COLLEGE OF BUSINESS

Vision and Mission

The vision of the University of Michigan-Dearborn’s College of Business is to build on the quality tradition of the Block M by being a thoughtful leader, known for creating positive impact on the communities we serve, and for promoting a global perspective through active learning, relevant teaching, and influential research.

The mission of the University of Michigan-Dearborn’s College of Business is to offer a challenging and engaging business education that broadens our students’ intellectual perspectives and career opportunities in an inclusive environment through a balanced emphasis on active learning, and rigorous and relevant teaching and research. Our mission is supported by:

• A faculty committed to teaching that supports student development and preparation for a wide range of business opportunities.
• Collaborative research that has sustained impact on the thoughts and activities of our academic and professional colleagues.
• Service by faculty and staff that supports an evolving curriculum and the needs of our students, personnel, community, and external partners.

Since 1959, the College of Business at the University of Michigan-Dearborn has been committed to providing practice-oriented business programs that address the needs of business, industry, and government. Our undergraduate and graduate students are taught by faculty who have close ties with the business community as well as expertise from participating in the business, professional, and academic realms.

The exceptional performance of our faculty has provided that the College of Business is one of more than 900 schools worldwide to be accredited by AACSB International. This accreditation not only speaks to the quality of the faculty but also to the relevancy and practical nature of the courses offered in the College.

When students graduate from the College of Business, they take with them the skills and knowledge to lead in a rapidly-changing business environment, both regionally and nationally. Whether it is through their participation in our internship program or their experiences in iLabs, the College’s Center for Innovation Research, our students gain real experience and are positioned to immediately contribute to their employers’ success and advance their career.

Bachelor of Business Administration Program

The Bachelor of Business Administration (BBA) program is a professionally oriented program that develops the diversified competencies called for in the management of a modern business enterprise. The program also is designed to impart the relevant knowledge, competencies, and skills demanded to manage and lead modern public and private organizations. It also provides a rigorous preparation for graduate study in business administration, law, and related areas.

BBA Program Learning Goals

The following Learning Goals have been developed by the faculty in the College of Business. These goals describe what we want all of our students to know and be able to accomplish upon graduation.

1. Students will be knowledgeable about the business disciplines.
2. Students will be effective communicators.
3. Students will be effective team members.
4. Students will be competent in the application of technology.
5. Students are able to understand and integrate knowledge across diverse disciplines, cultures, and context.
6. Students will be knowledgeable about ethical principles and their application.
7. Students will apply critical thinking skills to business situations.

BBA Program Planning for UM-Dearborn Pre-business Students

Programs of undergraduate study in business administration leading to a bachelor’s degree involve approximately four years of college study, the first two years of which can be considered pre-professional preparation in foundation courses covering fundamental subject matter. The third and fourth years constitute the more specialized professional phase of the degree program. It is in the offering of this professional phase that the faculty of the College of Business has principal responsibility.

Students seeking the BBA degree who are admitted to UM-Dearborn as freshmen enter the pre-business program of the College of Business. The pre-business program is designed to provide students with a liberal arts foundation. Pre-business students declare their major in the BBA program during the term in which they complete their sophomore year and the specific course requirements. Students not enrolled in the BBA program cannot elect more than 30 credit hours in coursework offered by the College of Business.

Admission

Admission to the BBA program is competitive and requires that the student has high promise as evidenced by the record compiled in the first two years of study. A student must have completed at least 55 credit hours to be considered for admission to the BBA program. These credit hours must include necessary prerequisites for admission to the BBA program.

Courses required for admission to the BBA Program, including those courses that are prerequisite to the required courses, in which a grade of C- or below has been received, must be repeated during the student’s next academic term. Prerequisite courses are COMP 105, COMP 280, ECON 201, ECON 202, MATH 104 or MATH 105, BA 100, ISM 120, ACC 298, ACC 299, and DS 301. In addition, students must complete a minimum of 9 credits from the BBA core and/or any additional upper-level business courses. A minimum overall 2.80 GPA is required in DS 301 and all other BBA core and/or upper-level business courses for admission to the BBA program.

