

BUSINESS ADMINISTRATION

<http://www.uvm.edu/business/>

OVERVIEW

The Sustainable Innovation M.B.A. program at the University of Vermont is the leading program for emerging changemakers who believe business can – and must – become a force for good. The accelerated, 12 month program integrates sustainable business practices across disciplines, focusing on the tools needed to manage business today and lead through change tomorrow. Sustainable Innovation M.B.A. graduates jump back into work with the knowledge and skills they need to become change agents in field as diverse as impact investing, sustainable development, mission-driven marketing, supply chain management, nonprofit management, and other socially responsible business functions.

The program requires the successful completion of 45 credit hours, which are structured across an online asynchronous course taught in August, 4 8-week modules that each comprise multiple courses, and a 3-month summer capstone practicum project. All courses cover topics and tools for the creation of a more inclusive, resilient, and sustainable economy. Courses and other co-curricular experiences are delivered by faculty and thought leaders drawn from the Grossman School of Business, other UVM units, Vermont Law School, and the local and global business communities.

The Grossman School of Business and the Sustainable Innovation M.B.A. program are accredited by The Association to Advance Collegiate Schools of Business (AACSB).

DEGREES

Sustainable Innovation M.B.A (<http://catalogue.uvm.edu/graduate/businessadmin/businessadministrationmba/>).

Sustainable Enterprise CGS (<http://catalogue.uvm.edu/graduate/businessadmin/sustainableenterpriseogs/>)

Sustainable Family Enterprise mCGS (<http://catalogue.uvm.edu/graduate/businessadmin/susfamementmogs/>)

FACULTY

Glavas, Ante; Associate Professor, Grossman School of Business; PHD, Case Western Reserve University

Jones, David A; Professor, Grossman School of Business; PHD, University of Calgary

Lowensohn, Suzanne; Associate Professor, Grossman School of Business; PHD, University of Miami

Monsen, Erik; Associate Professor, Grossman School of Business; PHD, University of Colorado at Boulder

Noordewier, Thomas Gerald; Professor, Grossman School of Business; PHD, University of Wisconsin-Madison

Schnitzlein, Charles; Professor, Grossman School of Business; PHD, Washington University

Sharma, Pramodita; Professor, Grossman School of Business; PHD, University of Calgary

Sharma, Sanjay; Dean, Grossman School of Business; PHD, University of Calgary

Vanden Bergh, Richard G.; Professor, Grossman School of Business; PHD, University of California Berkeley

Venugopal, Srinivas; Assistant Professor, Grossman School of Business; PHD, University of Illinois at Urbana-Champaign

Business Administration Courses

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 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 150 or EMGT 201; Business Administration major or minor; Computer Science and Information Systems major; Engineering Management major; others by permission; 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 246. Taxation of Social Enterprises. 3 Credits.

Explores the balance that organizations try to achieve between the for-profit (business) and nonprofit (charitable) separation of the tax world. Prerequisites: BSAD 161 or BSAD 180; Business Administration majors, Business Administration or Accounting minors, Master of Accountancy Graduate Students; Senior 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; Senior or Graduate 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: Intn'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; Minimum Junior 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. SU:Environmntl & Social Rprtnng. 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 161 or BSAD 180; 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 161; 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 161; 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, and foreign subsidiaries. Prerequisites: 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. Topics vary by offering; periodic offering at intervals that may exceed four years. Prerequisites: BSAD 161 or BSAD 180; 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 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. Co-requisite: BSAD 280.

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 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. May be repeated; only counts once toward Business Administration major or minor. Prerequisites: BSAD 181; Business Administration major or minor and 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 305. Sustainable Marketing. 3 Credits.

Accelerated course on sustainable marketing principles and theory which focuses on how enterprises respond to the twin global challenges of global poverty and environmental sustainability. Prerequisite: Graduate student standing.

BSAD 306. Fundamentals of Accounting. 3 Credits.

Introduction to basic concepts for developing and interpreting financial statements. Introduction to use of accounting information for planning, cost behavior, control, and decision making. Prerequisite: Graduate Business Administration student.

BSAD 310. Professional Communications. 3 Credits.

Addresses different components of professional communications key to accounting career success. Clear business writing, strong interpersonal skills, effective presentations and group meeting communications are emphasized and illustrated through a variety of assignments. Prerequisite: Master of Accountancy Graduate standing or Instructor permission.

BSAD 335. Sustainable Family Enter I. 3 Credits.

Long-lived family firms that sustain over generations of leaders, economic and industry life cycles, embrace transgenerational entrepreneurship and innovation as part of their culture. This course focuses on the unique dynamics and dilemmas of these family businesses. Prerequisite: Graduate student standing.

BSAD 336. Sustainable Family Enter II. 3 Credits.

