BUSINESS ADMINISTRATION B.S.B.A.

All students must meet the University Requirements.

All students must meet the College Requirements.

MAJOR REQUIREMENTS

Bachelor of Science in Business Administration with interdisciplinary themes of:

- Entrepreneurship
- Global Business
- Sustainable Business

And, concentrations of:

- Accounting
- Business Analytics
- Finance
- Marketing

BASIC BUSINESS CORE REQUIREMENTS

Thirty-three to thirty-four credits. To be completed by the end of the sophomore year or the completion of 75 credits after matriculating into the Grossman School of Business, with a grade-point average of at least 2.25 and no grade lower than C-. If a student does not successfully meet these criteria s/he will be required to transfer out of the Grossman School of Business.

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
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</thead>
<tbody>
<tr>
<td>BSAD 010</td>
<td>The Business Enterprise</td>
<td>3</td>
</tr>
<tr>
<td>EC 011</td>
<td>Principles of Macroeconomics</td>
<td>3</td>
</tr>
<tr>
<td>MATH 019</td>
<td>Fundamentals of Calculus I</td>
<td>3-4</td>
</tr>
<tr>
<td>or MATH 021</td>
<td>Calculus I</td>
<td></td>
</tr>
<tr>
<td>BSAD 015</td>
<td>Business Communications</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 040</td>
<td>Information Technology &amp; Mgmt</td>
<td>3</td>
</tr>
<tr>
<td>EC 012</td>
<td>Principles of Microeconomics</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 025</td>
<td>Sustainable Bus Strategies</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 060</td>
<td>Financial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>STAT 141</td>
<td>Basic Statistical Methods</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 030</td>
<td>Decision Analysis</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 061</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
</tbody>
</table>

BUSINESS FIELD REQUIREMENTS

Fifteen credits. Students must successfully complete the Basic Business Core before enrolling in Business Field courses. All Business Field Courses require junior standing with the exception of BSAD 180 which requires sophomore standing and can be completed concurrent to BSAD 061. The Business Field Courses must be completed with an overall grade-point average of at least 2.00. Three of the five Business Field courses must be completed at UVM.

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>BSAD 120</td>
<td>Leadership &amp; Org Behavior</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 141</td>
<td>Info, Technology &amp; Bus Systems</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 150</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 173</td>
<td>Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 180</td>
<td>Managerial Finance</td>
<td>3</td>
</tr>
</tbody>
</table>

BUSINESS INTERDISCIPLINARY THEME REQUIREMENTS

12 credits. All students must choose one of the following interdisciplinary themes by the end of their sophomore year:

- Entrepreneurship
- Global Business
- Sustainable Business

All students must complete four (4) courses (12 credits) within their chosen theme, including one interdisciplinary “capstone” course in the fourth year. Students are required to earn an overall grade-point average of at least 2.00 in these four courses. Two of the four Business Theme courses must be completed at UVM (some exceptions may apply to the Global Business Theme with respect to the applicability of study abroad credits).

BUSINESS CONCENTRATION REQUIREMENTS

15 credits. All students must choose one of the following concentrations by the end of their sophomore year:

- Accounting
- Business Analytics
- Finance
- Marketing

All students must successfully complete five courses (15 credits) within their chosen concentration, with an overall grade-point average of at least 2.00 in these five courses. Students may count one course toward both their selected interdisciplinary theme and selected concentration. Three of the five Business Concentration courses must be completed at UVM.

Accounting Concentration Requirements

A student who plans to become a Certified Public Accountant (CPA) may complete an Accounting undergraduate concentration plus the Master of Accountancy (M.Acc.) in a fifth year. The M.Acc. fulfills the 150 credit requirement of the American Institute of Certified Public Accountants (see the Graduate Catalogue for additional information on the M.Acc.). The specific requirements to sit for the CPA examination vary among states. Students who plan to sit for the
CPA exam are advised to contact the Board of Accountancy for the state in which they plan to work.

The Accounting concentration consists of fifteen credits of accounting course work:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>BSAD 161</td>
<td>Intermediate Accounting I</td>
<td>3</td>
</tr>
<tr>
<td>BSAD 162</td>
<td>Intermediate Accounting II</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Three other accounting courses to be selected in consultation with the student’s accounting faculty advisor</td>
<td>9</td>
</tr>
</tbody>
</table>

PROFESSIONAL DEVELOPMENT SERIES

Students are required to complete a total of 3 credits of Professional Development Series:

- Professional Development Series I, generally completed during sophomore year (BSAD 002 - 1 credit)
- Professional Development Series II, generally completed during junior year (BSAD 102 - 1 credit)
- Professional Development Series III, generally completed during senior year (BSAD 202 - 1 credit)

