

Department of

Business Administration

Mission Statement

The mission of the Cedarville University Department of Business Administration is to facilitate the development of business men and women who are personally discerning and professionally competent and who will influence their organizations, professions, and culture through service and leadership anchored in biblical truth.

Given our vision as a department, our broader mission is to provide students with an education in business theory and practice from a distinctly Christian worldview.

- To effectively foster academic achievement and personal character, we purpose to create an environment characterized by excellence in teaching, service, intellectual contribution, and collegiality.
- Essential to our mission is the creation of a learning environment that encourages, stimulates, and challenges students and faculty to maximize their personal potential in their chosen field of academic endeavor.
- To facilitate this learning environment, we will use a value-centered curriculum enhanced by an extensive information technology system and a series of personal and professional development seminars.
- In addition, across the curriculum, we have integrated ethical considerations, global awareness, and an emphasis on oral and written communication skills.
- The distinctive competency of our program is the integration of biblical truth within each of the business disciplines.

In light of our mission, the department has established the following goals:

1. We will create a learning environment that encourages, stimulates, and challenges students to maximize their personal potential in the chosen field of academic endeavor.
2. We will create a value-centered curriculum enhanced by an emphasis on topics critical to the student's competency in the world of work.
3. We will provide faculty with professional and academic opportunities to enhance both teaching competencies and intellectual contributions.
4. We will encourage the relationship between the department and significant constituencies that impact our mission and its implementation.

Accreditation

The department of business administration is accredited by the Association of Collegiate Business Schools and Programs (ACBSP).

Personal Requirements

A college preparatory curriculum in high school provides the best preparation for the bachelor degree programs in the department of business administration. Three or four years of high school mathematics, including calculus, are recommended for students anticipating study in business. No previous coursework in business is necessary. Because of extensive computer utilization in the business curriculum, electives in computer programming or software packages may prove to be helpful.

Department Requirements

Although students in the department of business administration are not required to apply for admission to the department, continuation is based upon performance in the core business requirements and satisfactory completion of course prerequisites.

Students entering their junior year will be reviewed for

continuation by the department chair.

- Students majoring in business must earn at least a 2.0 grade point average in all sophomore-level business courses required for their major in order to graduate with a degree in a business major.
- Students majoring in business must earn a "C-" in any prerequisite business course before being allowed to enter the subsequent course for which that course is a prerequisite. Waivers to this requirement are made only in exceptional circumstances, and such waivers require the approval of the chair of the department in consultation with the professor responsible for the subsequent course.
- In general, business majors should complete all 2000-level business core courses before beginning a 3000-level business course.
- Before taking a 4000-level business course, students must have satisfactorily completed all 2000-level business administration core courses required for their major. Waivers to this requirement are made only in exceptional circumstances, and such waivers require the approval of the department chair.
- To graduate with a major from the department of business administration, students must earn at least a 2.0 cumulative average in all courses required for their major and at least a "C-" in all courses taken to meet a specific requirement in their major (cognate courses not included).
- Every major and minor offered by the department of business administration requires that a minimum of 50% of the business courses in the business administration core and 50% of the specific business courses required for each major or minor be earned at Cedarville University. Any CLEP or advanced placement credits earned are not considered to be earned at Cedarville University.

Programs of Study

The department of business administration offers the following programs:

Majors

- Accounting
- Finance
- International Studies: Global Economics and International Business
- Information Systems
- Management
- Marketing

Minors

- Business Administration
- Christian Ministries Management
- Economics
- Information Systems
- International Business

Co-Curricular Opportunities

The department of business administration provides several co-curricular opportunities for students to enhance their classroom experience as they prepare for their professional careers.

Accounting Society

The Accounting Society promotes accounting awareness, establishes relationships with professionals in the accounting vocation, provides tutoring for students, and promotes fellowship among accounting students.

Association of Information Technology Professionals

The Association of Information Technology Professionals (AITP) provides management information systems and computer science majors with opportunities to network with business professionals while attending meetings, seminars, and activities.

Delta Mu Delta

Delta Mu Delta, an international honor society in business administration, recognizes junior and senior business majors who maintain excellent scholastic achievement. Delta Mu Delta membership provides recognition for a lifetime.