Appropriate and timely sequencing of the required math courses is critical for the successful admission to the BBA program. Students entering as freshmen are required to have completed math through college algebra or pre-calculus (MATH 104 or MATH 105) by the end of their sophomore year. Freshmen are required to take the math placement
exam prior to their first term of enrollment and begin their math courses in their first term of enrollment.

**BBA Program Planning for Transfer Students**

Programs of undergraduate study in business administration leading to a bachelor’s degree involve approximately four years of college study; the first two years of which can be considered pre-professional preparation in foundation courses covering fundamental subject matter. The third and fourth years constitute the more specialized professional phase of the degree program. It is in the offering of this professional phase that the faculty of the College of Business has principal responsibility.

**Admission**

A transfer student seeking the BBA degree enters the College of Business as a Pre-business student. The transfer student will complete junior standing and the required courses for admission to the BBA Program. Prerequisite courses are UM-Dearborn’s COMP 105; COMP 106, 270, or 280; ECON 201 and 202; MATH 104 or 105; BA 100; ISM 120; ACC 298 and 299; and DS 301. In addition, students must complete a minimum of 9 credits from the BBA core and/or any additional upper-level business courses. A minimum overall 2.80 GPA is required in DS 301 and all other BBA core and/or upper-level business courses for admission to the BBA program.

The UM-Dearborn Undergraduate Admissions Office provides local community colleges with equivalency tables. These tables should be consulted when planning course scheduling. Transfer students with credit for DS 301 from an AASCB accredited school will be required to complete BE 401 or FIN 401 as a substitution for DS 301 towards the upper-level business credits for admission to the BBA Program.

Admission is based on the quality and content of both the high school and the college academic records, and standards of evaluation are designed to ensure that each student who is admitted has the intellectual capacity and the preparation to pursue advanced undergraduate work successfully. Admission criteria are applied to all students without regard to race, color, sex, creed or national origin.

Students who plan to transfer to the BBA program at UM-Dearborn after completing two academic years of course work should plan to complete most of the General Education requirements (Dearborn Discovery Core) prior to transfer. Please refer to the University’s website at: umdearborn.edu/faculty-staff/academic-program-and-course-development/dearborn-discovery-core-general-education) for complete information regarding general education requirements.

Appropriate and timely sequencing of the required math courses is critical for the successful admission to the BBA program. Pre-business students are encouraged to take the math placement exam prior to their first term of enrollment. Transfer students must progress with math every term of their enrollment until they complete the math requirement.

**Transfer of Credit**

Full credit will be given for all acceptable courses in which a student has earned at least a C grade at an accredited college. A maximum of 62 credits from a community college and a maximum of 75 credits from a non-UM university or college may be applicable towards degree requirements; the total maximum number of non-UM credits applied not to exceed 75. A maximum of 90 applicable credits from another UM unit may be applicable towards degree requirements. The minimum number of hours at UM and in the College of Business as stated in the section on BBA Degree Requirements must also be earned.

**Michigan Transfer Agreement (MTA)**

Refer to this topic under Admissions in the General Information section of this Catalog.

**Articulation Agreements**

The College of Business has articulation agreements with Henry Ford College, Macomb Community College, Oakland Community College, and Schoolcraft College. Please refer to the University’s website at: https://umdearborn.edu/cob/undergraduate-programs/admission/transfer-students/community-college-transfers (https://umdearborn.edu/cob/undergraduate-programs/admission/transfer-students/community-college-transfers/) for information.