Goes beyond the documented best practices of family enterprises embedding sustainable development goals into their core operations to innovative next practices being tried while still continuing to generate positive economic returns to sustain their enterprise. Case examples, experiential exercises, virtual learning, lectures, and discussions are used to bring concepts to life. Prerequisites: BSAD 335.

BSAD 338. Int Sustain New Business Model. 3 Credits.

Entrepreneurial activities have a significant impact on individual lives and careers as they enable the growth and sustainability of organizations. This course focuses on developing an environmentally and socially responsible business model to assess the viability of an innovative idea. Prerequisite: Graduate student standing.

BSAD 340. Green Oper. and Supply Chains. 3 Credits.

Study of the foundational concepts in supply chain and operations management in sustainable enterprises. Design, planning, and control are examined, with emphasis on managerial analysis and decision making that will help the enterprise succeed responsibly and sustainably. Prerequisite: Graduate student standing.

BSAD 361. Accounting Rsch, Reg & Ethics. 3 Credits.

Students will research current financial reporting issues and regulatory requirements. Cases will emphasize the ethical responsibilities of professional accountants. Prerequisite: Master of Accountancy student.

BSAD 362. CPA Law. 3 Credits.

Provides Masters of Accountancy students with exposure to the major areas of U.S. law emphasized on the uniform CPA exam. MBA students will also benefit from the course. Prerequisite: Master of Accountancy student.

BSAD 363. Accounting & Reporting for ESG. 3 Credits.

Combines an introduction to financial and managerial accounting and reporting with the most recent standards used by entities worldwide to report on their environmental, social and governance (ESG) activities. Prerequisite: Graduate student standing.

BSAD 365. Managerial Accounting. 3 Credits.

Study of use of company information in internal strategic and operational decision making. Topics include product costing, incentive compensation, and performance measurement. Prerequisite: Master of Accountancy student.

BSAD 366. Adv Topics in Corp Acct.&Rept. 3 Credits.

Advanced topics in corporate accounting and reporting; focuses on accounting for business combinations and developing consolidated financial statements. Includes accounting for foreign currency transactions, foreign subsidiaries, segment, interim, and SEC reporting. Topics vary by offering; periodic offering at intervals that may exceed four years. Prerequisite: Master of Accountancy major.

BSAD 368. Pass-Through Entities. 3 Credits.

A study of the tax consequences of using partnerships, S corporations, and limited liability companies for business operations, with an examination of the tax aspects of choice-of-entity, operational, and divestment decisions for small and family-owned businesses. Prerequisite: Master of Business Administration, Master of Accountancy, or other Graduate standing.

BSAD 369. Fraud Examination. 3 Credits.

Covers all of the major methods employees use to commit occupational fraud. Students will learn how and why occupational fraud is committed, how fraudulent conduct can be deterred, and how allegations of fraud should be investigated. Prerequisite: BSAD 162.

BSAD 390. 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 392. 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 395. Advanced Special Topics. 1-18 Credits.

Topics and material that may develop later into a regular course offering; in addition, it may include topics and material offered only once. Prerequisite: Graduate Business Administration student.

Master of Business Admin Courses**MBA 301. Foundations of Management. 0 or 10 Credits.**

Provides background on sustainable business practices and offer tools to analyze a business and structure a business opportunity, including how to: develop/defend competitive advantage, perform financial analysis, implement marketing strategy, organize a firm, and manage technological innovation. Prerequisite: MBA standing.

MBA 302. Bldg a Sustainable Enterprise. 0 or 9 Credits.

Provides students with the tools for starting and building a sustainable business. Topics include: public policy, value creation, assessments under market uncertainty, the meaning of sustainability and CSR, triple bottom line reporting, ethics for entrepreneurs, and mindfulness. Prerequisite: MBA standing.

MBA 303. Growth of Sust Enterprise. 0 or 9 Credits.

Provides tools for managing the growth of a sustainable business. Topics include: entrepreneurial leadership, systems tools for sustainability, business law, negotiations, financing an innovative venture, and sustainable operations/green supply chains. Students will frame and research their practicum project. Prerequisite: MBA standing.

MBA 304. Focusing on Sustainability. 0 or 9 Credits.

Provides students with an understanding of how to run a responsible/sustainable business within the constraints of finite physical resources and legal frameworks. Students will explore how management approaches, creativity, and technology can find opportunities within those constraints. Prerequisite: MBA standing.

MBA 305. Sus Entrepreneurship in Action. 0 or 6 Credits.

Provides a meaningful hands-on experience through the development of a business plan for a new sustainable venture. Students will spend three months conceptualizing, designing, and presenting a business case for a new sustainable venture. Prerequisite: MBA Graduate student standing.

MBA 395. Advanced Special Topics. 1-18 Credits.

See Schedule of Courses for specific titles.

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