BASIC GENERAL EDUCATION CORE

At least twelve credits; four courses. A course cannot count for more than one General Education Core requirement. Each requirement must be filled with a course worth at least three credits. One from each of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>English course that emphasizes practice in writing from:</td>
<td>3</td>
</tr>
<tr>
<td>ENGS 001 Written Expression</td>
<td></td>
</tr>
<tr>
<td>Or the First Year Honors College Seminar (HCOL 085)</td>
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</tr>
<tr>
<td>Social Science: select from Anthropology, Economics, Environmental Studies, Geography, Political Science, Psychological Science, Sociology, and Gender, Sexuality, &amp; Women's Studies</td>
<td>3-4</td>
</tr>
<tr>
<td>Natural Science (lab optional): select from Anatomy &amp; Physiology, Astronomy, Biochemistry, BioCore, Biology, Chemistry, Environmental Science, Geology, Microbiology &amp; Molecular Genetics, Plant Biology, Physics, Plant &amp; Soil Science</td>
<td>3-5</td>
</tr>
<tr>
<td>Humanities: select from Art History, Art Studio, American Sign Language, Classics, Critical Race &amp; Ethnic Studies, Dance, English Literature, Foreign Language, Film &amp; Television Studies, Global &amp; Regional Studies, Holocaust Studies, History, Music, Philosophy, Religion, Theatre, World Literature</td>
<td>3-4</td>
</tr>
</tbody>
</table>

Note: Cross-listed courses may count for only one Basic General Education Core requirement. Any course which meets a business requirement cannot also meet a Basic General Education Core requirement (for example: EC 011 or EC 012 do not satisfy the Social Science Core).

REQUIRED MINOR

A student must complete a minor in a discipline outside the Grossman School of Business by fulfilling the requirements specified by the department or program supervising the minor. Most minors average 6 courses/18 credit hours. A student must earn a cumulative grade-point average of 2.00 in the courses used to complete the minor and half of these courses must be completed at UVM. Up to two minor courses may be applied to Business Core/Field/Theme/Concentration requirements. Please consult with your faculty advisor or Student Services to select an appropriate minor.

The student must contact the appropriate department to obtain more specific information. To declare a minor, students submit a major-minor request online through the UVM registrar’s website. Some minors are not available to declare as they require an application and permission from the supervising department. The minors in Business Administration and Accounting are only open to majors outside of the Grossman School of Business. However, Business majors are permitted to minor in Sports Management. The minor in Film and Television Studies is restricted to students enrolled in the College of Arts and Sciences. The following minors through Community Development and Applied Economics (CDAE) are restricted: Consumer and Advertising, Consumer Affairs, Community Entrepreneurship, and Pubic Communications.

DIVERSITY COURSE REQUIREMENT

All undergraduate students must successfully complete the University Approved Diversity courses (D1 and D2): one three-credit course from Category One (Race and Racism in the U.S.) and a second three-credit course from either Category One or Category Two (the Diversity of Human Experience). Courses that meet the University Diversity Requirement may also be applied to the Business and/or general education requirements. (See the diversity course list in this catalogue under Academic Offerings/Courses for the approved courses.)

FOUNDATIONAL WRITING AND INFORMATION LITERACY REQUIREMENT

All undergraduate students are required to successfully complete a three-credit course which provides instruction and practice with foundational writing and information literacy. Any of the three following courses will satisfy this requirement: ENGS 001, HCOL 085, and TAP seminars in the College of Arts and Sciences. Courses that meet the University Foundational Writing and Information Literacy Requirement can double-dip the English General Education Core Requirement.

SUSTAINABILITY REQUIREMENT

All undergraduate students must successfully complete the University Approved Sustainability requirement (SU). To meet this requirement, students must complete a course, curriculum, or co-curricular module prior to graduation that has been approved by the Faculty Senate’s Sustainability Curriculum Review Committee.
the sustainability course list in this catalogue under Academic Offerings/Courses for the approved courses.) Courses that meet the University Sustainability Requirement can double-dip the Business and/or general education requirements.

**ELECTIVES**

Students need to take at least 30 credits outside of the Grossman School of Business. The rest of their electives can be taken from either inside or outside of the School. Students often need elective credits to bridge the gap between the required courses and the 120 total credit hours needed to graduate with a Bachelor of Science in Business Administration.

**Restrictions on Electives**

1. Up to three credits of PEAC (physical education activity courses) can apply as elective credit towards the Bachelor of Science Business degree. This includes PEAC courses, and credit granted for intramural, club and varsity sports.
2. No credit will be granted for a course that substantially duplicates material in courses offered in the Grossman School of Business or in other previously completed courses.
   - Students cannot receive credit for a course that is prerequisite knowledge for a course already completed, for example FREN 001 after FREN 002.
   - Students cannot receive credit for a course offered in another department that substantially duplicates material in courses offered by the Grossman School of Business.
   - Students cannot earn credit for both EC 170 and STAT 141.
   - Students cannot earn credit for both CS 014 and BSAD 142.
   - Students cannot earn credit for both CDAE 127 and BSAD 153.
   - Students cannot earn credit for both CDAE 128 and BSAD 155.
   - Students cannot earn credit for both CDAE 167 and BSAD 180.
   - Students cannot earn credit for both CDAE 168 and BSAD 150.
   - Students cannot earn credit for CDAE 169 or CDAE 266.

