

**Picture
(Girlstudying)**

WILLIAMS COLLEGE OF BUSINESS

Degrees, Programs and Block Schedules

The mission of the Williams College of Business is to educate students of business enabling them to improve organizations and society, consistent with the Jesuit tradition.

Staff: Dr. Ali Malekzadeh, Dean; Dr. Raghu Tadepalli, Associate Dean; Ms. Cynthia Stockwell, Executive Director of the Undergraduate Program and International Field Experiences; Ms. Sarah Mock, Director of Cooperative Education and Mentoring; Ms. Jennifer Bush, Executive Director of MBA Enrollment Services; Mr. David Keszei, Director of Corporate Connections; Ms. Dawn Crooks, Coordinator of the On-site MBA and Executive MBA Programs.

DEPARTMENTAL INDEX

BSBA	240
Business Scholars, University Scholars Program	241
International Business Major/Minor	242/244
Business Minor	243
Entrepreneurship Minor	244, 264
Associate of Business Administration	244
Cooperative Education Program	245
Certificate in Pre-MBA Studies	245
MBA	245
Executive MBA	247
Weekend MBA Program	248
Dual Degree Programs	248
Off-Site MBA Program	248
Accountancy	250
Economics	254
Finance	256
Management Information Systems	258
Management, Entrepreneurship and Human Resources	261
Marketing	268
Williams College of Business Centers (Center for Business Ethics & Social Responsibility, Xavier Entrepreneurial Center)	271

THE BUSINESS PROFESSION

The Business Profession is a non-credit program for business students at Xavier. The program provides students with career education and professional training to help them more smoothly transition into their business career. The program is required for all business students and supplements their academic studies.

Business students will attend workshops and events each semester on topics such as career assessment and selection, resume writing, interviewing, time management, professional etiquette, networking and others. Students will also have the opportunity to meet with business executives to discuss their career goals.

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE (B.S.B.A.)

The Bachelor of Science in Business Administration (BSBA) is offered in the following majors: Accounting, Economics, Entrepreneurial Studies, Finance, Human Resources, Information Systems, International Business, Management, and Marketing.

Also offered are a minor in Business, a minor in International Business, a minor in Economics, a minor in Human Resources, a minor in Information Technology, a minor in Entrepreneurship, an Associate of Business Administration degree, a Certificate in Pre-MBA Studies, a Master of Business Administration degree, and an Executive MBA program. Students in the Williams College of Business also have the opportunity to participate in a Cooperative Education Program and/or study abroad.

The BSBA provides the student with broad preparation in the field of business administration together with an intensive study in the chosen major. Additionally, the degree integrates the concept of a liberal education, since the student in the Williams College of Business also fulfills the University core curriculum. At least half of the business courses required for a BSBA must be taken at Xavier. The BSBA consists of:

Undergraduate core curriculum : 63-66 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social sciences: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business Core Requirements: 35 hours. A 2.000 grade point average must be attained in the business core and ECON 200 and 201.

Course No.	Subject	Credit Hours
ACCT 200	Introductory Financial Accounting	3
ACCT 201	Introductory Managerial Accounting	3
BLAW 300	Legal Environment	3
ECON 300	International Trade & Business Environment	3
FINC 300	Business Finance	3
HRES 200	Human Resources in a Diverse Society	3
	(Fulfills Cultural Diversity requirement)	
INFO 200	Managing Information Technology	3
MGMT 300	Managerial Behavior	3
MGMT 301	Managerial Communication	2
MGMT 302	Quality and Productivity in Operations	3
MKTG 300	Principles of Marketing	3
STAT 200	Intermediate Business Statistics	3

Major Requirements:

- 18 hours, except Accounting and Information Systems, which are 21 hours. See following pages for specific major requirements.
- Complete Business Profession seminars: BUAD 101/102, 201/202, 301/302, 401/402.

Electives:

- 3 hours of business courses.
- 3 hours general electives (except for Accounting majors).

NOTE: Business course credit received ten or more years ago will not be accepted as transfer credit or readmit credit toward current requirements.

BUSINESS SCHOLARS/UNIVERSITY SCHOLARS PROGRAM

Business students in the University Scholars program may also elect to participate in the Business Scholars Program. The program provides advanced coursework in economics, finance, management and business law.

Like the University Scholars program, students take specific classes - designated as "honors" sections-in the business curriculum. The classes fulfill classes required of all business majors. Honors courses are smaller in size and focus more attention on in-depth analysis, critical thinking, discussion and writing.

Business scholars follow the same curriculum guidelines as all other University Scholars. Beyond that, business scholars must take four business courses at honors level. Many of the business honors sections will also serve as Honors Seminars, another requirement in the University Scholars program.

Requirements for Business Scholars Program

Students must complete all University Scholars requirements, plus:

1. Micro- or Macroeconomic Principles (ECON 200 and/or ECON 201) at honors level.
2. Managerial Behavior (MGMT 300) at honors level (seminar course).
3. Business Finance (FINC 300) at honors level (seminar course).
4. Legal Environment (BLAW 300) at honors level (seminar course and E/RS Focus Elective).

Williams College of Business Business Scholars/University Scholars Program

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
Freshman Year			
MATH 150, Calculus-Honors	3	MATH 156, General Statistics *	3
History I Elective *	3	History II Elective *	3
ENGL 115, Rehtoric-Honors	3	ECON 200, Microeconomic Principles *	3
Foreign Language I **	3	Foreign Language II **	3
INFO 200, Mgmt of Info Technology ...	3	THEO 111, Theo Foundations-Honors ..	3
BUAD 101, Business Profession I	0	BUAD 102, Business Profession I	0
Total	15	Total	15
Sophomore Year			
ECON 201, Macroeconomic Principles *3		HRES 200, HR in a Diverse Society ^{EPU} ...	3
ACCT 200, Financial Accounting	3	ACCT 201, Managerial Accounting	3
MKTG 300, Principles of Marketing	3	STAT 200, Intermediate Bus Stats	3
PHIL 100, Ethics ad Intro to Phil-Honors	3	Literature Elective ^{SEM}	3
Science Elective-Honors (major level) ...	3	Theo Scrip/Hist or Christ Sys Elect ^{SEM}	3
BUAD 201, Business Profession II	0	BUAD 202, Business Profession II	0
Total	15	Total	15

Junior Year

MAJOR	3	MAJOR	3
MGMT 302, Quality & Prod In Operat .	3	ECON 300, Int'l Trade & Bus Environ ...	3
FINC 300, Business Finance-Honors	3	MGMT 300, Org Behavior-Honors	3
PHIL 290, Theory of Knowledge	3	ENGL 205, Lit & Moral-Honors	3
Fine Arts Elective **	3	Science Elective I	4
MGMT 301, Managerial Communications2		BUAD 302, Business Profession III	0
BUAD 301, Business Profession III	0		
Total	17	Total	16

Senior Year

MAJOR	3	MAJOR	3
MAJOR	3	MAJOR	3
Bus Elective-Honors or Cooperative Ed	3	BLAW 300, Legal Environ-Honors ^{SEM}	3
Theology Ethics or Rel/Cult Elective ^{SEM}	3	Philosophy Elective ^{SEM}	3
Gen Elect(or ACCT Elect for ACCT majors)3		E/RS Focus Elective (or free elective)	3
BUAD 401, Business Profession IV	0	BUAD 402, Business Profession IV	0
Total	15	Total	15

Scheduling Notes:

- * Scholars must take one history course at honors level. Scholars must also take either ECON 200 or ECON 201 at honors level. Beyond THEO 111 and PHIL 100, scholars must also take one course in either area at honors level. Student must take either MATH 156 or second science elective at honors or major level.
- ** Students must demonstrate intermediate foreign/second language proficiency (202 level or above). Students must complete a studio or performance course for the fine arts elective.
- ^{EPU} HRES 200 fulfills the Cultural Diversity Elective. Business scholars need not take an additional E Pluribus Unum course.
- ^{SEM} Possible Seminar Elective. Students must complete a minimum of three seminars. BLAW 300 at honors level also fulfills E/RS Focus Elective.

