Eighteen hours in addition to MKT 300, which is taken as a business CBK requirement. (All courses are three credit hours.)

Three (3) courses as follows:
MKT 360 Marketing Research
MKT 465 Marketing Decision Models
MKT 490 Marketing Policy

And three (3) courses selected from the following:*  
MKT 330 Marketing Channels and Distribution Systems  
MKT 340 Integrated Marketing Communications  
MKT 350 Sports Marketing  
MKT 430 Retail Management  
MKT 440 Buyer Behavior  
MKT 444 Personal Selling  
MKT 445 Sales Management  
MKT 455 International Marketing  
MKT 460 Brand Management  
MKT 480 Marketing Internship

*Students may want to select their marketing electives from within one of the following tracks.

<table>
<thead>
<tr>
<th>Brand Management</th>
<th>Marketing Communications</th>
<th>Personal Selling &amp; Sales Mgt</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKT 340</td>
<td>MKT 340</td>
<td>MKT 330</td>
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<td>MKT 440</td>
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<td>MKT 445</td>
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<tr>
<td>MKT 480</td>
<td>MKT 480</td>
<td>MKT 480</td>
</tr>
</tbody>
</table>

Supporting Areas for Business Majors

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in:

- Accounting
- Economics
- Entrepreneurship
- Finance
- Globalization and Technology
- Human Resource Management
- Information Technology Management
- International Business
- Leadership and Change Management
- Marketing
- Sports Business
- Supply Chain Management

Certificate Programs for Non-Business Majors

The John Cook School of Business offers various certificate programs for non-business majors:

- Business Administration
- Human Resource Management
- Information Technology Management
- International Business
- Marketing
- Sports Business
Certificate Program for Business Majors

Service Leadership Certificate Program

http://business.slu.edu/serviceleadership

Saint Louis University strives to develop leaders who demonstrate competence, conscience, compassion and commitment to community by integrating the strong traditions of Jesuit education with the fundamentals of leadership. The John Cook School of Business serves the St. Louis community by educating business students who graduate ready to assume leadership roles in a variety of occupations.

The Service Leadership Certificate Program provides students in the John Cook School of Business the opportunity to develop and hone their leadership skills while serving the St. Louis Community. By volunteering at service sites such as Big Brothers/Big Sisters, Cardinal Glennon Children's Hospital, Campus Kitchen, or one of the many other sites that are available, students will practice critical thinking, decision making, effective communication, and team building. These are some of the skills that will help students become more effective business leaders.

To earn the Service Leadership Certificate, students must complete:

- 15 credit hours of specified coursework
- 300 hours of community service
- 24 leadership workshops

The required 15 hours of coursework can be fulfilled through normal business degree requirements. Courses may be selected from an array of disciplines including African American Studies, Communication, History, Philosophy, Psychology, Public Policy, Social Work, Sociology, and Theology.

There are numerous, exciting opportunities for Service Leaders to complete their community service. The available service sites are diverse, and each one provides opportunities to gain meaningful leadership experience and make personal connections while serving the economically poor and marginalized of society.

Each year, 10 leadership workshops are offered through the Service Leadership Certificate Program with topics ranging from personal reflection to professionalism. While Service Leaders are not expected to attend all of these workshops, they are expected to complete 24 by the time they finish the program. Students are encouraged to select workshops that will be most helpful in promoting their individual growth as a leader.
Certificate Programs for Non-Business Majors

Students enrolled in some traditional degree programs outside the business school may complete one or more of the school’s certificate programs: Business Administration, Human Resource Management, Information Technology Management, Marketing, and Sports Business.

Certificate in Business Administration

In response to the demand for career oriented degree programs, the John Cook School of Business, in cooperation with other University departments, developed the Certificate in Business Administration. Students in some traditional degree programs outside the School of Business complete 30 hours of specified business coursework for this certificate.

Students are responsible for completing any prerequisites as required and a minimum 2.0 cumulative GPA is required in certificate coursework. (All courses are three credit hours.)