**Courses**

**BSAD 002. Prof. Development Series I. 1 Credit.**

Seminar series focusing on engagement, career preparedness (with a focus on obtaining an internship or other equivalent experience), and information literacy. Prerequisites: Business Administration major; minimum Sophomore standing.

**BSAD 009. Personal Finance & Investing. 3 Credits.**

Analyze the process for making personal financial decisions; develop personal financial goals in view of an individual’s background and emotions related to money, debt, spending habits, risk taking etc.; assess economic factors that influence financial planning.

**BSAD 010. The Business Enterprise. 0 or 3 Credits.**

This fundamental course provides instruction in how businesses work and what is required to excel and lead in today's work environment. Prerequisite: First-Year Business Administration major.

**BSAD 015. Business Communications. 3 Credits.**

Provides students a basic understanding of professional business communications. Prerequisite: Business Administration major; First-year/Sophomore standing only.

**BSAD 025. Sustainable Bus Strategies. 3 Credits.**

Focus is on how businesses interact with society and the environment, and the role of innovation and strategy to business success. Prerequisites: EC 011, EC 012; MATH 019 or MATH 021; Business Administration major or minor; minimum Sophomore standing.

**BSAD 028. Intro Mgmt US Health Care Syst. 3 Credits.**

Introduces health care as organized in the US, with an emphasis on factors affecting opportunities for innovation and improvement and a focus on the business implications of ongoing changes. Prerequisite: Minimum Sophomore standing.

**BSAD 030. Decision Analysis. 3 Credits.**

Introduces students to the tools and techniques necessary for effective decision-making in business organizations operating in a complex and dynamic environment. Prerequisites: MATH 019 or MATH 021; STAT 141 or STAT 143 or EC 170; or PSYS 053 and PSYS 054; Business Administration, Computer Science and Information Systems, and Engineering Management majors; Business Administration Minor; Minimum Sophomore standing.

**BSAD 040. Information Technology & Mgmt. 3 Credits.**

An overview of the functional areas of business and the importance of information technology to the success of the organization with coverage of essential communication, problem solving and productivity tools employed in the modern enterprise. Prerequisites: BSAD 010; Business Administration major; First-year and Sophomore standing only.

**BSAD 060. Financial Accounting. 3 Credits.**

Introduction to the accounting system and generally accepted accounting principles that govern income determination and financial position presentation. Credit will be granted for only one of BSAD 060 or BSAD 065. Prerequisites: EC 011 and either MATH 019 or MATH 021; Business Administration, Computer Science & Information Systems, Dietetics, Nutrition & Food Science, or Engineering Management major or Business Administration minor; Minimum Sophomore standing.

**BSAD 061. Managerial Accounting. 3 Credits.**

Introduction to use of accounting for planning, cost behavior, budgeting, analysis, and decision making. Prerequisites: BSAD 060; Business Administration, Engineering Management, Dietetics, Nutrition and Food Sciences, Computer Science & Information Systems major, Business Administration minor; Minimum Sophomore standing.
BSAD 094. Internship. 1-6 Credits.
On-site supervised work experience combined with a structured academic learning plan directed by a faculty member or a faculty-staff team in which a faculty member is the instructor of record, for which academic credit is awarded. Offered at department discretion. Prerequisites: Business Administration Major; Concurrent Internship; Instructor Permission.

BSAD 095. Special Topics. 1-18 Credits.
See Schedule of Courses for specific titles. Prerequisites: Business Administration Major; minimum Sophomore standing.

BSAD 096. Special Topics. 1-18 Credits.
See Schedule of Courses for specific titles. Prerequisite: Minimum Sophomore standing.

BSAD 101. Business Savvy. 3 Credits.
Introduces non-business majors to the fundamentals of accounting, finance, marketing, operations, management, strategy. May be used by Business Administration minors to fulfill three credits of upper-level Business Administration electives. Prerequisites: Non-Business Administration major.

BSAD 102. Prof. Development Series II. 1 Credit.
Seminar series focusing on engagement, career preparedness (with a focus on obtaining a job) and information literacy. Prerequisites: BSAD 002; Business Administration major; minimum Junior standing.

BSAD 117. Business Law I. 3 Credits.
Concepts of law as related to business, including law of contracts, sales, bailments, and negotiable instruments, business and laws of agency, partnerships, and corporations. This course is not a prerequisite for BSAD 118. Prerequisites: EC 011, EC 012; Business Administration major or minor; minimum Junior standing.