**Williams College of Business
International Business Major**

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
-----------------------	---------------------	------------------------	---------------------

Freshman Year

MATH 150, Calculus-Honors	3	MATH 156, General Statistics	3
History I Elective	3	History II Elective	3
ENGL 101, English Composition	3	ECON 200, Microeconomic Principles	3
Foreign Language I	3	Foreign Language II	3
INFO 200, Mgmt of Info Systems #	3	MKTG 300, Principles of Marketing	3
BUAD 101, Business Profession	0	BUAD 102, Business Profession	0
Total	15	Total	15

Sophomore Year

ECON 201, Macroeconomic Principles .3	PHIL 100, Ethics as Intro to Phil 3
THEO 111, Theological Foundations 3	STAT 200, Intermediate Bus Stats 3
Literature Elective 3	MGMT 300, Managerial Behavior 3
HRES 200, HR in a Diverse Society 3	Science Elective I 3
ACCT 200, Financial Accounting 3	ACCT 201, Managerial Accounting 3
BUAD 201, Business Profession I 0	MGMT 301, Managerial Comm 2
	BUAD 202, Business Profession II 0
Total 15	Total 17

Junior Year

MKTG 320, Int'l Mktg (fall or spring)... 3	Int'l Business Elective I
ECON 300, Int'l Trade & Bus Environ .. 3	(HRES 325/MGMT 325, spring only) .. 3
FINC 300, Busyness Finance 3	Cultural Elective I 3
PHIL 290, Theory of Knowledge 3	Theo Scrip/Hist or Christ Sys Elective ... 3
Business Language 3	MGMT 302, Quality & Prod in Operat .. 3
Fine Arts Elective 3	Science Elective II 3
BUAD 301, Business Profession III 0	BUAD 302, Business Profession III 0
Total 18	Total 15

Senior Year

Cultural Elective II or Int'l Bus Elective II	FINC 476, Int'l Finance (spring only)..... 3
(ECON 450, fall only) 3	Int'l Bus Elective II or Cultural Elective II
ENGL/CLAS/SPAN 205, Lit & Moral Imag 3	(HRES 325 or MGMT 325, spring only) ... 3
Business Elective or Cooperative Ed 3	BLAW 300, Legal Environment 3
Theology Scrip/Hist or Christ Sys Elective .3	Philosophy Elective 3
Science Elective III 3	E/RS Elective (or free elective) ** 3
BUAD 401, Business Profession IV 0	BUAD 402, Business Profession IV 0
Total 18	Total 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	32
Junior Year	33
Senior Year	<u>33</u>
Total Hours	**128

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (one hour).

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective satisfies another element of the core, program is 125 credit hours.

REQUIREMENTS FOR THE MINOR IN BUSINESS

- 20-21 hours of business courses designed to offer the non-business major an introduction to business: ACCT 200, ECON 200, FINC 300, INFO 200, MKTG 300, MGMT 300, are required.
- 2-3 hours of business elective are also required for the minor (All prerequisites for elective courses must be met).
- A 2.000 cumulative average must be attained in these courses.

REQUIREMENTS FOR THE MINOR IN ENTREPRENEURSHIP

- Required Entrepreneurship Courses (9 hours)
- ENTR 305, Creativity and Innovation (3 hours)
 - ENTR 311, New Venture Planning (3 hours)
 - ENTR 341, Managing the Entrepreneurial Venture (3 hours)
- Required Business Courses (6 hours)*
- ACCT 200, Introductory Financial Accounting (3 hours)
 - MKTG 300, Principles of Marketing (3 hours)
- Elective Business Courses (3 hours)*
- BLAW 300, Legal Environment (3 hours)
 - HRES 200, Human Resources in a Diverse Society (3 hours)
 - ECON 200, Microeconomics (3 hours)
- * Included in Business Core for WCB students.

REQUIREMENTS FOR THE MINOR IN INTERNATIONAL BUSINESS

- Prerequisites: Business core, including ECON 200, Microeconomic Principles and ECON 201, Macroeconomic Principles.
- 15 credit hours and a minimum grade point average of 2.000 must be achieved. Required courses include MKTG 320 and FINC 476. Students must complete an additional 6 credit hours of specific upper division business courses and 3 hours of approved electives for the minor.

ASSOCIATE OF BUSINESS ADMINISTRATION DEGREE (ABA)

The Associate of Business Administration Degree in General Business requires 65 semester hours. The student must complete at least 30 hours at Xavier University, including at least 15 hours of required business courses. The program is divided between general University core requirements and business courses. This associate degree is intended as a stepping stone toward the bachelor's degree.

Requirements for the Associate of Business Administration

University Core Requirements: 30 hours

ENGL 101/115, Engl Comp/Rhetoric	3	History Elective (1st level)	3
Fine Arts Elective	3	Literature Elective	3
PHIL 100, Ethics as Intro. to Phil	3	THEO 111, Introduction to Theology ..	3
Calculus	3	PHIL 290 or Theology Elective	3
General Statistics	3	Science Elective	3

Business Courses: 35 hours

Course No.	Subject	Credit Hours
ACCT 200	Introductory Financial Accounting	3
ACCT 201	Introductory Managerial Accounting	3
BLAW 300	Legal Environment	3
ECON 200	Microeconomic Principles	3
ECON 201	Macroeconomic Principles	3
FINC 300	Business Finance	3
HRES 200	Human Resources Society	3
	(fulfills Cultural Diversity Elective)	
INFO 200	Managing Information Technology	3
MKTG 300	Principles of Marketing	3
MGMT 201	Quality and Productivity in Operations	3
MGMT 300	Managerial Behavior	3
MGMT 301	Managerial Communication	2

- A 2.000 cumulative average must be attained in the business courses.

COOPERATIVE EDUCATION (CO-OP) PROGRAM

The Williams College of Business offers Cooperative Education (Co-op) opportunities to qualified students. Cooperative Education is a structured educational program which integrates classroom learning and practical experience. Work experiences relate to students' majors and allow them to develop their professional as well as academic skills. Co-op opportunities are employer paid and involve faculty participation and evaluation. Students registered for any Co-op class will be considered full-time status.

Interested students should contact the Co-op director, WCB Office, 3800 Victory Parkway, Cincinnati, Ohio 45207-3230, 513 745-4869, for further details or to apply for the program.

Co-op eligibility requirements:

- Have 55 or more earned credit hours; junior status.*
- Have a minimum overall GPA of 2.750 with no repeated course in the major below a "C".*
- Have a formally declared business major or minor.
- Have successfully completed MGMT 301, Managerial Communications, with a "C" or better **OR** have attended the WCB Business Professions Program's "Resume Workshop" **and** "Interviewing Workshop."

* May be waived in certain circumstances, consult co-op director.

CERTIFICATE IN PRE-MBA STUDIES

This certificate program satisfies the foundation courses required for the Xavier evening and weekend M.B.A. programs. Upon admission to the MBA program, the pre-MBA will count for the waiver of the 800 level foundation courses provided the courses were completed within the previous five years and a grade of "B" or above was attained in each course.

Requirements for Certificate in Pre-MBA Studies

Certificate is 18 hours. Required courses include ACCT 200, ECON 200, ECON 201, STAT 200, FINC 300, MKTG 300. Recommended courses include ACCT 201, MGMT 300, and INFO 300.

A grade of "B" must be attained in these courses.

MASTER OF BUSINESS ADMINISTRATION DEGREE (MBA)

The Master of Business Administration Program at Xavier University is designed to meet the educational needs of potential and practicing executives. Xavier's MBA program offers a realistic approach to education, utilizing a balanced presentation of relevant theory combined with practical case study. A Xavier MBA is an experience in participative learning: case analyses, lectures, group projects, and technology inclusive assignments and simulations. Faculty expertise, cutting edge curriculum, and exemplary methods of instruction enable Xavier MBA students to acquire the disciplines and skills of business. Students develop problem-solving and decision-making abilities and the capacity for continued learning. The Xavier MBA program is accredited by The Association to Advance Collegiate Schools of Business (AACSB), an accreditation held by only one-third of the existing MBA programs globally.

MBA program applicants must take the Graduate Management Admission Test (GMAT) prior to admission. Test information may be obtained from Xavier's MBA Office or on-line at www.mba.com. Persons holding the PhD, MD, or JD degrees may be exempt from the GMAT.

Information regarding the MBA program may be obtained from the MBA Office at 513 745-3525 or email XUMBA@XAVIER.EDU.