**BBA Degree Requirements**

The BBA degree will be granted to those students who meet the following requirements:

Satisfactory completion of at least 120 hours of college-level work distributed as follows:

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 100</td>
<td>College of Business Foundation</td>
<td>1</td>
</tr>
<tr>
<td>ACC 298</td>
<td>Financial Accounting</td>
<td>3</td>
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<tr>
<td>ACC 299</td>
<td>Managerial Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ISM 120</td>
<td>Bus Prob Solving w/ Comp Apps</td>
<td>3</td>
</tr>
<tr>
<td>COMP 105</td>
<td>Writing &amp; Rhetoric I</td>
<td>3</td>
</tr>
<tr>
<td>COMP 280</td>
<td>Business Writing &amp; Rhetoric</td>
<td>3</td>
</tr>
<tr>
<td>ECON 201</td>
<td>Prin: Macroeconomics</td>
<td>3</td>
</tr>
</tbody>
</table>

Electives to meet the minimum 120 credits for graduation will vary student to student. Courses may count for more than one area requirement. Satisfactory completion of 48-58 hours at UM-Dearborn is required. A student may elect no more than the equivalent of two courses within their last 36 credits at another higher education institution. A minimum of 30 credits must be completed as a student in the BBA Program. Students are encouraged to meet with their advisor regularly to ensure a timely graduation.

Achievement of a minimum 2.0 grade point in all UM-Dearborn coursework, in all courses offered by the College of Business, and in the major is required to earn a BBA degree.

**BBA Prerequisite Requirements**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>BA 100</td>
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<td>ECON 201</td>
<td>Prin: Macroeconomics</td>
<td>3</td>
</tr>
</tbody>
</table>
Business Administration Core Requirements

Critical Thinking Requirement

<table>
<thead>
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<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHIL 233</td>
<td>Critical Thinking</td>
<td>3</td>
</tr>
<tr>
<td>Total Credit Hours</td>
<td></td>
<td>3</td>
</tr>
</tbody>
</table>

Business Administration Core Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA 300</td>
<td>Career Planning and Development</td>
<td>1</td>
</tr>
<tr>
<td>BA 320</td>
<td>Project Management and Leadership Skills</td>
<td>3</td>
</tr>
<tr>
<td>BA 330</td>
<td>Managerial Communication</td>
<td>3</td>
</tr>
<tr>
<td>BA 400</td>
<td>Corporate Responsibility</td>
<td>3</td>
</tr>
<tr>
<td>BE 401</td>
<td>Managerial Economics</td>
<td>3</td>
</tr>
<tr>
<td>BPS 451</td>
<td>Strategic Management</td>
<td>3</td>
</tr>
<tr>
<td>DS 302</td>
<td>Advanced Business Statistics</td>
<td>3</td>
</tr>
<tr>
<td>FIN 401</td>
<td>Corporate Finance</td>
<td>3</td>
</tr>
<tr>
<td>Select one:</td>
<td></td>
<td>3-4</td>
</tr>
<tr>
<td>ISM 310</td>
<td>Info Systems in Management</td>
<td>3</td>
</tr>
<tr>
<td>ACC 380</td>
<td>Accounting Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>&amp; ACC 381</td>
<td>and Accounting Info Sys Lab 1</td>
<td></td>
</tr>
<tr>
<td>LE 253</td>
<td>Business Law</td>
<td>3</td>
</tr>
<tr>
<td>MKT 352</td>
<td>Mktg Principles and Policies</td>
<td>3</td>
</tr>
<tr>
<td>OB 354</td>
<td>Behavior in Organization</td>
<td>3</td>
</tr>
<tr>
<td>OM 300</td>
<td>Intro to Operations Management</td>
<td>3</td>
</tr>
<tr>
<td>Total Credit Hours</td>
<td></td>
<td>37-38</td>
</tr>
</tbody>
</table>

Note: ACC 380/ACC 381 is a requirement for students pursuing an Accounting major. Finance majors may elect either ISM 310 or ACC 380/381. All other majors must elect ISM 310.

Minor Requirements (18-21 hrs)

All BBA students must declare and fulfill the requirements for a major in Accounting, Digital Marketing, Finance, General Business, Human Resource Management, Information Systems Management, Marketing, Small Business Management, or Supply Chain Management.