BSAD 118. Business Law II. 3 Credits.
Concepts of law as related to business, including law of contracts, sales, bailment, and negotiable instruments, business and law agency, partnerships, and corporations. BSAD 117 is not a prerequisite for BSAD 118. Prerequisites: EC 011, EC 012; Business Administration major or minor; Minimum Sophomore standing.

BSAD 119. Real Estate Law. 3 Credits.
Provides an understanding of basic concepts of the laws that apply to the purchase, development, lease, management, and transfer of real property. Prerequisites: EC 011 and EC 012; Business Administration major or minor; minimum Sophomore standing.

BSAD 120. Leadership & Org Behavior. 3 Credits.
How people in organizations think and behave. Focuses on how leadership and motivation affect individuals and teams in the workplace and a global business context. Prerequisites: Business Administration, Computer Science & Information Systems, Engineering Management, Dietetics, Nutrition & Food Sciences major, Business Administration minor; Sports Management minor by permission; minimum Junior standing.

BSAD 121. ST in Organizational Behavior. 3 Credits.
Focuses on ways in which individuals and work groups within organizations can be better utilized as organizational resources. Prerequisites: BSAD 120; Business Administration major or minor; Minimum Junior standing.

BSAD 123. Collective Barg & Conflict Res. 3 Credits.
Focuses on union-employer relations and on developing the student’s negotiation skills. Topics include the union contract, the causes of strikes, and the techniques for resolving conflict. A bargaining simulation is incorporated. Prerequisites: BSAD 120; Business Administration major or minor; Minimum Junior standing.

BSAD 124. Strat Corp Soc Responsibility. 3 Credits.
Examines the interaction between corporations and society. As firms create wealth, their actions impact a variety of societal stakeholders who, in turn, shape the rules and expectations that businesses are expected to fulfill. Prerequisites: BSAD 120; Business Administration major or minor; or Instructor permission; minimum Junior standing.

BSAD 127. D2: International Management. 3 Credits.
Exploration of international business environments and management issues corporations encounter in these environments. Topics include cross-cultural differences, international corporate strategy and structure, cross-cultural communication, negotiation, and human resource management. Prerequisites: BSAD 120; Senior standing; Business Administration major or minor.

BSAD 128. Doing Business Internationally. 4 Credits.
Explores the cultural dimension of working and conducting business in international settings. Prerequisites: Instructor permission; Minimum Sophomore standing.

BSAD 132. Political Envir of Business. 3 Credits.
Analyze (1) business, and the broader society’s demand for public policy, as well as (2) the political institutions that supply public policy in both domestic and international contexts. Prerequisites: EC 011, EC 012, BSAD 060; MATH 019 or MATH 021; STAT 141 or STAT 143 or EC 170 or PSYS 053 and PSYS 054; Minimum Junior standing; Business Administration, Engineering Management, Computer Science & Information Systems major; Business Administration minor.

BSAD 137. Entrepreneurial Leadership. 3 Credits.
Experiential course suitable for students aiming for leadership roles in an existing organization or for those who want to launch a new venture. Prerequisites: BSAD 120; Business Administration, Engineering Management major; Business Administration minor; Sports Management minor by permission; minimum Junior standing.

BSAD 138. Entrepreneurship: Bus Planning. 3 Credits.
Entrepreneurship Theme Capstone Course: Develop a business plan for creation of a new venture. Explore financial and market feasibility and draw upon conceptual foundations of entrepreneurship. Prerequisites: BSAD 060; Business Administration major; Senior standing.
BSAD 141. Info, Technology & Bus Systems. 3 Credits.
Introduces business information systems and how they enable better managerial decision-making. Discusses problems in analyzing, designing, and implementing such systems. Prerequisites: EC 011, EC 012; MATH 019 or MATH 021; BSAD 030 or BSAD 040; STAT 141 or STAT 143 or EC 170 or PSYS 053 and PSYS 054; Business Administration, Engineering Management, Computer Science, Computer Science & Information Systems major; Business Administration minor; minimum Junior standing.

BSAD 142. Structured Business Prgmning. 3 Credits.
Fundamental principles of business computer programming. Topics include: constructs of structured programming, modular development, sequential and nonsequential access techniques. Applications include data editing, reporting, file updating, on-line program development. No credit for both CS 014 and BSAD 142. Prerequisites: BSAD 141; Minimum Junior standing; Business Administration, Engineering Management, Computer Science, Computer Science & Information Systems major; Business Administration minor.

BSAD 143. Struc Anyl & Dsgn Business Sys. 3 Credits.
In-depth study of business information system development cycle emphasizing analysis and design phases. Structured analysis and design techniques used to develop models of business information systems. Case studies such as payroll, inventory, accounts receivables, order entry, billing. Prerequisites: BSAD 141; Business Administration, Engineering Management or Computer Science & Information Systems major or Business Administration minor; Minimum Junior standing.