Human Resources Management (SHRM)

Students interested in human resources and labor relations attend the Society for Human Resources Management (SHRM) chapter meetings and interact with working professionals.

Students in Free Enterprise

Cedarville participates in the Students in Free Enterprise (SIFE) program with a number of other universities across the country. Students plan community events and enter a regional competition, developing leadership and teamwork skills.

Women in Business

Inspires female students of business to succeed professionally and personally by providing a forum for addressing issues relevant to women in business, connecting with modern female business leaders, impacting women in need, and establishing camaraderie among female business students.

Career Opportunities

Accounting Major

Accounting involves the preparation, analysis and communication of relevant information for decision making. Financial accounting, managerial accounting, auditing, tax accounting, governmental and public sector accounting, accounting information systems, and management consulting services represent the major divisions of the accounting discipline. The accounting major prepares individuals for careers as:

- Auditor
- Controller
- Budget analyst
- CPA
- IRS agent
- FBI agent
- Internal audit
- Chief financial officer

Finance Major

Finance focuses on the financial decisions faced by business enterprises. This includes methods of raising money, debt management, investment and security analysis, real estate and insurance, and virtually all aspects of finance. The finance major prepares individuals for careers as:

- Financial analyst
- Financial planner
- Securities analyst
- Chief Financial officer
- Treasurer
- Lending officer
- Portfolio manager
- Bank Branch manager

GEIB Major

Global Economics and International Business is an interdisciplinary program that prepares business students to operate in a multicultural and global marketplace. Careers in international business include working as business professionals in a(n):

- Foreign firm
- Multinational enterprise
- International division of a domestic company
- One of the many government organizations at the national, state, or local level concerned with global business development

Information Systems Major

Businesses and organizations have a strong need for individuals who understand the various business functions and can manage computer and communications technology and information systems within modern organizations. The information systems major prepares individuals for careers as:

- Information systems analyst
- Programmer/analyst
- Business systems consultant
- E-business developer
- Manager in information systems
- Manager/analyst
- Network administrator
- Web developer

Management Major

Management focuses on developing the leadership skills to make things happen for the business enterprise in a dynamic and competitive environment by organizing people, projects and processes. The management major prepares individuals for careers as:

- Human resource manager
- Operations analyst
- Production manager
- Branch manager
- Facility manager
- Risk manager
- Benefits manager
- Plant manager
- Project manager
- Operations manager
- Quality manager
- Materials manager

Marketing Major

A student with a major in marketing learns systematic ways for identifying, understanding, and satisfying consumer and organizational needs. The marketing major prepares individuals for careers as:

- Marketing manager
- Marketing researcher
- Promotion manager
- Retail manager
- Sales manager
- Sales representative

Faculty

John LeBlanc, *Acting Chair*: Associate Professor of Management. *Education*: B.S., Southern Illinois University, 1974; M.B.A., Southern Illinois University, 1976. At Cedarville since 1999.

Harry Anderson, Assistant Professor of Accounting. *Education*: B.A., Wheaton College, 1967; M.Acc., The Ohio State University, 1969; C.P.A., State of Ohio, 1979. At Cedarville since 2003.

Jon Austin, Associate Professor of Marketing. *Education*: B.A., University of Northern Iowa, 1982; M.S., Iowa State University, 1989; Ph.D., University of Wisconsin-Madison, 1997. At Cedarville since 2001.

John Delano, Assistant Professor of Information Systems. *Education*: B.S., Maranatha Baptist Bible College, 1996; M.S., University of Wisconsin - Whitewater, 2001; Ph.D., University of Wisconsin - Milwaukee, ABD. At Cedarville since 2008.

Jeffrey Fawcett, Professor of Marketing. *Education*: B.A., Cedarville University, 1982; M.B.A., University of Baltimore, 1986; D.B.A., Cleveland State University, 1999. At Cedarville since 1987.

Jeffrey Guernsey, Assistant Professor of Finance. *Education*: B.S., Purdue University, 1979; M.Sc., Iowa State University, 1981. At Cedarville since 2003.

Charles Hartman, Associate Professor of Business Law and Accounting. *Education*: B.A., Michigan State University, 1984; M.B.A., Michigan State University, 1984; J.D., University of Dayton School of Law, 1997. At Cedarville since 1989.

