

COLLEGE OF BUSINESS

Accreditation

The College of Business's graduate and undergraduate degree programs are accredited by AACSB-International, the Association to Advance Collegiate Schools of Business. AACSB-International is the premier accreditation body for business schools world-wide.

Vision, Mission, and Values

Our vision is to be the business school of choice for metropolitan Detroit.

Our mission is to transform lives and enable fulfilling careers through exceptional business education, address problems to strengthen business prosperity and economic sustainability, and cultivate relationships in service of stakeholder communities.

We value student access and success, thought leadership, educational excellence, community connections, inclusivity, and positive societal impact.

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. BBA students can major in Accounting, Business Analytics, Finance, General Business, Human Resource Management, Information Systems Management, Marketing, Small Business Management, and Supply Chain Management. The program is designed to impart the relevant knowledge, competencies, and skills demanded to manage and lead modern public and private organizations.

BBA Program Learning Goals

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 demonstrate critical thinking skills to solve business problems.

BBA Admission Requirements

All freshman and transfer students are admitted directly to the BBA Program in the College of Business.

BBA Math Requirement

Appropriate and timely sequencing of the required math courses is critical for progression through the coursework in the BBA program. Students entering as freshmen are required to have completed math through college algebra or pre-calculus (MATH 104/1040 or MATH 105 or their equivalents) 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. Transfer students without transfer credit for College Algebra, Precalculus, Finite Mathematics, and/or Calculus will be required to take the math

placement exam and elect the appropriate math course in their first term of enrollment.

Additional Information for Transfer Students

Admission

A transfer student seeking the BBA degree must have a minimum transfer GPA of 2.50. 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. The UM-Dearborn Undergraduate Admissions Office provides local community colleges with equivalency tables. These tables should be consulted when planning course scheduling.

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 DDC website (<https://umdearborn.edu/academic-program-and-course-development/dearborn-discovery-core-general-education/>) for complete information regarding general education requirements. Transfer students may fulfill the general education requirements with the Dearborn Discovery Core or in part with the completion of the Michigan Transfer Agreement (MTA). Please contact an advisor for information.

Transfer of Credit

Students may transfer to UM-Dearborn any undergraduate courses earned at accredited institutions with a grade of C or better. Students must earn at least 30 credits toward their degree program in courses taken at UM-Dearborn, and must also meet all requirements of the BBA program.

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 (<https://umdearborn.edu/cob/undergraduate-programs/admission-options/transfer-students/>) 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:

Code	Title	Credit Hours
	Dearborn Discovery Core requirements ¹	13-46
	BBA Foundation requirements	29
	Critical Thinking requirement	3
	BBA Core requirements	37-38
	Major requirements	18-21

¹ Transfer students may fulfill the general education requirements with the Dearborn Discovery Core or in part with the completion of the Michigan Transfer Agreement (MTA). Please contact an advisor for information.

Electives to meet the minimum 120 credits for graduation will vary student to student. Courses may count for more than one area requirement. A minimum of 27 hours of the BBA Core and a minimum of 15 hours in the major (12 hours for General Business) must be completed in the College of Business at UM-Dearborn. Students must complete their final 30 credits consecutively at UM-Dearborn. If a required course for graduation is not offered, and an appropriate substitution cannot be found, students may petition their college's Academic Standards Committee for an exception to this policy. Students may also petition for an exception to participate in a study abroad program. Once admitted, the following business courses must be completed at UM-Dearborn: OM 300, DS 301, BA 300, FIN 401, and BPS 451. Students are encouraged to meet with their advisor regularly to ensure a timely graduation.

Achievement of a minimum 2.0 grade point average for UM-Dearborn coursework, in the BBA Core, and in the major is required to earn a BBA degree. A minimum grade of 2.0 is required for each BBA Foundation Course.

Dearborn Discovery Core – General Education Requirements (13-46 hrs)

Courses that satisfy the Dearborn Discovery Core (http://catalog.umd.umich.edu/undergraduate/gen_ed_ddc/) may also apply towards specific BBA requirements. Please refer to the General Information section of this *Catalog* for requirements.

