

# QUINLAN SCHOOL OF BUSINESS

## Mission & Vision

### Mission

We are an academic and scholarly community in a Jesuit Catholic University, inspiring intellectual curiosity, a concern for others and the common good. We prepare leaders to contribute to society through ethical, sustainable, and socially responsible conduct and to act effectively in complex organizational settings in a diverse global economy.

### Vision

We are difference makers. We are a leading Jesuit institution of transformative learning that empowers students to discern their life's purpose while preparing them to make an impact in the world through data-driven decision making, critical thinking and innovation. We develop ethical, responsible and forward-thinking leaders who value diversity, equity and inclusion to drive sustainable business growth and inspire positive change in organizations, communities and in society. As scholars and life-long learners, we foster a rigorous, experiential learning culture in the heart of Chicago and around the world to pursue knowledge in the service of others.

## Undergraduate Programs

- Accounting (BBA) (<https://catalog.luc.edu/undergraduate/business/accounting-bba/>)
- Accounting and Analytics (BBA) (<https://catalog.luc.edu/undergraduate/business/accounting-analytics-bba/>)
- Accounting Information Systems Minor (<https://catalog.luc.edu/undergraduate/business/accounting-information-systems-minor/>)
- Business Administration Minor (<https://catalog.luc.edu/undergraduate/business/business-administration-minor/>)
- Economics (BBA) (<https://catalog.luc.edu/undergraduate/business/economics-bba/>)
- Economics Minor (<https://catalog.luc.edu/undergraduate/business/economics-minor/>)
- Entrepreneurship (BBA) (<https://catalog.luc.edu/undergraduate/business/entrepreneurship-bba/>)
- Entrepreneurship Minor (<https://catalog.luc.edu/undergraduate/business/entrepreneurship-minor/>)
- Finance (BBA) (<https://catalog.luc.edu/undergraduate/business/finance-bba/>)
- Finance Minor (<https://catalog.luc.edu/undergraduate/business/finance-minor/>)
- Human Resource and Employment Relations Minor (<https://catalog.luc.edu/undergraduate/business/human-resource-employment-relations-minor/>)
- Human Resource Management (BBA) (<https://catalog.luc.edu/undergraduate/business/human-resource-management-bba/>)
- Information Systems and Analytics (BBA) (<https://catalog.luc.edu/undergraduate/business/information-systems-bba/>)
- Information Systems Minor (<https://catalog.luc.edu/undergraduate/business/information-systems-minor/>)

- International Business (BBA) (<https://catalog.luc.edu/undergraduate/business/international-business-bba/>)
- International Business Minor (<https://catalog.luc.edu/undergraduate/business/international-business-minor/>)
- Management (BBA) (<https://catalog.luc.edu/undergraduate/business/management-bba/>)
- Management Minor (<https://catalog.luc.edu/undergraduate/business/management-minor/>)
- Marketing (BBA) (<https://catalog.luc.edu/undergraduate/business/marketing-bba/>)
- Marketing Minor (<https://catalog.luc.edu/undergraduate/business/marketing-minor/>)
- Nonprofit Management Minor (<https://catalog.luc.edu/undergraduate/business/nonprofit-management-minor/>)
- Sport Management (BBA) (<https://catalog.luc.edu/undergraduate/business/sport-management-bba/>)
- Sport Management Minor (<https://catalog.luc.edu/undergraduate/business/sport-management-minor/>)
- Supply Chain Management (BBA) (<https://catalog.luc.edu/undergraduate/business/supply-chain-management-bba/>)
- Supply Chain Management Minor (<https://catalog.luc.edu/undergraduate/business/supply-chain-management-minor/>)
- Sustainability Management Minor (<https://catalog.luc.edu/undergraduate/business/sustainability-management-minor/>)
- U.S./Europe Double Degree (BBA) (<https://catalog.luc.edu/undergraduate/business/us-europe-double-degree-bba/>)

## ACCELERATED BACHELOR'S/MASTER'S PROGRAMS

- Accounting (BBA/MSA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/accounting-bba-msa/>)
- Advertising & Public Relations/Marketing (BA/MSM) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/advertising-public-relations-marketing-ba-msm/>)
- Biology/Business (BS/MBA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/biology-business-bs-mba/>)
- Business Administration (BBA/MBA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-administration-bba-mba/>)
- Business/Accountancy (BBA/MSA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-accountancy-bba-msa/>)
- Business/Business Analytics (BBA/MS) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-business-analytics-bba-ms/>)
- Business/Finance (BBA/MSF) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-finance-bba-msf/>)
- Business/Human Resources (BBA/MSHR) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-human-resources-bba-mshr/>)
- Business/Marketing (BBA/MSM) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-marketing-bba-msm/>)

- Business/Supply Chain Management (BBA/MSSCM) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/business-supply-chain-management-bba-msscm/>)
- Environmental Science/Business (BS/MBA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/environmental-science-business-administration-bs-mba/>)
- Environmental Studies/Business (BA/MBA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/environmental-studies-business-administration-ba-mba/>)
- Healthcare Administration/Business (BS/MBA) (<https://catalog.luc.edu/undergraduate/accelerated-bachelors-masters-program/healthcare-administration-business-bs-mba/>)

## Quinlan School of Business Academic Policies

Learn more about the Quinlan School of Business policies regarding program details, transfer credits and more.

### About the Quinlan School of Business

The Bachelor of Business Administration (BBA) program integrates a foundation of education through the University Core Curriculum (<https://catalog.luc.edu/undergraduate/university-requirements/university-core/>) that includes a total of 16 courses (48 credit hours of coursework), primarily in the arts and sciences, which develop important college-level skills and integrate an understanding of values through 10 required areas of knowledge as well as one course that satisfies Loyola's commitment to Engaged Learning. In addition, each student completes required courses in business that serve to develop individual intellect and character. Our goal is to prepare skilled business professionals who will develop into socially responsible, ethical leaders.

The Quinlan School of Business is fully accredited by AACSB International, the Association to Advance Collegiate Schools of Business. In addition, the accounting programs are separately accredited by AACSB International.

### Contact Us

Water Tower Campus (<https://www.luc.edu/undergrad/about/ourcampuses/watertowercampus/>)

Schreiber Center  
16 E. Pearson St.  
Chicago, IL 60611  
Phone: 312.915.6113  
Fax: 312.915.7207

Website: [LUC.edu/quinlan](https://www.luc.edu/quinlan/) (<https://www.luc.edu/quinlan/>)

Email: [QuinlanUBUS@luc.edu](mailto:QuinlanUBUS@luc.edu)

Office of the Dean

**Dean:** Michael Behnam, PhD

**Senior Associate Dean, Undergraduate Programs and Academic Affairs:** Tim Classen, PhD

**Senior Assistant Dean, Undergraduate Operations:** Nicole Gesualdo, PhD  
**Assistant Dean, Undergraduate Programs:** Matt Rombach

### Academic Advising

First-year and second-year students are advised through the office of First and Second Year Advising (<https://www.luc.edu/>)

[fsya/?utm\\_medium=redirect&utm\\_campaign=undergrad-redirects&utm\\_source=firstandsecondyearadvising/](https://www.luc.edu/undergraduate/academic-advising/first-and-second-year-advising/))

Academic advising for juniors, seniors, and transfer students is handled in the undergraduate programs office of the Quinlan School of Business. The initiation of timely class withdrawals, changes in courses, and filing of degree applications are all matters specifically requiring the dean's approval.

The undergraduate office is the primary point of contact for all matters that relate to degree requirements in the Quinlan School of Business. Students with any questions or concerns regarding academics, such as courses, scheduling, majors or minors, etc., should consult with their academic advisor.

## School Requirements

### Writing and Writing-Intensive Courses

In order to graduate from the Quinlan School of Business, students ordinarily must complete three writing courses. These include: UCWR 110 Writing Responsibly, or the equivalent; and two writing-intensive courses. UCWR 110 Writing Responsibly must be taken in the freshman year and must be completed with a grade of "C-" or better before any writing-intensive course may be taken.

Designated sections of courses are taught with a special emphasis on writing (e.g. WI courses may not be contracted or be independent study courses). They are easily identified by a "W" in the section number. Students in these courses will have a variety of writing assignments that will be integrated closely with the learning objectives of the course. The purpose of the program is to assure that students continue to give attention to writing as an essential component of education throughout their years at Loyola.

In order to ensure that training in writing is spread throughout the undergraduate years, the program specifies that no more than one writing-intensive course per semester may be applied to this requirement. Students may register for only one writing intensive course per semester. Each student must complete at least one of their writing intensive courses with a Quinlan School of Business course or ENGL 210 Business Writing. The other writing intensive course may come from any discipline.

Freshmen and transfer students with 59 or fewer transfer credit hours must take two writing-intensive courses during their undergraduate career at Loyola; transfer students with 60–89 transfer credit hours must take one writing-intensive course during their undergraduate career at Loyola; transfer students with 90 or more transfer credit hours are exempt from taking writing-intensive courses. For further information, transfer students should consult their academic advisor.

### Math Requirements

Students are encouraged to satisfactorily complete the mathematics requirement of the program during the freshman year or as early in their education as possible. Students must complete MATH 131 Applied Calculus I or the equivalent with a grade of "C-" or better.

## University Core Curriculum

For specific information, please refer to the University Core section in University Requirements (<https://catalog.luc.edu/undergraduate/university-requirements/university-core/>). Specific suggestions on how to fulfill the Core through the Quinlan School of Business are detailed below.

Core Areas	School Recommended Courses
College Writing Seminar (3 credit hours)	UCWR 110 (Required as a prerequisite for writing-intensive courses)
Artistic Knowledge and Inquiry (3 credit hours)	
Historical Knowledge and Inquiry (6 credit hours)	
Literary Knowledge and Inquiry (6 credit hours)	
Quantitative Knowledge and Inquiry (3 credit hours)	MATH 131 or MATH 161
Scientific Knowledge and Inquiry (6 credit hours)	
Societal and Cultural Knowledge and Inquiry (6 credit hours)	ECON 201 and ECON 202 (6 credit hours)
Philosophical Knowledge and Inquiry (6 credit hours)	ETHC 341 (3 credit hours)
Theological and Religious Knowledge and Inquiry (6 credit hours)	
Ethical Knowledge and Inquiry (3 credit hours)	
Engaged Learning Requirement	School Recommended Courses
Engaged Learning (1 course)	QUIN 351 (may only be taken concurrently with an approved internship experience)

## Required Quinlan Business Courses

Each Quinlan School of Business student must complete the following required business administration courses plus the required courses for one area of concentration. A student may choose to complete the courses for additional areas of concentration or for a minor.