BSAD 144. Database Management. 3 Credits.
Covers the foundational knowledge of how databases are designed, built, and optimized for performance. Students will work with an enterprise database platform to understand how commercially available database products are used in the modern enterprise. Prerequisites: BSAD 141; Minimum Junior standing; Business Administration, Engineering Management, Computer Science & Information Systems major, Business Administration minor.

BSAD 145. Managing Info System Resource. 3 Credits.
Theory and practice of managing resources of an organization’s information system. Responsibilities and interactions of upper level, function area, and information system managers emphasized. Topics include project selection and control, staffing, organizing, planning, and managing the information system function. Students required to bring laptop with BSAD software to every class. Prerequisites: BSAD 120, BSAD 141; Business Administration major; Minimum Junior standing.

BSAD 146. Business Data Communications. 3 Credits.
Covers basic concepts of data communications, networking, and network management and security. Focus is on local area networking (LAN) technologies and protocols. Includes various hands on lab-based exercises. Prerequisite: BSAD 141; Minimum Junior standing; Business Administration, Computer Science & Information Systems, Engineering Management major, Business Administration minor.

BSAD 147. Green IT & Virtualization. 3 Credits.
Analyzes the environmental, managerial, and economic benefits of emerging IT platforms for data center, systems continuity, remote workforce, and e-waste management. Prerequisites: BSAD 141; Minimum Junior standing; Business Administration, Engineering Management, Computer Science & Information Systems major; Business Administration minor.

BSAD 150. Marketing Management. 3 Credits.
The place of marketing in our economy. Analysis of the market structure by function, institutions, and commodities. Consumer and organizational activities reviewed. Prerequisites: EC 011, EC 012; MATH 019 or MATH 021; STAT 141 or STAT 143 or EC 170 or PSYS 053 and PSYS 054; Business Administration, Computer Science & Information Systems, Engineering Management majors; Business Administration minor; Sports Management minor by permission; minimum Junior standing.

BSAD 152. Business to Business Marketing. 3 Credits.
Exploration and analysis of the marketing of goods and services to organizations. Topics include organizational buying, market segmentation, positioning, pricing, communication, physical distribution and customer service, and sales management. Prerequisites: BSAD 150; Business Administration major or minor; Minimum Junior standing.

BSAD 153. Consumer Behavior. 3 Credits.
Exploration and analysis of research evidence from marketing and behavioral science relevant to a theory of consumer behavior. Emphasis also given to research methodologies. Prerequisites: BSAD 150; Business Administration major or minor; minimum Junior standing.

BSAD 155. Marketing Communications. 3 Credits.
Emphasizes the coordination of advertising and sales promotion into cohesive, single-minded promotional programs. Stresses the need to integrate promotional activity into the overall marketing strategy. Prerequisites: BSAD 150; Business Administration major or minor; minimum Junior standing.

BSAD 156. Product Management. 3 Credits.
Course provides an overview of product management. Key perspectives that shape the field including the new product development process will be emphasized. Prerequisites: BSAD 150; Business Administration major or minor; Minimum Junior standing.

BSAD 161. Intermediate Accounting I. 3 Credits.
Study of how corporations account for and present the results of their financial activities. Emphasizes accounting for assets, current liabilities, and the related revenue and expenses. Provides overview of the four primary financial statements and accompanying notes. Prerequisites: BSAD 060, BSAD 061; Business Administration major or Accounting minor; Minimum Junior standing.
BSAD 162. Intermediate Accounting II. 3 Credits.
Continuation of Intermediate Accounting I, with emphasis on accounting and reporting of liabilities, owners' equity and related effect on income determination of an enterprise. Prerequisites: BSAD 161, Business Administration major or Accounting minor; Minimum Junior standing.

BSAD 165. Marketing Analysis and Action. 3 Credits.
A second-level undergraduate marketing course that combines managerial and analytic approaches to gaining insight into customer attitudes and behaviors and improving market decision-making. Prerequisites: BSAD 150; Business Administration major or minor; Minimum Junior standing.

BSAD 169. Individual Taxation. 3 Credits.
Highlights federal income tax concepts and rules applicable to individuals. Examines how the federal tax system accounts for items of income and expense in computing taxable income, considering both personal and business transactions. Prerequisites: BSAD 060 and BSAD 061; Business Administration majors; Accounting and Business Administration minors; minimum Junior standing.

BSAD 170. Business Forecasting Methods. 3 Credits.
Looks inside the crystal ball at major forecasting methods (Smoothing, Regression, Econometric, Box-Jenkins, Combined), and analyzes elements of good forecasting practice in an organization. Extensive use of PC forecasting packages. Prerequisites: EC 011, EC 012; STAT 141 or STAT 143 or EC 170 or PSYS 053 and PSYS 054; Business Administration major or minor; Minimum Junior standing.

BSAD 173. Operations Management. 3 Credits.
Introduces decisions related to the design, management, and improvement of activities that create and deliver a firm's products and services. Prerequisites: BSAD 030, BSAD 060; MATH 019 or MATH 021; STAT 141 or STAT 143 or EC 170 or PSYS 053 and PSYS 054; Minimum Junior standing; Business Administration, Engineering Management, Computer Science & Information Systems major; Business Administration minor.