BBA Foundation Requirements

Code	Title	Credit Hours
Minimum grade of C is required for each of the ten foundation courses.		
BA 100	College of Business Foundation	1
ACC 298	Financial Accounting	3
ACC 299	Managerial Accounting	3
ISM 120	Bus Prob Solving w/ Comp Apps	3
COMP 105	Writing & Rhetoric I	3
COMP 280	Business Writing & Rhetoric	3
ECON 201	Prin: Macroeconomics	3
ECON 202	Prin: Microeconomics	3
MATH 104	College Algebra	4
or MATH 1040	College Algebra with Studio	
or MATH 105	Pre-Calculus	
DS 301	Introductory Business Statistics using Excel	3
Total Credit Hours		29

Critical Thinking Requirement

Code	Title	Credit Hours
PHIL 233	Critical Thinking	3
Total Credit Hours		3

Business Administration Core Requirements

Code	Title	Credit Hours
BA 300	Career Planning and Development	1
BA 320	Project Management and Leadership Skills	3
BA 330	Managerial Communication	3

BA 400	Corporate Responsibility	3
BE 401	Managerial Economics	3
BPS 451	Strategic Management	3
DS 302	Advanced Business Statistics	3
FIN 401	Corporate Finance	3
Select one:		3-4
ISM 310	Info Systems in Management	3
ACC 380 & ACC 381	Accounting Information Systems and Accounting Info Sys Lab ¹	
LE 253	Business Law	3
MKT 352	Mktg Principles and Policies	3
OB 354	Behavior in Organizations	3
OM 300	Intro to Operations Management	3
Total Credit Hours		37-38

¹ 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.

Major Requirements (18-21 hrs)

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

Note: A minimum of 15 hours in the major (12 hours in the General Business major) must be completed in the College of Business at UM-Dearborn. 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 minors section of the academics tab (p. 2). A minimum of 9 hours in the minor must be completed in the College of Business at UM-Dearborn.

BBA Elective Courses

Students must complete a minimum of 120 credits to earn the BBA degree. Elective credits are the non-specific credits each student needs to reach degree completion. College-level courses in any discipline which bear UM-Dearborn or transferable academic credit can apply. A maximum of 6 credits of 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 Analytics (<http://catalog.umd.umich.edu/undergraduate/college-business/business-analytics/>)
- Business Studies as a Secondary Major (<http://catalog.umd.umich.edu/undergraduate/college-business/business-studies-secondary-major/>)

- Finance (<http://catalog.umd.umich.edu/undergraduate/college-business/finance/>)
- General Business (<http://catalog.umd.umich.edu/undergraduate/college-business/general-business/>)
- Human Resource Management (<http://catalog.umd.umich.edu/undergraduate/college-business/human-resource-management/>)
- 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/>)
- Business Analytics (<http://catalog.umd.umich.edu/undergraduate/college-business/business-analytics/#minortext>)
- 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.umd.umich.edu/undergraduate/college-business/financial-planning-certificate/#minortext>)
- Human Resource Management (<http://catalog.umd.umich.edu/undergraduate/college-business/human-resource-management/>)
- Information Systems Management (<http://catalog.umd.umich.edu/undergraduate/college-business/information-systems-management/>)
- Information Systems Security (<http://catalog.umd.umich.edu/undergraduate/college-business/information-systems-security/>)
- Management (<http://catalog.umd.umich.edu/undergraduate/college-business/management/>)
- Marketing (<http://catalog.umd.umich.edu/undergraduate/college-business/marketing/>)
- Supply Chain Management (<http://catalog.umd.umich.edu/undergraduate/college-business/supply-chain-management/>)

Certificates

- Financial Planning (<http://catalog.umd.umich.edu/undergraduate/college-business/financial-planning-certificate/#certificatetext>)

Administration

Frédéric Brunel, PhD, Dean
 Claudia Kocher, PhD, Associate Dean
 Lee Freeman, PhD, Associate Dean
 Tim Davis, MBA, Assistant Dean
 Michael Kamen, PhD, Assistant Dean

Chairs and Directors

Kevin Kobelsky, Chair, Associate Professor, Accounting and Finance
 Young Ro, Chair, Professor, Information Systems and Operations Management
 Crystal Scott, Chair, Associate Professor, Management and Marketing Studies
 Kelly Brock, Academic Program Director, Undergraduate Student Services

Justin Recio, Academic Program Director, Graduate Student Services
 Tuere Wheeler, Director, Business Career Center