Note: Only one independent study can be applied toward the General Business, Marketing, and Human Resource Management majors. Marketing majors may do more than one if they are iLabs related.

Minor

Students pursuing any degree may wish to complement their academic program with a minor. A list of available minors and requirements are available on the website at: https://umdcalendar.edu/undergraduate-studies/majors-minors.

BBA Elective Courses

Students must complete a minimum of 120 credits to earn the BBA degree. Elective credits are the non-specific credits each students needs to reach degree completion. College-level courses in any discipline which bear UM-Dearborn or transferable academic credit can apply. College of Business internships (BI 350, etc.) may also apply. Additive credit courses do not carry college-level credit toward program. Courses below the 100 level are additive credit.

Majors

- Accounting (http://catalog.umd.umich.edu/undergraduate/college-business/accounting/)
- Business Studies as a Secondary Major (http://catalog.umd.umich.edu/undergraduate/college-business/business-studies-secondary-major/)
- Digital Marketing (http://catalog.umd.umich.edu/undergraduate/college-business/digital-marketing/)
- Finance (http://catalog.umd.umich.edu/undergraduate/college-business/finance/)
- General Business (http://catalog.umd.umich.edu/undergraduate/college-business/general-business/)
- Information Systems Management (http://catalog.umd.umich.edu/undergraduate/college-business/information-systems-management/)
- Marketing (http://catalog.umd.umich.edu/undergraduate/college-business/marketing/)
- Small Business Management (http://catalog.umd.umich.edu/undergraduate/college-business/small-business-management/)
- Supply Chain Management (http://catalog.umd.umich.edu/undergraduate/college-business/supply-chain-management/)

Minors

- Accounting (http://catalog.umd.umich.edu/undergraduate/college-business/accounting/)
- Digital Marketing (http://catalog.umd.umich.edu/undergraduate/college-business/digital-marketing/)
- Entrepreneurship (http://catalog.umd.umich.edu/undergraduate/college-business/entrepreneurship-certificate/)
- Finance (http://catalog.umd.umich.edu/undergraduate/college-business/finance/)
• Financial Planning (http://catalog.umich.edu/undergraduate/college-business/finance/)
• Human Resource Management (http://catalog.umich.edu/undergraduate/college-business/human-resource-management/)
• Information Systems Management (http://catalog.umich.edu/undergraduate/college-business/information-systems-management/)
• Information Systems Security (http://catalog.umich.edu/undergraduate/college-business/information-systems-security/)
• Management (http://catalog.umich.edu/undergraduate/college-business/management/)
• Marketing (http://catalog.umich.edu/undergraduate/college-business/marketing/)
• Supply Chain Management (http://catalog.umich.edu/undergraduate/college-business/supply-chain-management/)

Certificates
• Entrepreneurship (http://catalog.umich.edu/undergraduate/college-business/entrepreneurship-certificate/)
• Financial Planning (http://catalog.umich.edu/undergraduate/college-business/financial-planning-certificate/)

Administration
N. Raju Balakrishnan, PhD, Dean
Karen S. Strandholm, PhD, Associate Dean
Tim Davis, MBA, Assistant Dean

Chairs and Directors
Michael Kamen, Academic Program Director, Graduate Programs
Lee Redding, Chair, Associate Professor, Accounting and Finance
Karen Strandholm, Interim Chair, Associate Professor, Management Studies
Susan Wells, Academic Program Director, Undergraduate Programs
Tuere Wheeler, Director, Internship & Career Management Center

Professors Emeriti
Bayou, Mohamed E., PhD, Professor Emeritus of Accounting
Blatz Jr., Robert, JD, LLM, Professor Emeritus of Taxation
Bublitz, Bruce, PhD, Professor Emeritus of Accounting
Callahan, Thomas J., PhD, Associate Professor Emeritus of Organizational Behavior
Cowan, Ross D., MF, Associate Professor Emeritus of Operations Management
Foran, Michael, PhD, Professor Emeritus of Accounting
Fricke, Cedric V., PhD, Professor Emeritus of Business Administration
Lev, Benjamin, PhD, Professor Emeritus of Operations Research
Lyons, Thomas F., PhD, Professor Emeritus of Business Administration
Philipich, Kirk, MBA, Professor Emeritus of Accounting
Steel, Robert, PhD, Professor Emeritus of Organizational Behavior
Streeter, Victor J., PhD, Associate Professor Emeritus of Management Information Systems
Waissi, Gary, PhD, Professor Emeritus of Operations Research

