Labovitz School of Business and Economics

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Labovitz School of Business and Economics (LSBE)

Dean: Kjell R. Knudsen
Associate Dean: Wayne A. Jesswein
Director of Administration: Carolyn N. Zanko
Director of Student Affairs: Tracey Bolen
Director, Bureau of Business and Economic Research: James A. Skurla
Director of Business Internships: Duane A. Kaas
Director, Center for Economic Education: Curt L. Anderson
Director, Center for Economic Development: Elaine S. Hansen
Director of Development: Lawrence P. Johnson
Director of Financial Markets Program: Joseph K. Artim
Director of Technology: TBD

Mission
The mission of the Labovitz School of Business and Economics is to contribute to the intellectual and personal growth and development of individuals in order to enhance their competence in business and management. LSBE achieves this mission through teaching, intellectual contributions, and service activities. Its primary focus is on undergraduate teaching. The school offers high-quality undergraduate programs to students primarily from Minnesota. Additionally, a part-time evening and weekend M.B.A. program is offered to practitioners in selected regions in Minnesota. LSBE’s secondary focus is on intellectual contributions, with a primary emphasis on discipline-based intellectual contributions but also placing a high value on contributions to teaching and practice. LSBE provides community, professional, and institutional service and outreach with an emphasis on community service and outreach and the interface of these activities with teaching and intellectual contributions.

Vision
The vision of the Labovitz School of Business and Economics is to be recognized as a school with a first-rate faculty that provides rigorous, demanding undergraduate and graduate programs in business and management, as well as quality intellectual contributions and outreach programs. LSBE will achieve this vision by having its faculty, staff, and students demonstrate mutual respect for one another and by providing educational opportunities for a diverse student body. Its graduates will promote and give back to the school.
Academic Programs
LSBE offers the following degree programs.
- **Bachelor of accounting** (B.Acc.)
- **Bachelor of business administration** (B.B.A.). Majors in finance, health care management, management, management information systems, and marketing. The management major offers options in human resource management and organizational management.

Majors and minors offered by LSBE, including degrees conferred by other UMD college units, include the following (currently, students not enrolled in the LSBE may only pursue minors in accounting, business administration, or economics):

LSBE Freshman Orientation Program
New high school students entering LSBE must participate in SSP 1000—UMD Seminar, during their first semester. The purpose of the program is to improve the quality of students’ lower division experience.

Departments
Accounting
360 Labovitz School of Business and Economics
**Associate Professors:** Rodger L. Brannan, Alan C. Roline, (business law; department head), Randall K. Skalberg, (taxation and business law); **Assistant Professor:** FuJen (Daniel) Hsiao, Gerui Kang; **Instructors:** Loren Erickson, Karen Salmela

Email: acct@d.umn.edu
Website: https://lsbe.d.umn.edu/accounting/accounting.php

The accounting faculty offers major courses within the B.Acc. degree, and provides academic support for the B.B.A. and M.B.A. degrees. Accounting courses focus on solid preparation for careers in both public and private accounting areas, including careers in auditing and assurance, accounting information systems, financial management and reporting, and taxation. The courses also serve as a foundation for both the CPA and CMA professional certifications. Students are encouraged to engage in active learning experiences such as working with local businesses through the SBI in Accounting program counseling clients through the Volunteer Income Tax Assistance program, and participating in the Accounting Internship program.

Economics
330 Labovitz School of Business and Economics
**Professors:** Curt L. Anderson; **Associate Professor:** A. Maureen O’Brien (department head), Jennifer Schultz, Bedassa Tadesse; **Assistant Professors:** Bulent Anil, Luiggi Donayre, David Doorn, Christopher McIntosh, Neil Wilmot

Email: econ@d.umn.edu
Website: https://lsbe.d.umn.edu/economics/economics.php

The economics faculty provides academic support for the bachelor of arts degree by offering a major and minor in economics. This prepares students for careers in business and government, the study of law, and graduate work in economics, management, public policy, and related fields.

Finance and Management Information Sciences
335 Labovitz School of Business and Economics
**Professors:** Shee Q. Wong, (department head, finance), R. J. Lievano (management science); **Associate Professors:** Manjeet Dhatt (finance), Nik R. Hassan (management information systems), Duane A. Kaas (business internship director), Seung C. Lee (management information systems), Dahui Li (management information systems); **Assistant Professors:** Adram D. Anders (business communications), Yan Hu (finance), Jill M. Klingner (operations and health care management), Timothy T. Perry (finance), Junhua Wang (business communications); **Instructors:** Joseph K. Artim, (director, Financial Markets Program), James Vizanko (finance)

Email: fmis@d.umn.edu
Website: https://lsbe.d.umn.edu/fmis/fmis.php

The finance and management information sciences (FMIS) faculty provides academic support for and shares a commitment to excellence in the B.Acc., B.B.A., and M.B.A. degrees. FMIS courses focus on solid preparation for finance careers such as investment portfolio management, banking, and corporate finance, and for management careers in fields such as design and implementation of computerized information systems, and production management and control in businesses and public organizations.

Management Studies
365 Labovitz School of Business and Economics
**Professors:** Jon L. Pierce (organization and management), Stephen A. Rubenfeld (human resource management); **Associate Professors:** Geoffrey G. Bell (management), Jennifer David (human resource management), Sanjay Goel (strategic management), Kjell R. Knudsen (strategic management and administrative behavior), Jennifer Mencl (organizational behavior); **Assistant Professor:** Patricia Borchert (strategic management), Xin Liang (strategic management), Lin-Xiu (human resource management)

Email: mgt@d.umn.edu
Website: https://lsbe.d.umn.edu/mgtsstudies/mgtsstudies.php

The management studies faculty provides academic support for the B.Acc., B.B.A., and M.B.A. degrees, which focus on two domains: human resource management and organizational management. The programs and courses view management as a generic process applicable to careers in business, government, and public or social service organizations, and relevant at various levels. Courses stimulate students to integrate environmental factors with internal resources (human, technological, and capital) through an emphasis on strategic plans and programs.
Marketing
385 Labovitz School of Business and Economics

Professors: Praveen Aggarwal (department head), Stephen B. Castleberry, Rajiv Vaidyanaathan (M.B.A. director);
Associate Professor: Linda Rochford; Assistant Professors: Sandeep Bhowmick, Ahmed Maamoun;
Instructor: John Kratz

Email: mktg@d.umn.edu
Website: https://lsbe.d.umn.edu/marketing/marketing.php

The faculty in the Department of Marketing provides academic support for the B.Acc., B.B.A., and M.B.A. degrees by offering courses in the general domain of marketing. The marketing major prepares students to assume a variety of organizational roles that focus on facilitating exchanges between buyers and sellers. Students are encouraged to work in teams, participate in projects with local businesses, do internships, and partake in student organizations.

For updated LSBE degree programs go to the index page of this catalog: http://www.d.umn.edu/catalogs/current.

Academic Standing

Good Academic Standing
The B.Acc. and B.B.A. programs require that each student, at the time of graduation, have a 2.00 minimum GPA in all work attempted, including residence and transfer work (overall GPA); all work taken in residence at the University of Minnesota, including work taken through Continuing Education (CE) (transcript GPA); and all work in accounting, business, and economics courses, regardless of where or when taken (internal GPA). Students who maintain or exceed this GPA in each of these categories are in good academic standing.

Probation
Any student failing to maintain the required 2.00 average in each of three areas outlined above is considered to be on academic probation. Students on probation are strongly encouraged to talk with their adviser and advisers within the Student Affairs Office to determine the appropriate course of action. If, at the end of a semester on academic probation, the GPAs are at or above 2.00, the student will be returned to good academic standing.

Subject to Dismissal
Students are considered subject to dismissal if their cumulative and/or U of M GPA is below 2.00. In addition, students who have attempted 60 or more credits and have a LSBE internal GPA below 2.00 are considered subject to dismissal. Students who become subject to academic dismissal are notified at the beginning of the term about their status and are encouraged to seek advisement to develop an appropriate plan for regaining good academic standing. Student affairs staff review student records after final exams have posted and then notify students of their status.

Dismissal
If, at the end of a semester during which the student was being subject to dismissal, a student fails to attain the minimum GPA required for good academic standing, that student is academically dismissed. Because some students have trouble adjusting to the standards of a university education, students who have attempted fewer than 20 credits (at UMD or elsewhere) are not academically dismissed if their overall and transcript GPAs are 1.80 or above.

Dismissal decisions are made in the LSBE Student Affairs Office following fall and spring final examinations. Dismissed students are notified immediately and their registration for the next semester is canceled. Students who are failing to attain the minimum GPA, yet who are making academic progress may be granted an additional semester of probation at the LSBE’s discretion.

Readmission
Dismissed students must present evidence of improved academic capability to the college to justify their readmission. Petition forms for readmission and information concerning academic standing are available in the LSBE Student Affairs Office, 21 School of Business and Economics Building.

General Degree Requirements

Residence Requirement
Degree candidates must complete at least 30 degree credits at UMD. At least 20 of the last 30 degree credits immediately before graduation must have been taken at UMD. At least 50 percent of required business, accounting, and upper division economics credits must be taken at UMD.

Admission to Candidacy Requirements
During the first term of the sophomore year (after 30 or more credits have been completed), LSBE baccalaureate students must apply for candidacy for their degrees. This application allows the LSBE Student Affairs Office to track students’ progress and provide feedback. To be eligible for admission to candidacy students must successfully complete all pre-major (pre-candidacy) requirements for the B.B.A. and B.Acc. degrees, and meet the academic standing criteria established by the school for overall, transcript, internal, and pre-major GPAs. Students who do not qualify for admission to candidacy may not take LSBE upper division courses (excluding some economics courses) without permission from the director of student affairs.

Grade Point Average Requirements
To earn a degree, academic standing policies state that each graduating student must have, at minimum, a 2.00 GPA in all work attempted, including residence and transfer work (overall GPA); all work taken in residence at the University of Minnesota (transcript GPA); and all work within accounting, business, and economics courses, regardless of where or when taken (internal GPA). In addition, each
graduate must have at minimum, a 2.00 GPA (major GPA) within all courses unique to the discipline of the declared major(s), along with the core course(s) of that major. Successful completion of an LSBE minor requires at minimum, a 2.00 GPA in all courses specific to the declared minor, as well as minimum of 2.00 for overall, transcript, and internal GPAs at the time of graduation.

Graduation Plan

Normally during the second semester of the junior year, but at least two semesters preceding graduation (75–90 credits completed), LSBE candidates must file a graduation plan. After the faculty adviser approves and signs the plan, it is submitted to the LSBE Student Affairs Office. The plan provides a detailed description of a student’s program as well as assurance that the program meets all degree requirements. Students are responsible for updating the graduation plan as necessary. Students who fail to file a graduation plan may not register again until their graduation plan is submitted.

Grading

All LSBE courses are offered on either a mandatory A-F or mandatory S-N basis only. Students in the school do, however, have the choice of optional A-F or S-N grading in some courses taken outside the school. Students in the school may not elect optional S-N grading in specific required courses within the lower division program of the school, or in upper division courses outside the school that are used to meet the requirements of a major for the B.B.A. degree. In addition, students should be aware of and comply with general limits on the use of the S-N grading option as stated in the Policies and Procedures section of this catalog.