Code	Title	Hours
ACCT 201	Introductory Accounting I	3
ACCT 202	Introductory Accounting II	3
ECON 201	Principles of Microeconomics	3
ECON 202	Principles of Macroeconomics	3
Select one of the following:		3
FINC 301	Introductory Business Finance	
FINC 334	Principles of Corporate Finance (required for Finance majors and minors)	
INFS 247	Business Information Systems	3
INFS 343	Business Analytics	3
ISSCM 241	Business Statistics	3
LREB 315	Law and the Regulatory Environment of Business I	3
MARK 201	Principles of Marketing	3
MGMT 201	Managing People and Organizations	3
MGMT 304	Strategic Management	3
SCMG 232	Introduction to Supply Chain Management	3

**Note:** Area of concentration and major are used interchangeably in the Quinlan School of Business.

Code	Title	Hours
Other School of Business Requirements		
COMM 103	Business & Professional Speaking <sup>1</sup>	3
Select one of the following: <sup>2</sup>		3-4
MATH 131	Applied Calculus I	
MATH 161	Calculus I	
ETHC 341	Ethics in Business	3
or MGMT 321	International Business Ethics	
QUIN 202	Career Preparation	2
Global Awareness		
Select one of the following: <sup>3</sup>		3
Any business course from the International Business major group, or:		
ANTH 100	Globalization and Local Cultures	
ANTH 102	Culture, Society, and Diversity	
ENTR 313	Entrepreneurship - Global Opportunity Scan	
GLST 101	Introduction to Global Studies	
PLSC 102	International Relations in an Age of Globalization	
Elective Courses		
Free electives	Any courses from the undergraduate curriculum for which all prerequisites and/or restrictions have been met. Elective credit may be needed to reach 120 credit hours required for graduation.	

<sup>1</sup> Accounting majors with prior credit for COMM 101 Public Speaking & Critical Thinking must take ENGL 210 Business Writing to complete this requirement.

Accounting and Analytics majors with prior credit for COMM 101 Public Speaking & Critical Thinking who wish to take the CPA exam should take ENGL 210 Business Writing for Business Communication credit.

<sup>2</sup> Students majoring in Finance are strongly encouraged to take MATH 161 Calculus I instead of MATH 131 Applied Calculus I.

<sup>3</sup> A study abroad experience will also satisfy this requirement.

Students planning to study abroad are encouraged to meet with a Quinlan academic advisor early in the planning stage in order to select a program that offers appropriate courses toward University Core, Business Core, majors and/or minors. A student will be permitted to take up to two courses abroad toward a Quinlan major or minor (this includes students pursuing the BA in Economics). All study abroad courses (except those taken for general elective credit) must be reviewed through the Study Abroad Office course approval process.

## Majors and Program Details

All Quinlan School of Business undergraduate students complete a broad-based core of foundation courses, followed by advanced study in at least one area of concentration, leading to the Bachelor in Business Administration (BBA) degree in the following:

- Accounting (BBA) (<https://catalog.luc.edu/undergraduate/business/accounting-bba/>)
- Accounting and Analytics (BBA) (<https://catalog.luc.edu/undergraduate/business/accounting-analytics-bba/>)
- Economics (BBA) (<https://catalog.luc.edu/undergraduate/business/economics-bba/>)

- Entrepreneurship (BBA) (<https://catalog.luc.edu/undergraduate/business/entrepreneurship-bba/>)
- Finance (BBA) (<https://catalog.luc.edu/undergraduate/business/finance-bba/>)
- Human Resource Management (BBA) (<https://catalog.luc.edu/undergraduate/business/human-resource-management-bba/>)
- Information Systems and Analytics (BBA) (<https://catalog.luc.edu/undergraduate/business/information-systems-bba/>)
- International Business (BBA) (<https://catalog.luc.edu/undergraduate/business/international-business-bba/>)
- Management (BBA) (<https://catalog.luc.edu/undergraduate/business/management-bba/>)
- Marketing (BBA) (<https://catalog.luc.edu/undergraduate/business/marketing-bba/>)
- Sport Management (BBA) (<https://catalog.luc.edu/undergraduate/business/sport-management-bba/>)
- Supply Chain Management (BBA) (<https://catalog.luc.edu/undergraduate/business/supply-chain-management-bba/>)
- U.S./Europe Double Degree (BBA) (<https://catalog.luc.edu/undergraduate/business/us-europe-double-degree-bba/>)

## Minors

The Quinlan School of Business offers a variety of minors for both business students and non-business students. Choosing a minor offers students a chance to gain working knowledge in an area in addition to their major field of concentration. All students may declare their minor. A maximum of one transfer course taken prior to matriculating at Loyola University Chicago may be allowed for non-Quinlan school students at the discretion of the Assistant Dean of the Quinlan School of Business. For non-Quinlan students double minoring in any two (or more) concentrations, only two applicable courses may be applied to both concentrations. For Quinlan School of Business students double minoring in any two (or more) concentrations, only one applicable course may be applied to both concentrations.

- Accounting Information Systems Minor (<https://catalog.luc.edu/undergraduate/business/accounting-information-systems-minor/>)
- Business Administration Minor (<https://catalog.luc.edu/undergraduate/business/business-administration-minor/>)
- Economics Minor (<https://catalog.luc.edu/undergraduate/business/economics-minor/>)
- Entrepreneurship Minor (<https://catalog.luc.edu/undergraduate/business/entrepreneurship-minor/>)
- Finance Minor (<https://catalog.luc.edu/undergraduate/business/finance-minor/>)
- Human Resource and Employment Relations Minor (<https://catalog.luc.edu/undergraduate/business/human-resource-employment-relations-minor/>)
- Information Systems Minor (<https://catalog.luc.edu/undergraduate/business/information-systems-minor/>)
- International Business Minor (<https://catalog.luc.edu/undergraduate/business/international-business-minor/>)
- Management Minor (<https://catalog.luc.edu/undergraduate/business/management-minor/>)
- Marketing Minor (<https://catalog.luc.edu/undergraduate/business/marketing-minor/>)
- Nonprofit Management Minor (<https://catalog.luc.edu/undergraduate/business/nonprofit-management-minor/>)

- Sport Management Minor (<https://catalog.luc.edu/undergraduate/business/sport-management-minor/>)
- Supply Chain Management Minor (<https://catalog.luc.edu/undergraduate/business/supply-chain-management-minor/>)
- Sustainability Management Minor (<https://catalog.luc.edu/undergraduate/business/sustainability-management-minor/>)

## Grade Requirements

All Business Core, business school requirements, Writing Intensive courses, major and minor courses, and UCWR 110 must be successfully completed with a grade of C- or better. In addition, the overall GPA and any major or minor GPA must be greater than or equal to 2.0. All grades from courses attempted in a major or minor are calculated into the major or minor GPA. University Core classes (with the exception of UCWR 110) may be completed with a grade of D or better.

Students are expected to adhere to all course prerequisites for any course as listed in the online schedule of classes each term. Specific information can be found in LOCUS.

## Curriculum for Transfer Students

Students seeking admission to Loyola University's Quinlan School of Business as a transfer student may have their transcripts from prior institutions reviewed by the Undergraduate Dean's office. Business coursework taken elsewhere that was taken more than eight years prior to enrolling at Loyola University's Quinlan School of Business will not be considered for transfer credit. Coursework taken within the previous eight years will be considered for transfer credit.

All transfer students must complete a minimum of 50% of all business courses at Loyola University Chicago. Additionally, 80% of a major or minor must be completed at Loyola University Chicago. This typically translates into the possibility of one course permitted for a major or minor at the discretion of the Quinlan School of Business. Please consult with the Assistant Dean of the Quinlan School of Business with any questions.

Transfer students should note that accepting courses for credit from other institutions is done at the discretion of the Quinlan School of Business. Curricular changes do occur within the Quinlan School of Business. However, transfer credit is articulated at the time of a student's matriculation to Loyola University Chicago with what curricular policies were in place at that time. The Quinlan School of Business reserves the right to not re-articulate transfer credit once a student has matriculated.

## Taking Courses Elsewhere

The Quinlan School of Business adheres to the university policy on permission to take coursework at other universities (<https://catalog.luc.edu/academic-standards-regulations/undergraduate/>). In conjunction with the university policy, the Quinlan School of Business will not approve any courses from the Quinlan School of Business curriculum to be taken elsewhere during any semester or summer session.

## Readmission to the Quinlan School of Business

A student who leaves Loyola University Chicago's Quinlan School of Business without completing their degree requirements may reapply for admission through the Office of Undergraduate Admission for a period of 8 years from the date of separation. If the application for readmission is for a term that is within the 8 year period, the student will be able to have their transcript reviewed by the Assistant Dean. Those courses previously taken at Loyola University Chicago and at other accredited institutions, which received passing grades based on the grading policies



in place at the time of readmission, may be counted toward current degree requirements.

A student who leaves Loyola University Chicago's Quinlan School of Business without completing their degree requirements and is separated from the university for greater than 8 years will need to reapply for admission and will not be able to count past business coursework toward current degree requirements.

## Honors and Awards

### Dean's List

Each Fall and Spring Semester, the Quinlan School of Business acknowledges those full-time (12 or more hours) students who obtain at least a 3.5 grade point average for the term. Students on the dean's list receive personal acknowledgement from the dean.

### Dean's Key

Ordinarily given to the business administration senior or seniors who, in the estimation of the dean, have made the most outstanding contributions in both leadership and scholarship to the reputation of the school. It is awarded to whomever may be expected in the years after graduation to exemplify, both as citizens and as successful business professionals, the highest ideals of the university.

### Departmental Keys

Each academic major in the Quinlan School of Business ordinarily awards one silver honor key annually to the graduating senior who has demonstrated outstanding academic ability in that major field of concentration. Those considered for this award usually will have earned the highest academic average for all coursework in their particular field of concentration. Other factors such as, but not limited to, leadership achievement, cumulative grade point average, and graduation honors may, at the full discretion of the faculty, be recognized in the selection process.

### Community Engagement Award

This award celebrates an individual who has demonstrated exceptional dedication to making a positive impact on the community by addressing relevant social issues and promoting positive change.

### Commitment to Student Organizations Award

This award recognizes a student who had demonstrated exceptional dedication to student life through active involvement and leadership in various student organizations. It celebrates the recipient's commitment to fostering a sense of community, collaboration, and personal development within the Quinlan School of Business.

### Leadership Awards

Certificates of merit may be awarded to those full time Quinlan School of Business students who have distinguished themselves by active and meritorious participation in various extracurricular activities within the university.

### Alpha Kappa Psi Scholarship Key

A key which is merited by the senior student in the fraternity who has demonstrated outstanding academic excellence in all undergraduate courses taken at Loyola. Ordinarily this means the highest cumulative grade point average achieved for all courses attempted at Loyola.

### Delta Sigma Pi Scholarship Key

A key which is merited by the senior student in the Quinlan School of Business who has demonstrated outstanding academic excellence in all

courses taken at Loyola. Ordinarily, this means the highest cumulative grade point average achieved in all courses attempted at Loyola.

### Departmental Honors

The Quinlan School of Business offers departmental honors in the following departments with the requirements for each as listed. Departmental honors are available to students with majors in the Quinlan School of Business. Students must apply to a department for honors consideration. Contact the chairperson of the specific department for more information.

### Honor Societies and Fraternities

The university honorary societies and professional fraternities for which business administration students may qualify are:

- **Alpha Kappa Psi:** A national professional fraternity founded with the purpose of stimulating and developing scientific research in the field of commerce and business administration.
- **Beta Alpha Psi:** A national honorary accounting fraternity with membership limited to juniors and seniors in the full- and part-time business administration programs. Students must be majoring in accounting, finance or information systems, and display high scholastic and personal character requirements.
- **Beta Gamma Sigma:** A national scholastic honor society for business administration students. Membership in the Loyola chapter is available to qualified junior and senior Quinlan School of Business students.
- **Delta Sigma Pi:** A national professional business fraternity, organized to promote closer affiliation of Quinlan students to the business community.

## Undergraduate Policies and Procedures

Please see Undergraduate Policies and Procedures (<https://catalog.luc.edu/academic-standards-regulations/undergraduate/>) for academic policies that supersede those of academic units within the University.