Required:
Ten courses (30 credit hours) taken as follows:

- ACCT 220 Financial Accounting
- ACCT 222 Managerial Accounting
- DSCI 207 Introductory Business Statistics
- ECON 190 Principles of Economics
- FIN 301 Principles of Finance
- ITM 200 Introduction to Information Technology Management
- MGT 300 Management Theory and Practice
- MKT 300 Introduction to Marketing Management
- And two courses selected from the following*:
  - DSCI 305 Introduction to Management Sciences and Operations Management
  - ECON 312 Intermediate Macroeconomics
  - ECON 314 Intermediate Microeconomics
  - IB 200 Introduction to International Business
  - MGT 218 Legal Environment of Business I

* Students may not use an elective for the Certificate if it is a requirement in the students’ major program.

Certificate in Human Resource Management

More and more organizations realize that the quality of their workforces is one key way to build and sustain a competitive advantage in the fast-paced and rapidly changing business environment. The Certificate in Human Resource Management is designed to provide the student with technical skills and human relations knowledge to complement a non-business degree.

Students are responsible for completing any prerequisites as required and a minimum 2.0 cumulative GPA is required in certificate coursework.

Required:
Six courses (18 credit hours) taken as follows:

- MGT 218 Legal Environment of Business I
- MGT 300 Management Theory and Practice
- MGT 310 Management of Human Resources
- MGT 411 Talent Management
- MGT 413 Compensation

And one course selected from the following:

- MGT 405 Fundamentals of Leadership
- MGT 408 Organizational Failure, Change and Transformation
- MGT 415 Current Problems in Management

Certificate in Information Technology Management

The Certificate in ITM provides undergraduate students, in a major outside of the Cook School of Business, with the ability to utilize and apply information technology (IT) in their field of study. The demand for university graduates who are knowledgeable about the design, development, management and evaluation of information systems continues to increase. The ITM certificate provides the skills and terminology to become a knowledgeable user of IT.

Any of the ITM courses may be waived if appropriate material has been covered in a previous course; however, the waiver will require substitution of an additional ITM course. Students are responsible for completing any prerequisites as required and a minimum 2.0 cumulative GPA is required in certificate coursework.

Required:
Five courses (15 credit hours) taken as follows:

- ITM 200/201 Introduction to Information Technology Management/Introduction to Enterprise Systems & ITM

And four courses selected from the following:

- ITM 250 Spreadsheet and Database Productivity
- ITM 310 Program Development Techniques
- ITM 320 Object-Oriented Programming
ITM 330 Database Management Systems
ITM 345 Web Site Design and Development
ITM 350 Information Security Management
ITM 360 Global Information Management
ITM 370 Business Analytics and Modeling
ITM 380 Project Management
ITM 410 Systems Analysis and Design
ITM 435 Data Communications & Networking
ITM 450 Web-based Applications and Architectures
ITM 460 Business Process Implementation with SAP

Certificate in International Business

The Certificate in International Business provides undergraduate students outside the John Cook School of Business with the opportunity to develop an understanding of how business approaches need to change based on cultural, political, economic, geographic and religious differences. The IB certificate creates the knowledge and sensitivity for students to know areas to be researched before undertaking business with any overseas partner, no matter what region of the world: Europe and Central Asia, East Asia and the Pacific, South Asia, Latin America and the Caribbean, the Middle East and North Africa, and Africa.

Students are responsible for completing any prerequisites as required and a minimum 2.0 cumulative GPA is required in certificate coursework.

Required:
Six courses (18 credit hours) taken as follows:

ECON 190 Principles of Economics*
IB 200 Introduction to International Business
IB 310 Geopolitics of World Business
IB 314 International e-Business
IB 316 Cultural Differences in International Business

And one course selected from the following:
IB 302 Latin American Business
IB 304 Asian Business

*Also fulfills 3 hours of social/behavioral science core requirement in the College of Arts & Sciences.

Certificate in Marketing

The John Cook School of Business allows non-business school majors to earn a Certificate in Marketing. Completion of the certificate provides an excellent foundation in the marketing areas of promotions and consumer behavior and allows students to branch out into two additional areas including retail, sales, and marketing research.

Students are responsible for completing any prerequisites as required and a minimum 2.0 cumulative GPA is required in certificate coursework.