It is the responsibility of the graduate student to become informed concerning all required regulations and procedures. In no case will a regulation be waived or an exception granted because a student pleads ignorance of the regulation or asserts that information was not given by an advisor or other authority. MBA students must abide by all regulations contained in the MBA Academic Standards.

Xavier participates in a unique partnership with a number of other AACSB accredited Jesuit universities' MBA programs. Most are located in major metropolitan areas. Under

the terms of the partnership, each institution works to accept the majority of the coursework completed toward an MBA degree at another participating institution. However, the ultimate decision on course transfer lies with the degree granting institution. Each course transferring must carry a grade of "B" or better. The MBA is awarded by the institution where more than half of the core degree requirements were completed.

From all other AACSB MBA programs institutions, a maximum of six semester hours of transfer credit for upper level and elective courses may be accepted toward the MBA degree. All transferred coursework must be approved by the MBA Program Director or the Associate Dean and carry a grade of "B" or better. Graduate courses already applied towards a degree may not be used again for credit toward another graduate degree. The grade and quality points for credits transferred from another institution are not included in a student's point average.

Participating institutions include the following:

- Boston College, Boston MA
 - Canisius College, Buffalo, NY
 - Creighton University, Omaha NE
 - Fairfield University, Fairfield CT
 - Fordham University, New York, NY
 - Gonzaga University, Spokane, WA
 - John Carroll University, Cleveland OH
 - Loyola College in Maryland, Baltimore MD
 - Loyola Marymount Univ., Los Angeles CA
 - Loyola University Chicago, Chicago IL
 - Loyola Univ. New Orleans, New Orleans LA
 - Marquette University, Milwaukee WI
 - Rockhurst University, Kansas City MO
 - Santa Clara University, Santa Clara CA
 - Seattle University, Seattle WA
 - St. Joseph University, Philadelphia PA
 - St. Louis University, St. Louis MO
 - University of Dayton, Dayton OH *
 - University of Detroit Mercy, Detroit MI
 - University of Portland, Portland OR *
 - University of San Diego, San Diego CA *
 - Univ. of San Francisco, San Francisco CA
 - University of Scranton, Scranton PA
- * Non Jesuit School

MBA Requirements

<i>Courses</i>	<i>Credit Hours</i>	<i>Courses</i>	<i>Credit Hours</i>
Foundation Skills:			
ACCT 803, Accounting Analysis	3	STAT 801, Managerial Statistics	3
FINC 801, Corporate Finance	3	ECON 805, Microeconomic Analysis	2
MKTG 801, Marketing Concepts	2	ECON 806, Macroeconomic Analysis	2
<p>All of these courses may be waived depending upon the student's previous academic credentials provided the prior academic coursework is less than five years old and a grade of "B" or higher. The majority of these courses must be completed before beginning the Business and Systems Skills and the Integrated Functions.</p>			
Business and Systems Skills:			
MGMT 901, Managing Organ Systems	2	ECON 902, Managerial Economics	3
MGMT 902, Interpersonal Skills	2	BUAD 901, Legal, Ethical & Regulatory	
MGMT 903, Operations Management	2	Environment	2

These courses build the program by incorporating business systems models, the language of global business and total quality management principles, as well as providing development broad communication skill.

Integrated Functions:

ACCT 901, Acct Anal for Mgmt Dec	3	HRES 901, Intro to Human Resources ..	2
FINC 901, Managerial Finance	3	INFO 903, Sys of Operations & Tech ...	3
MKTG 901, Marketing Strategy	3		

These specific topics emphasize the integration of skills applied to complex business decisions. These courses may be taken with the Business and Systems Skills.

Matrix Course:

BUAD 904, Global Strategic Thinking 3

Real-world situations and/or computer-based simulations will provide the student an opportunity to apply knowledge of organizational systems to arrive at effective solutions to multi-faceted business challenges.

NOTE: All other courses except electives must be completed before taking this course.

Elective Areas of Concentration and minimum credit hours required

Finance	12	Marketing	12
International Business	9	Business Administration	8
Management Information Systems	12	E-Business	12

Some concentrations have required courses

Students may tailor electives in the area(s) of concentration of their choice to provide a broader understanding of the business world or to specialize their degree. All MBA electives, no matter the department, count toward the Business Administration concentration, the default for all students. A declaration of concentration is done in the MBA office. Opportunities for international study trips, independent study tutorials, and experimental courses are often available for students and do count toward the Business Administration concentration. Such opportunities must be discussed with an MBA advisor.

A student with an MBA from any accredited school may participate in the MBA Plus concentration program earning a certificate in any of the above areas of concentration or take graduate level business courses in line with personal interests. The Master of Business Administration requires a minimum of 36 credit hours with a GPA of at least 3.000. Foundation Skills (800-level) courses do not count toward the 36 hour minimum.

EXECUTIVE MBA PROGRAM

The Executive MBA Program provides the opportunity for experienced managers and executives to sharpen their managerial skills and broaden their perspectives while maintaining their current positions in their organizations. The ultimate objective of the program is to prepare participants for increasing responsibilities in general management and executive positions. This is accomplished through a learning process which expands their awareness of modern analytical, administrative and decision making methods. This 48 credit hour program is designed to deepen their conceptual understanding of behavioral, technological, and environmental forces which will impact their work and organizations in the years ahead.

The Executive MBA Program offers:

- a faster-paced, learning condensed format,
- mandatory teams and collaborative learning,
- limited class size and special events to promote deeper learning experiences and networking opportunities,
- focus on global with a required international field study
- emphasizes immediate applicability of material being discussed.

A program run separately from Xavier's traditional MBA Program, the Executive MBA Program commences once a year in late October and runs for 19 months. Classes are concentrated into one day all day per week, alternating between Fridays and Saturdays a ten day mandatory international trip occurs halfway through the program. Admission is based on undergraduate records, GMAT scores, business experience, and evidence of strong organizational support.

Information regarding the Executive MBA Program may be obtained from the Executive MBA Program Coordinator at 513 745-2936 or XMBA@XAVIER.EDU.

WEEKEND MBA PROGRAM

The Weekend MBA is designed to meet the needs of working professionals who cannot easily attend classes on weekday evenings. The program begins once a year in the fall semester. Morning and afternoon classes are offered on Saturday. Students follow an established curriculum of 14 courses that are offered for six sequential semesters (including summers). The program format makes it possible for students to finish their MBA in two years.

Admission is competitive. Approximately 30 students are admitted into the program. Students participate in a cohort-like program yet only meet for class once a week. **All Foundation Skill courses (800 level courses) must be completed to be eligible for admission. For students without the foundation skills, the Pre-MBA program is recommended.**

The following is a typical schedule for the Weekend MBA program.

<u>Fall Semester Year 1</u>	<u>Credit Hours</u>
MGMT 901, Managing Organizational Systems (7 weeks)	2
MGMT 902, Interpersonal Skills (7 weeks)	2
ACCT 901, Accounting Analysis for Management Decisions (16 weeks)	3
<u>Spring Semester Year 1</u>	<u>Credit Hours</u>
ECON 902, Managerial Economics (16 weeks)	3
MGMT 903, Operations Management (7 weeks)	2
HRES 901, Human Resources (7 weeks)	2
<u>Summer Session Year 1</u>	<u>Credit Hours</u>
BUAD 901, Legal, Ethical and Regulatory Environment (4 all day Saturdays)	2
Elective (4 all day Saturdays)	2
<u>Fall Semester Year 2</u>	<u>Credit Hours</u>
FINC 901, Managerial Finance (16 weeks)	3
INFO 903, Systems of Operation & Technology (16 weeks)	3
<u>Spring Semester Year 2</u>	<u>Credit Hours</u>
MKTG 901, Marketing Strategy (16 weeks)	3
Elective	3
<u>Summer Session Year 2</u>	<u>Credit Hours</u>
BUAD 904, Global Strategic Thinking (16 weeks)	3
Elective	3

DUAL DEGREE PROGRAMS

The MBA participates in two dual degree programs at Xavier University

1) MBA/Master of Health Services Administration (MHSA)

In addition to a MBA, a MHSA can be earned as either attending day and evening classes, or as part-time evening students. The course of study is 80 credit hours, plus any required foundation level MBA courses. Students interested in the MBA/MHSA dual degree must apply separately to both programs.