## University Policies

Please see University Policies for academic policies that supersede those of academic units within the University

## Accounting (ACCT)

### ACCT 201 Introductory Accounting I (3 Credit Hours)

*Pre-requisites:* Minimum 15 earned hours

The major emphasis is on the development and reporting of accounting information for use by investors, creditors, and others. The student is required to develop skills in the preparation and use of accounting information and must demonstrate an understanding of the accounting process, and be able to evaluate the impact of estimates, alternative accounting principles, and the limitations of the accounting model on accounting information. Topics include: preparation and use of financial statements; the accounting process; and the measurement and reporting of income, assets, liabilities, and owner's equity.

*Course equivalencies:* ACCT201/201H/CPST310/ACACT201

*Outcomes:*

The student will be able to understand the underlying principles, design, concepts, limitations, and the necessity of accounting systems; The student will gain an appreciation of the uses of financial data and financial statements and their impact on business decisions

**ACCT 201H Introductory Accounting I - Honors (3 Credit Hours)**

Restricted to SBA honors students. The major emphasis is on the development and reporting of accounting information for use by investors, creditors, and others. The student is required to develop skills in the preparation and use of accounting information and must demonstrate an understanding of the accounting process, and be able to evaluate the impact of estimates, alternative accounting principles, and the limitations of the accounting model on accounting information. Topics include: preparation and use of financial statements; the accounting process; and the measurement and reporting of income, assets, liabilities, and owners' equity.

*Course equivalencies:* ACCT201/201H/CPST310/ACACT201

*Outcomes:*

The student will be able to understand the underlying principles, design, concepts, limitations, and the necessity of accounting systems; The student will gain an appreciation of the uses of financial data and financial statements and their impact on business decisions

**ACCT 202 Introductory Accounting II (3 Credit Hours)**

*Pre-requisites:* A minimum grade of "C-" in ACCT 201

This course highlights the differences between financial accounting and managerial accounting. The course begins by completing the study of transactions and events affecting financial statements. The cash flow statement is then explored in some detail. Finally, financial statement analysis as traditionally practiced, is considered a capstone for financial accounting. The course then focuses on the use of accounting data by management. Product costing in a manufacturing setting, assigning of costs to objects, learning how costs behave, and the use of accounting data by management in planning operations, controlling operations, and in short term decision making are all investigated.

*Course equivalencies:* ACCT202/ACCT202H/ACACT201

*Outcomes:*

The student will be able to understand the differences between cash and accrual accounting, the use of ratio analysis in investing and managing decisions, the value and importance of identifying and allocating costs, and the methods involved in the budgeting process

**ACCT 202H Introductory Accounting II - Honors (3 Credit Hours)**

*Pre-requisites:* C- or better grade in ACCT 201 or ACCT 201H; Restricted to SBA honors students

This course highlights the differences between financial accounting and managerial accounting. The course begins by completing the study of transactions and events affecting financial statements. The cash flow statement is then explored in some detail. Finally, financial statement analysis as traditionally practiced, is considered a capstone for financial accounting. The course then focuses on the use of accounting data by management. Product costing in a manufacturing setting, assigning of costs to objects, learning how costs behave, and the use of accounting data by management in planning operations, controlling operations, and in short term decision making are all investigated.

*Course equivalencies:* ACCT202/ACCT202H/ACACT201

*Outcomes:*

The student will be able to understand the differences between cash and accrual accounting, the use of ratio analysis in investing and managing decisions, the value and importance of identifying and allocating costs, and the methods involved in the budgeting process

**ACCT 303 Intermediate Accounting I (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing and ACCT 202 with grade of C- or higher; ACCT 202 may also be taken as a corequisite

The first in a series of courses designed to provide in-depth coverage of the generally accepted principles underlying financial statements and financial reporting, from conceptual framework to application. Topics include alternatives for measurement of revenue and asset valuation, and presentation of financial statements. Lectures, discussions, and technical readings are supplemented with extensive problem and written assignments.

*Outcomes:*

Students will demonstrate their understanding of the accounting process leading to financial reports; Furthermore students will also develop the ability to apply critical thinking and analytical skills toward the solution of problems concerning valuation of assets, and revenue and expense recognition

**ACCT 304 Intermediate Accounting II (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, a minimum grade of "C-" in ACCT 303 or Graduate Business student

This course is an extension of Intermediate I where students use the conceptual framework to consistently evaluate and explain accounting practice. This allows the student to not only understand the accounting methodologies but also recognize why these approaches are generally superior to alternative accounting treatments. Topics include concepts of present and future value, investments in financial instruments (debt and equity), leases, pensions, income taxes, earnings per share, and the statement of cash flow.

*Outcomes:*

Students will be able to demonstrate an understanding of the professional pronouncements as they relate to the measurement, recognition, and reporting of financial information; Students will also be able to demonstrate an understanding of how to research relevant accounting issues to better prepare for professional certification

**ACCT 306 Advanced Financial Accounting (3 Credit Hours)**

*Pre-requisites:* Junior standing; minimum grade of C- in ACCT 304

Topics include accounting for business combinations, cost & equity method investments, consolidated financial statements, governmental & not-for-profit, & accounting for multinational entities. Course includes extensive problem assignments.

*Interdisciplinary Option:* International Business

*Outcomes:*

Students will understand the accounting for corporate acquisitions, corporate consolidations including intercompany transactions, governmental and not-for-profit and international accounting issues

**ACCT 307 Adv Accounting: Not-For-Profit Entities & Adv Financial Accounting Topics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, a minimum grade of "C-" in ACCT 303

Topics include accounting concepts as applied to state and local government, along with financial reporting for other not-for-profit entities including hospitals, universities, and voluntary health and welfare organizations. Class may be taken prior to ACCT 306.

*Outcomes:*

Students will gain a comprehensive knowledge of the reporting requirements of not-for-profit entities

**ACCT 308 Accounting Information Systems (3 Credit Hours)**

*Pre-requisites:* Minimum grade of "C-" in ACCT 303 & INFS 247;  
Sophomore standing

Enrollment is open to Graduate Business Students. Included among the topics covered in this course are the primary accounting cycles, accounting information system internal controls, and selective fraud issues. Students will also build flowcharting skills and gain experience working on an enterprise resource planning system (ERP) with real-world company data.

*Outcomes:*

Students develop an application and analysis level of learning regarding the function of an accounting information system in business with specific emphasis on risk management, along with the ability to work with and deploy ERP tools

**ACCT 311 Auditing & Internal Control Systems (3 Credit Hours)**

Course involves an in-depth investigation of internal control structure and systems and the theory of audit evidence. Theoretical principles and practical issues involved in planning and executing an audit are explored. Internal control policies and procedures and principal evidence techniques for major transaction cycles or account groups are studied in depth. Study of appropriate AICPA professional standards is an integral part of this course.

*Outcomes:*

Students who successfully complete this course will be able to: understand the role of professional standards in the audit of financial statements; demonstrate their ability to research those standards; and demonstrate their understanding of the audit process in particular the roles of evidence and internal control

**ACCT 317 Managerial Accounting (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of "C-" in ACCT 303  
This course critically evaluates product cost for inventory valuation and income determination, with an emphasis on budgeting and control procedures. Topics discussed include job order costing, process costing, activity-based costing, full absorption and direct costing, overhead allocation, and more. The course incorporates computer applications to managerial accounting analysis.

*Course equivalencies:* ACCT 317/ACCT 301

**ACCT 323 Advanced CPA Topics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of "C-" in ACCT 311  
Topics include: audit and other reports, statistical sampling in auditing, attestation standards, reporting on future-oriented information, accountant's legal liability, Securities & Exchange Commission practice, professional ethics and using technology in auditing.

*Outcomes:*

Students will be familiar with issues under the AICPA Code of Professional Conduct, pronouncements of the Public Companies Accounting Oversight Board, the Sarbanes-Oxley Act, federal securities laws, and cases relating to CPA malpractice; Students will have a thorough professional knowledge of CPA reports on financial statements and special reports; Students will also learn how to apply statistical sampling in auditing

**ACCT 326 Fraud Investigation (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing, minimum grade of "C-" in ACCT 311  
Theoretical principles and practical issues involved in planning and executing an investigation are explored including internal control structure and evidence.

*Outcomes:*

Understand fraud investigation and the role it plays in the legal process; Understand and be able to apply investigative techniques in solving financial crimes

**ACCT 328 Concepts in Taxation (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of "C-" in ACCT 201 and 202

This course provides a thorough exposure to federal income tax concepts and planning principles, with particular reference to individual taxpayers.

*Outcomes:*

Students will be able to demonstrate a basic core of technical knowledge concerning the federal income tax as it applies to individuals, an understanding of the conceptual and tax policy issues that underlie tax legislation, and fundamental skills in tax compliance, tax planning, and tax research

**ACCT 341 Advanced Studies in Taxation (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ACCT 328

This course provides a thorough exposure to the federal income tax concepts and planning principles applicable to business entities, trusts, and estates and to federal transfer taxes.

*Outcomes:*

Students will be able to demonstrate a basic core of technical knowledge concerning the federal income tax as it applies to business entities and to the federal gift, estate, and generation-skipping-transfer taxes, an enhanced understanding of the conceptual and tax policy issues that underlie tax legislation, and enhanced skills in tax compliance, tax research, and tax planning

**ACCT 350 Accounting Full Time Winter Internship (6 Credit Hours)**

Department Chair permission is required for registration. Students enrolled in this course are participating in a full time internship experience with an accounting firm.

*Outcomes:*

Students will work 40+ hours for an accounting firm during the spring semester

**ACCT 395 Independent Study in Accounting (1-3 Credit Hours)**

*Pre-requisites:* Junior standing, Instructor and Dean permission required  
Independent study is in-depth research or reading, initiated by the student and jointly developed with a faculty member, into a specialized area of accounting not otherwise covered by department course offerings. Variable credit is allowed for the course. This course will not count toward major requirements. Permission of dean required.

*Outcomes:*

Students will demonstrate an in-depth understanding of a technical accounting topic

**ACCT 399 Special Topics in Accounting (1-3 Credit Hours)**

*Pre-requisites:* Sophomore standing or above

Scheduled classes are offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

*Outcomes:*

Students will be able to demonstrate understanding of specialized topics not otherwise covered by department regular course offerings

## Business Ethics (ETHC)

**ETHC 341 Ethics in Business (3 Credit Hours)**

*Pre-requisites:* Junior standing; minimum grade of C- in MGMT 201 or HSM 368 and ECON 202

This course focuses on ethical issues in the world of business and commerce. This course will address a number of interrelated questions: What are the rights and obligations of business in society? Can businesses "do good" and "do well"? Is business ethics a viable goal or an unachievable ideal?

*Course equivalencies:* PHIL185/283/MGMT341/H/BHNR341

**ETHC 341H Ethics in Business - Honors (3 Credit Hours)**

*Pre-requisites:* Junior standing; minimum grade of "C-" in MGMT 201 or MGMT 201H and ECON 202 or ECON 202H; restricted to SBA honors students

This course focuses on ethical issues in the world of business and commerce. This course will address a number of interrelated questions: What are the rights and obligations of business in society? Can businesses "do good" and "do well"? Is business ethics a viable goal or an unachievable ideal?

*Course equivalencies:* PHIL185/283/MGMT341/H/BHNR341

**Business Honors (BHNR)****BHNR 300 Business Honors Seminar-Required (0 Credit Hours)**

*Pre-requisites:* Restricted to students in the Quinlan Business Honors program

This seminar is a non-graded program requirement providing honors students with opportunities to learn from and network with leaders at major companies and organizations. Seminar is primarily a speaker series presenting honors students with opportunities to attend corporate and organizational site visits, social activities, and other events. Through seminar, honors students are able to network with each other and build community.