Required:
Six courses (18 credit hours) taken as follows:

ECON 190 Principles of Economics*
MKT 300 Introduction to Marketing Management
MKT 340 Integrated Marketing Communications
MKT 440 Buyer Behavior

And two courses selected from the following:
MKT 350 Sports Marketing
MKT 360 Marketing Research**
MKT 430 Retail Management
MKT 444 Personal Selling
MKT 445 Sales Management
MKT 455 International Marketing
MKT 460 Brand Management
MKT 465 Marketing Decision Models

**Requires prerequisite of DSCI 207(Introductory Business Statistics)

Certificate in Sports Business

The Sports Business Certificate program provides students outside the John Cook School of Business the opportunity to gain specialized knowledge in areas that are critical to success in careers related to the business aspects of sports. Industry guest speakers and real-time projects highlight this very dynamic and specialized program. The certificate program helps prepare students for possible careers in sports business.

Students are responsible for completing any prerequisites as required and a minimum 2.0 cumulative GPA is required in certificate coursework.

Required:
Eight courses (24 credit hours) taken as follows:

ECON 190 Principles of Economics*
ITM 200 Introduction to Information Technology Management
ITM 380 Project Management
MGT 300 Management Theory and Practice

*Also fulfills 3 hours of social/behavioral science core requirement in the College of Arts & Sciences.
<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>MGT 307</td>
<td>Introduction to Sports Management</td>
</tr>
<tr>
<td>MGT 430</td>
<td>Integrated Sports Business Planning</td>
</tr>
<tr>
<td>MKT 300</td>
<td>Introduction to Marketing Management</td>
</tr>
<tr>
<td>MKT 350</td>
<td>Sports Marketing</td>
</tr>
</tbody>
</table>

*Also fulfills 3 hours of social/behavioral science core requirement in the College of Arts & Sciences.*
## Supporting Areas for Business Majors

In addition to a chosen area of concentration, business majors may complete one or more supporting areas of study in business. The requirements for the supporting areas are listed below. Students are responsible for completing any prerequisites as required. A course may not be used to fulfill requirements in two areas (concentration and/or supporting area), i.e. IB 310 may not be used to fulfill the IB concentration and the Globalization and Technology supporting area; it may be used to fulfill the requirements in only one area.

*All Courses in this catalog section are 3 credit hours*

### Accounting
12 hours (Students must earn a grade of “C” or higher in all courses used to fulfill the supporting area.)

#### Required:
- ACCT 311 Financial Reporting I
- **And three courses selected from the following:**
  - ACCT 322 Cost Management
  - ACCT 411 Financial Reporting II
  - ACCT 416 International Financial Reporting Standards
  - ACCT 425 Accounting Information Systems
  - ACCT 430 Federal Income Tax I

### Economics
9 hours

#### Required:
- **Three courses selected from the following:**
  - ECON 379 Economics of Latin America
  - ECON 408 Industrial Organization and Public Policy
  - ECON 412 Law and Economics
  - ECON 416 History of Economic Analysis
  - ECON 420 Money and Banking
  - ECON 430 International Trade
  - ECON 431 Exchange Rates and the Global Economy
  - ECON 440 Labor Economics
  - ECON 445 Economics of International Migration
  - ECON 456 Economic Development
  - ECON 460 Public Finance
  - ECON 477 Introduction to Econometrics
  - ECON 493 Special Topics in Economics

### Entrepreneurship
12 hours

#### Required:
- MGT 320 Managing Ideas in Entrepreneurial Firms
- MGT 321 Managing Resources in Entrepreneurial Firms
- MGT 421 Business Plan Development
- **And one course selected from the following:**
  - MGT 310 Management of Human Resources
  - MGT 405 Fundamentals of Leadership
  - MGT 408 Organizational Failure, Change and Transformation
  - MGT 415 Current Problems in Management
  - MGT 422 Introduction to Family Business
  - MGT 480 Management Internship

### Finance
12 hours

#### Required:
- FIN 333 Fixed Income Securities and Markets
- FIN 363 Equity Securities and Markets
- FIN 423 Financial Management
- FIN 465 Derivative Securities and Markets