For further information on the MHSA degree in conjunction with the MBA, contact the MHSA department at 513 745-1912 or XUMHASA@XAVIER.EDU.

2) MBA/Master of Science in Nursing (MSN)

The MBA/MSN dual degree option allows students to receive both degrees by attending courses in the evening. Students interested in this option should contact the Department of Nursing at 513 745-4392 or XUGRAD@XAVIER.EDU.

THE OFF-SITE PROGRAMS

Xavier MBA offers off-site programs. Currently, one takes place at General Electric Aircraft Engine in Evendale, Ohio. It is open only to employees and contractors of General Electric. Classes are presented by Xavier MBA faculty at G.E. Aircraft Engine, thereby minimizing travel of program participants while maximizing the efficiency of time allotted for MBA attainment. The program ensures a consistent teaching approach and learning experience for all participants, a feature which contributes to internal team-building and

shared vision among an organization's key management and professional personnel. The program is accelerated and meets a cohort format two days a week for 22 months. It begins in late July.

The second off-site MBA program, known at the Fairfield MBA, offers the MBA degree in a 22 month accelerated cohort format in Fairfield, Ohio. This program is open to students from any corporation. Classes begin in late July. The entire MBA curriculum as well as books are provided on location to students. The program provides an intensive learning experience for all.

Information regarding either Off-Site program may be obtained from the Off-Site Coordinator at 513 745-2936 or XUMBA@XAVIER.EDU.

* * * * *

THE DEPARTMENT OF ACCOUNTANCY

The Department of Accountancy offers the Bachelor of Science in Business Administration degree in Accounting. Also, it offers a Professional Accountancy Program to meet the law that is in effect in most states, including Ohio, that requires candidates to complete 150 semester credit hours of college coursework prior to sitting for the CPA examination.

FACULTY

Faculty: PROF. VANDERBECK, *chair*; PROF. ALLEN, DR. DEVINE, PROF. FIORELLI, DR. O'CLOCK, DR. O'REILLY, DR. RICHTERMEYER, DR. SURDICK, PROF. TRACEY, PROF. WANG

Senior Fellows: PROF. R. SCHUTZMAN, PROF. SMITH

Adjunct Faculty: MR. GROH, MR. MILLER, DR. ROTHENBERG, MR. SCHISLER, MR. T. SCHUTZMAN, MS. SKOOG, MS. VERST, MR. VORHOLT, MS. WILLIAMSON, MR. WRIGHT

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN ACCOUNTING

The BSBA in Accounting is a four-year program that may be a terminal degree for students not interested in pursuing the CPA certificate, as well as a step toward fulfilling the 150-hour requirement for CPA candidates. An elective Co-op experience is available to either category of student.

Requirements for the BSBA Accounting Major

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social science: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business core requirements: 35 hours

Major Requirements

- 22 hours of accounting courses above the business core: ACCT 300, 301, 311, 321, 421, 431, 495. Ethical issues and professional responsibilities of accountants are integrated throughout these courses.
- A 2.000 average must be attained in the accounting courses.
- Any courses taken at another institution must be from an AACSB accredited business school and approved by the department.

Electives:

- 3 hours of business electives.
- See block schedule.

THE PROFESSIONAL ACCOUNTANCY PROGRAM

This is a five-year program, which many students complete in less than five years, that enables a student to earn a BSBA in Accounting and an MBA while satisfying the 150-hour requirement for the CPA exam. Students are allowed to seek admission to the MBA program when they have one year remaining to complete their BSBA in Accounting. Those accepted may begin taking a limited number of graduate courses while completing their undergraduate degree. They also may use three credit hours of undergraduate electives for MBA courses and obtain a waiver for ACCT 901 provided ACCT 321 was completed with at least a "B." (NOTE: The 150 hour requirement may also be satisfied by a double undergraduate major; such as, Accounting and Management Information Systems, or Accounting and Finance. This approach requires a student to take an additional three credit hour Accounting elective to meet the 30 credit hours of Accounting courses required under law in the State of Ohio.)

Requirements:

- Same as above requirements for BSBA in Accounting except for three hours of undergraduate electives that may be used for MBA business skills courses.
- Same as requirements for all MBA students except for waiver of ACCT 901.
- Nine credit hours of graduate electives which may include one or more courses in Accounting/Taxation, beyond ACCT 902. See block schedule.

B.S.B.A. Accounting

This block serves as a guideline for progress toward a degree. Note that the following schedule should only be followed by a student who does not plan to complete the requirements to sit for the CPA exam. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
-----------------------	---------------------	------------------------	---------------------

Freshman Year

MATH 150, Calculus 3	MATH 156, General Statistics 3
History I Elective 3	History II Elective 3
ENGL 101 or 115, Eng Comp or Rhetoric 3	ECON 200, Microeconomic Principles .. 3
Foreign Language Elective 3	Foreign Language Elective 3
INFO 200, Managing Info Technology #3	MKTG 300, Principles of Marketing 3
BUAD 101, Business Profession I 0	BUAD 102, Business Profession I 0
Total..... 15	Total 15

Sophomore Year

ECON 201, Macroeconomic Principles . 3	Literature Elective 3
ACCT 200, Financial Accounting 3	ACCT 201, Managerial Accounting 3
THEO 111, Theological Foundations ... 3	PHIL 100, Ethics as Intro to Phil 3
HRES 200, HR in a Diverse Society * ... 3	MGMT 300, Managerial Behavior 3
Science Elective 3	STAT 200, Intermediate Business Stats.. 3
BUAD 201, Business Profession II 0	MGMT 301, Managerial Comm 2
	BUAD 202, Business Profession II 0
Total..... 15	Total 17

Junior Year

Theol Scrip/Hist or Christ Sys Elective .. 3	PHIL 290, Theory of Knowledge 3
FINC 300, Business Finance 3	Science Elective 3
Science Elective 3	ACCT 301, Intermediate Finc Acct. II ... 3
ACCT 300, Intermediate Finc Acct. I ... 3	ACCT 321, Cost Accounting 3
ACCT 311, Introduction to Taxation ... 4	MGMT 302, Quality & Prod in Operat .. 3
BUAD 301, Business Profession III 0	Fine Arts Elective 3
	BUAD 302, Business Profession III 0
Total..... 16	Total 18

Senior Year

Theology Ethics or Rel/Cult Elective 3	Philosophy Elective 3
BLAW 300, Legal Environment 3	ACCT 495, Analysis of Acct. Systems ... 3
ACCT 421, Auditing 3	ECON 300, Int'l Trade & Business 3
ACCT 431, Advanced Financial Acct. ... 3	E/RS Focus Elective ** 3
ENGL/CLAS/SPAN 205, Lit&Moral Ima3	Business Elective 3
BUAD 401, Business Profession IV 0	BUAD 402, Business Profession IV 0
Total..... 15	Total 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	32
Junior Year	34
Senior Year	<u>30</u>
Total Hours	**126

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (one hour).

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective satisfies another element of the core, program is 122 credit hours.

B.S.B.A. Accounting and MBA

This block serves as a guideline for progress toward a degree. Through a combination of summer work and/or taking 18 hours per semester, many students complete their program in four or four and one-half years. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
-----------------------	---------------------	------------------------	---------------------

Freshman Year

MATH 150, Calculus 3	MATH 156, General Statistics 3
History I Elective 3	History II Elective 3
ENGL 101 or 115, Eng Comp/Rhetoric . 3	ECON 200, Microeconomic Principles .. 3
Foreign Language Elective 3	Foreign Language Elective 3
INFO 200, Managing Info Technology #3	MKTG 300, Principles of Marketing 3
BUAD 101, Business Profession I 0	BUAD 102, Business Profession I 0
Total..... 15	Total 15

Sophomore Year

ECON 201, Macroeconomic Principles . 3	Literature Elective 3
ACCT 200, Financial Accounting 3	ACCT 201, Managerial Accounting 3
THEO 111, Theological Foundations ... 3	PHIL 100, Ethics as Intro to Phil 3
HRES 200, HR in a Diverse Society * ... 3	MGMT 300, Managerial Behavior 3
Science Elective 3	STAT 300, Intermediate Business Stats.. 3
BUAD 201, Business Profession II 0	MGMT 301, Managerial Comm 2
	BUAD 202, Business Profession II 0
Total..... 15	Total 17