BSAD 175. Management of Technology. 3 Credits.
Role of technology in industry, the nature of technological change, strategies, management, research and development, forecasting, product service/project selection, development, management, transition to market, and evaluation. Prerequisites: BSAD 173; Senior Engineering Management or Business Administration major. Cross-Listed with: EMGT 175.

BSAD 178. Quality Control. 3 Credits.
Analysis and design of systems for obtaining quality in operations. Statistical process control (SPC) emphasized, along with current management philosophies and concepts. Prerequisites: BSAD 173; Business Administration, Engineering Management or Computer Science & Information Systems major or Business Administration minor; Minimum Junior standing.

BSAD 180. Managerial Finance. 3 Credits.
The financial function in the corporation. Techniques for evaluating current use of resources and proposed resource acquisitions or dispositions. Prerequisites: BSAD 060, EC 011, EC 012; MATH 019 or MATH 021; STAT 141 or STAT 143 or EC 170 or PSYS 053 and PSYS 054; Business Administration, Computer Science & Information Systems, Engineering Management majors; or Business Administration minor; minimum Sophomore standing.

BSAD 181. Intermediate Financial Mgmt. 3 Credits.
Examines key areas of financial decision making. With cases and problems, issues such as capital budgeting, leasing, mergers, and acquisitions examined. Prerequisites: BSAD 180; Business Administration major or minor; Minimum Junior standing.

BSAD 183. International Finance Mgmt. 3 Credits.
Theories and practices of international financial management examined. Topics investigated include: systems of international exchange, spot and forward markets, and expropriation and exchange risk. Prerequisites: BSAD 180; Minimum Junior standing; Business Administration major or minor.

BSAD 184. Financial Institutions&Markets. 3 Credits.
Study of level and structure of interest rates and characteristics of financial institutions and markets. Topics include market vs. natural rate of interest, interest rate structure, behavior of interest rates. Prerequisites: BSAD 180; Business Administration major or minor; minimum Junior standing.

BSAD 187. Teaching Assistantship. 1-3 Credits.
Undergraduate student service as a teaching assistant, usually in an introductory-level course in the discipline, for which credit is awarded. Offered at department discretion.

BSAD 191. Strategy and Competition. 3 Credits.
Global Business Theme Capstone Course: Integrative, capstone course concerned with issues and decisions facing senior executives directing entire enterprises. Students develop analytical skills surrounding industry analysis, strategy formulation, organizational design, and competitive dynamics. Prerequisites: BSAD 120, BSAD 150, BSAD 180; Business Administration major; Senior standing.

BSAD 192. Business Process Improvement. 3 Credits.
Familiarizes students with the basic conceptual issues of continuously improving business processes to compete more effectively on quality, time, and cost. Prerequisites: BSAD 141; Business Administration, Engineering Management or Computer Science & Information Systems major or Business Administration minor; Minimum Junior standing.

BSAD 193. Honors Rsch Methods Seminar. 3 Credits.
Prepares students for thesis requirement. Upon completion, students will be fully versed in the research process and understand different research methodologies. Prerequisites: Honors College Business Administration student; Junior standing.
BSAD 194. Internship. 1-18 Credits.
On-site supervised work experience combined with a structured academic learning plan directed by a faculty member or a faculty-staff team in which a faculty member is the instructor of record, for which academic credit is awarded. Offered at department discretion. Prerequisite: Completion of the Basic Business Core courses; at least one Business Field Course; cumulative GPA of at least a 3.0; permission of the School of Business Administration.

BSAD 195. Special Topics. 1-18 Credits.
Specialized or experimental courses offered as resources permit. Prerequisite: Business Administration major or minor; Minimum Junior standing.

BSAD 196. Special Topics. 1-18 Credits.
Specialized or experimental courses offered as resources permit. Prerequisite: Business Administration major or minor; Minimum Junior standing.

BSAD 198. Independent Study. 1-18 Credits.
Tailored to fit the interests of a specific student, which occurs outside the traditional classroom/laboratory setting under the supervision of a faculty member, for which credit is awarded. Offered at department discretion. Prerequisites: Business Administration major; Instructor permission; Minimum Junior standing.

BSAD 199. Undergraduate Research. 1-18 Credits.
Undergraduate student work on individual or small team research projects under the supervision of a faculty member, for which credit is awarded. Offered at department discretion.

BSAD 202. Prof. Development Series III. 1 Credit.
Seminar focusing on engagement and career preparedness (with a focus on transitioning from University life to the work world). Prerequisites: BSAD 102; Business Administration major; Senior standing.