William Ragle, Associate Professor of Finance. *Education*: B.S., Stephen F. Austin State University, 1976; M.B.A., University of North Texas, 1988; Ph.D., University of North Texas, 1996. At Cedarville since 1995.

Anne Rich, Associate Professor of Accounting. *Education*: B.A., Cedarville University, 1978; M.S., University of Central Florida, 1978; C.P.A., State of Florida, 1979. At Cedarville since 2000.

David Rotman, Director of Computer Services; Associate Professor of Management Information Systems. *Education*: B.S., Taylor University, 1968; M.A.T., Indiana University, 1972; C.D.P., Institute for Certification of Computer Professionals, 1980; Ph.D., Nova University, 1994. At Cedarville since 1984.

Andy Runyan, Associate Vice President for Academic Administration; Associate Professor of Management. *Education*: B.M.E., University of Dayton, 1983; M.S.M.M., GMI Engineering and Management Institute, 1993; Ph.D. Nova Southeastern University, 2000; registered professional engineer. At Cedarville since 2006.

David Schmidt, Associate Professor of Management. *Education:* B.S., University of Nebraska at Kearney, 1974; M.A., University of Nebraska, 1992; M.B.A., University of Nebraska, 1995; Ph.D., University of Nebraska, 2001. At Cedarville since 1998.

Galen Smith, Professor of Economics. *Education:* B.A., Washburn University, 1966; M.S., Kansas State University, 1968; M.Div., Grace Theological Seminary, 1978; D.Min., Trinity Evangelical Divinity School, 1998. At Cedarville since 1981.

Sarah Smith, Associate Professor of Accounting. *Education:* B.A., Cedarville University, 1975; M.A., Virginia Polytechnic Institute and State University, 1976; Ph.D., Virginia Polytechnic Institute and State University, 1982. At Cedarville since 1980.

Susan Terkelsen, Assistant Professor of Information Technology. *Education:* B.A., Cedarville University, 1988; M.A., Miami University, 1989. At Cedarville since 1999.

Ronald Walker, Professor of Management Science. *Education:* B.S., Bowling Green State University, 1965; M.S., University of Michigan, 1966; D.B.A., Kent State University, 1986. At Cedarville since 1978.

Bert Wheeler, Professor of Economics. *Education:* B.S., University of Tennessee, 1981; M.A., University of Tennessee, 1984; Ph.D., University of Tennessee, 1985. At Cedarville since 1992.

Executive-in-Residence Program

The Executive-in-Residence program is designed to bring senior-level executives to campus to enrich the learning environment of undergraduate business majors, foster working relationships between business leaders and faculty, and provide faculty and staff with new ideas and perspectives on how to serve the business community.

Business Advisory Board

The Business Advisory Board consists of entrepreneurs, business leaders, and educators representing diverse areas of business. Through annual meetings, these experts advise the University and evaluate its plans for strengthening Cedarville's position of leadership in undergraduate business education.

Board members include:

- Mr. Harry Badanes, J.D. Cloud & Co. LLP*
- Mr. Ronald Baker, Ron Baker and Associates*
- Mr. Mike Crawford, LifePlan Financial Group, Inc.*
- Mr. John Danis, Danis Building Construction Co.*
- Mr. Ronald Ferner, Philadelphia Biblical University*
- Mr. John Field, Wallace & Turner, Inc.*
- Ms. Georgeann Georges, Global Operations and Service Strategy*
- Miss Lori A. Greenawalt, KPMG LLP*
- Mr. George Guritz, Shepherd Financial Group, Inc.*
- Mr. Gary Habegger, Goodrich Corporation*
- Dr. Rajshekhar Javalgi, Cleveland State University*
- Dr. Wayne Leininger, Virginia Tech*
- Mr. Larry Miller, Ohio Valley Bank*
- Mr. Delmar Mohler, Faith Baptist Bible College*
- Mr. Jeffrey Montie, Kellogg Company*
- Mr. Lorne Scharnberg, KATECHO, Inc.*
- Mr. Russ Weir, IBM Global Services – ITS Public Sector*
- Mr. Randal Wilcox, Otis Elevator International, Inc.*

Accounting

The **accounting major** prepares students for careers in private, public, and corporate accounting as well as other business-related areas.