*Outcomes:*

Encourage bonding, stimulate thoughtful interaction, provide connections with the faculty, and connect to the broader business and alumni community

**BHNR 343 Integrated Analytical Decision Making (3 Credit Hours)**

*Pre-requisites:* Enrollment is restricted to Business Honors students; Junior Standing; C- or better in ISSCM 241 or ISSCM 241H or STAT 103

This course will focus on the analysis of data, with applications of techniques to business problems. Students will conduct original research and create both a written analysis and presentation. This course satisfies the Engaged Learning requirement.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

At the end of this course, the student will know how to formulate a business problem, then collect and analyze data, and interpret results that address the problem

**BHNR 353 Research Practicum (3 Credit Hours)**

This course introduces students to the process of business research, including research ethics as well as implications of research outcomes in the broader business and social context. Good research helps business managers understand issues and make informed decisions.

This course satisfies the Engaged Learning requirement.

**BHNR 395 Independent Study in Business Honors (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, Department Consent Required Student will conduct in-depth research or reading, initiated by the student and jointly developed with a faculty member into a specialized area as determined between student and faculty member.

*Outcomes:*

Students will be able to demonstrate an in-depth understanding of a specialized area or topic of research

**Economics (ECON)****ECON 201 Principles of Microeconomics (3 Credit Hours)**

*Pre-requisites:* ANTH 100, PLSC 102, PSYC 100, SOCL 101, WSGS 101, or equivalent; please check requirements for declared majors/minors for exceptions

This course is an introduction to demand and supply, consumer choice, price analysis in alternative industrial organizations, and the distribution of income.

*Knowledge Area:* Tier 2 Societal Knowledge

*Course equivalencies:* ECON201/201H/ACECO201/CPST243

*Outcomes:*

Students will be able to think critically about price formation in different market structures, and how prices, household incomes and income distribution in a diverse society are determined with interpretations based on the concepts of opportunity costs and decision making under uncertainty

**ECON 201H Principles of Microeconomics - Honors (3 Credit Hours)**

Requirement: ANTH 100, PLSC 102, PSYC 100 or SOCL 101 for students admitted to Loyola University for Fall 2012 or later. No requirement for students admitted to Loyola prior to Fall 2012 or those with a declared major or minor in the Department of Anthropology, Department of Criminal Justice, Department of Economics, Department of Psychology, Department of Political Science, the Department of Sociology, Human Services or the School of Nursing. Restricted to SBA honors students or Honors students. This course is an introduction to demand and supply, consumer choice, price analysis in alternative industrial organizations, and the distribution of income.

*Knowledge Area:* Tier 2 Societal Knowledge

*Course equivalencies:* ECON201/201H/ACECO201/CPST243

*Outcomes:*

Students will be able to think critically about price formation in different market structures, and how prices, household incomes and income distribution in a diverse society are determined with interpretations based on the concepts of opportunity costs and decision making under uncertainty

**ECON 202 Principles of Macroeconomics (3 Credit Hours)**

*Pre-requisites:* ANTH 100, PLSC 102, PSYC 100, SOCL 101, WSGS 101, or equivalent; please check requirements for declared majors/minors for exceptions

This course is an introduction to national product, its components, money and the real sectors and business fluctuations.

*Knowledge Area:* Tier 2 Societal Knowledge

*Course equivalencies:* ECON202/ECON202H/ACECO202/245

*Outcomes:*

The students will be able to think critically about the economic environment of the nation and to measure growth, unemployment, inflation, fiscal and monetary policies of the government, to ultimately understand economic stability and the welfare of the individual citizen

**ECON 202H Principles of Macroeconomics - Honors (3 Credit Hours)**

Restricted to SBA honors students or Honors students. This course is an introduction to national product, its components, money and the real sectors and business fluctuations.

*Course equivalencies:* ECON202/ECON202H/ACECO202/245

*Outcomes:*

The students will be able to think critically about the economic environment of the nation and to measure growth, unemployment, inflation, fiscal and monetary policies of the government, to ultimately understand economic stability and the welfare of the individual citizen



**ECON 303 Intermediate Microeconomics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of C- in ECON 201 or 201H; ECON 202 or 202H; and one of the following: MATH 130, MATH 131, or MATH 161

This course is a detailed study of consumer and firm behavior, market structures, and the elementary propositions concerning welfare economics.

*Course equivalencies:* ECON303/303H

*Outcomes:*

The students will develop analytical skills to understand and predict consumer and firm behavior, understand the underlying pinning of antitrust legislation and dynamic market strategies

**ECON 304 Intermediate Macroeconomics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of C- in ECON 201 or ECON 201H; ECON 202 or ECON 202H; and one of the following: MATH 130, MATH 131, or MATH 161

This course develops the framework used by economists in government, business and academia to analyze the key determinants of economic growth, the business cycle, unemployment, inflation, the level of interest and exchange rates, as well as explaining how all these variables are influenced by monetary and fiscal policy.

*Outcomes:*

The students are able to understand and critically analyze business cycles, financial market fluctuations, and to study inflation and unemployment policies

**ECON 320 Urban Economics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201 and 202

This course analyzes the economic role and functioning of cities and examines urban issues such as real estate markets, transportation, economic development, and crime.

*Interdisciplinary Option:* Urban Studies

*Course equivalencies:* X-ECON320/URB320

*Outcomes:*

Students will understand the economic forces that shape urban agglomerations; Students will understand the economic and ethical trade-offs of various urban economic policies; They will be able to think critically about the economic forces that make a city grow and contract over time

**ECON 323 International Economics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201 and 202

This course analyzes microeconomic and macroeconomic theories of global trade; balance of payments, adjustment problems and the international monetary system.

*Interdisciplinary Option:* Global Studies, International Business

*Course equivalencies:* X-ECON323/INTS323

*Outcomes:*

Students will be able to demonstrate the ability to critically apply microeconomic and macroeconomic concepts to the understanding of international economic phenomena/problems; This course emphasizes the role of economic leadership to promote peace and justice in a global diverse world

**ECON 324 International Monetary Relations (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201 and 202

Examination of the operation of the international monetary system and an analysis of the determination of currency flows between countries, with topics of balance of payments statements, currency flows between countries, determination of exchange rates, and international liquidity problems.

*Interdisciplinary Option:* Global Studies, International Business

*Course equivalencies:* X-ECON324/INTS324

*Outcomes:*

Student will be able to demonstrate an understanding of the operation of the international currency market and be able to analyze exchange rates with an emphasis on international liquidity and currency problems, and risk management of currency fluctuations

**ECON 325 Economics of Growth & Development (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201 and 202

This course describes and analyzes the problems and policy issues facing developing countries and the third world with respect to their economic and social policies and programs.

*Interdisciplinary Option:* Global Studies, International Business

*Course equivalencies:* X-ECON325/INTS325

*Outcomes:*

The students are trained to evaluate the economic conditions that are conducive to economic growth and critically assess ethical arguments as they relate to growth, trade, and poverty in emerging countries; The role of leadership is emphasized

**ECON 327 American Economic & Business History (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201 and 202

This course emphasizes the evolution and the role of past business leaders of the American economy from the colonial times to the present, emphasizing the entrepreneurs and the environments in which they operated. Economic and business change in the period 1865-1914 receives particular attention, as do the enterprises of Chicago-area entrepreneurs.

*Outcomes:*

Students learn the skills required of entrepreneurs and business leaders and their contribution to society; Students will develop an awareness of the historical dynamics that produced the current economy, and how its institutions evolved and the importance of markets in allocating resources

**ECON 328 Environmental Economics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201

This course applies economic theory to environmental and natural resource problems and policies, investigates the role economic incentives play, and discusses externalities, property rights, common property problems, pollution and pollution control, and renewable and non-renewable resource management.

*Course equivalencies:* X-ECON328/ESP 328

*Outcomes:*

Students will understand that environmental problems are fundamentally economic problems that come about because there is a market failure (eg, an externality or public good) and that environmental problems have economic solutions

**ECON 329 Health Economics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing and a minimum grade of "C-" in ECON 201

This course provides an understanding of the unique economic complexities of the health care industry and individual health behaviors. Relying on economic principles of scarcity, efficiency, productivity, and market behavior, demand and supply of health care, the role of government in determining health care policy, and medical practices are explored.

**ECON 334 Economics of Government Expenditures & Taxation (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 303 and 304

This course is an analysis of taxation and expenditure, instruments and policies as they relate to the allocative, distributive, and stabilization functions of government and society and ethical responsibilities of each.

*Outcomes:*

The student are able to understand and analyze public policy issues, specifically as it relates to the voting process, size of government, tax policy debates, and long-term problems of transfer payments in an aging society

**ECON 336 Monetary and Fiscal Policy (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 201, 202 and 304

This course uses macroeconomics to critically analyze the evolution of monetary and fiscal policy from the late 19th century to the present as well as current trends and topics relating to monetary and fiscal policy.

*Outcomes:*

Students will develop critical economic thinking skills as they apply macroeconomic theory to historical events and discuss the potential future paths of the world economy and for assessing the leadership role of the government and Federal Reserve System in stabilizing the domestic and world economy

**ECON 346 Econometrics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of "C-" in ISSCM 241 or ISSCM 241H or STAT 103; ECON 202; ECON 303; and MATH 130 or MATH 131 or MATH 161

This course teaches students how to use statistical tools to evaluate hypotheses about economic models.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

Students will be able to interpret and critically analyze quantitative information related to economics; Students will understand regression analysis and understand how to use it to test economic models and to measure important economic parameters, and to predict economic relationships

**ECON 360 Labor Economics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 303

This course is an intensive examination of the market for labor services, and discusses wage determination, occupational and earnings differentials, diversity, investments in education, collective bargaining, and the ethical implications of labor market inequality.

*Outcomes:*

Students will gain a broad understanding of how economists study labor market issues and outcomes, and be able to use critical economic reasoning to better appreciate such issues as labor force participation decisions, human capital, and the variation in wages across individuals

**ECON 370 Pricing & Industrial Organization (3 Credit Hours)**

*Pre-requisites:* Sophomore standing, minimum grade of "C-" in ECON 303

This course investigates firm behavior, strategies and market outcomes in settings of less than perfect competition.

*Outcomes:*

Students learn to evaluate various strategies both in terms of firm profitability as well as consumer surplus

**ECON 395 Independent Study in Economics (1-3 Credit Hours)**

*Pre-requisites:* Sophomore standing, instructor and dean permission required

Student will conduct in-depth research or reading, initiated by the student and jointly developed with a faculty member, into a specialized area of Economics not otherwise covered by department course offerings.

*Outcomes:*

Students will be able to demonstrate in-depth understanding of a specialized area or topic in Economics

**ECON 399 Special Topics in Economics (1-3 Credit Hours)**

*Pre-requisites:* Sophomore standing

Scheduled classes are offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

*Outcomes:*

Students will be able to demonstrate understanding of specialized topics not otherwise covered by department regular course offerings

## Entrepreneurship (ENTR)

**ENTR 201 Introduction to Entrepreneurship (3 Credit Hours)**

Introduces students to the process of innovation and how to think like an entrepreneur. Students will learn how new venture ideas are conceived, vetted & tested. Course knowledge & skills are presented through a combination of theory and application, preparing students to move to the next level of entrepreneurial studies.