BSAD 222. Human Resource Management. 3 Credits.
Critical examination of contemporary problems in human resource management; including job analysis, recruitment, training and employee development, health and safety, compensation, performance appraisal, and related topics. Prerequisites: BSAD 120; Business Administration major or minor; Master of Accountancy Graduate students; minimum Junior standing.

BSAD 226. Current Iss in Mgmt & Org Thry. 1-3 Credits.
Subjects may include training and development, selection and recruitment, and affirmative action. Prerequisites: BSAD 120; Business Administration major or minor; Minimum Junior standing.

BSAD 230. Tech, Entr & Commercialization. 3 Credits.
Provides future business and technology professionals with insights into the processes of transferring research from the university to the marketplace, and transforming new technologies into sustainable products or services that create new economic, social and environmental value. Prerequisites: BSAD 120; Business Administration major or minor; Computer Science and Information Systems major, Engineering Management major; minimum Junior standing.

BSAD 235. Entrepreneurial Family Firms. 3 Credits.
Students will learn to work effectively in and with family enterprises - the predominant organizational form in the world. By understanding their unique advantages and challenges, students will learn to develop strategic solutions to improve the family and business performance. Prerequisites: BSAD 120; Business Administration, Engineering Management major; Business Administration minor; minimum Junior standing.

BSAD 251. Marketing Research. 3 Credits.
The role of research in a marketing information framework. Emphasis on survey research, data collection, and analysis. Experimental designs also examined. Prerequisites: BSAD 150; Business Administration major or minor; Minimum Junior standing.

BSAD 252. Marketing Research Practicum. 3 Credits.
Market research field project. Students design survey instruments, collect and analyze data, and present results to clients in a business environment. Prerequisites: BSAD Prerequisites: BSAD 251; Business Administration major or minor; Instructor permission; Minimum Junior standing.

BSAD 256. Retail Management. 3 Credits.
Provides an overview of retail management. Key perspectives that shape the field including strategic planning, merchandising, and competitive advantage are emphasized. Prerequisites: BSAD 150; Business Administration major or minor; Master of Accountancy Graduate Students; minimum Junior standing.

BSAD 258. D2: Int'l Market Analysis. 3 Credits.
Examines the cultural, economic, historic, and political factors that affect the analysis of foreign markets. Specific attention is given to the processes by which market entry decisions are developed and implemented. Prerequisites: BSAD 150, Business Administration major or minor; Master of Accountancy Graduate Students; minimum Junior standing.

BSAD 259. Sustainable Marketing. 3 Credits.
This course on sustainable marketing engenders an appreciation for the twin global challenges of global poverty and environmental sustainability and delves deeper into what businesses can do to respond to these challenges. Prerequisites: BSAD 150; Business Administration major or minor; Senior standing.

BSAD 260. Financial Statement Analysis. 3 Credits.
Study of the concepts and techniques underlying corporate financial statement analysis, with an emphasis on equity valuation models. Prerequisites: BSAD 180; Business Administration major or minor; Senior standing.

BSAD 263. Environmntl & Social Rprtng. 3 Credits.
An examination of voluntary and mandatory reporting of issues related to corporate social responsibility including environmental, social and governance. Knowledge is gained through readings, written assignments and discussion. Coverage includes GRI, SASB and integrated reporting guidelines and standards. Prerequisites: BSAD 060, BSAD 061 or their equivalent; Senior or Graduate student standing or Instructor permission.
BSAD 264. Corporation Taxation. 3 Credits.
A survey of the tax consequences for C corporations and their shareholders of womb-to-tomb transactions, which might include formations, acquisitions, divisions, consolidations, and international operations as well as the reporting of book/tax differences. Prerequisites: BSAD 060, BSAD 061; Senior standing; Business Administration major, Master of Accountancy student, Business Administration minor, Accounting minor.

BSAD 265. Accounting Information Systems. 3 Credits.
Examination of how accounting information is collected, stored and made available to decision makers with an emphasis on internal control implementation. Prerequisites: BSAD 060, BSAD 061; Senior standing; Business Administration major, Master of Accountancy student, Business Administration minor, Accounting minor.

BSAD 266. Advanced Accounting. 3 Credits.
Focuses on accounting for business combinations and developing consolidated financial statements. Includes accounting for foreign currency transactions, foreign subsidiaries, governmental entities, and not-for-profit organizations. Pre/co-requisite: BSAD 162.

BSAD 267. Auditing. 3 Credits.
Examination of auditing theory and practice. Topics include standards, ethics and legal responsibilities of the profession, audit planning, internal control, audit evidence, and auditor communications. Prerequisites: BSAD 162, BSAD 265; Senior standing; Business Administration major, Master of Accountancy student, Business Administration minor, Accounting minor.

BSAD 268. Adv Topics in Management Acctg. 3 Credits.
Emphasizes use of internal and external information in management decision making; includes cost of inventory, business activities, strategic use of information, long-range planning. Prerequisites: BSAD 060, BSAD 061; Senior standing; Business Administration major, Master of Accountancy student, Business Administration minor, Accounting minor.