Special Learning Opportunities

A number of special learning opportunities are available to students in the LSBE. Internship experiences offer students an opportunity to apply knowledge and skills gained in the classroom to real problems of management and administration through work in sponsoring agencies. Some internships offer a salary and other compensation as well as the opportunity to earn credits through a supervised work experience. Students interested in internship experiences should contact their faculty adviser or the director of business internships for more information.

The Center for Economic Development—The center provides special learning opportunities for students through its technical assistance programs that serve the region’s small business community. Often these opportunities are student internships.

The Center for Economic Education—This center has as its primary mission the sponsorship of programs designed to increase the general level of economic literacy. The focus of the center’s programs is on pre-service and in-service training for elementary teachers and for business education and social studies teachers at the secondary level.

The University-wide Undergraduate Research Opportunities Program (UROP)—This program provides financial awards to undergraduates for research, scholarly, or creative projects undertaken in partnership with a faculty sponsor. UROP provides the student with the unique educational experience of collaborating with a faculty member on the design and implementation of a project. At the same time, faculty has an opportunity to work closely with students and receive valuable assistance with their own research.

Honors, Scholarships, and Awards

College Honors

The Campus Assembly has established the policy that a maximum of 15 percent of the graduating class can graduate with college honors. In LSBE, the top 3 percent of the graduating class (with a GPA of at least 3.80 in all coursework completed in residence at UMD) will be designated summa cum laude; the next 5 percent (with a GPA of at least 3.50 in all coursework completed in residence at UMD) will be designated magna cum laude; and the next 7 percent (with a GPA of at least 3.20 in all coursework completed in residence at UMD) will be designated cum laude.

The GPAs necessary to achieve these honors are established on the basis of the record of the previous year’s graduating class. To be eligible for honors, students must earn at least 30 credits at UMD. For more information, contact the LSBE Student Affairs Office.

Program Honors

Candidates for the bachelor of accounting and bachelor of business administration degrees are eligible for program honors separate from the college honors described above. Program honors are noted in the commencement catalog and by inclusion of the following notation on the student’s transcript: “Graduated With Distinction in Business and Economics.”

To be eligible, degree candidates must earn a minimum GPA of 3.30 in all LSBE upper division courses.

Dean’s List for Academic Excellence

Each semester, LSBE students are recognized for high academic achievement by being placed on the LSBE Dean’s List for Academic Excellence. A memo is placed on the qualifying students’ transcripts indicating this achievement.

To be eligible for the LSBE Dean’s List the student must

1. be in residence in LSBE;
2. have earned a 3.50 semester GPA; and have
   a. completed all credits attempted in the semester,
   b. completed a minimum of 12 letter-graded credits in the semester, and
   c. no grades of “I,” “F,” or “N” for the semester.
Honorary Societies

Beta Gamma Sigma—Eligibility requirements for this international honor society include a major in business or accounting, junior or senior standing, and an overall GPA that places the student in the top 7 percent of the junior class or top 10 percent of the senior class. Membership is by invitation, with an induction ceremony held in the spring of the year.

Omicron Delta Epsilon—Eligibility requirements for this international honorary society in economics include junior or senior standing, at least 18 credits in economics with a GPA of 3.00 in these courses, and an overall GPA of 3.00.

Pi Gamma Mu—Eligibility requirements for this national honorary society in the social sciences include a 3.00 GPA in all social science courses, including accounting, finance and management information sciences, business law, management studies, and economics, and an overall GPA of 3.00.

Scholarships

Charles and Sharon Anderson Entrepreneurship Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major, having a minimum overall GPA of 2.50. Preference given to student with demonstrated entrepreneurial interests and the motivation to own and operate a business.

Haakon L. and Carol J. Andresen Scholarship—Awarded to full-time LSBE candidate or economics major having a minimum overall GPA of 2.50 and demonstrated financial need. May be renewable. Transfer students are eligible.

Allan L. Apter Financial Markets Program Scholarship—Awarded to the student director(s) of the LSBE financial markets program.

Allan L. Apter Scholarship—Awarded to full-time junior or senior LSBE candidates and economics majors having a minimum overall GPA of 2.50 with demonstrated financial need. May be renewable.

Kevin Baron Memorial Scholarship—Awarded to full-time junior or senior LSBE marketing major who participates in extracurricular and service activities and excels in upper-division coursework, having a minimum overall GPA of 3.00 and demonstrated financial need. May be renewable.

Richard and Nancy Braun Entrepreneurship Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major, with demonstrated entrepreneurial interests and the motivation to own and operate a business, with a minimum overall 2.50 GPA.

Beta Gamma Sigma (BGS) Scholarship—Any current BGS member or student who will be invited to become a member during the academic year and will be a degree-seeking student enrolled in business program at a college or university with AACSB International accreditation during the academic year following the announcement is eligible to complete in the BGS Scholarship Program. In the case of a nominee who will be invited to join BGS the scholarship award will be contingent upon acceptance of the membership invitation. The recipient must use the scholarship in senior- or master’s-level study.

Carlson/Amys Family Scholarship—Awarded to full-time junior or senior healthcare management, organizational management, finance or management information sciences student with a minimum overall 2.50 GPA and demonstrated financial need. Preference given to Hermantown High School graduates. May be renewable.

Matt Chutich Memorial Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with a minimum overall 2.50 GPA and demonstrated financial need as well as entrepreneurial interest. Preference given to a student who plays ice hockey and is from the Iron Range. May be renewable.

Tom and Carlyle Conrad Scholarship—Awarded to full-time junior or senior LSBE accounting or finance major having a minimum overall GPA of 2.50 and demonstrated financial need. Must also demonstrate leadership qualities and be involved in community activities. May be renewable.

Construction Financial Management Association Scholarship—Awarded to full-time junior or senior LSBE accounting or finance major planning to pursue a career in the construction financial management field, having a minimum overall GPA of 2.50. Renewable if received as a junior and student remains eligible.

Copeland Buhl & Company Scholarship—Awarded to a full-time junior or senior LSBE accounting major who has completed Intermediate Accounting I having a minimum cumulative and overall GPAs of 3.20. Student must demonstrate acceptance of professional responsibilities, possess a strong character, and participate in extracurricular activities.

Jim Davis Economics Scholarship—Awarded to full-time junior or senior economics major having a minimum overall GPA of 3.20. Recipient selected by economics department faculty.

Department of Accounting Scholarship—Awarded to full-time junior senior LSBE accounting major having a minimum overall 3.50 GPA who has completed Intermediate Accounting I. Student must demonstrate acceptance of professional responsibilities, possess a strong character, and participate in extracurricular activities.

Department of Economics Scholarship—Awarded to full-time junior or senior LSBE economics major having a minimum overall GPA of 2.50 and demonstrated financial need. Must participate in extracurricular activities.

Department of FMIS Finance Scholarship—Awarded to full-time junior or senior LSBE finance or financial markets program major having a minimum overall GPA of 3.00 with demonstrated financial need. Must participate meaningfully in extracurricular activities. May be renewable.

Department of FMIS Management Information Systems Scholarship—Awarded to full-time junior or senior LSBE finance or financial markets program major having a minimum overall GPA of 2.00 with demonstrated financial need. Must participate meaningfully in extracurricular activities. May be renewable.

Dr. John A. Dettmann Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.
Fawzi G. Dimian Alumni Scholarship—Awarded to full-time junior or senior LSBE accounting major having a minimum cumulative and overall GPAs of 3.50 who has completed Intermediate Accounting I. Student must demonstrate acceptance of professional responsibilities, possess a strong character, and participate in extracurricular activities.

Drazkowski Family Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. Preference given to a student from Northern Minnesota, Northern Wisconsin, or the UP of Michigan. May be renewable.

Eikill & Schmilling, Ltd. Scholarship—Awarded to full-time junior or senior LSBE accounting major who has completed Intermediate Accounting I, having minimum cumulative and overall GPAs of 3.20. Student must demonstrate acceptance of professional responsibilities, possess a strong character, and participate in extracurricular activities.

Gerald and Janet Engberg Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need and minimum overall GPA of 2.50. May be renewable.

LSBE Financial Markets Program Legacy Scholarship—Students must be selected to participate in the LSBE Financial Markets Program (FMP); have an LSBE GPA of 3.20 or more; accept professional responsibilities, possess a strong character, and demonstrate a passion for the financial markets. Preference goes to FMP participant with financial need.

First Street Gang Memorial Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. Recreational sports participants are encouraged to apply.

David and Louise Gartzke Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.

Hansen House Accounting Scholarship—Awarded to full-time junior or senior LSBE accounting major having a minimum overall GPA of 3.20

Jordan L. Holt Memorial Scholarship—Awarded to full-time junior or senior LSBE finance major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.

LSBE Honors Scholarship—Awarded to full-time junior or senior LSBE candidates or economics majors with demonstrated financial need, having a minimum overall GPA of 3.20. Must demonstrate a strong commitment to service at the department, school, campus and/or community level.

Jeffery Hovis Business and Environmental Studies Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50 and an interest in ecology or environmental studies.

Janet Jasper Accounting Scholarship—Awarded to a full-time female senior LSBE accounting major with a minimum overall 3.00 GPA.

Lillian F. and William C. Johnson Memorial Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable. Student must demonstrate entrepreneurial interest and motivation to be contributing member of society.

Kjell and Rosemary Knudsen Dean’s Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major having a minimum overall GPA of 3.20 to recognize leadership, service, and scholastic achievement.

Mariia Kouznetsova/Springcreek Scholarship—Awarded to a full-time junior or senior LSBE accounting, finance, or marketing major with demonstrated financial need, having a minimum overall GPA of 3.00.

Labovitz Family Scholarship—Awarded to full-time LSBE candidate or economics major from Minnesota with demonstrated financial need, having minimum cumulative and accounting GPAs of 2.50. May be renewable.

LarsonAllen Scholarship—Awarded to full-time junior or senior LSBE accounting major who has completed Intermediate Accounting I, having a minimum overall GPAs of 3.20. Student must demonstrate acceptance of professional responsibilities, possess a strong character, and participate in extracurricular activities.

Lawrence Development Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need; having a minimum overall GPA of 2.50; and demonstrated participation in fundraising activities at the club, department, school, campus, and/or community level.

Carolyn and Richard Lichte Economics Scholarship—Awarded to full-time junior or senior LSBE economics major with demonstrated financial need, having a minimum overall GPA of 3.50. Must participate in extracurricular activities. May be renewable. Recipient selected by economics department faculty.

Management Studies Scholarship for Academic Excellence—Awarded to full-time junior or senior LSBE organizational management or human resource management major having a minimum overall GPA of 3.25.

RSM McGladrey Accounting Scholarship—Awarded to full-time junior or senior LSBE accounting major who has completed Intermediate Accounting I, having minimum cumulative and accounting GPAs of 3.50. Student must demonstrate acceptance of professional responsibilities, possess a strong character, and participate in extracurricular activities.

David F. McIntire Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.

MNCPA Scholarship—Awarded to full-time sophomore, junior, or senior LSBE accounting major having a minimum overall GPA of 3.00; and who is a Minnesota resident, plans to sit for the CPA exam, and participates in activities/honors programs.
Duluth Chapter of MNCPA Scholarship—Awarded to full-time sophomore, junior, or senior LSBE accounting major having a minimum overall GPA of 3.00; and who is a Minnesota resident, plans to sit for the CPA exam, and participates in activities/honors program.

Donald and Nancy Moline Scholarships—Awarded to full-time LSBE candidate or economics major with a minimum overall GPA of 2.50. One junior scholarship and one senior scholarship awarded. May be renewable.