Junior Year

Theo Scrip/Hist or Christ Sys Elective ... 3	PHIL 290, Theory of Knowledge 3
FINC 300, Business Finance 3	Science Elective 3
Science Elective 3	ACCT 301, Intermediate Finc Acct. II ... 3
ACCT 300, Intermediate Finc Acct. I ... 3	ACCT 321, Cost Accounting 3
ACCT 311, Introduction to Taxation ... 4	MGMT 302, Quality&Prod in Operat ... 3
BUAD 301, Business Profession III 0	Fine Arts Elective 3
	BUAD 302, Business Profession III 0
Total..... 16	Total 18

Senior Year

Theology Ethics or Rel/Cult Elective 3	Philosophy Elective 3
BLAW 300, Legal Environment 3	ACCT 495, Analysis of Acct. Systems ... 3
ACCT 421, Auditing 3	ECON 300, Int'l Trade & Business 3
ACCT 431, Advanced Financial Acct. ... 3	ECON 901, Global Econ Environment ... 3
ENGL/CLAS/SPAN205, Lit&Moral Ima 3	E/RS Focus Elective ** 3
MGMT 901, Managing Org Systems 2	Business Elective 3
BUAD 401, Business Profession IV 0	BUAD 402, Business Profession IV 0
Total..... 17	Total 18

Fifth Year

MGMT 902, Interpersonal Skills 2	HRES 901, Intro to Human Resources 2
MGMT 903, Operations Management ... 2	BUAD 904, Global & Strategic Thinking 3
MKTG 901, Marketing Strategy 3	BUAD 901, Legal, Ethical & Reg Envir. 2
INFO 903, Sys of Operations & Tech 3	Electives 3
Electives *** 6	FINC 901, Managerial Finance 3
Total..... 16	Total 13

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	32
Junior Year	34
Senior Year	35
Fifth Year	29
Total Hours	**160

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (one hour).

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective satisfies another element of the core, and undergraduate business elective is used for ECON 901, program is 154 credit hours.

*** Three credit hours must be accounting elective if fewer then 30 accounting undergraduate hours are taken.

* * * * *

THE DEPARTMENT OF ECONOMICS

The Department of Economics offers the Bachelor of Science in Business Administration degree in Economics as well as a minor in Economics. The Department also offers a Bachelor of Arts in Economics degree through the College of Arts & Sciences.

FACULTY

Faculty: DR. ABU-RASHED, *chair*; DR. BERTAUX, DR. COBB, DR. RANKIN, DR. RIMLER, DR. SEN, DR. WEBB, DR. YI

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN ECONOMICS

The Bachelor of Science in Business Administration in Economics provides the student with an understanding of economic issues pertaining to individual firms, industries, and the overall economy. The study of economics emphasizes both analytic reasoning and a thorough knowledge of economic institutions. Economics majors, supported by the knowledge of functional tools acquired in the business core, analyze such topics as inflation, unemployment, international trade, financial markets, and governmental economic activity.

The program has proven useful to people who have moved into positions in many of the functional areas of business. It is also excellent training for graduate study in business, in law, and in economics itself.

Requirements for the Economics Major

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social sciences: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business core requirements: 35 hours.

Major Requirements: 18 hours

- 18 hours of economics courses above the business core: ECON 305, 306, 12 hours of economics electives, at least 6 hours of which must be at the 400-level.
- A 2.000 cumulative average must be attained in the economics courses.

Electives:

- 3 hours of business electives.
- 3 hours of general electives.

B.S.B.A. Economics

This block serves as a guideline for progress toward a degree. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
Freshman Year			
MATH 150, Calculus	3	MATH 156, General Statistics	3
History I Elective	3	History II Elective	3
ENGL 101 or 115, Eng Comp or Rhetoric ...	3	ECON 200, Microeconomic Principles	3
Foreign Language Elective	3	Foreign Language Elective	3
INFO 200, Managing Info Technology	3	MKTG 300, Principles of Marketing	3
BUAD 101, Business Profession I	0	BUAD 102, Business Profession I	0
Total	15	Total	15

Sophomore Year

ECON 201, Macroeconomic Principles ... 3	Literature Elective 3
ACCT 200, Financial Accounting 3	ACCT 201, Managerial Accounting 3
THEO 111, Theological Foundations 3	PHIL 100, Ethics as Intro to Phil 3
HRES 200, HR in a Diverse Society * 3	MGMT 300, Managerial Behavior 3
Science Elective 3	ECON 300, Int'l Trade & Business 3
BUAD 201, Business Profession II 0	BUAD 202, Business Profession II 0
Total 15	Total 15

Junior Year

Theo Scrip/Hist or Christ Sys Elective ... 3	PHIL 290, Theory of Knowledge 3
STAT 200, Intermediate Business Stats . 3	Science Elective 3
Science Elective 3	ECON 306, Macroeconomic Analysis 3
ECON 305, Microeconomic Analysis 3	BLAW 300, Legal Environment 3
MGMT 301, Managerial Comm 2	MGMT 201, Qual & Prod in Operations 3
ENGL/CLAS/SPAN 205, Lit&Moral Ima3	Fine Arts Elective 3
BUAD 301, Business Profession III 0	BUAD 302, Business Profession III 0
Total 17	Total 18

Senior Year

Theology Ethics or Rel/Cult Elective 3	Philosophy Elective 3
FINC 300, Business Finance 3	Economics Elective (400 level) 6
Economics Electives 6	E/RS Focus Elective ** 3
Business Elective 3	General Elective 3
BUAD 401, Business Profession IV 0	BUAD 402, Business Profession IV 0
Total 15	Total 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	30
Junior Year	35
Senior Year	<u>30</u>
Total Hours	**125

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS focus elective is double counted, program is 122 credit hours.

REQUIREMENTS FOR THE ECONOMICS MINOR

- 15 hours of economics: ECON 200, 201, 305 or 306, and two upper division (300 or 400) courses.
- Students in the Williams College of Business may not count ECON 300 in the minor.
- A 2.000 cumulative average must be attained in the courses of the minor.

* * * * *

THE DEPARTMENT OF FINANCE

The Department of Finance offers the Bachelor of Science in Business Administration in Finance.

FACULTY

Faculty: DR. PAWLUKIEWICZ *chair*; DR. BALYEAT, DR. CAGLE, DR. GLASGO, DR. HYLAND, DR. S. JOHNSON, DR. S. WEBB

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN FINANCE

The Bachelor of Science in Business Administration in Finance develops an appreciation of financial management and financial operation. Everyone majoring in Finance must take courses designed to acquaint him or her with the various financial records of the firm, the character and appraisal of corporate securities, and the financial techniques applicable to the various phases of the discipline. In addition, the student may choose elective subjects.

Requirements for the Finance Major

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social Science: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business Core Requirements: 35 hours

Major Requirements

- 18 hours of finance and accounting courses: FINC 365, 401, 485, 495, one finance elective, and either ACCT 301 or FINC 350.
- A 2.000 average must be attained in the major requirement courses.

Electives:

- 3 hours of business electives.
- 3 hours of general electives.