Faculty
Department of Accounting and Finance
Baker, Susan, MBA, University of Michigan
Cai, Kelly N., PhD, University of Houston, Professor
Graybeal, Patty, PhD, Virginia Tech University, Lecturer
Green, Brian P., PhD, CPA, Kent State University, Professor
Jin, Shunyao (Cynthia), PhD, Michigan State University, Assistant Professor
Kent, Richard, PhD, University of Queensland, Assistant Professor
Killey, Michael N., PhD, Florida Atlantic University, Assistant Professor
Kobelsky, Kevin, PhD, University of California, Associate Professor
Kocher, Claudia, PhD, Michigan State University, Associate Professor
Lee, Hei Wai, PhD, University of Illinois at Urbana-Champaign, Professor
Miranda, Maria (Mercedes), PhD, University of New Orleans, Lecturer
Redding, Lee, PhD, Princeton University, Associate Professor
Singh, Vivek, PhD, Virginia Technological University, Professor
Tuncez, Ahmet, PhD, Texas A&M, Lecturer
Valero, Magali, PhD, Arizona State University, Associate Professor
Vlisides, Nicholas, MBA, Wayne State University, Lecturer
Xie, Alice, PhD, Syracuse University, Associate Professor

Department of Management Studies
Ahuvia, Aaron, PhD, Northwestern University, Professor
Ames, Justin, PhD, Case Western Reserve University, Assistant Professor
Balakrishnan, N. Raju, PhD, Purdue University, Professor
Cao, Yinyin, PhD, University of Pittsburgh, Assistant Professor
Chandra, Charu, PhD, Arizona State University, Professor
Chen, Yi-Su, PhD, Boston College, Associate Professor
Deska, Thomas, MA, Michigan State University, Lecturer
Fischer, Christine, MA, Eastern Michigan University, Lecturer
Freeman, Lee, PhD, Indiana University, Associate Professor
Fu, Wayne, PhD, Georgia Institute of Technology, Assistant Professor
Guo, Yi (Maggie), PhD, Texas A M, Associate Professor
Harris, Marcus, DBA, Lawrence Technological University, Lecturer
Hartge, Timothy, MA, University of Michigan, Lecturer
He, Jun, PhD, University of Pittsburgh, Associate Professor
Izberk-Bilgin, Elif, PhD, University of Illinois at Chicago, Associate Professor
Kao, Ta-Wei (Daniel), PhD, State University of New York at Buffalo, Assistant Professor
Kaufman, David, PhD, University of Michigan, Assistant Professor
Keyes, Patrick, MBA, Central Michigan University, Lecturer
Klein, Barbara D., PhD, University of Minnesota, Professor
Kumar, Kamalesh, PhD, University of North Texas, Professor
Lee, Junghyun (Jessie), PhD, George Washington University, Associate Professor
Lee, Kyungwon, PhD, Rutgers University, Assistant Professor
Liu, Zhixin (Jason), PhD, Ohio State University, Associate Professor
Majeske, Katherine, MBA, University of Michigan, Lecturer
McCarthy, Michael, M.S.A. Central Michigan University, Lecturer
Molloy, Janice, PhD, Ohio State University, Associate Professor
Ro, Young, PhD, University of Michigan, Professor
Samfilippo, Chris, MBA, Wayne State University, Lecturer
Scott, Crystal, PhD, Pennsylvania State University, Associate Professor
Smrt, Diana, PhD, Southern Illinois University, Lecturer
Statt, Anne-Louise, PhD, Princeton University, Lecturer
Strandholm, Karen S., PhD, JD, Indiana University, Associate Professor
Su, Hung-Chung, PhD, University of Minnesota, Associate Professor
Urbaczewski, Lise, MS, Eastern Michigan University, Lecturer
Van Hempt, Michael, JD, University of Michigan, Lecturer
Wang, Dawei (David), PhD, University of Oklahoma, Assistant Professor