John W. and Diane E. Newstrom Scholarship—Awarded to a full-time senior LSBE organizational management or human resource management major with demonstrated financial need, having minimum cumulative and overall GPAs of 3.50. Must participate in extracurricular activities, be committed to service, and excel in upper-division LSBE coursework.

Northland Human Resource Association (NHRA)/Arrowhead Human Resource Association (AHRA) Scholarship—Awarded to full-time junior or senior LSBE organizational management or human resource management major having a minimum overall GPA of 2.50 with SHRM and NHRA/AHRA involvement and an HR-related internship or job.

William and Susan Prout Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.

Lloyd D. and Audrey E. Ratkovich Family Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.

Sansio Scholarships—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50. May be renewable.

Shusterich Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.50.

Mitchell and Elva Sill Scholarship—Awarded to freshman (50 percent) and upper division (50 percent) students with demonstrated financial need and a strong commitment to service at the department, school, and campus, and/or community level. Previous recipients are encouraged to apply.

L. J. Syck Scholarship—Awarded to a full-time junior or senior LSBE accounting major who has completed Intermediate Accounting I, having a minimum overall GPA of 2.80. Preference given to a “non-traditional” student, in terms of age, who can demonstrate financial need. May be renewable.

Thell Scholarship—Awarded to a full-time sophomore, junior, or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 2.80. Preference will be given to a student who is considered “active” in the department. An “active” student may include a member of the Economics Club, a member of the ODE Honors Society, a student who is working on or has competed an UROP project or an independent study (outside traditional catalog classes), a student who has worked as an undergraduate research assistant (including those working at the BBER), etc.) Recipient selected by Economics departmental faculty.

James and Gaye Van Pelt Family Scholarship—Awarded to a full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 3.30. Must possess demonstrated leadership qualities and be involved in community activities.

Jim, Kathy, and Brent Vizanko Family Scholarship—Awarded to a full-time junior or senior LSBE finance or financial markets program major with demonstrated financial need, having a minimum overall GPA of 3.00/ Must participate meaningfully in extracurricular and community service activities. May be renewable.

Dr. David and Roberta Vose Scholarship—Awarded to full-time junior or senior economics major with demonstrated academic achievement/financial need, having a minimum overall GPA of 3.25. May be renewable. Recipient selected by economics department faculty.

Westmoreland Flint Excellence Scholarship—Awarded to full-time junior or senior LSBE marketing major who excels in upper-division coursework, with demonstrated financial need, having a minimum overall GPA of 3.30. May be renewable.

Susana Pelayo-Woodward Scholarship—Awarded to full-time junior or senior LSBE accounting, finance or management information systems major with demonstrated financial need, having a minimum overall GPA of 2.50. Preference given to a student of Hispanic/Latino/Chicano heritage or background with demonstrated academic achievement, leadership, and/or community involvement.

Charles F. and Selma J. Wuori Memorial Scholarship—Awarded to full-time junior or senior LSBE candidate or economics major with demonstrated financial need, having a minimum overall GPA of 3.20, and who has demonstrated a strong commitment to service at the department, school, campus, and/or community level.

Carolyn and Jerry Zank Scholarship—Awarded to full-time junior or senior LSBE students or economics majors with demonstrated financial need, having a minimum overall GPA of 2.50. Preference given to first generation college students. May be renewable.

Other scholarships are awarded on an annual basis, contingent upon funding.
Awards

**Award for Academic Excellence in Accounting**—An honor presented annually to the academically outstanding bachelor of accounting graduate, who is essentially the valedictorian of the accounting degree program.

**Award for Academic Excellence in Business Administration**—This honor is presented annually to the most academically outstanding B.B.A. graduate, who is essentially the valedictorian of the business administration degree program.

**Club Member of the Year Award**—Each year, one to two LSBE students are recognized for the significant contributions they have made to their respective LSBE student organizations.

**John A. Dettmann Memorial Award—Lake Superior Chapter of the Institute of Management Accountants (IMA)**—Awarded annually to an accounting senior for outstanding scholastic achievement in the B.Acc. program. Award includes a student membership in the Institute of Management Accountants.

**FMIS Department Awards for Excellence**—Presented annually by the department’s faculty to students who have consistently demonstrated academic excellence in their fields of study. One award is given to a finance major, one to an MIS major.

**R. S. Hancock Award for Excellence in Marketing**—An award to one or more outstanding marketing majors. Selection based on academic performance and extracurricular activities.

**Health Care Management Award for Excellence**—Presented annually by the department’s faculty to students who have consistently demonstrated academic excellence in their fields of study.

**Management Studies Department Award for Excellence**—Presented annually by the department’s faculty to one or more management majors (organizational management or human resource management) who have consistently demonstrated academic excellence. The department also presents awards for academic achievement and commitment to the profession in both organizational and human resource management each year.

**Marketing Department Award for Academic Excellence**—Presented annually by the department’s faculty to one or more marketing majors who have consistently demonstrated academic excellence.

**LSBE Book Awards**—Ten to fifteen books awarded annually to recognize newly admitted LSBE degree candidates who earned exceptionally high grades in their pre-business or pre-accounting programs. Each student receives a free textbook to be used in one fall semester, upper-division LSBE course.

Degree Programs

**Accounting B.Acc.**

Required credits to graduate with this degree: 120.

Required credits within the major: 60.

The B.Acc. in accounting provides the core competencies in accounting and general business that are necessary for a successful accounting career. The program includes study in the following areas: financial accounting; management accounting; accounting information systems; financial, operational, and information systems auditing; and taxation. This accounting curriculum is combined with a foundation in the functional areas of business law, finance, information systems, marketing, operations, and management as well as a broad general education, including the areas of the behavioral sciences, the humanities, English, communication, the arts, mathematics, and statistics.

The primary professional certification in public accounting is the Certified Public Accountant (CPA). Most states, including Minnesota and Wisconsin, require students to complete 150 semester hours of education to become a licensed CPA. All 150 hours may be taken at the undergraduate level or a combination of undergraduate and graduate level courses may be used to satisfy this requirement. At UMD, students can choose to combine their B.Acc. degree with

- an M.B.A.;
- another major within LSBE;
- a minor from LSBE or another college, such as computer science, communications, or criminal justice;
- additional undergraduate coursework in accounting, business, or other discipline such that the total equals or exceeds 150 hours. (Contact the Department of Accounting for additional information on 150-hour “tracks.”)

Other types of professional certifications for accountants in private industry do not require 150 hours of education. The Certified Management Accountant (CMA) certificate is issued by the Institute of Management Accounting. The Certified Internal Auditor (CIA) certificate is issued by the Institute of Internal Auditors. The B.Acc. degree program also serves as basic preparation for both the CMA and CIA examinations.

A number of active learning opportunities are available to students in UMD’s accounting program. ACCT 3196—Internship in Accounting allows students to apply knowledge and skills gained in the classroom to real world accounting problems through work experience in sponsoring businesses. Most internships offer a salary as well as the opportunity to earn credits through a supervised work experience. Another opportunity, ACCT 3096—Volunteer Income Tax Assistance, gives students a general understanding of the U.S. individual income tax system, while providing a valuable service learning experience by assisting low-income clientele with tax planning and compliance. Finally, in ACCT 3701—Student to Business Initiative in Accounting, students working in teams are matched with local small business
that need accounting assistance. Students define the specific scope of work with the business owner and then serve as a “consultant” to the business. At the end of the semester, students present the results of their work at the UMD Center for Economic Development offices.

Program Honors: Degree candidates must earn a 3.30 GPA in all LSBE upper division courses.

Program Requirements
Requirements for the B.Acc. in accounting include:

- Liberal education requirements.
- Advance writing requirement: WRIT 3121—Advanced Writing: Business and Organization (3 cr).
- LSBE students are encouraged to take at least one year of college-level foreign language.
- Strict limitations on use of correspondence courses.
- Completion of at least 30 degree credits at UMD. At least 20 of the last 30-degree credits immediately before graduation must be taken at UMD.
- At least 50 percent of the required accounting, business, and upper division economics credits must be taken at UMD.
- Students pursuing more than one degree must complete requirements for both degrees.
- Students choosing to pursue a double major or a major and a minor within LSBE will likely exceed 120 total degree credits.
- The B.Acc. program requires that each student, at the time of graduation, fulfill all GPA requirements described for LSBE undergraduate degrees under general degree requirements.

B.Acc. Requirements (27 cr)

A. Accounting-Business Law Core (22 cr)

- ACCT 3001—Technology Tools in Accounting (1 cr)
- ACCT 3101—Intermediate Accounting I (3 cr)
- ACCT 3102—Intermediate Accounting II (3 cr)
- ACCT 3301—Accounting Information Systems (3 cr)
- ACCT 3201—Cost Accounting (3 cr)
- ACCT 3401—Individual Income Taxation (3 cr)
- ACCT 4101—Auditing (3 cr)
- BLAW 3001—Law and Ethics for Financial Professionals (3 cr)

B. Active Learning Experience

Take 2 or more credit(s) from the following:

- ACCT 3705—Volunteer Income Tax Assistance (1–2 cr)
- ACCT 3796—Internship in Accounting (2–6 cr)
- ACCT 3701—Small Business Initiative in Accounting (1–2 cr)

C. Accounting Elective

Take 3 or more credit(s) from the following:

- ACCT 3402—Advanced Business Taxation (3 cr)
- ACCT 4501—Advanced Accounting (3 cr)
- ACCT 4505—International Accounting (3 cr)
- ACCT 4510—Fund and Not-For-Profit Accounting (3 cr)
- ACCT 4795—Special Topics (Various Titles to be Assigned) (1–3 cr)

LSBE Core (24 cr)

- FMIS 3141—Business Communications (3 cr)
- FMIS 3301—Production and Operations Management (3 cr)
- FMIS 3601—Corporate Finance (3 cr)
- MGIS 3401—Organizational Behavior and Management (3 cr)
- MGIS 3801—Human Resource Management (3 cr)
- MGIS 4481—Strategic Management (3 cr)
- MKTG 3701—Principles of Marketing (3 cr)
- Take exactly 3 credit(s) from the following:
  - ECON 3xx
  - ECON 4xx

Introductory Course

Not required for transfer students with 30 or more credits, or for students who change college into LSBE.

SSP 1000—UMD Seminar (1–2 cr)

Pre-major Accounting Requirements

Additional non-LSBE courses to bring total to 60 pre-candidacy credits. (Non-LSBE statistics courses cannot be used to fulfill elective requirements.) Students must obtain a minimum of a “C” in ACCT 2001 and 2002.

- ACCT 2001—Principles of Financial Accounting (3 cr)
- ACCT 2002—Principles of Managerial Accounting (3 cr)
- BLAW 2001—The Legal Environment, LE CAT8 (3 cr)
- ECON 1023—Principles of Economics: Micro, LE CAT6 (3 cr)
- ECON 1022—Principles of Economics: Macro, LE CAT6 (3 cr)
- FMIS 2201—Information Technology in Business (3 cr)
- ECON 2030—Applied Statistics for Business and Economics (3 cr)
- MATH 1160—Finite Mathematics and Introduction to Calculus, LE CAT2 (3 cr)
- MATH 1296—Calculus I, LE CAT2 (3 cr)
- MATH 1106—Calculus I, LE CAT2 (3 cr)

Communications or Foreign Language

COMM 1112—Public Speaking, LE CAT3 (3 cr)
- COMM 1222—Interpersonal Communication, LECD CAT3 (3 cr)
- or LSBE students are encouraged to take at least one year of a college-level foreign language.