Professors Emeriti

Bayou, Mohamed E., PhD, Professor Emeritus of Accounting
 Blatz Jr., Robert, JD, LL.M., Professor Emeritus of Taxation
 Bublitz, Bruce, PhD, Professor Emeritus of Accounting
 Callahan, Thomas J., PhD, Associate Professor Emeritus of Organizational Behavior
 Foran, Michael, PhD, Professor Emeritus of Accounting
 Fricke, Cedric V., PhD, Professor Emeritus of Business Administration
 Green, Brian P., PhD, Professor Emeritus of Accounting
 Kumar, Kamallesh, PhD, Professor Emeritus of Strategic Management
 Lev, Benjamin, PhD, Professor Emeritus of Operations Research
 Philipich, Kirk, DBA, Associate Professor Emeritus of Accounting
 Steel, Robert, PhD, Professor Emeritus of Organizational Behavior
 Strandholm, Karen, PhD, JD, Professor Emerita of Strategic Management
 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, Lecturer
 Cai, Kelly N., PhD, University of Houston, Professor
 Graybeal, Patty, PhD, Virginia Tech University, Lecturer
 Jin, Shunyao (Cynthia), PhD, Michigan State University, Assistant Professor
 Kent, Richard, PhD, University of Queensland, Associate Professor
 Kobelsky, Kevin, PhD, University of California, Associate Professor
 Kocher, Claudia, PhD, Michigan State University, Associate Professor
 Kong, Jing, PhD, Michigan State University, Assistant Professor
 Lee, Hei Wai, PhD, University of Illinois at Urbana-Champaign, Professor
 Miranda, Maria (Mercedes), PhD, University of New Orleans, Lecturer
 Molesky, Michael, JD, Thomas M Cooley Law School, Lecturer
 Redding, Lee, PhD, Princeton University, Associate Professor
 Singh, Vivek, PhD, Virginia Technological University, Professor
 Tuncel, 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 Information and Operations Management

Chandra, Charu, PhD, Arizona State University, Professor
 Chen, Yi-Su, PhD, Boston College, Associate Professor
 Freeman, Lee, PhD, Indiana University, Professor
 Fu, Wayne, PhD, Georgia Institute of Technology, Associate Professor
 Guo, Yi (Maggie), PhD, Texas A M, Professor
 He, Jun, PhD, University of Pittsburgh, Associate Professor
 Kaufman, David, PhD, University of Michigan, Associate Professor
 Klein, Barbara D., PhD, University of Minnesota, Professor
 Liu, Zhixin (Jason), PhD, Ohio State University, Professor
 Majeske, Katherine, MBA, University of Michigan, Lecturer
 McCarthy, Michael, M.S.A. Central Michigan University, Lecturer
 Ro, Young, PhD, University of Michigan, Professor
 Statt, Anne-Louise, PhD, Princeton University, Lecturer
 Su, Hung-Chung, PhD, University of Minnesota, Professor
 Urbaczewski, Lise, MS, Eastern Michigan University, Lecturer
 Xu, Feng, PhD, Mississippi State University, Assistant Professor

Department of Management and Marketing

Ahuvia, Aaron, PhD, Northwestern University, Professor
 Ames, Justin, PhD, Case Western Reserve University, Assistant Professor
 Botha, Helet, PhD, University of Virginia, Assistant Professor
 Brunel, Frederic, PhD, University of Washington, Professor
 Cao, Yinyin, PhD, University of Pittsburgh, Assistant Professor
 Coon, Jennifer, MA, Eastern Michigan University, Lecturer
 Fischer, Christine, MA, Eastern Michigan University, Lecturer
 Harris, Marcus, DBA, Lawrence Technological University, Lecturer
 Hong, Yeong-Hyun, PhD, University of Alabama, Assistant Professor
 Izberk-Bilgin, Elif, PhD, University of Illinois at Chicago, Professor
 Keyes, Patrick, MBA, Central Michigan University, Lecturer
 Lee, Junghyun (Jessie), PhD, George Washington University, Associate Professor
 Molloy, Janice, PhD, Ohio State University, Associate Professor
 Ryan, Patrick, Doctorate BA, SDA Bocconi, Lecturer
 Sarkar, Mainak, PhD, ESSEC Business School, Assistant Professor
 Scott, Crystal, PhD, Pennsylvania State University, Associate Professor
 Smrt, Diana, PhD, Southern Illinois University, Lecturer

Bloomberg Finance Lab

The College of Business Bloomberg Finance Lab (<https://umdearborn.edu/cob/life-cob/bloomberg-finance-lab/>) allows students to analyze a vast amount of real-time market data and even earn their Bloomberg Market Concepts certification. Several courses in Finance and other fields use the Bloomberg Finance Lab as part of the course instruction. This includes especially the Investment Fund Management course, FIN 457, which allows students to manage an investment fund with real money. Students may also access the Bloomberg Finance Lab on their own during open lab hours.

iLabs

The University of Michigan-Dearborn's Office of Engagement and Impact, iLabs (<https://umdearborn.edu/cob/business-community/office-engagement-and-impact/>), is housed within the College of Business. iLabs is dedicated to advancing the understanding of corporate, entrepreneurial, and institutional innovation and its impact on economic development. Since 2006, students have worked on iLabs projects for academic credit, including the College of Business Experiential Education Study, the eCities Project, and the College of Business Marketing Strategy Initiative.