*Course equivalencies:* MGMT381/ENTR310/ENTR201

*Outcomes:*

Students gain insight into the process of innovation & entrepreneurial mindset; Students can identify problems in the marketplace & translate these ideas into viable products & services

**ENTR 311 Social Entrepreneurship (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in ENTR 201 or ENTR 310

Explore how innovative solutions can address social issues and create sustainable impact. Learn to design, implement, and scale ventures that combine business principles with social change. Engage with case studies, develop entrepreneurial skills, and build a framework for launching ventures that contribute to societal well-being. An understanding of how to build and manage a successful social venture. This course satisfies the Engaged Learning requirement.

*Outcomes:*

An understanding of what is social entrepreneurship and how it differs from traditional entrepreneurship and nonprofit organizations

**ENTR 313 Entrepreneurship - Global Opportunity Scan (3 Credit Hours)**

*Pre- or co-requisites:* Junior Standing, minimum grade of "C-" in ENTR 201 or ENTR 310

With the power of the Internet, entrepreneurs can quickly research, find, and reach new markets. However, successfully and profitably engaging in a global marketplace requires understanding conflicting and changing business dynamics, barriers to entry into the international arena, and challenging management practices.

*Outcomes:*

An understanding of the characteristics of international markets, including the critical challenges of global expansion and the barriers that exist; ability to apply the appropriate frameworks to scan for international business opportunities

**ENTR 345 Entrepreneurial Marketing (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in ENTR 201 or ENTR 310

This course will explore the whole marketing concept, starting with understanding the customer and how the customer changes over the product lifecycle. The course will then explore common marketing channels and sales methods entrepreneurs use and debate their effectiveness at each stage of business.

*Outcomes:*

Demonstrate an understanding of marketing of entrepreneurial ventures, the various channels and tactics entrepreneurs use to attract customers and changes over time, and product lifecycle management and customer engagement

**ENTR 390 Entrepreneurship Strategies - Capstone (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in ENTR 201 or ENTR 310

Students will understand how to build a product/service that is attractive to customers yet differentiates it from its competitors. The students will learn how to grow the venture using sales and marketing channels, strong team building, and the financial implications of their decisions.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

Demonstrate understanding of the importance of core business operational areas, how to launch and grow a new venture, and problem-solving and critical thinking skills through case analysis, experiential activities, and team-based project work

**ENTR 395 Independent Study (1-3 Credit Hours)**

*Pre-requisites:* Junior standing; Instructor and Dean permission  
Independent Study is an in-depth research or reading project initiated by the student and jointly developed with a faculty member into a specialized area of entrepreneurship not otherwise covered by the department course offerings.

*Outcomes:*

Varies with topic

**ENTR 399 Selected Topics in Entrepreneurship (3 Credit Hours)**

*Pre-requisites:* Junior standing

Special Topics are scheduled classes offered on an ad hoc basis. Specific titles and content will vary.

*Outcomes:*

Varies with topic

**Executive Education (EXED)****EXED 101 High-Impact Leadership: Maximizing Your Leadership Potential (0 Credit Hours)**

High-Impact Leadership: Maximizing Your Leadership Potential combines the best practices and principles behind the art and science of leadership, decision-making, problem solving and organizational effectiveness.

*Outcomes:*

Gain an understanding of your leadership style, explore the discipline of leadership, learn the best practices for improving individual and organizational decision making, gain the strategies to build successful teams, manage conflict more effectively and link individual performance to organizational strategy

**EXED 102 Project Management Certificate Program (0 Credit Hours)**

This program will improve participants' performance by providing industry-standard tools approved by the Project Management Institute (PMI®) to help successfully manage any type of project regardless of scope or industry.

*Outcomes:*

Gain a comprehensive, formal training in project management, based on the industry-standard body of knowledge; Learn the fundamental tools to effectively manage any project; Learn how to manage projects from initiation, to planning, control and closeout; Learn how to communicate more effectively to project sponsors and team members

**EXED 103 mini-MBA Certificate Program (0 Credit Hours)**

The Loyola mini-MBA is a comprehensive management development program that provides cutting-edge business skills, coaching and leadership training to help propel your organization and your career forward.

*Outcomes:*

Strengthen overall business acumen and gain a better understanding of the key functional areas of business, including the frameworks, models and levers that drive organizational success; Develop the skills needed to think strategically and cross-functionally

**EXED 104 Digital Marketing Strategy Certificate Program (0 Credit Hours)**

This program provides a thorough foundation in the rapidly changing world of digital marketing and prepare you to strategically choose, measure, and implement the right digital marketing components into your overall marketing plan.

*Outcomes:*

This program provides a thorough foundation in the rapidly changing world of digital marketing and prepare you to strategically choose, measure, and implement the right digital marketing components into your overall marketing plan

**EXED 105 Baumhart Center Learning Institutes (0 Credit Hours)**

Professional Development skills in Social Enterprise Responsibility

**EXED 107 Practical Finance and Accounting (0 Credit Hours)**

Participants will learn a comprehensive approach to financial analysis. This program provides a grounding in basic managerial finance, including terminology like valuation, capital investment, financing, and capital structure.

*Outcomes:*

Develop comfort with the terminology and techniques used in managerial accounting and financial analysis; Learn to confidently read and analyze corporate financial statements; Understand the role of capital budgeting

**EXED 108 Strategic Business Communications (0 Credit Hours)**

This program teaches techniques to communicate fluently in a variety of situations. Participants learn simple and effective methods to become a more powerful communicator with peers, subordinates, and supervisors.

*Outcomes:*

Learn to present ideas at face-to-face and virtual meetings; Gain tools to confidently express yourself; Learn to gain support for ideas and suggestions; Understand how to use technology to support communication; Reduce conflict

**EXED 109 Supply Chain Management Essentials (0 Credit Hours)**

Participants learn the fundamentals of effective supply chain management across the end-to-end supply chain. The certificate program addresses a wide spectrum of supply chain techniques designed to reduce cost, improve profitability, and maximize the customer experience while balancing social, environmental, and economic concerns.

*Outcomes:*

Learn techniques to create a more efficient and effective supply chain and understanding of key trends, opportunities, and challenges in supply chain management

**EXED 110 Lean Certification (0 Credit Hours)**

Loyola will offer a new, online platform Lean Certification.

*Outcomes:*

To have more knowledge on Lean practices in Supply Chain and Logistics areas

**EXED 111 Six Sigma Certification (0 Credit Hours)**

Loyola will offer a new, online platform for Six Sigma Certifications.

*Outcomes:*

To have more knowledge on Six sigma for managers

**EXED 151 Sysmex America mini-MBA (0 Credit Hours)**

Customized mini-MBA that includes Accounting/Finance, Strategy, Marketing, Project Management and Management.

*Outcomes:*

The mini-MBA is intended for employees across various Sysmex functional areas, from both the home office as well as field operations; The content will be delivered electronically for two cohort groups

**EXED 152 Sysmex America Birth of a Customer (0 Credit Hours)**

Sysmex Birth of a Customer provides participants with an in-depth look at the internal strategy at Sysmex.

*Outcomes:*

Panels of senior executives assisted by a faculty moderator talk about how the various elements of organizational strategy combine to meet client needs; Participants complete a related case study

**EXED 153 Presence Healthcare Ministry Leadership Program (0 Credit Hours)**

Providing training in the basics of Catholic mission, identity, ethics, and leadership, the Certificate in Health Care Ministry Leadership will prepare Presence Health staff to carry out its mission of providing compassionate, holistic care in the spirit of healing and hope to the communities it serves.

*Outcomes:*

This program is designed to build a community of leaders with shared formation experience, explore authentic paths to spirituality, develop an understanding of how vocation and call relates to Catholic healthcare, and strengthen overall leadership acumen and strategic thinking abilities

**EXED 165 Barilla Leadership & Management Development Program (0 Credit Hours)**

This custom program is designed to support the development of a leadership pipeline at Barilla. The program consists of 3 learning modules and integrated capstone projects and covers leadership and business acumen topics.

*Outcomes:*

Strengthen overall business acumen and gain a better understanding of the key functional areas of business, including the frameworks, models and levers that drive organizational success; Develop strategy skills

**EXED 170 McShane Companies Leadership Emphasis (0 Credit Hours)**

Formal leadership training provided as a component of the McShane Future Leaders Program.

*Outcomes:*

Improved leadership and strategy acumen

**EXED 173 American College of Surgeons - Leadership (0 Credit Hours)**

Customized leadership training for the executive leadership team at American College of Surgeons, includes Leadership Legacy and Decision-Making.

*Outcomes:*

Provide senior leaders with ongoing leadership skill development

**EXED 174 The Cradle (0 Credit Hours)**

Participants will learn Leadership Development and Change Management Essentials.

*Outcomes:*

To have more leadership team at The Cradle

**EXED 175 Yaskawa America Inc. (0 Credit Hours)**

Participants will learn Negotiation Skills for their Supply Chain team.

*Outcomes:*

To have more knowledge on negotiations skills for their sales team

**EXED 176 MorrisAnderson (0 Credit Hours)**

Participants will learn Leadership skills in a 3 hour workshop.

*Outcomes:*

To assist their team with new managers getting up to speed on their leadership soft skill

**EXED 177 Family Business Center Learning Institutes (0 Credit Hours)**

Three institutes from FBC are moving their education to EE. This includes Family Business Stewardship Institute, Next Generation Leadership Institute and Governance Institute.

*Outcomes:*

To assist family business staff with challenges they face within their family organization

**EXED 178 Cook County State's Attorney's Office Leadership (0 Credit Hours)**

Participants will learn leadership skills during their 3-hour seminar.

*Outcomes:*

to have more knowledge on managing their teams with the CCSAO

**EXED 179 C.H. Robinson Professional Development Programs (0 Credit Hours)**

Participants will learn negotiations and sales training.

*Outcomes:*

To have more knowledge for their team on sale tactics



**EXED 180 World's Finest Chocolate Anti Harassment Training (0 Credit Hours)**

The entire staff of WFC will participate in a Loyola created and moderated Anti-Harassment Training.

*Outcomes:*

To have more knowledge to speak up against harassment in the workplace

**EXED 181 Campus Brasil MBA International Program (0 Credit Hours)**

Campus Brasil is partnering with a University in Brazil to send 40 MBA students to Loyola this summer.

*Outcomes:*

To have more knowledge on business global affairs in America vs Brazil

**EXED 182 Centene Corporation (0 Credit Hours)**

Participants will learn Strategy skills for the management team.

*Outcomes:*

To have more knowledge on negotiations skills for their sales team

**EXED 183 Litera Microsystems (0 Credit Hours)**

Participants will learn leadership development skills during an off-site three-day program for their team.

*Outcomes:*

To have more knowledge of leadership skills for their sales team

**EXED 184 Medline Industries (0 Credit Hours)**

Participants will learn negotiation skills during an off-site two-day program for their engineering team.

*Outcomes:*

To have more knowledge of negotiation skills for their team

**EXED 185 Anthony Marano Company (0 Credit Hours)**

Participants will learn leadership development skills during a two month program for their Executive Team and Sales Team.

*Outcomes:*

To have more knowledge of leadership and negotiation skills for their team

**EXED 186 Box Studio (0 Credit Hours)**

Participants will learn project management skills during a two day program for executive team of their small business.