Admission Requirements

Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:

- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University. Freshmen and transfer students are typically admitted as pre-accounting students for the B.Acc. degree. Admission to candidacy status, which allows access to upper division LSBE courses, typically occurs at the junior level when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with a 2.50 UM and overall, 2.00 internal and pre-major GPAs are admitted upon completion of pre-major courses; students with a 2.00–2.49 UM and overall, 2.00 internal and pre-major GPAs are pooled and reviewed for evidence of academic success in LSBE majors.

Students who do not qualify for admission to candidacy may not take upper division LSBE courses (excluding some economics courses) without permission of the director of student affairs.

For information about UMD admission requirements, visit the UMD Admissions website.
Accounting Minor

Economics Requirement
Take exactly 1 course(s) from the following:
ECON 3xx
ECON 4xx

International Requirement
Take exactly 1 course(s) from the following:
ACCT 4505—International Accounting (3 cr)
AMIN 3410—Fur Trade in Canada and the United States (3 cr)
ANTH 3628—Women in Cross-Cultural Perspective (3 cr)
ANTH 3632—Latin American Cultures (3 cr)
ANTH 3638—Peoples and Cultures of the Middle East (3 cr)
ECON 3150—Development Economics (3 cr)
ECON 3402—Global Economic Issues (3 cr)
ECON 4410—International Economics (3 cr)
ENGL 3501—British Literature I (4 cr)
ENGL 3502—British Literature II (4 cr)
ENGL 5566—Irish Literary Revival (4 cr)
ENGL 5583—British Novel (4 cr)
FMIS 3649—International Finance (3 cr)
FR 4412—Contemporary French Culture and Society (4 cr)
FR 4422—20th-Century Novel (4 cr)
GEOG 3461—Geography of Global Resources (3 cr)
GEOG 3702—Geography of the United States and Canada (3 cr)
GEOG 3762—Geography of Europe (3 cr)
GER 4302—German Women Writers and Filmmakers (4 cr)
GER 4305—German Cinema (4 cr)
GER 4404—Contemporary Germany (4 cr)
HCM 4560—International Comparisons of Health Care Systems (3 cr)
HIST 3243—Europe in Crisis in the 20th Century (3 cr)
HIST 3244—History of Holocaust (3 cr)
HIST 3257—Modern France (3 cr)
HIST 3264—Imperial Russia (3 cr)
HIST 3386—The United States and the World since 1898 (3 cr)
HIST 3615—Modern Africa (3 cr)
HIST 3616—Society and Culture in 20th-Century Africa (3 cr)
HIST 3825—Islamic History from Muhammad to the Ottomans (3 cr)
HIST 3726—Modern Middle East: 18th Century-Present (3 cr)
INTB 3201—International Business (3 cr)
MGTS 4474—International Management (3 cr)
MGTS 4483—Cooperative Strategy and Strategic Alliances (3 cr)
MGTS 4481—International Human Resource Management (3 cr)
MKTG 3781—International Marketing (3 cr)
POL 3451—Theories of International Relations (4 cr)
POL 3517—Western European Political Systems (4 cr)
POL 3570—Politics of Developing Nations (3 cr)
PSY 3020, SOC 3155, STAT 3411, or STAT 3611 cannot be used to fulfill this requirement.

Minor Requirements
The accounting minor is available to both LSBE students and non-LSBE students. Requirements are described below.

Program Sub-plans
Students are required to complete one of the following sub-plans.

Non Labovitz School of Business and Economics Sub-plan
Currently, only the business administration minor, the economics minor, and the accounting minor (below) are available to non-LSBE students.

Non-LSBE students must apply for admission to the minor before completing ACCT 2002, and/or ECON 2030, or an equivalent non-LSBE statistics course, and are admitted to the minor when admitted to candidacy in LSBE.

An overall and UM GPA of 2.50 and 2.00 in LSBE courses and completion of the pre-minor core are required for automatic admission to this minor. Students with GPAs between 2.00 and 2.50 should consult with LSBE Student Affairs.

Pre-Minor Core (15–19 cr)
ACCT 2001—Principles of Financial Accounting (3 cr)
ACCT 2002—Principles of Managerial Accounting (3 cr)
CS 1011—Introduction to Computers and Software, LE CAT3 (3 cr)
ECON 2030—Applied Statistics for Business and Economics (3 cr)
or equivalent stats course (3–4 credits)

Take the following course or course pair:
ECON 1003—Economics and Society, LE CAT8 (3 cr)
or ECON 1022—Principles of Economics: Macro, LE CAT6 (3 cr)
and ECON 1023—Principles of Economics: Micro, LE CAT6 (3 cr)

Minor Courses
ACCT 3101—Intermediate Accounting I (3 cr)
ACCT 3110—Accounting Information Systems (3 cr)

Electives (6 cr)
Take 2 or more course(s) totaling 6 or more credit(s) from the following:
ACCT 3102—Intermediate Accounting II (3 cr)
ACCT 3401—Individual Income Taxation (3 cr)
ACCT 3201—Cost Accounting (3 cr)
Labovitz School of Business and Economics

Sub-plan
LSBE students must be a B.B.A. degree candidate. Students must apply for admission to the minor and are admitted if eligible for LSBE candidacy status. Admission to the minor is based on the same GPA requirements as admission to candidacy for LSBE baccalaureate degrees. Applications are available in 111A Labovitz School of Business and Economics Building.

Accounting Core Courses (6 cr)
ACCT 3101—Intermediate Accounting I (3 cr)
ACCT 3110—Accounting Information Systems (3 cr)

Accounting Electives (6 cr)
Take 2 or more course(s) totaling 6 or more credit(s) from the following:
ACCT 3102—Intermediate Accounting II (3 cr)
ACCT 3401—Individual Income Taxation (3 cr)
ACCT 3201—Cost Accounting (3 cr)

Finance B.B.A.
Finance and Management Information Sciences
Required credits to graduate with this degree: 120. Required credits within the major: 21.

This professionally oriented program emphasizes the competencies required for management careers in business, government, public, or social service organizations. The program prepares students for entering careers with management responsibility by providing a breadth and depth of knowledge about organizations, management fundamentals, techniques, processes, and skills, combined with a foundation in the functional areas of accounting, business law, finance, information systems, marketing, operations, and human resource management.

The B.B.A. offers a broad educational experience while preparing students for a variety of technical and management careers. With about one-half of the required coursework from nonbusiness disciplines, emphasis is on the development of a strong liberal arts education that provides a foundation for the required and elective professional courses. The program’s core curriculum focuses on the fundamental administrative and functional skills demanded of leaders in today’s public and private organizations. Students are permitted sufficient latitude in choosing electives appropriate to their particular professional objectives in finance, health care management, human resource management, organizational management, management information systems, or marketing.

In addition to classroom-based courses, students may participate in internship programs where classroom learning may be applied during professional experience as an employee of a public agency or private business. Students also may participate in the Student to Business Initiative (SBI) which offers the opportunity to use knowledge and skills to identify, analyze, and solve problems confronting small businesses. Both programs provide practical tests of vocational interests and valuable work experience.

The finance major is designed for students pursuing careers in corporate financial management, investment and portfolio management, and management of financial institutions.

Honors Program: Degree candidates must earn a 3.30 GPA in all LSBE upper division courses.

Admission Requirements
Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:
- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University.

Freshmen and transfer students are typically admitted as pre-business students for all B.B.A. majors. Admission to candidacy status, which allows access to upper division LSBE classes, typically occurs at the junior level when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with a 2.50 UM and overall and a 2.00 internal and pre-major are admitted upon completion of pre-major courses; students with a 2.00–2.49 UM and overall and a 2.00 internal and pre-major GPAs are pooled and reviewed for evidence of academic success in LSBE majors.

Students who do not qualify for admission to candidacy may not take upper division LSBE courses (excluding some economics courses) without permission of the director of student affairs.

For information about UMD admission requirements, visit the UMD Admissions website.

Introductory Course
This course is not required for students who change colleges into Labovitz School of Business and Economics.

SSP 1000—UMD Seminar (1–2 cr)

Pre-major Requirements
Electives: additional non-LSBE courses to bring total to 60 pre-major credits. Non-LSBE statistics courses cannot be used to fulfill elective requirements.

ACCT 2001—Principles of Financial Accounting (3 cr)
ACCT 2002—Principles of Managerial Accounting (3 cr)
BLAW 2001—The Legal Environment, LE CAT 8 (3 cr)
ECON 1021—Principles of Economics: Macro, LE CAT 6 (3 cr)
ECON 1022—Principles of Economics: Micro, LE CAT 6 (3 cr)
ECON 2030—Applied Statistic for Business and Economics (3 cr)
FMIS 2201—Information Technology in Business (3 cr)
PSY 1003—General Psychology, LE CAT 6 (4 cr)
WRIT 1120—College Writing, LE CAT 1 (3 cr)
MATH 1160—Finite Mathematics and Introduction to Calculus, LE CAT 2 (5 cr)
or MATH 1296—Calculus I, LE CAT 2 (5 cr)

Communications or Foreign Languages
COMM 1112—Public Speaking, LE CAT 3 (3 cr)
or COMM 1222—Interpersonal Communication, LE CAT 3 (3 cr)
or LSBE students are encouraged to take at least one year of college-level foreign language. (See student affairs)
Program Requirements

Requirement for the B.B.A. in finance include:

- Liberal education requirements.
- Advanced writing requirements: WRIT 3121—Advanced Writing: Business and Organization or FMIS 3141—Business Communications (3).
- Strict limitations on use of correspondence courses.
- At least 20 of the last 30 degree credits immediately before graduation must be taken at UMD.
- At least 50 percent of required business, accounting, and upper division economics credits must be taken at UMD.
- Students choosing to pursue a double major or a major and a minor within LSBE will likely exceed 120 total credits.
- Students pursuing more than one degree must complete requirements for both degrees.

LSBE Core (18 cr)
FMIS 3301—Production and Operations Management (3 cr)
FMIS 3601—Corporate Finance (3 cr)
MGTS 3401—Organizational Behavior and Management (3 cr)
MKTG 3701—Principles of Marketing (3 cr)
MGTS 3801—Human Resource Management (3 cr)
MGTS 4481—Strategic Management (3 cr)

Finance Group A:
FMIS 3601—Corporation Finance (3.0 cr) is a prerequisite for these courses
FMIS 3612—Managerial Finance (3 cr)
FMIS 3644—Investment Fundamentals (3 cr)
FMIS 3647—Financial Markets and Institutions (3 cr)

Finance Group B:
Take 3 or more course(s) totaling 9 or more credit(s) from the following:
FMIS 3619—Analysis of Financial Statements (3 cr)
FMIS 3649—International Finance (3 cr)
FMIS 3655—Risk Management and Insurance (3 cr)
FMIS 3695—Special Topics: (Various Titles to be Assigned) (1–3 cr)
FMIS 4615—Derivative Securities (3 cr)
FMIS 4617—Management of Financial Institutions (3 cr)
FMIS 4644—Portfolio Management (3 cr)
FMIS 4695—Special Topics: (Various Titles to be Assigned) (1–3 cr)

Finance Group C: (3 cr)
FMIS 3397—LSBE Internship (3 cr)
or any 3xxx or 4xxx course from LSBE

Supporting Courses

In addition to the economics and international requirements listed below, complete upper division (3xxx or above) non-LSBE courses for a total of 18 credits of supporting courses. NOTE: PSY 3020, SOC 3155, STAT 3411, or STAT 3611 cannot be used to fulfill this requirement.