B.S.B.A. Finance

This block serves as a guideline for progress toward a degree. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
-----------------------	---------------------	------------------------	---------------------

Freshman Year

MATH 150, Calculus	3	MATH 156, General Statistics	3
History I Elective	3	History II Elective	3
ENGL 101 or 115, Eng Comp or Rhetoric ...	3	ECON 200, Microeconomic Principles	3
Foreign Language Elective	3	Foreign Language Elective	3
INFO 200, Managing Info Technology #	3	MKTG 300, Principles of Marketing	3
BUAD 101, Business Profession I	0	BUAD 102, Business Profession I	0
Total	15	Total	15

Sophomore Year

ECON 201, Macroeconomic Principles .	3	STAT 200, Intermediate Business Stats ..	3
ACCT 200, Financial Accounting	3	ACCT 201, Managerial Accounting	3
THEO 111, Theological Foundations ...	3	PHIL 100, Ethics as Intro to Phil	3
MGMT 300, Managerial Behavior	3	Literature Elective	3
Science Elective	3	FINC 300, Business Finance	3
BUAD 201, Business Profession II	0	BUAD 202, Business Profession II	0
Total	15	Total	15

Junior Year

FINC 350, Financial Analysis OR	Science Elective	3
ACCT 301, Intermediate Acct II	FINC 485, Computer App in Finance	3
Science Elective	HRES 200, HR in a Diverse Society *	3
FINC 365, Investments	BLAW 300, Legal Environment	3
MGMT 301, Managerial Comm	MGMT 302, Qual & Prod in Operations	3
Theo Scrip/Hist or Christ Sys Elective ...	PHIL 290, Theory of Knowledge	3
ENGL/CLAS/SPAN 205, Lit&Moral Ima3	BUAD 302, Business Profession III	0
BUAD 301, Business Profession III		0
Total	Total	17 18

Senior Year

ECON 300, International Trade & Bus ..	FINC 495, Cases and Problems in Finc ...	3
FINC 401, Financial Management	General Elective	3
Business Elective	Finance Elective	3
Fine Arts Elective	E/RS Focus Elective **	3
Theology Ethics or Rel/Cult Elective	Philosophy Elective	3
BUAD 401, Business Profession IV	BUAD 402, Business Profession IV	0
Total	Total	15 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	30
Junior Year	35
Senior Year	<u>30</u>
Total Hours	**125

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (1 semester hour)

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective is double counted, program is 122 credit hours.

* * * * *

THE DEPARTMENT OF MANAGEMENT INFORMATION SYSTEMS

The Department of Management Information Systems offers the Bachelor of Science in Business Administration degree in Information Systems, a minor in Information Technology, and a certificate in Information Technology.

FACULTY

Faculty: DR CRABLE, *chair*; DR. BRAUN, DR. FROLICK, DR. OKUNOYE, DR. SENA, DR. TESCH, DR. SMITH

Adjunct Faculty: DR. ABATE, MR. BOWLING, MR. CEVIK, MR. JABLONSKI, MS. LUZADER

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN INFORMATION SYSTEMS

The objectives of the Information Systems program are to facilitate good management by:

1. Providing specialized professional training in information systems principles and techniques.
2. Stimulating the application of sound information systems to the wide range of business activities.
3. Aiding in the development of the student's intellect, communication skills, and analytic ability to prepare for the dynamic field of computer-information systems.

This degree is designed for individuals who aspire to a career as an analyst, or information systems manager or programmer. The major is conducive to a double major or as a minor to another major in the University since technology is critical to any profit or non-profit business today.

Requirements for the Information Systems Major

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social science: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business Core Requirements: 35 hours

Major Requirements:

- 21 hours of information systems courses: INFO 250, 357, 358, 450, 495 and either 362 OR 368, and 3 hours of Information Systems elective (INFO 304-499, exclude 403).
- A 2.000 average must be attained in the information systems courses.

Electives:

- 3 hours of business electives (preferably Co-op).

B.S.B.A. Information Systems

This block serves as a guideline for progress toward a degree. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
Freshman Year			
MATH 150, Calculus	3	MATH 156, General Statistics	3
History I Elective	3	History II Elective	3
ENGL 101 or 115, Eng Comp or Rhetoric ...	3	ECON 200, Microeconomic Principles	3
Foreign Language Elective	3	Foreign Language Elective	3
INFO 200, Managing Info Technology#	3	MKTG 300, Principles of Marketing	3
BUAD 101, Business Profession I	0	BUAD 102, Business Profession I	0
Total	15	Total	15

Sophomore Year

ECON 201, Macroeconomic Principles	3	INFO 358, Data Management	3
ACCT 200, Financial Accounting	3	ACCT 201, Managerial Accounting	3
THEO 111, Theological Foundations	3	PHIL 100, Ethics as Intro to Phil	3
HRES 200, HR in a Diverse Society *	3	MGMT 301, Managerial Comm	2
Literature Elective	3	STAT 200, Intermediate Business Stats ..	3
INFO 250, Intro to Programming	3	Science Elective I	3
BUAD 201, Business Profession II	0	BUAD 202, Business Profession II	0
Total	18	Total	17

Junior Year

INFO 362, Prgm for Mod Bus App OR		INFO 357, Data Networking	3
INFO 368, Enterprise Systems	3	Science Elective II	3
FINC 300, Business Finance	3	MGMT 300, Managerial Behavior	3
ECON 300, Int'l Trade & Bus Environ ..	3	Theo Scrip/History Christ Sys Elective ..	3
PHIL 290, Theory of Knowledge	3	MGMT 302, Qual & Prod in Operations	3
Business Elective or Co-op	3	BUAD 302, Business Profession III	0
BUAD 301, Business Profession III	0		
Total	15	Total	15

Senior Year

Theology Ethics or Rel/Cult Elective	3	Philosophy Elective	3
ENGL/CLAS/SPAN 205, Lit&Moral Ima	3	INFO 495, System Develop Project	3
INFO 450, Sys Analysis & Design *** ...	3	BLAW 300, Legal Environment	3
Fine Arts Elective	3	E/RS Focus Elective **	3
Science Elective III	3	INFO Elective	3
BUAD 401, Business Profession IV	0	BUAD 402, Business Profession IV	0
Total	15	Total	15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	30
Junior Year	35
Senior Year	<u>30</u>
Total Hours	**125

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (1 semester hour)

* HRES 200 fulfills the Cultural Diversity Elective.

** If E/RS Focus Elective is double counted, program is 122 credit hours.

***INFO 450 and INFO 495 must be taken in consecutive semesters senior year.

**REQUIREMENTS FOR
INFORMATION TECHNOLOGY (IT) MINOR**

- 15 credit hours
- Required courses: INFO 200, INFO 358
- Elective courses: 9 hours (information systems electives)
- A 2.000 cumulative average must be attained in these courses.

**REQUIREMENTS FOR CERTIFICATE IN
INFORMATION TECHNOLOGY (IT)**

- A certificate in Information Technology is designed for students who have an associate or bachelor a degree, and wish to continue their education in information systems.
- Requirements are identical to those of the IT Minor: 15 credit hours, including INFO 200 or its equivalent, INFO 358, and 9 hours of information systems electives. A 2.000 cumulative average must be attained in these courses.

* * * * *

THE DEPARTMENT OF MANAGEMENT, ENTREPRENEURSHIP AND HUMAN RESOURCES

The Department of Management, Entrepreneurship and Human Resources offers the Bachelor of Science in Business Administration in Management, Entrepreneurial Studies and Human Resources.

FACULTY

Faculty: DR. KRISHNAN, *chair*; DR. ASSUNDANI, DR. BYCIO, DR. CLARK, DR. CUNNINGHAM, DR. HUMAN, DR. KILBOURNE, DR. KLOPPENBORG, DR. PARK, DR. SHRIBERG, DR. TURNER, DR. WU

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN MANAGEMENT

The department offers a complete package of an integrated skillset for future managers and leaders to improve organizations and society. Our curricular objectives include: rapid, continual immersion into business practice; engaging rigorous, and applied educational experience; transition into fulfilling careers; and lifelong learning and leadership. Our majors:

1. Learn the language of Management and Entrepreneurship used in the business world.
2. Are given an understanding for the significance of variation in human behavior in organizations.
3. Develop self-awareness, along with capabilities in problem solving, decision making, creativity, and communication.
4. Receive preparation for a wide variety of roles, including leader, entrepreneur, intrapreneur, project manager, and functional manager.
5. Are encouraged to approach business problems in an ethical, socially responsible manner.

This degree is designed for individuals who have career aspirations as management trainees, personnel trainees, in business education, or who plan to attend law school.

Students interested in teaching certification in business should consult with the chair of the Education Department for certification requirements.

Requirements for a Major in Management

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social science: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business core requirements: 35 hours

Major Requirements:

- 18 hours in management courses: MGMT 309, 385, 495, and 9 hours of electives.
- A 2.000 cumulative average must be attained in the courses of the major.

Electives:

- 3 hours of business electives, with suggested courses of HRES 321, 495 and MGMT 303 or 403.
- 3 hours of general electives.

B.S.B.A. Management

This block serves as a guideline for progress toward a degree. See your academic advisor.