Course requirements involve 66 semester hours including:

Business Administration Core	42
ACCT-2110, 2120 Principles of Accounting I,II	6
BUS-2110 Statistics I	2
BUS-2120 Statistics II	2
BUS-2180 Business Law	3
BUS-3150 Operations Analysis.....	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development (2 semesters).....	0
BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development (2 semesters).....	0
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics	3
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
*MGMT-4510 Administrative Policy and Strategy.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
MRKT-3600 Principles of Marketing	3
Accounting	18
ACCT-3110 Intermediate Financial Accounting I	3
ACCT-3120 Intermediate Financial Accounting II.....	3
ACCT-3150 Accounting Information Systems	3
ACCT-3170 Managerial Accounting.....	3
ACCT-4110 Federal Income Tax.....	3
ACCT-4120 Auditing.....	3
Accounting electives selected from the following	6
ACCT-4130 Advanced Financial Accounting	3
ACCT-4150 Government & Non Profit Accounting	3
ACCT-4210 Taxation of Business Entities	3
ACCT-4170 Advanced Managerial Accounting.....	3
ACCT-4810 Seminar in Accounting.....	1

*Capstone Course

Required cognate	3
GMTH-1040 Calculus for Business and Social Sciences	3
(Satisfies mathematics for general education requirements)	

Accounting Major Curriculum Summary

Proficiency Requirements	0-5
General Education Requirements.....	49-57
Accounting Major Requirements.....	66
Required Cognate.....	3
Electives	2-10
Total (minimum, not including proficiency)	128



A complete description of the general education requirements is found on page 24

The **CPA concentration** reflects the State of Ohio requirements of 150 semester hours of undergraduate or graduate education, including 30 hours of accounting courses combined with several specific business and elective courses. Students desiring to pursue a license in other states should investigate the requirements of those specific states. States with websites, and all addresses, can be found on the website of the National Association of State Board of Accountancy at www.nasba.org.

Students may qualify for the Ohio requirements by completing the 128 semester hours plus additional 22 semester hours including some additional accounting electives. The course plan includes the following:

Accounting Major Requirements.....	128 hours
Other Elective Courses.....	22 hours
Total	150 hours

Although not specifically required by the state of Ohio, the following courses include materials that are covered in the CPA exam and are recommended for all accounting majors preparing to take the CPA exam. Several of these courses are required by other states.

ACCT-4150 Government and Nonprofit Accounting.....	3
ACCT-4210 Taxation of Business Entities.....	3
ACCT-4810 Seminar in Accounting	1
BUS-2100 Business Communication	3
BUS-3180 Business Law II	3



Suggested Four-Year Curriculum for a Major in Accounting

First year:

BEGE-1710 Christian Life and Thought.....	3
BEGE-1720 Spiritual Formation	3
COM-1100 Fundamentals of Speech.....	3
ENG-1400 Composition.....	3
GMTH-1040 Calculus for Business.....	3
GSS-1100 Politics and American Culture.....	3
HUM-1400 Introduction to the Humanities.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
PEF-1990 Physical Activity and the Christian Life	1
Biological Science Elective.....	3.5
Literature Elective	3
Physical Education Elective.....	1
Total	33.5

Second year:

ACCT-2110,2120 Principles of Accounting I,II.....	6
BEGE-2730 Old Testament Literature	3
BEGE-2740 New Testament Literature	3
BUS-2110 Statistics I	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics.....	3
History Elective.....	3
Physical Science Elective.....	3.5
Social Science Elective	3
Total	34.5

Third year:

ACCT-3110,3120 Intermediate Financial Accounting I,II.....	6
ACCT-3150 Accounting Information Systems	3
ACCT-3170 Managerial Accounting	3
BEGE-3750 Christian Worldview Development.....	2
BEGE-3760 Christian Worldview Integration	2
BUS-3150 Operations Analysis	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development.....	0
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management.....	3
MRKT-3600 Principles of Marketing	3
Total	30

Fourth year:

ACCT-4110 Federal Income Taxes.....	3
ACCT-4120 Auditing.....	3
BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development.....	0
MGMT-4510 Administrative Policy and Strategy	3
Humanities Elective	3
Accounting Electives	6
Electives	10
Total	30

Master's Degree Options at Other Universities

Cedarville has developed a relationship with other university MBA programs that allow qualified Cedarville University graduates to enter this program to fulfill the CPA 150-hour requirement. Students are also encouraged to investigate other MBA and Master of Science in Accounting programs that may be better suited to their specific career goals.