Economics Requirement
Take exactly 1 course(s) from the following:
ECON 3xx
ECON 4xx

International Requirement
Take exactly 1 course(s) from the following:
ACCT 4505—International Accounting (3 cr)
AMIN 3410—Fur Trade in Canada and the United States (3 cr)
ANTH 3628—Women in Cross-Cultural Perspective (3 cr)
ANTH 3632—Latin American Cultures (3 cr)
ANTH 3638—Peoples and Cultures of the Middle East (3 cr)
ECON 3150—Development Economics (3 cr)
ECON 3402—Global Economic Issues (3 cr)
ECON 4410—International Economics (3 cr)
ENGL 3501—British Literature I (4 cr)
ENGL 3502—British Literature II (4 cr)
ENGL 3566—Irish Literary Revival (4 cr)
ENGL 5583—British Novel (4 cr)
FMIS 3649—International Finance (3 cr)
FR 4412—Contemporary French Culture and Society (4 cr)
FR 4422—20th-Century Novel (4 cr)
GEOG 3461—Geography of Global Resources (3 cr)
GEOG 3702—Geography of the United States and Canada (3 cr)
GEOG 3762—Geography of Europe (3 cr)
GER 4302—German Women Writers and Filmmakers (4 cr)
GER 4305—German Cinema (4 cr)
GER 4404—Contemporary Germany (4 cr)
HCM 4560—International Comparisons of Health Care Systems (3 cr)
HIST 3243—Europe in Crisis in the 20th Century (3 cr)
HIST 3244—History of Holocaust (3 cr)
HIST 3257—Modern France (3 cr)
HIST 3264—Imperial Russia (3 cr)
HIST 3386—The United States and the World since 1898 (3 cr)
HIST 3615—Modern Africa (3 cr)
HIST 3616—Society and Culture in 20th-Century Africa (3 cr)
HIST 3825—Islamic History from Muhammad to the Ottomans (3 cr)
HIST 3726—Modern Middle East: 18th Century-Present (3 cr)
INTB 3201—International Business (3 cr)
MGTS 4474—International Management (3 cr)
MGTS 4483—Cooperative Strategy and Strategic Alliances (3 cr)
MGTS 4861—International Human Resource Management (3 cr)
MKTG 3781—International Marketing (3 cr)
POL 3451—Theories of International Relations (4 cr)
POL 3517—Western European Political Systems (4 cr)
POL 3570—Politics of Developing Nations (3 cr)
SOC 3945—Social Stratification (3 cr)
SPAN 3042—Hispanic American Civilization and Culture (4 cr)
SPAN 3044—Spanish Civilization and Culture (4 cr)
SPAN 4011—Hispanic American Prose (4 cr)
SPAN 4018—Hispanic America From Within (4 cr)
SPAN 4027—Modern Spanish Literature and Culture (4 cr)
WS 3000—Transnational Perspectives on Feminism (3 cr)
WS 3001—Third World Women (3 cr)
WS 3002—Latin American Women: Culture and Politics (3 cr)
WS 3400—Women and Film (3 cr)

Finance Minor

Finance and Management Information Sciences
Minor Related to a Major

Required credits in this minor: 12 to 30.
The minor in finance can be used as a complement to a related discipline. It provides a comprehensive overview of the theories and common practices in corporate finance, investment and portfolio management, and the management of financial institutions.

Admission Requirements

A GPA above 2.00 is preferred for the following:

- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University.

For information about UMD admission requirements, visit the UMD Admissions website.
Minor Requirements
The finance minor is available to LSBE students.

Prerequisite Course for Finance Minor:
FMIS 3601—Corporate Finance (3 cr)

Required Courses for Finance Minor
FMIS 3644—Investment Fundamentals (3 cr)
FMIS 3647—Financial Markets and Institutions (3 cr)

Finance Minor Electives
Take no more than 3 credit(s) from the following:
FMIS 3612—Managerial Finance (3 cr)
FMIS 3619—Analysis of Financial Statements (3 cr)
FMIS 3649—International Finance (3 cr)
FMIS 3655—Risk Management and Insurance (3 cr)
FMIS 4615—Derivative Securities (3 cr)
FMIS 4617—Management of Financial Institutions (3 cr)
FMIS 4644—Portfolio Management (3 cr)

Financial Markets Finance B.B.A.
Finance and Management Information Sciences
Required credits to graduate with this degree: 120.

Required credits within the major: 21.

LSBE students may wish to apply for the financial markets finance major program, an intensive academic and experiential preparation for careers in the financial services industry. Classroom instruction is combined with independent laboratory activities, and the program is centered upon four foundational elements: academic studies, the January term practicum in Duluth and the Twin Cities, financial markets laboratory work, and management of the “Bulldog” Investment Fund. Students interested in the program are strongly encouraged to meet with the Financial Markets Program Director.

Juniors who have a strong interest in the financial industry, and who have completed or are currently registered for FMIS 3601—Corporation Finance, are encouraged to speak with the program director prior to registration for spring semester. An initial informational meeting or review of program opportunities helps interested students determine whether or not to pursue formal application and the appropriate prerequisite courses.

During spring semester, the application and selection process involves a thorough review of each candidate’s application and academic performance as well as a formal interview. Applicants are reviewed and selected according to their skills, academic qualifications and “fit” with the program in terms of career goals and interests. Candidates are expected to maintain high ethical standards.

Admission Requirements
Students must complete 3 courses before admission to the program.

Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:
• 2.50 for students already admitted to the degree-granting college.
• 2.50 for students transferring from another University of Minnesota college.

• 2.50 for students transferring from outside the University. Students must complete FMIS 3601, FMIS 3619, and FMIS 3644 before admission to the program.

Students must first meet admission to candidacy requirements and be admitted to the finance major, which is necessary to be eligible for the prerequisite courses. Students are then admitted into the financial markets finance major after successful completion of the prerequisites and selection from the individual interview process.

For information about UMD admission requirements, visit the UMD Admissions website.

Introductory Course
This course is not required for students who change colleges into Labovitz School of Business and Economics.

SPP 1000—UMD Seminar (1–2 cr)

Pre-major Requirements
Electives: additional non-LSBE courses to bring total to 60 pre-candidacy credits. Non-LSBE statistics courses cannot be used to fulfill elective requirements.

ACCT 2001—Principles of Financial Accounting (3 cr)
ACCT 2002—Principles of Managerial Accounting (3 cr)
BLAW 2001—The Legal Environment, LE CAT9 (3 cr)
ECON 1022—Principles of Economics: Macroe, LE CAT6 (3 cr)
ECON 1023—Principles of Economics: Micro, LE CAT6 (3 cr)
ECON 2030—Applied Statistics for Business and Economics (3 cr)
FMIS 2201—Information Technology in Business (3 cr)
FMIS 3601—Corporate Finance (3 cr)

Communications or Foreign Languages
COMM 1112—Public Speaking, LE CAT3 (3 cr)
or COMM 1222—Interpersonal Communication, LECD CAT3 (3 cr)
or LSBE students are encouraged to take at least one year of college-level foreign language. (See student affairs)

Program Requirements
• Liberal education requirements.
• Advanced writing requirement: WRIT 3121—Advanced Writing: Business and Organization or FMIS 3141—Business Communications (3 cr).
• Strict limitations on use of correspondence courses.
• At least 20 of the last 30 degree credits immediately before graduation must be taken at UMD.
• At least 50 percent of required business, accounting, and upper division economics credits must be taken at UMD.
• Students choosing to pursue a double major or a major and a minor within LSBE will likely exceed 120 total credits.
• Students pursuing more than one degree must complete requirements for both degrees.

LSBE Core (18 cr)
FMIS 3301—Production and Operations Management (3 cr)
FMIS 3601—Corporate Finance (3 cr)
MGTS 3401—Organizational Behavior and Management (3 cr)
MKTG 3701—Principles of Marketing (3 cr)
MGTS 3801—Human Resource Management (3 cr)
MGTS 4481—Strategic Management (3 cr)
Financial Markets Minor

**Group A Requirements (12 cr)**

*Take exactly 4 courses for exactly 12 credits.*

- FMIS 3612—Managerial Finance (3 cr)
- FMIS 3619—Analysis of Financial Statements (3 cr)
- FMIS 3644—Investment Fundamentals (3 cr)
- FMIS 3647—Financial Markets and Institutions (3 cr)
  or FMIS 4649—International Finance (3 cr)
  or FMIS 4615—Derivative Securities (3 cr)
  or FMIS 4644—Portfolio Management (3 cr)

**Group B Requirements (9 cr)**

*Take exactly 3 courses for exactly 9 credits.*

- FMIS 4616—Security Analysis (3 cr)
- FMIS 4620—Portfolio Theory and Analysis (3 cr)
- FMIS 4624—Applied Portfolio Management (3 cr)

**Supporting Courses**

In addition to the economics and international requirements listed below, complete upper division (3xxx or above) non-LSBE courses for a total of 18 credits of supporting courses. **NOTE:** PSY 3020, SOC 3155, STAT 3411, or STAT 3611 cannot be used to fulfill this requirement.

**Economics Requirement**

*Take exactly 1 course(s) from the following:*

- ECON 3xx
- ECON 4xx

**International Requirement**

*Take exactly 1 course(s) from the following:*

- ACCT 4505—International Accounting (3 cr)
- AMIN 3410—Fur Trade in Canada and the United States (3 cr)
- ANTH 3628—Women in Cross-Cultural Perspective (3 cr)
- ANTH 3632—Latin American Cultures (3 cr)
- ANTH 3638—Peoples and Cultures of the Middle East (3 cr)
- ECON 3150—Development Economics (3 cr)
- ECON 3402—Global Economic Issues (3 cr)
- ECON 4410—International Economics (3 cr)
- ENGL 3501—British Literature I (4 cr)
- ENGL 3502—British Literature II (4 cr)
- ENGL 5566—Irish Literary Revival (4 cr)
- ENGL 5583—British Novel (4 cr)
- FMIS 3649—International Finance (3 cr)
- FR 4412—Contemporary French Culture and Society (4 cr)
- FR 4422—20th-Century Novel (4 cr)
- GEOG 3461—Geography of Global Resources (3 cr)
- GEOG 3702—Geography of the United States and Canada (3 cr)
- GEOG 3762—Geography of Europe (3 cr)
- GER 4302—German Women Writers and Filmmakers (4 cr)
- GER 4305—German Cinema (4 cr)
- GER 4404—Contemporary Germany (4 cr)
- HCM 4560—International Comparisons of Health Care Systems (3 cr)
- HIST 3243—Europe in Crisis in the 20th Century (3 cr)
- HIST 3244—History of Holocaust (3 cr)
- HIST 3257—Modern France (3 cr)
- HIST 3264—Imperial Russia (3 cr)
- HIST 3386—The United States and the World since 1898 (3 cr)
- HIST 3615—Modern Africa (3 cr)
- HIST 3616—Society and Culture in 20th-Century Africa (3 cr)
- HIST 3726—Modern Middle East: 18th Century-Present (3 cr)
- HIST 3825—Islamic History from Muhammad to the Ottomans (3 cr)
- INTB 3201—International Business (3 cr)
- MGMT 4474—Cooperative Strategy and Strategic Alliances (3 cr)
- MGTS 4861—International Human Resource Management (3 cr)
- MKTG 3781—International Marketing (3 cr)
- POL 3451—Theories of International Relations (4 cr)
- POL 3517—Western European Political Systems (4 cr)
- POL 3570—Politics of Developing Nations (3 cr)
- SOC 3945—Social Stratification (3 cr)
- SPAN 3042—Hispanic American Civilization and Culture (4 cr)
- SPAN 3044—Spanish Civilization and Culture (4 cr)
- SPAN 4011—Hispanic American Prose (4 cr)
- SPAN 4018—Hispanic America From Within (4 cr)
- SPAN 4027—Modern Spanish Literature and Culture (4 cr)
- WS 3000—Transnational Perspectives on Feminism (3 cr)
- WS 3001—Third World Women (3 cr)
- WS 3002—Latin American Women: Culture and Politics (3 cr)
- WS 3400—Women and Film (3 cr)

**Minor Requirements**

**Required Courses (9 cr)**

*Take 3 courses totaling exactly 9 credits.*

- FMIS 4616—Security Analysis (3 cr)
- FMIS 4620—Portfolio Theory and Analysis (3 cr)
- FMIS 4624—Applied Portfolio Management (3 cr)

**Minor Related to a Major**

**Finance and Management Information Sciences**

*Note: Students interested in this program are strongly encouraged to meet with the Financial Markets Program Director.*

**Admission Requirements**

Students must complete 3 courses before admission to the program.

Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:

- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University.

Admission to the minor is based on the same GPA requirements as admission to candidacy for LSBE baccalaureate degrees.

For information about UMD admission requirements, visit the UMD Admissions website.

**Required pre-requisites (9 cr)**

Students are admitted into the minor program only after successful completion of the prerequisite courses and selection from the individual interview process.

- FMIS 3601—Corporate Finance (3 cr)
- FMIS 3619—Analysis of Financial Statements (3 cr)
- FMIS 3644—Investment Fundamentals (3 cr)

**Minor Requirements**

**Required Courses (9 cr)**

*Take 3 courses totaling exactly 9 credits.*

- FMIS 4616—Security Analysis (3 cr)
- FMIS 4620—Portfolio Theory and Analysis (3 cr)
- FMIS 4624—Applied Portfolio Management (3 cr)
Health Care Management B.B.A.

Labovitz School of Business and Economics—Adm
Required credits to graduate with this degree: 120.
Required credits within the major: 21.
The health care management major focuses on the administration, financing, and economics of the health services sector. The program prepares students for careers in health care administration and policy in hospitals, clinics, government agencies, insurance and managed care organizations, pharmaceutical and biotechnology firms, medical device companies, and consulting agencies.
Students gain an understanding of the many critical issues in health care delivery such as health care quality assessment and improvement, health information technology applications, health care ethics, compliance with health care regulations, physician contracting and reimbursement, and billing and claims processing. Students learn about health policy and health care reform, such as proposals for universal health insurance coverage and the structure of health care systems outside of the United States.
This professionally oriented program also emphasizes the competencies required for management careers in business, government, public, or social service organizations. The program prepares students for entering careers with management responsibility by providing a breadth and depth of knowledge about organizations, management fundamentals, techniques, processes, and skills, combined with a foundation in the functional areas of accounting, business law, finance, health care management, information systems, marketing, operations, and human resource management.
The B.B.A. offers a broad educational experience while preparing students for a variety of technical and management careers. With about one-half of the required coursework from nonbusiness disciplines, emphasis is on the development of a strong liberal arts education that provides a foundation for the required and elective professional courses. The program’s core curriculum focuses on the fundamental administrative and functional skills demanded of leaders in today’s public and private organizations. Students are permitted sufficient latitude in choosing electives appropriate to their particular professional objectives in finance, health care management, human resource management, organizational management, management information systems, or marketing.
In addition to classroom-based courses, students may participate in internship programs where classroom learning may be applied during professional experience as an employee of a public agency or private business.

Admission Requirements
Freshmen and transfer students are typically admitted as pre-business students for all B.B.A. majors. Admission to candidacy status, which allows access to upper division LSBE classes, typically occurs at the junior level when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with a 2.50 UM and overall, 2.00 internal and pre-major are admitted upon completion of pre-major courses; students with a 2.00–2.49 UM and overall, 2.00 internal and pre-major GPAs are pooled and reviewed for evidence of academic success in LSBE majors.
Students who do not qualify for admission to candidacy may not take upper division LSBE courses (excluding some economics courses) without permission of the director of student affairs.
For information about UMD admission requirements, visit the UMD Admissions website.

Introductory Course
Not required for transfer students with 30 or more credits, or for students who change college into LSBE.
SSP 1000—UMD Seminar (1–2 cr)

Pre-major Requirements
ACCT 2001—Principles of Financial Accounting (3 cr)
ACCT 2002—Principles of Managerial Accounting (3 cr)
BLAW 2001—The Legal Environment, LE CATS (3 cr)
ECON 1022—Principles of Economics: Macro, LE CAT6 (3 cr)
ECON 1023—Principles of Economics: Micro, LE CAT6 (3 cr)
ECON 2030—Applied Statistics for Business and Economics (3 cr)
FMIS 2201—Information Technology in Business (3 cr)
PSY 1003—General Psychology, LE CAT6 (4 cr)
WRIT 1120—College Writing, LE CAT1 (3 cr)
MATH 1160—Finite Mathematics and Introduction to Calculus, LE CAT2 (5 cr)
or MATH 1296—Calculus I, LE CAT2 (5 cr)

Communications or Foreign Languages
COMM 1112—Public Speaking, LE CAT3 (3 cr)
or COMM 1222—Interpersonal Communication, LECD CAT3 (3 cr)
or LSBE students are encouraged to take at least one year of college-level foreign language. (See Student Affairs Office)

Program Requirements
Requirements for the B.B.A. in health care management include:
• Liberal education requirements.
• Advanced writing requirements: WRIT 3121—Advanced Writing or FMIS 3141—Business Communications (3 cr).
• Strict limitation on use of correspondence courses. See LSBE Student Affairs.
• Completion of at least 30 degree credits at UMD. At least 20 of the last 30 degree credits immediately before graduation must be taken at UMD.
• At least 50 percent of required business, accounting and upper division economics credits must be taken at UMD.
• Students pursuing more than one degree must complete requirements for both degrees.
• Students choosing to pursue a double major, or a major and a minor, within the school will likely exceed 120 total degree credits.
Management B.B.A.

**LSBE Core (18 cr)**
- FMIS 3301—Production and Operations Management (3 cr)
- FMIS 3601—Corporate Finance (3 cr)
- MGTS 3401—Organizational Behavior and Management (3 cr)
- MKTG 3701—Principles of Marketing (3 cr)
- MGTS 3801—Human Resource Management (3 cr)
- MGTS 4481—Strategic Management (3 cr)

**Supporting Courses**
In addition to the economics and international requirements listed below, complete upper division (3xxx or above) non-LSBE courses for a total of 18 credits of supporting courses. **NOTE:** PSY 3020, SOC 3155, STAT 3411, or STAT 3611 cannot be used to fulfill this requirement.

**Economics Requirement**
*Take exactly 1 course(s) from the following:*
- ECON xxx
- ECON 4xxx

**International Requirement**
*Take exactly 1 course(s) from the following:*
- ACCT 4505—International Accounting (3 cr)
- AMIN 3410—Fur Trade in Canada and the United States (3 cr)
- ANTH 3628—Women in Cross-Cultural Perspective (3 cr)
- ANTH 3632—Latin American Cultures (3 cr)
- ANTH 3638—Peoples and Cultures of the Middle East (3 cr)
- ECON 3150—Development Economics (3 cr)
- ECON 3402—Global Economic Issues (3 cr)
- ECON 4410—International Economics (3 cr)
- ENGL 3501—British Literature I (4 cr)
- ENGL 3502—British Literature II (4 cr)
- ENGL 5566—Irish Literary Revival (4 cr)
- ENGL 5583—British Novel (4 cr)
- FMIS 3649—International Finance (3 cr)
- FR 4412—Contemporary French Culture and Society (4 cr)
- FR 4422—20th-Century Novel (4 cr)
- GEOG 3461—Geography of Global Resources (3 cr)
- GEOG 3702—Geography of the United States and Canada (3 cr)
- GEOG 3762—Geography of Europe (3 cr)
- GER 4302—German Women Writers and Filmmakers (4 cr)
- GER 4305—German Cinema (4 cr)
- GER 4404—Contemporary Germany (4 cr)
- HCM 4560—International Comparisons of Health Care Systems (3 cr)
- HIST 3243—Europe in Crisis in the 20th Century (3 cr)
- HIST 3244—History of Holocaust (3 cr)
- HIST 3257—Modern France (3 cr)
- HIST 3264—Imperial Russia (3 cr)
- HIST 3386—The United States and the World since 1898 (3 cr)
- HIST 3615—Modern Africa (3 cr)
- HIST 3616—Society and Culture in 20th-Century Africa (3 cr)
- HIST 3726—Modern Middle East: 18th Century-Present (3 cr)
- HIST 3825—Islamic History from Muhammad to the Ottomans (3 cr)
- INTB 3201—International Business (3 cr)
- MGTS 4483—Cooperative Strategy and Strategic Alliances (3 cr)
- MGTS 4486—International Human Resource Management (3 cr)
- MKTG 3781—International Marketing (3 cr)
- POL 3451—Theories of International Relations (4 cr)
- POL 3517—Western European Political Systems (4 cr)
- POL 3570—Politics of Developing Nations (3 cr)
- SOC 3945—Social Stratification (3 cr)
- SPAN 3042—Hispanic American Civilization and Culture (4 cr)
- SPAN 3044—Spanish Civilization and Culture (4 cr)
- SPAN 4011—Hispanic American Prose (4 cr)
- SPAN 4018—Hispanic America From Within (4 cr)
- SPAN 4027—Modern Spanish Literature and Culture (4 cr)
- WS 3000—Transnational Perspectives on Feminism (3 cr)

**ECON 3910—Economics of Health Care (3 cr)**
- HCM 4520—Health Care Organization and Management (3 cr)
- HCM 4530—Legal Aspects of and Ethics in Health Care (3 cr)
- HCM 4570—Health Care Quality Management (3 cr)

**Health Care Management Group B (9 cr)**
A LSBE or non-LSBE 3xxx—4xxx course may be taken with prior approval.

**Health Care Management Minor**

**Labovitz School of Business and Economics—Adm Minor Related to a Major**

**Required credits in this minor: 12.**

The health care management minor teaches students about the health care system and how to apply management, economic, and legal methods to solve health care service problems. A minor in health care management complements the existing business majors, particularly for students who would like to apply their skills and knowledge in the health care sector.

**Minor Requirements**
This minor is available to Labovitz School of Business and Economics students only. Requirements for admission to the minor are the same for admission to candidacy.

**Core Minor Courses**
- ECON 3910—Economics of Health Care (3 cr)
- HCM 4520—Health Care Organization and Management (3 cr)
- HCM 4530—Legal Aspects of and Ethics in Health Care (3 cr)

**Electives**
*Take 3 or more credit(s) from the following:*
- HCM 4510—Medical Sociology (3 cr)
- HCM 4550—Health Care Finance (3 cr)
- HCM 4560—International Comparisons of Health Care Systems (3 cr)
- HCM 4591—Independent Study (1–3 cr)
- HCM 4595—Special Topics: (Various Titles to be Assigned) (1–3 cr)
- HCM 4597—Internship (3 cr)

**Management B.B.A.**

**Management Studies**
Required credits to graduate with this degree: 120.

Required credits within the major: 97.