BSAD 269. Gov't and NFP Accounting. 3 Credits.
Provides a study of the theory and practical application of accounting principles and auditing standards to governmental entities and not-for-profit organizations. Prerequisites: BSAD 161; Business Administration major or minor, Accounting minor, Master of Accountancy Graduate student; minimum Junior standing.

BSAD 270. Quant Anyl for Managerial Dec. 3 Credits.
Application of management science methods to managerial decision making, emphasizing modeling and use of solution results. Topics include mathematical programming, waiting-line analysis, and computer simulation. Prerequisites: BSAD 030, BSAD 173; Business Administration major or minor; Engineering Management major, Master of Accountancy Graduate students; other majors or minors by Instructor permission; minimum Junior standing.

BSAD 271. Current Topics Fin Reporting. 3 Credits.
Focuses on the development and use of two sets of financial reporting standards: International Financial Reporting Standards (IFRS) and US generally accepted accounting principles (GAAP). Prerequisites: BSAD 161, BSAD 162; Business Administration majors and minors, Accounting minors, Master of Accountancy Graduate students; Senior standing.

BSAD 273. Supply Chain Management. 3 Credits.
Explores how firms can organize supply chains to more effectively align supply with the demand for products. Prerequisites: BSAD 173; Business Administration major or minor; Engineering Management major, or Graduate Master of Accountancy student; minimum Junior standing or graduate standing; other majors or minors by Instructor permission.

BSAD 280. Green Mountain Investment Fund. 3 Credits.
Involves the practical and real time operation of an investment fund. Topics covered will include the steps necessary to fill a role as an analyst or portfolio manager of a traditional long-only money management operation. Prerequisites: BSAD 180; Business Administration major or minor; minimum Junior standing.

BSAD 281. Fixed Income Security Analysis. 3 Credits.
Focuses on the valuation and analysis of fixed income securities and the management of fixed income investment portfolios. Prerequisites: BSAD 180; Business Administration major or minor, Master of Accountancy Graduate student; minimum Junior standing.

BSAD 282. Security Val & Portfolio Mgmt. 3 Credits.
Examination of theories and evidence on the investment decision process including operations of equity securities markets, market efficiency, financial asset prices, and portfolio management. Prerequisites: BSAD 180; Business Administration major or minor; Minimum Junior standing.

BSAD 285. Options and Futures. 3 Credits.
Financial derivatives - options, futures, and swaps. Topics include: structures of the markets for exchange traded and over-the-counter derivatives, identification and exploitation of arbitrage opportunities, use and misuse of derivatives to hedge risk in both financial and product markets. Prerequisites: BSAD 180; Minimum Junior standing; Business Administration major or minor.

BSAD 287. Teaching Assistantship. 1-3 Credits.
Undergraduate student service as a teaching assistant, usually in an introductory-level course in the discipline, for which credit is awarded. Offered at department discretion.

BSAD 288. Wall Street Seminar. 3 Credits.
Application of financial theory to stock/bond valuation, credit analysis, security underwriting, or risk management. Students will complete projects assigned by major financial service firms. Prerequisites: BSAD 180; Business Administration major or minor or Instructor permission; minimum Junior standing.
BSAD 289. Real Estate Finance. 3 Credits.
This course is an introduction of real estate finance and investments. Topics include urban economics, appraisal, investment value analysis, financing, and development. Prerequisites: BSAD 180; Business Administration major or minor; minimum Junior standing.

BSAD 292. Independent Study. 1-18 Credits.
A course which is tailored to fit the interests of a specific student, which occurs outside the traditional classroom/laboratory setting under the supervision of a faculty member, for which credit is awarded. Offered at department discretion.

BSAD 293. Integrated Product Development. 3 Credits.
Project-based course focusing on the entire product life cycle. Team dynamics, process and product design, quality, materials, management, and environmentally-conscious manufacturing. Prerequisite: Minimum Junior standing or Instructor permission. Cross-listed with: ME 265, STAT 265.

BSAD 294. Internship. 1-18 Credits.
On-site supervised work experience combined with a structured academic learning plan directed by a faculty member or a faculty-staff team in which a faculty member is the instructor of record, for which academic credit is awarded. Offered at department discretion.

BSAD 295. Special Topics. 1-18 Credits.
Advanced courses on topics beyond the scope of existing departmental offerings. See Schedule of Courses for specific titles and prerequisites. Prerequisite: Senior Business Administration major or minor.

BSAD 297. Undergraduate Research. 1-18 Credits.
Undergraduate student work on individual or small team research projects under the supervision of a faculty member, for which credit is awarded. Offered at department discretion.

BSAD 299. Business Admin Honors Thesis. 3-6 Credits.
Honors thesis dealing with business administration topics. Honors College students only. Prerequisites: BSAD 193; Senior standing; Business Administration Honors College student.