Finance

The **finance major** prepares students for careers as financial analysts, security analysts, financial planners, or account executives within the banking, insurance, and securities industries and other commercial concerns.

Course requirements involve 60 semester hours including:

Business Administration Core	42
ACCT-2110,2120 Principles of Accounting I,II	6
BUS-2110 Statistics I	2
BUS-2120 Statistics II	2
BUS-2180 Business Law	3
BUS-3150 Operations Analysis.....	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development (2 semesters).....	0
BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development (2 semesters).....	0
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics	3
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
*MGMT-4510 Administrative Policy and Strategy.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
MRKT-3600 Principles of Marketing	3
Finance	18
FIN-3310 Money and Financial Markets	3
FIN-3730 Investments	3
FIN-4770 Advanced Financial Management.....	3
Finance Electives selected from	9
ACCT-3110 Intermediate Financial Accounting I	3
FIN-3740 Insurance.....	3
FIN-3750 International Finance	3
FIN-3770 Security Analysis	3
FIN-4710 Adv Security Analysis & Portfolio Mgmt Pract.	3
FIN-4750 Financial Institution Management	3
Required cognate	3
GMTH-1040 Calculus for Business.....	3
(Satisfies mathematics for general education requirements)	

*Capstone Course

Finance Major Curriculum Summary

Proficiency Requirements	0-5
General Education Requirements.....	49-57
Finance Major Requirements.....	60
Required Cognate.....	3
Electives	8-16
Total (minimum, not including proficiency)	128

International Studies – Global Economics and International Business

The **international studies -global economics and international business major** prepares students for careers in international business. Offered as a part of the University's international studies program, the major is described in detail in the interdisciplinary studies section on page 115 and 116.

Suggested Four-Year Curriculum for a Major in Finance

First year:

BEGE-1710 Christian Life and Thought.....	3
BEGE-1720 Spiritual Formation	3
COM-1100 Fundamentals of Speech.....	3
ENG-1400 Composition.....	3
GMTH-1040 Calculus for Business.....	3
GSS-1100 Politics and American Culture.....	3
HUM-1400 Introduction to the Humanities.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
PEF-1990 Physical Activity and the Christian Life	1
Biological Science Elective	3.5
History Elective.....	3
Physical Education Elective.....	1
Total	33.5

Second year:

ACCT-2110,2120 Principles of Accounting I,II	6
BEGE-2730 Old Testament Literature	3
BEGE-2740 New Testament Literature	3
BUS-2110 Statistics I	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics.....	3
Literature Elective	3
Physical Science Elective	3.5
Social Science Elective	3
Total	34.5

Third year:

ACCT-3110 Intermediate Financial Accounting I	3
BEGE-3750 Christian Worldview Development.....	2
BEGE-3760 Christian Worldview Integration	2
BUS-3150 Operations Analysis	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development.....	0
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
MRKT-3600 Principles of Marketing	3
Major Requirements	6
Humanities Elective	3
Total	30

Fourth year:

BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development.....	0
MGMT-4510 Administrative Policy and Strategy	3
Major Requirements	9
Electives	16
Total	30



A complete description of the general education requirements is found on page 24.

Information Systems

The **information systems major** prepares students for computer careers as programmers, systems analysts, software specialists, network administrators, and MIS directors. The curriculum follows guidelines established by the Association of Information Technology Professionals for the training of information system professionals.

Course requirements involve 66 semester hours including:

Business Administration Core	42
ACCT-2110,2120 Principles of Accounting I,II	6
BUS-2110 Statistics I	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
BUS-3150 Operations Analysis.....	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development (2 semesters).....	0
BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development (2 semesters).....	0
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics	3
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
*MGMT-4510 Administrative Policy and Strategy.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
MRKT-3600 Principles of Marketing	3
Information Systems	18
MIS-2200 Fundamentals of MIS	3
MIS-2300 Intro to Programming.....	3
MIS-3100 Database Development.....	3
MIS-3500 Web Development.....	3
MIS-3800 System Analysis and Design.....	3
MIS-4500 System Development	3
*Capstone Course	
MIS Electives selected from the following	6
MIS-3400 Data Communication and Networking.....	3
MIS-3910 Advanced Topics in MIS.....	3
MIS-4100 Advanced Database Design	3
MIS-4200 Advanced Topics in Programming Languages.....	3
Required cognate	3
GMTH-1040 Calculus for Business.....	3
(Satisfies mathematics for general education requirements)	
Information Systems Major Curriculum Summary	
Proficiency Requirements	0-5
General Education Requirements.....	49-57
Information Systems Major Requirements.....	66
Required Cognate.....	3
Electives	2-10
Total (minimum, not including proficiency)	128

Suggested Four-Year Curriculum for a Major in Information Systems

First year:

BEGE-1710 Christian Life and Thought.....	3
BEGE-1720 Spiritual Formation	3
COM-1100 Fundamentals of Speech.....	3
ENG-1400 Composition.....	3
GMTH-1040 Calculus for Business.....	3
GSS-1100 Politics and American Culture.....	3
HUM-1400 Introduction to the Humanities.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
PEF-1990 Physical Activity and the Christian Life	1
Humanities Elective	3
Physical Education Elective.....	1
Social Science Elective	3
Total	33

Second year:

ACCT-2110,2120 Principles of Accounting I,II	6
BEGE-2730 Old Testament Literature	3
BEGE-2740 New Testament Literature	3
BUS-2110 Statistics I	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
MIS-2200 Fundamentals of MIS	3
MIS-2300 Introduction to Programming	3
Biological Science Elective.....	3.5
History Elective.....	3
Literature Elective	3
Total	34.5

Third year:

BEGE-3750 Christian Worldview Development.....	2
BEGE-3760 Christian Worldview Integration	2
BUS-3150 Operations Analysis	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development.....	0
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics	3
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
MIS-3800 Systems Analysis and Design	3
MIS-3100 Database Development.....	3
MIS-3500 Web Development.....	3
MRKT-3600 Principles of Marketing	3
Total	33

Fourth year:

BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development.....	0
MGMT-4510 Administrative Policy and Strategy	3
MIS-4500 System Development	3
MIS Electives.....	6
Physical Science Elective	3.5
Electives	10
Total	27.5

Management

The **management major** provides a broad background for careers in financial, manufacturing, retailing, and service industries, as well as governmental agencies. Management majors focus on organizational dynamics and operations as well as international issues that affect various types of organizations. With the broad scope of the management major, students can select courses within their area of interest, whether it be human resources management, operations management, or organizational leadership.

Course requirements involve 60 semester hours including:

Business Administration Core	42
ACCT-2110,2120 Principles of Accounting I,II	6
BUS-2110 Statistics I	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
BUS-3150 Operations Analysis.....	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development (2 semesters).....	0
BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development (2 semesters).....	0
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics	3
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
*MGMT-4510 Administrative Policy and Strategy.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
MRKT-3600 Principles of Marketing	3
Management	9
MGMT-3520 Production and Operations Management	3
MGMT-3550 Organizational Behavior	3
MGMT-3570 International Management	3
Students must also choose an area of interest from the following	9
Human Resources Management	9
MGMT-3530 Human Resources Management.....	3
MGMT-4560 Organizational Change and Development.....	3
One course from the following:.....	3
COM-3260 Organizational Negotiation.....	3
COM-3330 Organizational Training	3
MGMT-4530 Industrial Relations Management	3
PYCH-3640 Industrial/Organizational Psychology.....	3
Operations Management	9
MGMT-3560 Project Management	3
MGMT-4570 Advanced Operations Management	3
One course from the following:.....	3
MGMT-4520 Supply Chain Management	3
MGMT-4530 Industrial Relations Management	3
Organizational Leadership	9
COM-4060 Organizational Leadership.....	3
MGMT-4550 Advanced Organizational Behavior	3
One course from the following:.....	3
MGMT-3510 Entrepreneurship I	3
MGMT-3530 Human Resource Management	3
MGMT-3560 Project Management.....	3
MGMT-4520 Supply Chain Management	3
MGMT-4530 Industrial Relations Management	3
MGMT-4560 Organizational Change and Development.....	3
MGMT-4570 Advanced Operations Management	3

*Capstone Course

Required cognate	3
GMTH-1040 Calculus for Business.....	3
(Satisfies mathematics for general education requirements)	

Management Major Curriculum Summary

Proficiency Requirements	0-5
General Education Requirements.....	49-57
Management Major Requirements	60
Required Cognate.....	3
Electives	8-16
Total (minimum, not including proficiency)	128

A complete description of the general education requirements is found on page 24.