*Outcomes:*

To have a company wide understanding for a project management model

**EXED 187 Triple S (0 Credit Hours)**

Participants will learn business soft skills for their family owned businesses who are identified as "emerging leaders" via an association called Triple S.

*Outcomes:*

To have a good business background when finishing the program

**EXED 188 Real Estate Investment Strategy (0 Credit Hours)**

Participants will learn from industry experts on how to invest smartly in real estate.

*Outcomes:*

To have more knowledge of the real estate industry and the Chicago market

**EXED 189 Edelman Procurement 101 Program (0 Credit Hours)**

Participants will learn best practices in procurement.

*Outcomes:*

To have more knowledge of the real estate industry and the Chicago market

**EXED 190 FBC Peer Advisory Group (0 Credit Hours)**

FBC Peer Advisory Group for Family Business Center Members.

*Outcomes:*

Resolution of family business issues thru discussion

**EXED 191 Fundraising for Good (0 Credit Hours)**

Baumhart Center Fundraising Sessions.

*Outcomes:*

Social Impact Fundraising Seminar

**EXED 192 Ciena 1 - Day Negotiations Conference Program (0 Credit Hours)**

Participants will learn negotiations strategies and skills.

*Outcomes:*

To have more knowledge on negotiation skills for their sales team

**EXED 193 Cook County Sheriff's Office - Executive Leadership Management Program (0 Credit Hours)**

Participants will learn management / leadership strategies and skills.

*Outcomes:*

To have more knowledge on negotiation skills for their sales team

**EXED 194 Next Generation Leadership Institute (0 Credit Hours)**

Next generation leadership class for family businesses.

**EXED 195 Chicago Community Trust (0 Credit Hours)**

Participants will learn leadership development skills during a two day program for their Executive team.

*Outcomes:*

To have more knowledge of leadership skills for their team

**EXED 196 Lumberman Leadership Summit 2019 (0 Credit Hours)**

Participants will learn leadership development skills during a two day program for their Executive team.

*Outcomes:*

To have more knowledge of leadership skills for their team

**EXED 197 Open Enrollment: SHRM Certification Prep Class (0 Credit Hours)**

Participants will learn HR principals for prep for the SHRM Certification Classes.

*Outcomes:*

To have more knowledge of human resource practices

**EXED 198 Custom Program: The Northern Trust Company (0 Credit Hours)**

Participants will learn how to be professional advisors for their clients.

*Outcomes:*

To have more knowledge of business skills in cultivation

**EXED 199 Custom Program: Peco Foods Supply Chain and Coms. (0 Credit Hours)**

Participants will learn more supply chain skills and how to communicate these skills to their groups.

*Outcomes:*

To have more knowledge of business skills in cultivation

**EXED 200 Custom Program: Bish Creative Display Leadership (0 Credit Hours)**

Participants will learn more skills in executive presence via leadership training courses.

*Outcomes:*

To have more knowledge of business skills leadership, management and communication

**EXED 201 FBC Governance Institute (0 Credit Hours)**

Participants will learn Gov. Institute Skills for the alumni of FBC.

*Outcomes:*

To have more knowledge of business skills leadership, management and communication

**EXED 202 Custom Program - Invenergy (0 Credit Hours)**

Participants will learn leadership, management, presentation and communication skills.

*Outcomes:*

To have more knowledge of business skills leadership, management and communication

**EXED 203 Custom Program - BluJay (0 Credit Hours)**

Participants will learn negotiation skills.

*Outcomes:*

To have more knowledge communication skills via negotiations

**EXED 204 Executive Education Master Classes - Open Enrollment Classes (0 Credit Hours)**

These 2-3 classes are designed to pipeline to additional paid programming at LUC.

**EXED 205 Diversity, Equity and Inclusion (0 Credit Hours)**

Classes for Baumhart Center.

*Outcomes:*

Business Acumen skill sets

**EXED 206 Executive Education - Custom Program - Palo Alto Networks (0 Credit Hours)**

These 10 classes are designed to pipeline to additional paid programming at LUC.

*Outcomes:*

Business Acumen skill sets

**EXED 207 Executive Education Custom Program - PNC Bank (0 Credit Hours)**

5 - 1.5 hour lecturette series for professional development for the PNC Bank team.

*Outcomes:*

Business Acumen skill sets

**EXED 208 Executive Education Custom Program - Allstate (0 Credit Hours)**

3 month long professional development skills for the Allstate procurement officer.

*Outcomes:*

Business Acumen skill sets

**EXED 209 Executive Education Custom Program-Mother McAuley Liberal Arts High School (0 Credit Hours)**

3 month long professional development skills for the Mother McAuley leadership team on strategic planning.

*Outcomes:*

Business Acumen skill sets

**EXED 210 Executive Ed Custom Prog-ILSBDC partnership with Loyola Limited & InQbate (0 Credit Hours)**

3 month long professional development skills small business owners, in partnership with ILSBDC and Loyola Limited/InQbate

*Outcomes:*

Professional Marketing Skills Sets

**EXED 211 Executive Education Custom Program-Transunion Women in Ldrshp (0 Credit Hours)**

A 15-18 month long professional development program with customized case studies related to TU projects and business.

*Outcomes:*

Business Accument and Leadership Development skills

**EXED 212 Executive Education Custom Program - Topco Associates (0 Credit Hours)**

A 12 month, professional development program with customized classes focused on Leadership.

*Outcomes:*

Business Accument and Leadership Development skills

**EXED 213 Executive Education Custom Program - National Concierge Association (0 Credit Hours)**

A 1 day project management webinar: 90 minutes.

*Outcomes:*

Project Management Essentials

**EXED 214 Executive Education Custom Prog-Alliance for Strong Families & Connections (0 Credit Hours)**

A 10 day program, broken up over two weeks, non-profit managers learning about putting good business skills, merging profit and purpose.

*Outcomes:*

Non-profit management skills

**EXED 215 Executive Education Custom Program-Cristo Rey Network DEI Strategy Program (0 Credit Hours)**

Six sessions program for non-profit managers learning about DEI Strategy.

*Outcomes:*

Non-profit management skills

**EXED 216 Executive Education Custom Program-Dog Tag Fellows Business Acumen Program (0 Credit Hours)**

Six-month program for Dog Tag Fellows (veterans) for small business skill sets.

*Outcomes:*

Non-profit management skills

**EXED 217 Executive Executive Custom Program - City of Chicago Leadership program (0 Credit Hours)**

Three session program for the City of Chicago's IG office. on leadership and management skills sets.

*Outcomes:*

Non-profit management skills

## Finance (FINC)

**FINC 215 Personal Finance (3 Credit Hours)**

*Pre-requisites:* None, does not count toward a concentration in finance This is an applied course in planning, organizing, and managing an individual's personal finances.

*Outcomes:*

Students will demonstrate knowledge of financial planning, individual income tax, time value of money, liquidity management, consumer credit, insurance, employee benefits, and the basics of personal investing

**FINC 301 Introductory Business Finance (3 Credit Hours)**

*Pre-requisites:* Sophomore standing and C- or better in ISSCM 241 or ISSCM 241H or STAT 103; ECON 201 or ECON 201H; and ACCT 201 or ACCT 201H; ACCT 201 or 201H may also be taken as a co-requisite

The objective of this course is to provide students with a basic understanding of the general principles of business finance: capital investment, financing, capital structure, and related areas including the basics of valuation.

*Course equivalencies:* FINC332/FINC332H/CPST371

*Outcomes:*

Students will demonstrate basic knowledge of financial analysis, time value of money, financial decision making, the valuation of financial and physical assets, the risk-return tradeoff, capital budgeting, and dividend policy

**FINC 334 Principles of Corporate Finance (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum of C- or better in ECON 201 or ECON 201H; ISSCM 241 or ISSCM 241H or STAT 103; ACCT 201 or ACCT 201H; and MATH 130 or MATH 131 or MATH 161; (ACCT 201 may taken as a co-requisite)

This course provides students with a foundational and integrated knowledge of corporate finance. Topics include discounted cash flows, firm valuation, capital budgeting, principals of the risk and return relationship, market efficiency, capital structure, and financing. Students will be asked to independently complete the Bloomberg Market Concepts (BMC) course.

*Course equivalencies:* FINC332/FINC 334/CPST271

*Outcomes:*

Students will demonstrate knowledge of valuation principles, raising funds for investment decisions, capital investment choices, risk and return relationship, capital markets and instruments, all in the context of real-world problems and situations

**FINC 334H Principles of Corporate Finance- Honors (3 Credit Hours)**

*Pre-requisites:* Open to students in the Quinlan Honors Program; Sophomore standing; C- or better in ECON 201 or ECON 201H; ISSCM 241 or ISSCM 241H or STAT 103; ACCT 201 or ACCT 201H; and MATH 130 or MATH 131 or MATH 161; (ACCT 201 may taken as a co-requisite)

This course provides students with a foundational and integrated knowledge of corporate finance. Topics include discounted cash flows, firm valuation, capital budgeting, principals of the risk and return relationship, market efficiency, capital structure, and financing. Students will be asked to independently complete the Bloomberg Market Concepts (BMC) course.

*Course equivalencies:* FINC332/FINC 334/CPST271

*Outcomes:*

Students will demonstrate knowledge of valuation principles, raising funds for investment decisions, capital investment choices, risk and return relationship, capital markets and instruments, all in the context of real-world problems and situations

**FINC 335 Investments (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing and minimum grade of "C-" in FINC 334, FINC 334H or FINC 332

This course is an introductory course of capital market theory which includes the topics of risk and return analysis of stocks, bonds and cash equivalents; modern portfolio theory; bond pricing, the term structure of interest.

*Outcomes:*

Students will be able to demonstrate the analytical tools and finance theory necessary for making good investment decisions and for understanding the pricing of financial securities

**FINC 336 Introduction to Derivatives (3 Credit Hours)**

*Pre-requisites:* Junior standing, C- or better in FINC 335

This course offers a high level introduction to three categories of derivative markets: futures-forwards, swaps and options. Skills to be developed include analytical and decision-making, creative thinking and communication. Risk as both potential loss and opportunity for gain will be highlighted. Cases will be used.

*Outcomes:*

Exploring ethical and social dimensions of risk management and use and abuse of derivative securities

**FINC 337 Banking, Money & Capital Markets (3 Credit Hours)**

*Pre-requisites:* Junior Standing, Minimum grade of "C-" in: FINC 301 or FINC 332 or FINC 332H or FINC 334 or FINC 334H

Introduction to financial markets and institutions and to the Federal Reserve and monetary policy.

*Outcomes:*

Students will be able to demonstrate an understanding of how financial markets and institutions work and are important to financial decision making, how interest rates and bond prices are determined and interrelated, why and how financial institutions are regulated by the government, and who the Federal Reserve is and how its actions affect the economy

**FINC 338 Risk Management and Insurance (3 Credit Hours)**

*Pre-requisites:* Junior Standing, Minimum grade of "C-" in FINC 301 or FINC 332 or FINC 332H or FINC 334 or FINC 334H

Intro to risk identification, risk evaluation & risk treatment methods. Consideration is given to both business & personal risks, with an emphasis on insurance as a risk management tool.

*Outcomes:*

This course will prepare students with practical risk management and insurance principles/fundamentals, introduce risk management and insurance techniques and apply risk management analytical methods

**FINC 342 Advanced Business Finance (3 Credit Hours)**

*Pre-requisites:* Junior standing; Minimum grade of "C-" in FINC 335

This is an advanced course in corporate finance where students are given a thorough grounding in firm valuation and exposed to various financial decisions including raising capital, mergers and acquisitions, leveraged buyouts, spin-offs, and carve-outs, all in the context of their impact on firm value.