Internship & Career Management Center (ICMC)
The Internship and Career Management Center (ICMC) strives to be an integral part in preparing our College of Business students for gainful employment by honing their career-ready competencies and equipping
them with valuable career development tools. We coach our students through rewarding internship and experiential learning opportunities, targeted career fairs, career development workshops, mock interviews and much more.

We are focused on creating collaborative partnerships among our office, other campus entities and the business community in order to provide comprehensive programming, counseling and career opportunities for our students. We offer a variety of services which are tailored to each individual student and their specific needs. Please contact our office with any questions or to make an appointment. Remember, the ICMC means business!

Internship Program
Students who are formally admitted to the College of Business and have secured an internship may choose the option to utilize their internship for academic credit. Eligibility is determined by reviewing your curriculum with your academic advisor to ensure that you have the appropriate credits available to utilize. Once this is determined, an intake appointment with the Internship Program Manager is required in order to complete the necessary requirements and procedures prior to enrollment. Enrollment for any BI course must be approved by a representative of the ICMC.

For additional information regarding ICMC programs, please visit the website at: umdearborn.edu/cob/life-cob/internship-career-management-center/.

iLabs
iLabs is the University of Michigan-Dearborn’s Center for Innovation Research, an office dedicated to understanding the impact of innovation through research and promoting experiential learning and entrepreneurship on campus. Students, who can participate in the 3 credit-hour iLabs independent study as student researchers, gain valuable soft skills like time management, communication, project management, and collaboration. Similar to an internship, students can expect to manage and complete real world projects for both the University as well as external clients. Projects are conducted every semester, and both graduate and undergraduate students from all majors can apply to participate.

For additional information and to apply, visit the website at: umdearborn.edu/cob/business-community/ilabs-center-innovation-research/.

Academic Honors
Dean’s List
A student is honored by inclusion in the Dean’s List if he or she meets two conditions:

1. has completed at least 12 credit hours in graded coursework toward a degree during the term, and
2. has achieved a 3.50 or better term GPA. The Dean’s List is compiled after the fall, winter, and summer terms.

Beta Gamma Sigma
Beta Gamma Sigma is the national honor society for business schools accredited by AACSB International. Membership in Beta Gamma Sigma is one of the highest scholastic honors that a student in the BBA program can achieve. It is based on outstanding scholastic achievement as measured by overall grade point average. Invitation for membership to Beta Gamma Sigma is extended to qualified BBA juniors and seniors in the top 10 percent of their class.

Honor Scholars
Every year, an honor scholar from each major may be selected and recognized at the Annual Honors Convocation. Selection is made by the College of Business’s Scholarship Committee based on the students’ GPA (both cumulative and major GPA) and achievement of 90 credit hours or more toward degree.

Chancellor’s Medallion
The Chancellor’s Medallion is awarded at each Commencement Exercise to UM-Dearborn graduates including one from the College of Business. The student is selected by the Scholarship Committee based on his/her quality of character, vitality, intellect, integrity and academic record. The Fall awardee is selected from students who were graduated in August and those who are to be graduated in December. The Winter awardee is selected from students who are to be graduated in April/May.

Graduation with Distinction
Students who are degree candidates in Business and have obtained a cumulative GPA of at least 3.20 but less than 3.60 are recommended for graduation “With Distinction.” Such distinctions are noted on the transcript and diploma.

Graduation with High Distinction
Students who are degree candidates in Business and have obtained a cumulative GPA of at least 3.60 are recommended for graduation “With High Distinction.” Such distinctions are noted on the transcript and diploma.