This professionally oriented program emphasizes the competencies required for management careers in business, government, public, or social service organizations. The program prepares students for entering careers with management responsibility by providing a breadth and depth of knowledge about organizations, management fundamentals, techniques, processes, and skills, combined with a foundation in the functional areas of accounting,
business law, finance, information systems, marketing, operations, and human resource management.

The B.B.A. offers a broad educational experience while preparing students for a variety of technical and management careers. With about one-half of the required coursework from nonbusiness disciplines, emphasis is on the development of a strong liberal arts education that provides a foundation for the required and elective professional courses. The program’s core curriculum focuses on the fundamental administrative and functional skills demanded of leaders in today’s public and private organizations. Students are permitted sufficient latitude in choosing electives appropriate to their particular professional objectives in finance, human resource management, organizational management, management information systems, or marketing.

In addition to classroom-based courses, students may participate in internship programs where classroom learning may be applied during professional experience as an employee of a public agency or private business. The internship program provides practical tests of vocational interests and valuable work experience.

Honors Requirements—Degree candidates must earn a 3.30 GPA in all LSBE upper division courses.

Admission Requirements
Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:
- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University.

Freshmen and transfer students are typically admitted as pre-business students for all B.B.A. majors. Admission to candidacy status, which allows access to upper division LSBE classes, typically occurs at the junior level when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with a 2.50 UM and overall, 2.00 internal and pre-major are admitted upon completion of pre-major courses; students with a 2.00–2.49 UM and overall, 2.00 internal and pre-major GPAs are pooled and reviewed for evidence of academic success in LSBE majors.

Students who do not qualify for admission to candidacy may not take upper division LSBE courses without permission of the director of student affairs.

For information about UMD admission requirements, visit the UMD Admissions website.

Introductory Course (1 cr)
Not required for transfer students with 30 or more credits, or for students who change college into LSBE.

SPP 1000—UMD Seminar (1–2 cr)

Pre-major Requirements (36 cr)
Additional non-LSBE courses to bring total to 60 pre-candidacy credits.

Non-LSBE statistics courses cannot be used to fulfill elective requirements.

ACCT 2001—Principles of Financial Accounting (3 cr)
ACCT 2002—Principles of Managerial Accounting (3 cr)
BLAW 2001—The Legal Environment, LE CAT8 (3 cr)
ECON 1022—Principles of Economics: Macro, LE CAT6 (3 cr)
ECON 1023—Principles of Economics: Micro, LE CAT6 (3 cr)
ECON 2030—Applied Statistics for Business and Economics (3 cr)
FMIS 2201—Information Technology in Business (3 cr)
PSY 1003—General Psychology, LE CAT6 (4 cr)
WRIT 1120—College Writing, LE CAT1 (3 cr)
MATH 1160—Finite Mathematics and Introduction to Calculus, LE CAT2 (5 cr)
or MATH 1296—Calculus I, LE CAT2 (5 cr)

Communications or Foreign Languages
COMM 1112—Public Speaking, LE CAT3 (3 cr)
or COMM 1222—Interpersonal Communication, LECD CAT3 (3 cr)
or Foreign Language Courses—LSBE students are encouraged to take at least one year of college-level foreign language. (See Student Affairs)

Program Requirements
Requirements for the B.B.A. in management include:

- Liberal education requirements.
- Strict limitation on use of correspondence courses.
- At least 20 of the last 30-degree credits immediately before graduation must be taken at UMD.
- At least 50 percent of required business, accounting and upper division economics credits must be taken at UMD.
- Students pursuing more than one degree must complete requirements for both degrees.
- Students choosing to pursue a double major, or a major and a minor, within the school will likely exceed 120 total degree credits.

LSBE Core (18 cr)
FMIS 3301—Production and Operations Management (3 cr)
FMIS 3601—Corporate Finance (3 cr)
MGTS 3401—Organizational Behavior and Management (3 cr)
MKTG 3701—Principles of Marketing (3 cr)
MGTS 3801—Human Resource Management (3 cr)
MGTS 4481—Strategic Management (3 cr)

Supporting Courses (18 cr)
In addition to the economics and international requirements listed below, complete upper division (3xxx or above) non-LSBE courses for a total of 18 credits of supporting courses.

NOTE: PSY 3020, SOC 3155, STAT 3411, or STAT 3611 cannot be used to fulfill this requirement.

Economics Requirement
Take exactly 1 course(s) from the following:
ECON 3xxx
ECON 4xxx

International Requirement
Take exactly 1 course(s) from the following:
ACCT 4505—International Accounting (3 cr)
AMIN 3410—Far Trade in Canada and the United States (3 cr)
ANTH 3628—Women in Cross-Cultural Perspective (3 cr)
ANTH 3632—Latin American Cultures (3 cr)
ANTH 3638—Peoples and Cultures of the Middle East (3 cr)
ECON 3150—Development Economics (3 cr)
ECON 3402—Global Economic Issues (3 cr)
ECON 4410—International Economics (3 cr)
ENGL 3501—British Literature I (4 cr)
ENGL 3502—British Literature II (4 cr)
Organizational Management Group A (18 cr)

Students must take at least one macro, at least one micro, and at least two management and management process courses.

MGTS 4495—Special Topics in Management, may fulfill one of the following areas—macro-organization, or management and management process (by petition only).

Take 6 or more course(s) totaling 18 or more credit(s) from the following:

**Macro-Organization Behavior Courses**

Focus on the organization (context, structure, processes, and behavior) and organizing.

**Take 1 or more course(s) from the following:**

MGTS 4411—Organizational Studies (3 cr)

MGTS 4483—Cooperative Strategy and Strategic Alliances (3 cr)

**Micro-Organization Behavior Courses**

Study of individuals and groups within an organizational context, internal processes, practices.

**Take 1 or more course(s) from the following:**

MGTS 4431—Leadership (3 cr)

MGTS 4451—Management Inquiry (3 cr)

**Management and Management Process**

The practice of management within the work, organization, and larger organizational context.

**Take 2 or more course(s) from the following:**

MGTS 4461—Business and Society (3 cr)

MGTS 4472—Entrepreneurship (3 cr)

MGTS 4473—Management of Innovation and Technology (3 cr)

MGTS 4474—International Management (3 cr)

**Organizational Management Group B (3 cr)**

Select one course from the following options for a total of 3 credits:

1. Select any other Group A course.
2. Any upper division LSBE elective in accounting, business law, finance, human resources, marketing, management information sciences, or health care management. Internships from these disciplines (ACCT 3196, FMIS 3397, MGTS 3897 and HCM 4597) cannot be used to fulfill this requirement.
3. Management Internship (MGTS 3497)

**Human Resource Management Sub-plan**

The work of human resource management (HRM) professional encompasses a broad range of activities affecting the relationship between an organization and its employees—its human resources. HRM involves strategic functions such as organizational planning and human resource policy making, and diverse activities that involve designing and implementing policies and selecting, developing, evaluating, and rewarding a workforce. Typical HRM activities include equal employment opportunity, the study and design of jobs, employee benefit programs, union-management relations, counseling, and the development of work systems that are consistent with the prevailing organizational philosophy.

**Group A Electives (15 cr)**

Take 5 or more course(s) totaling 15 or more credit(s) from the following:

MGTS 4821—Staffing Work Organizations (3 cr)

MGTS 4831—Compensation Systems (3 cr)

MGTS 4841—Training and Development (3 cr)
Group A Required (3 cr)
MGTS 3401—Organizational Behavior and Management (3 cr)

Group B Electives (9 cr)
MGTS 4495 may be substituted (by petition only) for one of the following areas—macro-organizational or management and management process.
Take 3 or more course(s) totaling 9 or more credit(s) from the following:

Macro Organizational Behavior
Take 1 or more course(s) from the following:
MGTS 4411—Organizational Studies (3 cr)
MGTS 4483—Cooperative Strategy and Strategic Alliances (3 cr)

Micro Organizational Behavior
Take 1 or more course(s) from the following:
MGTS 4431—Leadership (3 cr)
MGTS 4451—Management Inquiry (3 cr)

Management and Management Process
Take 1 or more course(s) from the following:
MGTS 4461—Business and Society (3 cr)
MGTS 4472—Entrepreneurship (3 cr)
MGTS 4473—Management of Innovation and Technology (3 cr)
MGTS 4474—International Management (3 cr)

Management Information Systems B.B.A.
Finance and Management Information Sciences
Required credits to graduate with this degree: 120.
Required credits within the major: 21.
The management information systems (MIS) program prepares students for entry into careers in business computing. The major gives students both the in-depth technical skills needed to design, implement, support, and manage information systems as well as the breadth of knowledge in all business functional areas needed to produce and manage integrative, technology-based solutions to business/organizational problems.
This professionally oriented program emphasizes the competencies required for management careers in business, government, public, or social service organizations. The
Management Information Systems B.B.A.

Admission Requirements
Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:

• 2.50 for students already admitted to the degree-granting college.
• 2.50 for students transferring from another University of Minnesota college.
• 2.50 for students transferring from outside the University. Freshmen and transfer students are typically admitted as pre-business students for all B.B.A. majors. Admission to candidacy status typically occurs at the junior level when students have successfully completed all pre-major course requirements and met GPA standards. Students with 2.50 UM and overall and 2.00 internal and pre-major GPAs are admitted upon completion of pre-major courses; students with 2.00–2.49 UM and overall and 2.00 internal and pre-major GPAs are pooled and reviewed for evidence of academic success in LSBE majors.

Students who do not qualify for admission to candidacy may not take upper division LSBE courses (excluding some economics courses) without permission of the director of student affairs.

For information about UMD admission requirements, visit the UMD Admissions website.

Introductory Course
Not required for transfer students with 30 or more credits, or for students who change college into LSBE.

SSP 1000—UMD Seminar (1–2 cr)

Pre-major Requirements
ACCT 2001—Principles of Managerial Accounting (3 cr)
ACCT 2002—Principles of Managerial Accounting (3 cr)
BLAW 2001—The Legal Environment, LE CAT 8 (3 cr)
ECON 1022—Principles of Economics: Macro, LE CAT 6 (3 cr)
ECON 1023—Principles of Economics: Micro, LE CAT 6 (3 cr)
ECON 2030—Applied Statistics for Business and Economics (3 cr)
FMIS 2201—Information Technology in Business (3 cr)
PSY 1003—General Psychology, LE CAT 6 (4 cr)
WRIT 1120—College Writing, LE CAT 1 (3 cr)
MATH 1160—Finite Mathematics and Introduction to Calculus, LE CAT 2 (5 cr)
or MATH 1296—Calculus I, LE CAT 2 (5 cr)

Communications or Foreign Languages
Students should see Student Affairs staff for approved foreign languages courses.

COMM 1112—Public Speaking, LE CAT 3 (3 cr)
or COMM 1222—Interpersonal Communication, LE CAT 3 (3 cr)
or LSBE students are encouraged to take at least one year of a college-level foreign language. (See Student Affairs Office).