*Outcomes:*

Students will be able to demonstrate an understanding of firm valuation, as well as the impact of various corporate decisions on firm value

**FINC 345 Portfolio Management (3 Credit Hours)**

*Pre-requisites:* Junior standing; Minimum grade of "C-" in FINC 335

Topics include a critical appraisal of the efficient market hypothesis, asset allocation using the Markowitz mean-variance framework, fundamental and technical analysis, and mutual fund performance evaluation.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

Students will understand how stocks and other assets are selected; how economic and company information is monitored and used to adjust portfolio holdings; and how portfolios can be optimized to achieve targeted risk/return characteristics

**FINC 346 Introduction to Options (3 Credit Hours)**

*Pre-requisites:* Junior standing; Minimum grade of "C-" in FINC 335

This class offers a comprehensive introduction to options, including a detailed examination of option markets, option properties, trading strategies using options, binomial tree and Black-Scholes valuation models, and hedging strategies using options.

*Outcomes:*

Students will be able to demonstrate an understanding of option markets, option pricing models and how options can be used to hedge risks

**FINC 347 Financial Institutions (3 Credit Hours)**

*Pre-requisites:* Junior Standing, Minimum grade of "C-" in FINC 301 or FINC 332 or FINC 332H or FINC 334 or FINC 334H

A study of the crucial role played by financial institutions. The course will be a blend of theory and analysis of the present institutional structure.

*Outcomes:*

Students will demonstrate an understanding of the following: the important role of financial intermediaries, interest rate risks, credit risks, market risk, and also risk management through capital adequacy and hedging risk with financial derivatives

**FINC 349 Real Estate Finance & Investments (3 Credit Hours)**

*Pre-requisites:* Junior standing, Minimum C- in FINC 334

Basic principles of real estate finance as well as practical applications. Learn topics, theories and current developments in real estate. Solve quantitative problems.

*Outcomes:*

General & working knowledge of real estate jargon and legal documents; Calculate mathematical solutions to problems in real estate; Understand time value of money related to real estate; Valuation of residential and commercial properties

**FINC 355 International Finance Management (3 Credit Hours)**

*Pre-requisites:* Junior Standing, Minimum grade of "C-" in FINC 301 or FINC 332 or FINC 332H or FINC 334 or FINC 334H

This course examines the international dimensions of financial management. It introduces additional economic and financial opportunities/challenges faced by multinational corporations.

*Interdisciplinary Option:* Global Studies, International Business

*Course equivalencies:* X-FINC355/INTS369

*Outcomes:*

Students will be able to demonstrate understanding of foreign exchange markets, fundamental international parity relationships, reasons for international diversification, steps in foreign exchange risk management, and capital budgeting for multinational corporation

**FINC 356 Advanced Topics in Investment Banking and Asset Management (3 Credit Hours)**

*Pre-requisites:* B- or higher in FINC 335

This course examines selected topics in investment banking and asset management, including stock and bond offerings, private equity, buyouts, mergers and acquisitions. Students in the course research publicly traded companies, write equity research reports and pitch investment ideas; they also mentor junior analysts in the Rambler Investment Fund (RIF). This course satisfies the Engaged Learning requirement.

*Outcomes:*

Conduct research; Write an equity investment report and pitch a trade idea; Value companies; Analyze investment banking transactions

**FINC 357 Cases in Corporate Finance (3 Credit Hours)**

*Pre-requisites:* Senior standing; Minimum grade of "C-" in FINC 335

This cases based course is designed to explore the practical application of the major corporate finance topics.

*Outcomes:*

Students will be able to understand how corporations use the conceptual aspects of corporate finance in real life settings; They will also learn to use the necessary tools in evaluating various corporate investment and financing decisions; They will apply these tools in solving the cases involving investment (such as building a new plant, or acquiring another firm) and financing (such as capital structure policy, and cost of capital) decisions

**FINC 358 Financial Analytics (3 Credit Hours)**

*Pre-requisites:* Junior Standing and minimum "C-" in FINC 335

This course focuses on how to use Python to build financial models.

The course will examine financial securities, portfolio optimization, and valuation problems.

*Outcomes:*

Building financial models with Python; Translating raw data into meaningful variables for statistical analysis; Estimating statistical models to drive investment decisions; Valuation of securities; Portfolio optimization and implementing trading strategies

**FINC 365 Advanced International Financial Management (3 Credit Hours)**

*Pre-requisites:* A minimum grade of "C-" in FINC 335 and FINC 355

This course covers advanced topics in international financial management. The course builds on materials discussed in International Financial Management (FINC 355). Specifically, this course exposes the students to: foreign exchange risk management, currency swaps, foreign exchange rate forecasting, efficiency of foreign exchange markets, international capital structure and cost of capital, global investment, multinational capital budgeting, multinational cash management, cross-border acquisitions, and international trade finance.

*Outcomes:*

Understand the global financial markets, perform multinational capital budgeting, and understand global portfolio management

**FINC 395 Independent Study in Finance (1-3 Credit Hours)**

*Pre-requisites:* Junior standing; instructor and dean permission required  
Student will conduct in-depth research or reading, initiated by the student and jointly developed with a faculty member, into a specialized area of Finance not otherwise covered by department course offerings.

*Outcomes:*

Students will be able to demonstrate in-depth understanding of a specialized area or topic in finance

**FINC 396 Speaker Series: Risk Management and Insurance (0 Credit Hours)**

Professional speaker series for all students majoring in Finance.

*Outcomes:*

Students will benefit from hearing professionals in the finance industry discuss current events, opportunities and challenges within the industry

**FINC 399 Special Topics in Finance (1-3 Credit Hours)**

*Pre-requisites:* Junior standing

Scheduled classes are offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

*Outcomes:*

Students will be able to demonstrate an understanding of specialized topics not otherwise covered by department regular course offerings



# Human Resources & Employment Relations (HRER)

## HRER 301 Principles of HR Management (3 Credit Hours)

*Pre-requisites:* Sophomore standing

This course provides an overview of the various functional areas within the field of human resource management for those who will be working in general management positions as well as in the human resources function. Topics will follow a logical sequence beginning with pre-employment planning and continuing through organizational exit. Specifically, topics will include forecasting human resource needs, employee recruitment and selection, training, performance evaluation, wage and salary administration, collective bargaining, legal constraints on personnel practices and organizational exit.

*Course equivalencies:* HRER 301/HRER 375

## HRER 311 Employment Relations (3 Credit Hours)

*Pre-requisites:* Junior Standing, C- or better in HRER 301

This course provides an introduction to employee relations, and how companies, labor unions, human resources professionals and the law shape the contemporary relationship between employees and their employers in the United States.

*Course equivalencies:* MGMT311/HRER311

*Outcomes:*

Students will demonstrate how management representatives, unions, and government dynamically interact to provide employees voice, balance group interests and power, and resolve workplace conflict

## HRER 313 Compensation Management (3 Credit Hours)

*Pre-requisites:* Junior standing; C- or better in ISSCM 241 or ISSCM 241H or STAT 103; and C- or better in HRER 301

This course examines reward policies, programs and practices over such matters as base-pay, employee benefits and incentive in private and public organizations.

*Course equivalencies:* MGMT313/HRER313

*Outcomes:*

Students will learn how to design and implement reward programs that will give their employers a competitive advantage; to resolve compensation problems from both a human resource professional and managerial perspective; and to negotiate fair pay packages with their employers; Students will improve their team leadership, analytical and writing skills

## HRER 317 Human Resource Staffing (3 Credit Hours)

*Pre-requisites:* Junior Standing, "C-" or better in HRER 301

This course covers topics related to organizational staffing, including job analysis, forecasting, use of biographical information, interviewing, statistical analysis, performance evaluation and legal issues related to selection.

*Course equivalencies:* MGMT317/HRER317

*Outcomes:*

Students will acquire the knowledge and skills necessary for the development, implementation and evaluation of a staffing system

## HRER 322 Human Resource Development (3 Credit Hours)

*Pre-requisites:* Junior Standing, "C-" or better in HRER 301

This course examines how organizations develop employees with the technical, interpersonal and leadership skills to be effective in their jobs. The course will incorporate training, development, and performance management topics.

*Outcomes:*

Students will learn how to conduct a training needs assessment, set learning objectives, establish evaluation criteria, select the best instructional methods, conduct a training program and evaluate the impact of the program on the learner and organization; Students will also improve their presentation, team leadership, analytical and writing skills

## HRER 325 Global Employment Relations (3 Credit Hours)

*Pre-requisites:* Junior Standing, C- or better in HRER 301

This course has two basic objectives: to familiarize students with different employment relations systems in advanced industrial economies in North America, Europe, and Asia; and to introduce students to labor problems associated with a global economy (e.g., sweatshops, child labor, slavery and other coercive labor systems) and to proposed approaches to redressing these problems (e.g., transnational institutions like the ILO, trade agreements, voluntary codes of conduct, labor unions).

*Interdisciplinary Option:* International Business

## HRER 329 Global HR and Organizational Behavior (3 Credit Hours)

*Pre-requisites:* Junior standing, C- or better in HRER 301 or MGMT 201

This course provides an understanding of the critical roles of Human Resource professionals throughout the strategic globalization process. The course will also teach one to become aware of cross-cultural issues that affect organizational dynamics and behaviors central to management processes, such as staffing, motivation, negotiation, communication, and leadership.

*Interdisciplinary Option:* International Business

## HRER 364 Negotiations for HR Professionals (3 Credit Hours)

*Pre-requisites:* Junior standing; minimum grade of "C-" in MGMT 201

It is generally accepted that a manager spends some 60% of his or her time involved in some form of conflict management and negotiations regarding these five (5) primary functions of any enterprise: (1) human capital (i.e., managing workers); (2) finance (3) service and production (4) vendors and suppliers and (5) general government relations, regulations and public relations (for example labor and employment laws).

## HRER 395 Independent Study in Human Resources and Employment Relations (1-3 Credit Hours)

*Pre-requisites:* Junior Standing, C- or better in HRER 301, department consent required

No course description is available

## HRER 399 Special Topics in Human Resources and Employment Relations (1-3 Credit Hours)

*Pre-requisites:* Junior Standing, C- or better in HRER 301

No course description is available

## International Business (IBUS)

### IBUS 201 Introduction to International Business (3 Credit Hours)

This course will introduce students to the theory and practice of international business with a focus on international environments and activities of multinational enterprises (MNEs). Topics to be included: cultural, social, legal, trade, and financial characteristics in the world markets. The course will also discuss diverse functional areas of MNEs across national borders such as international: production, logistics, finance, human resource management, and marketing.

*Interdisciplinary Option:* Global Studies

*Course equivalencies:* IBUS 201/BSAD 202/BHNR 338

*Outcomes:*

Develop students' theoretical and practical insights for understanding the real world of international business in terms of both external environmental forces and internal strategic management issues surrounding multinational enterprises (MNEs) in the world markets

### IBUS 201H Business Management: A Global and Social Perspective (3 Credit Hours)

*Pre-requisites:* Open to students in the Quinlan business honors program only

This course provides Honors students with opportunities to learn about managing international businesses in a sustainable global environment. The course contents cover the differences in economic, social, and political environments of countries around the world. The course features corporate and academic speakers and discussions of various aspects of international business.