First Semester *Credit Hours* *Second Semester* *Credit Hours*

Freshman Year

MATH 150, Calculus 3	MATH 156, General Statistics 3
History I Elective 3	History II Elective 3
ENGL 101 or 115, Engl Comp/Rhetoric 3	ECON 200, Microeconomic Principles ..3
Foreign Language Elective 3	Foreign Language Elective 3
INFO 200, Managing Info Technology# 3	MKTG 300, Principles of Marketing 3
BUAD 101, Business Profession I 0	BUAD 102, Business Profession I 0
Total 15	Total 15

Sophomore Year

ECON 201, Macroeconomic Principles . 3	HRES 200, HR in a Diverse Society * 3
ACCT 200, Financial Accounting 3	ACCT 201, Managerial Accounting 3
THEO 111, Theological Foundations 3	PHIL 100, Ethics as Intro to Phil 3
Literature Elective 3	MGMT 300, Managerial Behavior 3
Science Elective 3	STAT 200, Intermediate Business Stats..3
BUAD 201, Business Profession II 0	BUAD 202, Business Profession II 0
Total 15	Total 15

Junior Year

Theo Scrip/Hist or Christ Sys Elective ... 3	PHIL 290, Theory of Knowledge 3
MGMT 302, Qual & Prod. in Operations3	Science Elective 3
Science Elective 3	MGMT 385, Project Management 3
MGMT 309, Change Management 3	BLAW 300, Legal Environment 3
MGMT 301, Managerial Comm 2	FINC 300, Business Finance 3
ENGL/CLAS/SPAN205, Lit&Moral Ima 3	Fine Arts Elective 3
BUAD 301, Business Profession III 0	BUAD 302, Business Profession III 0
Total 17	Total 18

Senior Year

Theology Ethics or Rel/Cult Elective 3	Philosophy Elective 3
ECON 300, Int'l Trade & Business 3	Management Elective 3
Management Electives 6	MGMT 495, Strategy Management 3
Business Elective 3	E/RS Focus Elective ** 3
BUAD 401, Business Profession IV 0	General Elective 3
	BUAD 402, Business Profession IV 0
Total 15	Total 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	30
Junior Year	35
Senior Year	<u>30</u>
Total Hours	**125

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (1 hour)

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective is double counted, program is 122 credit hours.

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN ENTREPRENEURIAL STUDIES

Xavier's undergraduate major in Entrepreneurial Studies is designed to help prepare students to seek opportunities, act resourcefully, think creatively, and lead ethically to make a difference in their organizations and the world, our majors will learn to:

1. Provide progressive leadership for existing family businesses,
2. Start their own businesses, and/or
3. Pursue careers in creating and managing innovation in non-profits and small to large organizations.

The strength of our free enterprise economy depends heavily on an entrepreneurial mindset in those individuals who identify new product or service opportunities, develop workable plans for capitalizing on those opportunities, and assume personal risk and take the initiative in creating and then managing the new or expanded enterprises which those plans make possible.

Requirements for a Major in Entrepreneurial Studies

BSBA in Entrepreneurial Studies

- Since successful entrepreneurs and those with an entrepreneurial mindset need to have an integrative and interdisciplinary set of skills, the Entrepreneurial Studies major is interdisciplinary in nature, providing advanced course work in all business functions, specialized course work in creativity and innovation, business planning and a field experience, and a required entrepreneurial work co-op, for a total of 18 hours of upper level work as follows (all courses listed are 3 credit hours):

A. REQUIRED (12 hours):

- | | |
|--------------|--------------------------------|
| ENTR 305 | Creativity and Innovation |
| ENTR 311 | New Venture Planning |
| ENTR 303/403 | Co-op |
| ENTR 495 | The Entrepreneurial Experience |

B. MARKETING ELECTIVE (3 hours, choose 1 of the following):

- | | |
|----------|----------------------|
| MKTG 302 | Marketing Research |
| MKTG 350 | Advertising |
| MKTG 361 | Professional Selling |

C. ENTREPRENEURIAL ELECTIVES (3 hours, choose any 1 of the following)

- | | |
|----------|---------------------------------|
| ACCT 350 | Financial Analysis for Managers |
| ENTR 403 | Co-op (a second Co-op) |
| FINC 475 | Real Estate Finance |
| FINC 476 | International Finance |
| MGMT 314 | Leadership |
| MGMT 325 | International Management |
| MGMT 385 | Project Management |
| MGMT 495 | Strategic Management |
| MKTG 302 | Marketing Research |
| MKTG 310 | Business to Business Marketing |
| MKTG 320 | International Marketing |
| MKTG 325 | Marketing Services |
| MKTG 328 | Direct Marketing |
| MKTG 329 | Data Mining |
| MKTG 330 | Retailing Marketing |
| MKTG 340 | Supply Chain Logistics |

MKTG 350	Advertising
MKTG 351	Sales Promotion
MKTG 355	Product Development
MKTG 357	E-Commerce
MKTG 361	Professional Selling
MKTG 370	Consumer Behavior

- A cumulative 2.000 average must be attained in the courses of the major.

All students declaring a major in Entrepreneurial Studies must consult the Director of the Xavier Entrepreneurial Center at the time they declare.

Requirements for a Minor in Entrepreneurship

- Required Entrepreneurship Courses (9 hours)
- ENTR 305 Creativity and Innovation (3 hours)
 - ENTR 311 New Venture Planning (3 hours)
 - ENTR 495 The Entrepreneurial Experience (3 hours)
- Required Business Courses (6 hours)*
- ACCT 200 Introductory Financial Accounting (3 hours)
 - MKTG 300 Principles of Marketing (3 hours)

Elective Business Courses (3 hours)*

- BLAW 300 Legal Environment (3 hours)
- HRES 200 Human Resources in a Diverse Society (3 hours)
- ECON 200 Microeconomics (3 hours)

* Included in Business Core for WCB students.

B.S.B.A. Entrepreneurial Studies

This block serves as a guideline for progress toward a degree. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
Freshman Year			
MATH 150, Calculus	3	MATH 156, General Statistics	3
History I Elective	3	History II Elective	3
ENGL 101 or 115, Eng Comp or Rhetoric ...	3	ECON 200, Microeconomic Principles	3
Foreign Language Elective	3	Foreign Language Elective	3
MKTG 300, Principles of Marketing	3	INFO 200, Managing Info Technology #	3
BUAD 101, Business Profession I	0	BUAD 102, Business Profession I	0
Total	15	Total	15

Sophomore Year

ECON 201, Macroeconomic Principles	3	HRES 200, HR in a Diverse Society *	3
ACCT 200, Financial Accounting	3	ACCT 201, Managerial Accounting	3
THEO 111, Theological Foundations	3	PHIL 100, Ethics as Intro to Philosophy	3
MGMT 300, Managerial Behavior	3	Literature Elective	3
Science Elective	3	FINC 300, Business Finance	3
BUAD 201, Business Profession II	0	BUAD 202, Business Profession II	0
Total	15	ENTR 305, Creativity & Innovation	3
		Total	18

Junior Year

Theo Scrip/Hist or Christ Sys Elective ... 3	PHIL 290, Theory of Knowledge 3
STAT 200, Intermediate Business Stats . 3	Science Elective 3
Science Elective 3	ENTR 303, Co-op 3
ENTR 311, New Venture Planning 3	BLAW 300, Legal Environment 3
MGMT 301, Managerial Comm 2	MGMT 302, Qual & Prod in Operations 3
ENGL/CLAS/SPAN 205, Lit&Moral Ima3	Fine Arts Elective 3
BUAD 301, Business Profession III 0	BUAD 302, Business Profession III 0
Total 17	Total 18

Senior Year

Theology Ethics or Rel/Cult Elective 3	Philosophy Elective 3
ECON 300, Int'l Trade & Business 3	Entrepreneurial Elective 3
Marketing Elective 3	E/RS Focus Elective ** 3
ENTR 495, The Entrepreneurial Exper. 3	General Elective 3
Business Elective 3	BUAD 402, Business Profession IV 0
BUAD 401, Business Profession IV 0	
Total 15	Total 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	33
Junior Year	35
Senior Year	27
Total Hours	**125

Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (1 hour).

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective is double counted, program is 122 credit hours.

**BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION
DEGREE IN HUMAN RESOURCES**

In today's increasingly complex business world, there is a need for human resources leaders with well-rounded professional training. Although the primary goal of the program is to provide the professional training necessary for graduates to obtain human resources jobs, the major should be especially appealing to students with broad interests. Reflecting this broad approach, the field of human resources is studied from economic, political, psychological, and legal perspectives. For example, some courses, such as Industrial Psychology, are approached from a psychological perspective, while others, such as Human Resources Law, are approached from legal and political perspectives. In still other courses, such as Labor Relations, Personnel Administration and Current Human Resources Issues, economic, psychological and legal perspectives are combined into a single course.

In sum, the major is sufficiently broad to appeal to students with wide interests, yet specific enough to provide the necessary professional skills that are attractive to prospective employers. The Human Resources major prepares graduates for professional positions in human resources, industrial relations, and government work. It also serves as excellent preparation for graduate programs in human resources management.

Requirements for the Human Resources Major

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus, and MATH 156, General Statistics
- Social science: ECON 200, Microeconomic Principles, and ECON 201, Macroeconomic Principles

Business Core Requirements: 35 hours

Major Requirements

- 18 hours of human resources courses: HRES 495, and fifteen hours of electives. Two non-business core management courses may be substituted for HRES electives, with written permission of the chair.
- A 2.000 cumulative average must be attained in the human resources courses.

Electives:

- 3 hours of business electives.
- 3 hours general electives.

B.S.B.A. Human Resources

This block serves as a guideline for progress toward a degree. See your academic advisor.

<i>First Semester</i>	<i>Credit Hours</i>	<i>Second Semester</i>	<i>Credit Hours</i>
-----------------------	---------------------	------------------------	---------------------

Freshman Year

MATH 150, Calculus	3	MATH 156, General Statistics	3
History I Elective	3	History II Elective	3
ENGL 101 or 115, Eng Comp or Rhetoric ...	3	ECON 200, Microeconomic Principles	3
Foreign Language Elective	3	Foreign Language Elective	3
INFO 200, Managing Info Technology .	3	MKTG 300, Principles of Marketing	3
BUAD 101, Business Profession I	0	BUAD 102, Business Profession I	0
Total	15	Total	15

Sophomore Year

ECON 201, Macroeconomic Principles .	3	Literature Elective	3
ACCT 200, Financial Accounting	3	ACCT 201, Managerial Accounting	3
THEO 111, Theological Foundations ...	3	PHIL 100, Ethics as Intro to Phil	3
HRES 200, HR in a Diverse Society *	3	MGMT 300, Managerial Behavior	3
Science Elective	3	ECON 300, Int'l Trade & Business	3
BUAD 201, Business Profession II	0	BUAD 201, Business Profession II	0
Total	15	Total	15

Junior Year

Theo Scrip/Hist or Christ Sys Elective ...	3	PHIL 290, Theory of Knowledge	3
STAT 200, Intermediate Business Stats .	3	Science Elective	3
Science Elective	3	Human Resources Elective	3
Human Resources Elective	3	ENGL/CLAS/SPAN205, Lit&Moral Ima	3
MGMT 301, Managerial Comm	2	MGMT 302, Qual & Prod in Operations	3
BLAW 300, Legal Environment	3	Fine Arts Elective	3
BUAD 301, Business Profession III	0	BUAD 302, Business Profession III	0
Total	17	Total	18

Senior Year

Theology Ethics or Rel/Cult Elective 3	Philosophy Elective 3
FINC 300, Business Finance 3	Human Resources Elective 3
Human Resources Electives 6	HRES 495, Current Human Res Problem 3
Business Elective 3	E/RS Focus Elective ** 3
BUAD 401, Business Profession IV 0	General Elective 3
	BUAD 402, Business Profession IV 0
Total 15	Total 15

Scheduling Notes:

- Consult the "Undergraduate Core Curriculum" requirements of the Catalog.
- E/RS Focus Elective requirement may be used to satisfy another element of the core or the major.

Freshman Year	30
Sophomore Year	30
Junior Year	35
Senior Year	30
Total Hours	**125

* HRES 200 fulfills the Cultural Diversity Elective.

**If E/RS Focus Elective is double counted, program is 122 credit hours.

REQUIREMENTS FOR THE HUMAN RESOURCES MINOR

The Human Resources minor is available to students in the College of Arts and Sciences, the College of Social Sciences, and the Williams College of Business. In particular, it is designed to give business and non-business majors skills that will enhance their attractiveness to employers upon graduation. Since all managers are people managers, the HR minor benefits all future managers. It also provides an opportunity to pursue a business speciality in HR.

Human Resources concerns the total activity of an organization, business, or firm as these activities relate to the work force. Such activities include employment law, recruiting and selection, training and development, performance management, compensation and benefits, workplace diversity, and dispute resolution methods.

Outside of the classroom, the HR co-op allows students to expand their knowledge by working one-on-one with HR professionals in the field, earning income and academic credit at the same time.

- 15 hours of human resource including HRES 200, 495 **OR** 303, and three upper division human resource elective courses. One management non-business core course may be substituted for a HRES elective.
- A 2.000 cumulative average must be attained in the courses of the minor.

* * * * *

THE DEPARTMENT OF MARKETING

The Department of Marketing offers the degree of Bachelor of Science in Business Administration in Marketing.

FACULTY

Faculty: DR. SCHERTZER, *chair*; DR. AHUJA, DR. BURNS, DR. CHEUNG, DR. HAYES, DR. KASHYAP, DR. MANOLIS, DR. TADEPALLI, DR. M. WALKER

Adjunct Faculty: MR. DUFEK (Executive in Residence)

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION DEGREE IN MARKETING

Marketing is the dynamic process by which individuals and organizations strive to anticipate and satisfy consumers' needs and wants. In a free enterprise, freedom of choice society, this is accomplished through marketing research, product planning and pricing, promotion (advertising and selling), and distribution.

The Marketing major develops an understanding of the concepts, functions and institutions of marketing, an appreciation of consumer orientation, and the ability to analyze marketing problems and formulate marketing policies.

This program is particularly relevant to the student planning a career in sales, advertising, consumer relations, merchandising, brand management, marketing management, marketing research, retailing services, purchasing, business logistics, small business operations, executive management, consulting, business education or work in certain government agencies.

Requirements for the Marketing Major

Undergraduate core curriculum requirements: 64 hours, including

- Mathematics: MATH 150, Calculus and MATH 156, General Statistics
- Social science: ECON 200, Microeconomic Principles and ECON 201, Macroeconomic Principles

Business core requirements: 35 hours

Major Requirements

- 18 hours of marketing courses (in addition to MKTG 300) and a minimum GPA of 2.000.
- Foundations (6 hours required): MKTG 302 and 495.

Electives:

- Take 12 hours from MKTG 304-499 (except MKTG 303 or 403).
- Students must earn a grade of "C" or better in MKTG 300 to advance to upper level marketing courses.
- MKTG 495: students must complete 9 hours of Marketing course work (above 300) before taking MKTG 495. They must have completed ACCT 200 and FINC 300.

- # Students who need additional computer skills may also be required to take INFO 100, Business Computer Applications (1 hour)
- * HRES 200 fulfills the Cultural Diversity Elective.
- **If E/RS Focus Elective is double counted, program is 122 credit hours.

* * * * *

WILLIAMS COLLEGE OF BUSINESS CENTERS

Center for Business Ethics & Social Responsibility

The Williams College of Business Center for Business Ethics and Social Responsibility was established in October 2001 for the purpose of increasing the exposure, awareness and appreciation of ethical issues among students, faculty and the local business community. The Center assists faculty in the Williams College of Business in integrating social issues from within and outside businesses into their courses and is a catalyst for addressing ethical issues within the regional business community.

STAFF

Director: PROF. FIORELLI

Faculty: Members of the Xavier University faculty and resource personnel from local, national and international sources.

* * * * *

Xavier Entrepreneurial Center

Through our teaching, research and outreach we develop entrepreneurial leaders who seek opportunities, act resourcefully, think creatively, and lead ethically to make a difference in their organizations and in the world.

STAFF

Director: DR. CLARK, Professor of Management and Entrepreneurship.

Faculty: DR. ASSUNDI, Assistant Professor Management and Entrepreneurship; DR. HUMAN, Associate Professor of Management and Entrepreneurship; and other resource personnel from the local, national, and international venture community.

* * * * *