Program Requirements
Requirements for the B.B.A. in management information systems include:

• Liberal education requirements.
• Advanced writing requirement: WRIT 3121—Advanced Writing: Business and Organizations or FMIS 3141—Business Communications (3 cr).
• Strict limitation on use of correspondence courses.
• Completion of at least 30 degree credits at UMD. At least 20 of the last 30 degree credits immediately before graduation must be taken at UMD.
• At least 50 percent of required business, accounting and upper division economics credits must be taken at UMD.
• Students pursuing more than one degree must complete requirements for both degrees.

LSBE Core
FMIS 3301—Production and Operations Management (3 cr)
FMIS 3601—Corporate Finance (3 cr)
MGTS 3401—Organizational Behavior and Management (3 cr)
MKTG 3701—Principles of Marketing (3 cr)
MGTS 3801—Human Resource Management (3 cr)
MGTS 4481—Strategic Management (3 cr)

Management Info Systems Group A (12 cr)
FMIS 3220—Database Management and Design (3 cr)
FMIS 3222—Systems Analysis and Design (3 cr)
FMIS 3232—Visual Web Programming (3 cr)
FMIS 4225—Advanced Applications Development (3 cr)

Management Info Systems Group B
Take exactly 6 credit(s) from the following:
FMIS 3224—Data Communications and Computer Networks (3 cr)
FMIS 3295—Special Topics: (Various Titles to be Assigned) (1–4 cr)
FMIS 3397—LSBE Internship (3 cr)
FMIS 4220—Medical Informatics (3 cr)
FMIS 4221—XML and Information Management (3 cr)

Management Information Systems Group C (3 cr)
ACCT 3301—Accounting Information Systems (3 cr)
or COMM 3211—Communication and Technology in the Information Age (3 cr)
or COMM 3560—Video Game Entertainment (3 cr)
or CS 3011—Information Technology Hardware and Software (4 cr)
or JOUR 3700—Media Law and Ethics (3 cr)
or MGTS 4472—Entrepreneurship (3 cr)
Management Information Systems Minor

Finance and Management Information Sciences

Minor Related to a Major

Required credits in this minor: 12. The MIS minor provides a general overview of the design, implementation and management of information systems in business.

Admission Requirements
A GPA above 2.00 is preferred for the following:

- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University.

For information about UMD admission requirements, visit the UMD Admissions website.

Minor Requirements
The management information systems minor is available to LSBE students.

Group A Requirement (6 cr)
FMIS 3220—Database Management and Design (3 cr)
FMIS 3222—Systems Analysis and Design (3 cr)

Group B Requirement (6 cr): Electives
Take exactly 6 credit(s) from the following:
FMIS 3232—Visual Web Programming (3 cr)
FMIS 3224—Data Communications and Computer Networks (3 cr)
FMIS 3221—Fundamentals of Computer Networks (3 cr)
FMIS 3222—Systems Analysis and Design (3 cr)

Marketing B.B.A.

Marketing
Required credits to graduate with this degree: 120. Required credits within the major: 21.

This professionally oriented program emphasizes the competencies required for management careers in business, government, public, or social service organizations. The program prepares students for entering careers with management responsibility by providing a breadth and depth of knowledge about organizations, management fundamentals, techniques, processes, and skills, combined with a foundation in the functional areas of accounting, business law, finance, information systems, operations, and human resource management.

The B.B.A. offers a broad educational experience while preparing students for a variety of technical and management careers. With about one-half of the required coursework from nonbusiness disciplines, emphasis is on the development of a strong liberal arts education that provides a foundation for the required and elective professional courses.
The program’s core curriculum focuses on the fundamental administrative and functional skills demanded of leaders in today’s public and private organizations. Students are permitted sufficient latitude in choosing electives appropriate to their particular professional objectives in finance, human resource management, organizational management, management information systems, or marketing.

Marketing is about facilitating exchanges. For an organization to be successful, it must understand the customer and the customer’s needs. An organization seeks to meet these needs in a competitive environment by developing a marketing mix of product/service, price, promotion, and distribution that will satisfy the customer’s and organization’s objectives. Marketing occurs between organizations (business-to-business marketing) between organizations and consumers (consumer marketing), globally (international marketing), between profit and not-for-profit organizations, and even between individuals. Many careers are available in marketing, including marketing research, selling and sales management, advertising, promotion and public relations, and international marketing.

In addition to classroom-based courses, students may participate in Student to Business Initiative (SBI) projects, or internship programs where classroom learning may be applied during professional experience as an employee of a public agency or private business.

Admission Requirements
Freshmen and transfer students are usually admitted to pre-major status before admission to this major.

A GPA above 2.00 is preferred for the following:

- 2.50 for students already admitted to the degree-granting college.
- 2.50 for students transferring from another University of Minnesota college.
- 2.50 for students transferring from outside the University. Freshmen and transfer students are typically admitted as pre-business students for all B.B.A. majors. Admission to candidacy status, which allows access to upper division LSBE classes, typically occurs at the junior level when students have successfully completed all pre-major (pre-candidacy) course requirements and met all of the GPA standards. Students with 2.50 UM and overall and 2.00 internal and pre-major GPAs are admitted upon completion of pre-major courses; students with 2.00-2.49 UM and overall and 2.00 internal and pre-major GPAs are pooled and reviewed for evidence of academic success in LSBE majors.

Students who do not qualify for admission to candidacy may not take upper division LSBE courses (excluding some economics courses) without permission of the director of student affairs.

For information about UMD admission requirements, visit the UMD Admissions website.

Introductory Course
Not required for transfer students with 30 or more credits, or for students who change college into LSBE.

SSP 1000—UMD Seminar (1–2 cr)

Pre-major Requirements
- ACCT 2001—Principles of Financial Accounting (3 cr)
- ACCT 2002—Principles of Managerial Accounting (3 cr)
- BLAW 2001—The Legal Environment, LE CAT8 (3 cr)
- ECON 1022—Principles of Economics: Macro, LE CAT6 (3 cr)
- ECON 1023—Principles of Economics: Micro, LE CAT6 (3 cr)
- ECON 2030—Applied Statistics for Business and Economics (3 cr)
- FMIS 2201—Information Technology in Business (3 cr)
- PSY 1003—General Psychology, LE CAT6 (4 cr)
- WRIT 1120—College Writing, LE CAT1 (3 cr)
- MATH 1160—Finite Mathematics and Introduction to Calculus, LE CAT2 (5 cr)
- or MATH 1296—Calculus I, LE CAT2 (5 cr)

Communications or Foreign Languages
- COMM 1112—Public Speaking, LE CAT3 (3 cr)
- or COMM 1222—Interpersonal Communication, LECD CAT3 (3 cr)
- or LSBE students are encouraged to take at least one year of a college-level foreign language. (See Student Affairs)

Program Requirements
Requirements for the B.B.A. in marketing include:

- Liberal education requirements.
- Advanced writing requirement: WRIT 3121—Advanced Writing: Business and Organizations or FMIS 3141—Business Communications (3 cr).
- Strict limitation on use of correspondence courses.
- At least 50 percent of required business, accounting and upper division economics credits must be taken at UMD.
- Students pursuing more than one degree must complete requirements for both degrees. Students choosing to pursue a double major, or a major and a minor, within the school will likely exceed 120 total degree credits.

LSBE Core
- FMIS 3301—Production and Operations Management (3 cr)
- FMIS 3601—Corporate Finance (3 cr)
- MGTS 3401—Organizational Behavior and Management (3 cr)
- MKTG 3701—Principles of Marketing (3 cr)
- MGTS 3801—Human Resource Management (3 cr)
- MGTS 4481—Strategic Management (3 cr)

Marketing Group A
- MKTG 3711—Marketing Research (3 cr)
- MKTG 4731—Consumer Behavior (3 cr)
- MKTG 4781—Marketing Management and Strategy (3 cr)

Marketing Group B
- Take 4 or more course(s) totaling 12 or more credit(s) from the following:

  - MKTG 3741—Fundamentals of Selling (3 cr)
  - MKTG 3751—Marketing Ethics (3 cr)
  - MKTG 3781—International Marketing (3 cr)
  - MKTG 3797—Marketing Internship (3 cr)
  - MKTG 4711—Business-to-Business Marketing (3 cr)
  - MKTG 4721—Advertising and Marketing Communications (3 cr)
  - MKTG 4741—Developing and Marketing New Products (3 cr)
  - MKTG 4751—Retailing (3 cr)
  - MKTG 4795—Special Topics (Various Topics to be Assigned) (1–3 cr)

Supporting Courses
In addition to the economics and international requirements listed below, complete upper division (3xxx or above) non-LSBE courses for a total of 18 credits of supporting courses.

NOTE: PSY 3020, SOC 3155, STAT 3411, or STAT 3611 cannot be used to fulfill this requirement.
Economics Requirement
Take exactly 1 course(s) from the following:
ECON 3xxx
ECON 4xxx

International Requirement
Take exactly 1 course(s) from the following:
ACCT 4505—International Accounting (3 cr)
AMIN 3410—Fur Trade in Canada and the United States (3 cr)
ANTH 3628—Women in Cross-Cultural Perspective (3 cr)
ANTH 3632—Latin American Cultures (3 cr)
ANTH 3638—Peoples and Cultures of the Middle East (3 cr)
CON 3150—Development Economics (3 cr)
ECON 3402—Global Economic Issues (3 cr)
ECON 4410—International Economics (3 cr)
ENGL 3501—British Literature I (4 cr)
ENGL 3502—British Literature II (4 cr)
ENGL 5566—Irish Literary Revival (4 cr)
ENGL 5583—British Novel (4 cr)
FMIS 3649—International Finance (3 cr)
FR 4412—Contemporary French Culture and Society (4 cr)
FR 4422—20th-Century Novel (4 cr)
GEOG 3461—Geography of Global Resources (3 cr)
GEOG 3702—Geography of the United States and Canada (3 cr)
GEOG 3706—Geography of Europe (3 cr)
GER 4302—German Women Writers and Filmmakers (4 cr)
GER 4305—German Cinema (4 cr)
GER 4404—Contemporary Germany (4 cr)
HCM 4560—International Comparisons of Health Care Systems (3 cr)
HIST 3243—Europe in Crisis in the 20th Century (3 cr)
HIST 3244—History of Holocaust (3 cr)
HIST 3257—Modern France (3 cr)
HIST 3264—Imperial Russia (3 cr)
HIST 3386—The United States and the World since 1898 (3 cr)
HIST 3615—Modern Africa (3 cr)
HIST 3616—Society and Culture in 20th-Century Africa (3 cr)
HIST 3825—Islamic History from Muhammad to the Ottomans (3 cr)
HIST 3726—Modern Middle East: 18th Century-Present (3 cr)
INTB 3201—International Business (3 cr)
MGTS 4474—International Management (3 cr)
MGTS 4483—Cooperative Strategy and Strategic Alliances (3 cr)
MGTS 4861—International Human Resource Management (3 cr)
MKTG 3781—International Marketing (3 cr)
MKTG 3785—International Marketing (3 cr)
MKTG 4711—Business-to-Business Marketing (3 cr)
MKTG 4721—Advertising and Marketing Communications (3 cr)
MKTG 4731—Consumer Behavior (3 cr)
MKTG 4741—Developing and Marketing New Products (3 cr)
MKTG 4751—Retailing (3 cr)
MKTG 4781—Marketing Management and Strategy (3 cr)
MKTG 4795—Special Topics (Various Topics to be Assigned) (1–3 cr)