Suggested Four-Year Curriculum for a Major in Management

First year:

BEGE-1710 Christian Life and Thought.....	3
BEGE-1720 Spiritual Formation	3
COM-1100 Fundamentals of Speech.....	3
ENG-1400 Composition.....	3
GMTH-1040 Calculus for Business.....	3
GSS-1100 Politics and American Culture.....	3
HUM-1400 Introduction to the Humanities.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
PEF-1990 Physical Activity and the Christian Life	1
History Elective.....	3
Physical Education Elective.....	1
Physical Science Elective.....	3.5
Total	33.5

Second year:

ACCT-2110,2120 Principles of Accounting I,II	6
BEGE-2730 Old Testament Literature	3
BEGE-2740 New Testament Literature	3
BUS-2150 Statistics I.....	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics.....	3
Biological Science Elective.....	3.5
Literature Elective	3
Social Science Elective	3
Total	34.5

Third year:

BEGE-3750 Christian Worldview Development.....	2
BEGE-3760 Christian Worldview Integration	2
BUS-3150 Operations Analysis	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development.....	0
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
MGMT-3520 Production and Operations Management	3
MGMT-3550 Organizational Behavior.....	3
MGMT-3570 International Management	3
MRKT-3600 Principles of Marketing	3
Humanities Elective	3
Total	30

Fourth year:

BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development.....	0
MGMT-4510 Administrative Policy and Strategy	3
Management Interest Area	9
Electives	16
Total	30

A complete description of the general education requirements is found on page 24.

Marketing

The **marketing major** prepares students for career opportunities in advertising, marketing management, marketing research, and sales with retailers, manufacturers, financial institutions, and nonprofit organizations.

Course requirements involve 60 semester hours including:

Business Administration Core	42
ACCT-2110,2120 Principles of Accounting I,II	6
BUS-2110 Statistics I	2
BUS-2120 Statistics II	2
BUS-2180 Business Law	3
BUS-3150 Operations Analysis.....	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development (2 semesters).....	0
BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development (2 semesters).....	0
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics.....	3
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Organization and Management	3
*MGMT-4510 Administrative Policy and Strategy.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
MRKT-3600 Principles of Marketing	3
Marketing	18
MRKT-3630 Marketing Research	3
MRKT-3650 Buyer Behavior	3
MRKT-4610 Marketing Strategy	3
Marketing Electives	9
*Capstone Course	

Required cognate	3
GMTH-1040 Calculus for Business.....	3
(Satisfies mathematics for general education requirements)	

Marketing Major Curriculum Summary

Proficiency Requirements	0-5
General Education Requirements.....	49-57
Marketing Major Requirements.....	60
Required Cognate.....	3
Electives	8-16
Total (minimum, not including proficiency)	128



Suggested Four-Year Curriculum for a Major in Marketing

First year:

BEGE-1710 Christian Life and Thought.....	3
BEGE-1720 Spiritual Formation	3
COM-1100 Fundamentals of Speech.....	3
ENG-1400 Composition.....	3
GMTH-1040 Calculus for Business.....	3
GSS-1100 Politics and American Culture.....	3
HUM-1400 Introduction to the Humanities.....	3
MIS-1500 Information Technology for Business	2
MIS-1510 Software Tools for Business	2
PEF-1990 Physical Activity and the Christian Life	1
History Elective.....	3
Physical Education Elective.....	1
Physical Science Elective	3.5
Total	33.5

Second year:

ACCT-2110,2120 Principles of Accounting I,II	6
BEGE-2730 Old Testament Literature	3
BEGE-2740 New Testament Literature	3
BUS-2110 Statistics I	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law	3
ECON-2330 Microeconomics	3
ECON-2340 Macroeconomics.....	3
Biological Science Elective	3.5
Humanities Elective	3
Literature Elective	3
Total	34.5

Third year:

BEGE-3750 Christian Worldview Development.....	2
BEGE-3760 Christian Worldview Integration	2
BUS-3150 Operations Analysis	2
BUS-3910 International Business.....	3
BUS-3990 Professional Development.....	0
FIN-3710 Principles of Finance.....	3
MGMT-3500 Principles of Management	3
MRKT-3600 Principles of Marketing	3
MRKT-3630 Marketing Research.....	3
MRKT-3650 Buyer Behavior	3
Marketing Elective	3
Social Science Elective	3
Total	30

Fourth year:

BUS-4420 Business Ethics and Social Responsibility.....	2
BUS-4990 Executive Development.....	0
MGMT-4510 Administrative Policy and Strategy	3
MRKT-4610 Marketing Strategy.....	3
Marketing Elective	6
Electives	16
Total	30



Minors

The minors offered by the department of business administration are designed to provide a basic understanding of specific aspects of business.

Business Administration Minor

The minor in **business administration** for the non-business major involves 18 semester hours including:

ACCT-2110 Principles of Accounting I.....	3
ECON-2330 Microeconomics.....	3
MGMT-3500 Principles of Organization and Mgmt.	3
MRKT-3600 Principles of Marketing.....	3

Business Administration electives selected from the following 2000-3000-level Business Administration

Core courses6

ACCT-2120 Principles of Accounting II.....	3
BUS-2110 Statistics I.....	2
BUS-2120 Statistics II.....	2
BUS-2180 Business Law.....	3
BUS-3150 Operations Analysis.....	2
BUS-3910 International Business.....	3
ECON-2340 Macroeconomics.....	3
FIN-3710 Principles of Finance.....	3

Christian Ministries Management Minor

The minor in **Christian ministries management** for the nonbusiness major involves 19 semester hours including:

ACCT-2110 Principles of Accounting I.....	3
FIN-2730 Church Business Administration.....	3
MGMT-3500 Principles of Organization and Management.....	3
MGMT-3530 Human Resources Management.....	3
MIS-1500 Information Technology for Business.....	2
MIS-1510 Software Tools for Business.....	2
MRKT-3680 Nonprofit Marketing.....	3

Economics Minor

The minor in **economics** involves 18 semester hours including:

ECON-2330 Microeconomics.....	3
ECON-2340 Macroeconomics.....	3
ECON-3310 International Money and Capital Markets.....	3
ECON-3350 Comparative Economic Systems.....	3
3000- or 4000-Level Electives in Economics.....	6



International Business Minor

The minor in **international business for the business** involves 18 semester hours including:

BUS-3910 International Business.....	3
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At least 9 hours from the following.....9

ECON-3350 Comparative Economic Systems.....	3
ECON-3360 International Trade and Economics.....	3
MGMT-3570 International Management.....	3
MRKT-4620 International Marketing.....	3

At least 3 hours from the following.....3

ANTH-1800 Cultural Anthropology.....	3
BEPH-2260 Religion and Culture.....	3
COM-3140 Intercultural Communication.....	3
POLS-3650 International Relations.....	3

Additional Elective selected from courses listed above.....3

International Business for the Nonbusiness Major Minor

The minor in **international business for the nonbusiness major** involves 21 semester hours including:

BUS-3910 International Business.....	3
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At least 6 hours from the following.....6

ECON-2330 Microeconomics.....	3
ECON-2340 Macroeconomics.....	3
MGMT-3500 Principles of Organization and Management.....	3
MRKT-3600 Principles of Marketing.....	3

At least 6 hours from the following.....6

ECON-3350 Comparative Economic Systems.....	3
ECON-3360 International Trade and Economics.....	3
MGMT-3570 International Management.....	3
MRKT-4620 International Marketing.....	3

Additional Electives selected from courses listed above.....6

Information Systems Minor

The minor in **information systems** involves 22 semester hours including:

ACCT-2110 Principles of Accounting I.....	3
MGMT-3500 Principles of Organization and Management.....	3
MIS-1500 Information Technology for Business.....	2
MIS-1510 Software Tools for Business.....	2
MIS-2200 Fundamentals of MIS.....	3
MIS-2300 Introduction to Programming.....	3
MIS-3100 Database Design.....	3
MIS-3800 System Analysis and Design.....	3