Students can participate in the 3-credit iLabs independent study as student researchers, gaining valuable skills such as time management, communication, project management, and collaboration. Similar to an internship, students can expect to manage and complete real-world projects for a University or an external client. Projects are conducted every semester, and both graduate and undergraduate students from all majors can apply to participate. If accepted into an iLabs program, students may be able to elect up to 3 credits of iLabs coursework toward their program electives or the Marketing concentration with the approval of the appropriate faculty and COB Undergraduate Student Services.

Business Career Center

The Business Career Center (<https://umdearborn.edu/cob/life-cob/business-career-center/>), working in partnership with other career-support offices, offers College of Business students a full-range of career-support services, including assistance with internship and full-time placement,

career counseling, interview skills, and opportunities to meet and network with corporate recruiters and hiring managers.

Internship Program

College of Business students who have secured an internship may choose to use 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. Once this is determined, an intake appointment with a member of the Business Career Center is required to complete the process. Enrollment for any Business Internship (BI) course must be approved by the Business Career Center.

The following policies apply to students who participate in the internship program:

- Student must sign and comply with an Internship Contract.
- Student must have at least a cumulative GPA of 2.7 in order to participate.
- During the internship, the student will be required to submit periodic updates via Canvas and submit a final paper summarizing their internship experience.
- If a Business Internship course is elected, a grade of Satisfactory or E will be recorded on your transcript once the internship has been completed.
- Internship work commitments can be for one or multiple semesters and are negotiated between the student and the employer.
- Internship Certificates are awarded to students who successfully complete six hours of Business Internship credit.

Students enrolled in BI 350 (<http://catalog.umd.umich.edu/search/?P=BI%20350>), BI 450 (<http://catalog.umd.umich.edu/search/?P=BI%20450>), or BI 470 (<http://catalog.umd.umich.edu/search/?P=BI%20470>) are considered to be full-time by the University of Michigan-Dearborn. Students enrolled in these courses must get permission from the Internship office to elect up to two additional courses while on internship.

Students enrolled in BI 355 (<http://catalog.umd.umich.edu/search/?P=BI%20355>), BI 455 (<http://catalog.umd.umich.edu/search/?P=BI%20455>), or BI 475 (<http://catalog.umd.umich.edu/search/?P=BI%20475>) are considered to be part-time by the University of Michigan-Dearborn and are expected to manage their overall course load in a manner that is consistent with the employer's needs and the needs of the student.

Up to six credit hours of Business Internship coursework can be applied to the elective options in the BBA program. Internships are available in all College of Business major disciplines.

For additional information regarding Business Career Center programs, please visit the Business Career Center website (<https://umdearborn.edu/cob/life-cob/business-career-center/>).

John H. and Patricia W. Mitchell Business Communication Lab

The Mitchell Business Communication Lab at the College of Business provides Business Communication Consultation to help students further develop their written and oral presentation skills enhancing their professional presence. Business Communication consultants are available to work with students one-on-one, or with a small group, to help students develop communications for class assignments.

For additional information, please visit the Mitchell Business Communication Lab website (<https://umdearborn.edu/cob/life-cob/>)

academic-support-services/john-h-and-patricia-w-mitchell-business-communication-lab/).

Academic Honors

Dean's List

The Dean's List is compiled after each fall, winter, and summer term. Students are honored by inclusion in the Dean's List if they meet two conditions:

1. Complete at least 12 credit hours of graded coursework toward a degree during the term.
2. Earn a 3.50 or higher term GPA. (Students who have I, X, or Y notations or academic sanctions are not eligible to be included in the Dean's List.)

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, seniors, and graduate students in the Winter semester.

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.

Dean's Medallion

Three Dean's Medallion awards are selected for each of the fall and winter. The students are selected by the College of Business leadership based on their academic achievements as well as their engagement outside the classroom. The fall awardee is selected from students who will graduate in August and those who will graduate in December. The winter awardee is selected from students who will graduate in April/May. As with the other colleges, the three COB Dean's Medallion students are subsequently nominated for the Chancellor's Medallion.

Graduation with Distinction

Students who are degree candidates in Business and have obtained a cumulative GPA of at least 3.50 but less than 3.79 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 3.80 are recommended for graduation "With High Distinction." Such distinctions are noted on the transcript and diploma.