### Globalization and Technology
12 hours

#### Required:
- ITM 360 Global Information Management
- IB 314 International e-Business
- **And one course selected from the following:**
  - IB 310 Geopolitics of World Business
  - IB 312 International Business Strategies
  - Or other IB course approved by International Business Department Chair
- **And one course selected from the following:**
  - ITM 345 Web Site Design and Development
  - Or other ITM course approved by DSC/ITM Department Chair

### Human Resource Management
12 hours

#### Required:
- MGT 310 Management of Human Resources
- MGT 411 Talent Management
- MGT 413 Compensation
- **And one course selected from the following:**
MGT 312 Organization Behavior
MGT 405 Fundamentals of Leadership
MGT 408 Organizational Failure, Change and Transformation
MGT 415 Current Problems in Management
MGT 480 Management Internship
PSY 447 Small Group Behavior
CMM 421 Organizational Culture*
CMM 422 Conflict Mediation, Negotiation, and Bargaining*

*MGT 300 must be completed prior to taking CMM 421 or CMM 422.

Information Technology Management
12 hours

Required:
Four courses selected from the following:
ITM 250 Spreadsheet and Database Productivity
ITM 310 Program Development Techniques
ITM 320 Object-Oriented Programming
ITM 330 Database Management Systems
ITM 345 Web Site Design and Development
ITM 350 Information Security Management
ITM 360 Global Information Management
ITM 370 Business Analytics and Modeling
ITM 380 Project Management
ITM 410 Systems Analysis and Design
ITM 435 Data Communications & Networking
ITM 450 Web-based Applications & Architectures
ITM 460 Business Process Implementation with SAP
ITM 480 ITM Internship

International Business
12 Hours

Required:
At least three courses and up to four courses are to be taken within the Department of International Business. Students may take one of the four courses from internationally focused courses offered by other departments within the business school.

At least three and up to four courses selected from the following:
IB 302 Latin American Business
IB 304 Asian Business
IB 310 Geopolitics of World Business
IB 312 International Business Strategies
IB 314 International e-Business
IB 316 Cultural Differences in International Business
IB 480 International Business Internship
IB 493 Special Topics in International Business
IB 496 Study Abroad Session—Various locations (only one may be used to satisfy supporting area requirements)

Up to one of the four courses may be selected from the following:
DSCI 360 Sustainable Global Supply Chain Mgmt
ECON 379 Economies of Latin America
ECON 416 History of Economic Analysis
ECON 430 International Trade
ECON 431 Exchange Rates and the Global Economy
ECON 445 Economics of International Migration
ECON 456 Economic Development
FIN 425 International Financial Management
ITM 360 Global Information Management
MKT 455 International Marketing

Leadership and Change Management
12 hours

Required:
MGT 310 Management of Human Resources
MGT 312 Organization Behavior

And two courses selected from the following:
MGT 320 Managing Ideas in Entrepreneurial Firms
MGT 405 Fundamentals of Leadership
MGT 408 Organizational Failure, Change and Transformation
MGT 415 Current Problems in Management
MGT 428 Legal Environment of Business II

Marketing
12 hours

Required:
Four courses selected from the following:
MKT 330 Marketing Channels and Distribution Systems
MKT 340 Integrated Marketing Communications
MKT 350 Sports Marketing
MKT 360 Marketing Research
MKT 430 Retail Management
MKT 440 Buyer Behavior
MKT 444 Personal Selling
MKT 445 Sales Management
MKT 455 International Marketing
MKT 460 Brand Management
MKT 465 Marketing Decision Models
Sports Business
12 hours

Required:
MGT 307 Introduction to Sports Management
MGT 430 Integrated Sports Business Planning

And two courses selected from the following:
ITM 380 Project Management
MKT 350 Sports Marketing
SPBZ 480 Sports Business Internship

Supply Chain Management
12 hours

Required:
DSCI 360 Sustainable Global Supply Chain Management
DSCI 370 Sustainable Global Logistics Management

And two courses selected from the following*:
ITM 330 Database Management
ITM 360 Global Information Management
ITM 370 Business Analytics and Modeling
ITM 380 Project Management
ITM 460 Business Process Implementation with SAP

* Another course, subject to approval by the DSC/ITM Chair, may be selected to substitute for one of the above courses.