*Course equivalencies:* IBUS 201/BSAD 202/BHNR 338

*Outcomes:*

An understanding of global economics, management, and sustainable business of nations and regions in our global economy and social and financial structures under which global businesses are conducted

### IBUS 315 International Management (3 Credit Hours)

*Pre-requisites:* Junior Standing, minimum grade of "C-" in MGMT 201

This course deals with analyzing, formulating, and implementing firm strategies that involve an international component and, accordingly, focuses on the cultural differences, political/economic influences, global market factors, and other contingencies specific to the international marketplace and different host countries/regions that are served by multinational enterprises (MNEs).

*Interdisciplinary Option:* Global Studies, International Business

*Course equivalencies:* X-MGMT315/INTS315

*Outcomes:*

Students will practice skills for formulating and implementing an international strategy using case discussions and group projects that simulate the decision-making process for international market selection and entry by MNEs

### IBUS 370 International Business Internship - Engaged Learning (3-6 Credit Hours)

*Pre-requisites:* Sophomore standing, Permission of Instructor

IBUS 370 is a seminar course that challenges students to analyze the theory and practices from the world of work that impact the ethics of leading, interpersonal and organizational dynamics, and competent work place contributions required for success in the modern business world. Concepts associated with internship/engaged learning as related to career development will be addressed. Students are required to work a minimum of 120 hours over the course of one semester. All internships must be supervised by professionals and may be paid or unpaid. This course satisfies the Engaged Learning requirement.

*Outcomes:*

a) Developing a foundation on which a student may build a career; b) Understanding the role of the Jesuit tradition as it relates to leadership and service

### IBUS 399 Special Topics in International Business (3 Credit Hours)

Special Topics are classes offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

## Information Systems (INFS)

### INFS 247 Business Information Systems (3 Credit Hours)

Focuses on using information technology to support business processes. The purpose and composition of information systems, the utilization of technology and hands-on experience in developing microcomputer business applications with productivity tools (Microsoft Excel and Access).

*Course equivalencies:* INFS247/ISOM/MGSC247/ACINF247

*Outcomes:*

Understanding of using information technology to support business processes, and of developing business spreadsheet and database applications

### INFS 247H Business Information Systems - Honors (3 Credit Hours)

Restricted to SBA honors students. Focuses on using information technology to support business processes. The purpose and composition of information systems, the utilization of technology and hands-on experience in developing microcomputer business applications with productivity tools (Microsoft Excel and Access).

*Course equivalencies:* INFS247/ISOM/MGSC247/ACINF247

*Outcomes:*

Understanding of using information technology to support business processes, and of developing business spreadsheet and database applications

### INFS 336 Global Perspectives on Digital Business (3 Credit Hours)

*Pre-requisites:* Minimum grade of "C-" in INFS 247

This course will present topics related to managing information systems projects and digital business from a global perspective. Project management issues such as analyzing stakeholders, defining expectations, defining project deliverables, analyzing scope, collecting requirements, developing schedules, and mitigating risk, will be covered. Also, variety of digital business issues, such as digital business models, disruptive forces, and digital strategies will be covered from a global perspective.

*Outcomes:*

Understanding of concepts and steps related management of digital business project in a global environment; Understanding of general and global digital business concepts and issues

**INFS 343 Business Analytics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; C- or better in (ISSCM 241 or ISSCM 241H or STAT 103), (INFS 247 or INFS 247H), and one of the following: MATH 110, MATH 118, MATH 130, MATH 131, or MATH 161  
This course covers basic principles in data modelling, and turning big data into intelligent actionable insights. Through the use of real business case studies and lab sessions students will develop a comprehensive, innovative and practical approach to data analytics that enables them to solve diverse and complex business problems.

*Course equivalencies:* BSAD343/BSAD343H

*Outcomes:*

Explain core design concepts, appraise various technological solutions, determine proper analytics methods, integrate data visualization, and make a compelling presentation of a novel use case depicting current market trends

**INFS 343H Business Analytics - Honors (3 Credit Hours)**

*Pre-requisites:* Open to students in the Quinlan Honors Program  
This course covers basic principles in data modeling, and turning big data into intelligent actionable insights. Through the use of real business case studies and lab sessions students will develop a comprehensive, innovative and practical approach to data analytics that enables them to solve diverse and complex business problems. Requires C- or better in ISSCM 241H or ISSCM 241 or STAT 103, INFS 247 or INFS 247H, and one of the following: MATH 110, MATH 118, MATH 130, MATH 131, or MATH 161.

*Course equivalencies:* BSAD343/BSAD343H

*Outcomes:*

Explain core design concepts, appraise various technological solutions, determine proper analytics methods, integrate data visualization, and make a compelling presentation of a novel use case depicting current market trends

**INFS 346 Database & Data Warehousing Systems (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing, minimum grade of "C-" in INFS/ISSCM 247

Covers current concepts in database theory and use. The course teaches design, implementation, and utilization of relational database management systems by covering the processes, tools, and methodologies such as business requirement collection, ER modeling, relational modeling, normalization, SQL, and MS Access.

*Course equivalencies:* ISOM346 / MGSC346

*Outcomes:*

Students will be able to demonstrate understanding of how to effectively develop and use business database system

**INFS 347 Systems Analysis & Design (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing, minimum grade of "C-" in INFS 247  
This course studies methods for analyzing, developing and implementing business information systems. Stages of the systems development life cycle are explored in depth. Tools and techniques for structured and object-oriented analysis and design are discussed.

*Outcomes:*

Understanding of the development and implementation of business information systems

**INFS 348 Advanced Data Analytics (3 Credit Hours)**

*Pre-requisites:* Minimum grade of C- in INFS 346 or COMP 353

This class covers current concepts in computer analytics applications. The course emphasis is on how clients can leverage modern computing architectures and technology such as, Hadoop and R, to analyze patterns across large amounts of data. These relevant technologies (Hadoop and R) will be heavily utilized in the course.

*Course equivalencies:* ISOM348 / MGSC348

*Outcomes:*

The student will be able to demonstrate understanding of how to effectively use technologies such as Hadoop & R for solving business problems of varying levels of complexity

**INFS 360 Data Visualization & Business Intelligence (3 Credit Hours)**

*Pre-requisites:* Minimum grade of "C-" in INFS 346

The amount of data that our world generates is growing at a torrid pace. Sifting through & making sense of these humongous mountains of data is crucial to ensuring business growth, success and to making scientific discoveries & advancements. Data visualization plays an important role in this process.

*Outcomes:*

Students will be able to process & visualize large amounts of data in order to enable efficient & effective analysis using industry standard software

**INFS 394 Programming in Python (3 Credit Hours)**

*Pre-requisites:* Junior standing and a minimum grade of C- in INFS 346

This course focuses on how to effectively use the Python computer programming language to support decision making in business. We will particularly focus on using Python for manipulating and analyzing data. In addition to covering the concepts of programming, this course covers working with external data, debugging code and developing user interfaces.

*Outcomes:*

To learn how to develop computer programs in the Python programming language; To understand the process of debugging code to resolve errors; To read data from external files including from an external database using embedded SQL within Python code

**INFS 395 Independent Study in Information Systems (1-3 Credit Hours)**

Independent study is in-depth research or reading, initiated by the student and jointly developed with a faculty member in a specialized area of Information Systems not otherwise covered by departmental course offerings. Variable Credit. May count for Information Systems major or minor. Permission of Assistant Dean required.

**INFS 397 VBA Programming with MS Office (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in INFS 346

This course focuses on how to effectively use Microsoft Office's built-in programming language, Visual Basic for Applications (VBA), to build models, primarily in Excel. We will cover issues that facilitate the construction of robust and readily understandable models in the VBA language. Starting with basic modeling functions, the course will progress through complex modeling skills. This course assumes that you are familiar with Basic Excel operations. By the end of this course, the student should be able to: build models using Excel built-in functions, build, customize and store Excel macros, design and build accurate, robust models with VBA, build custom VBA procedures, and create user-defined financial functions in VBA.

**INFS 399 Special Topics in Information Systems (1-3 Credit Hours)**

Special topics are scheduled classes offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

## Information Systems and Supply Chain Management (ISSCM)

### ISSCM 241 Business Statistics (3 Credit Hours)

This course examines the steps and procedures required to solve problems in science, social science, and business where data are useful - from the definition of the managerial problems to the use of statistical analysis to address these problems.

*Knowledge Area:* Quantitative Knowledge

*Course equivalencies:* ISOM/H/MGSC241/STAT103/ACST101

*Outcomes:*

Students will be able to demonstrate understanding of statistical thinking and data analysis technique for decision-making purposes

### ISSCM 241H Business Statistics - Honors (3 Credit Hours)

Restricted to SBA honors students. This course examines the steps and procedures required to solve problems in science, social science, and business where data are useful - from the definition of the managerial problems to the use of statistical analysis to address these problems.

*Course equivalencies:* ISOM/H/MGSC241/STAT103/ACST101

*Outcomes:*

Students will be able to demonstrate understanding of statistical thinking and data analysis technique for decision-making purposes

### ISSCM 349 Project Management (3 Credit Hours)

*Pre-requisites:* Junior Standing; Grade of C- or higher in ACCT 201 & MGMT 201

The art and science of project management as applied to business, industrial, and public projects. Covers: the project life cycle; project teambuilding; techniques for planning, scheduling and controlling projects; project organizations; project leadership and stakeholders.

*Course equivalencies:* ISOM 349/ISOM 357/MGSC 349

*Outcomes:*

Understanding of the broader role of the project manager with regard to all project stakeholders, and of methods and steps for initiating, defining, and executing projects

### ISSCM 393 Requirements Analysis and Communication (3 Credit Hours)

*Pre-requisites:* Junior Standing, minimum grade of "C-" or better in ISSCM 247

This course focuses on Information Systems requirements and related communication skills. Students will learn how to gather requirements for Information Systems from an organization's users and executives based on a general understanding of organizations and business goals. Students learn techniques of how to translate between organizational needs and requirements for systems and processes, and how to analyze, validate, and prioritize those requirements. A special focus of the course will be to improve business communication skills such as interviewing, listening, presenting and negotiating.

This course satisfies the Engaged Learning requirement.

*Course equivalencies:* ISOM393 / MGSC393

### ISSCM 395 Independent Study in ISSCM (1-3 Credit Hours)

*Pre-requisites:* Junior Standing, Instructor and Dean permission  
Independent study is in-depth research or reading, initiated by the student and jointly developed with a faculty member, into a specialized area of information Systems and Operations Management not otherwise covered by department course offerings. Variable credit. This course is for students who major in either Information Systems or Operations Management. Will count toward major requirements. Permission of Assistant Dean required.

### ISSCM 399 Special Topics in ISSCM (1-3 Credit Hours)

*Pre-requisites:* Junior Standing

Special Topics are scheduled classes offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

*Course equivalencies:* ISOM399 / MGSC399

## Legal Environment of Business (LREB)

### LREB 315 Law and the Regulatory Environment of Business I (3 Credit Hours)

*Pre-requisites:* Junior standing

This course is designed to familiarize the student with the American legal system. Intended primarily for students who have not previously studied law, the course includes a review of the concept of law, the function of the courts, and the dual judicial system of the United States. An appreciation of legal history and the operation of law are developed through the vehicle of a detailed analysis of contract law and a survey of other topical headings.

*Course equivalencies:* LREB315/315H

*Outcomes:*

The students should achieve an awareness of the necessity of voluntary compliance with general legal concepts in order for society to enable all persons to live together in harmony; An understanding of the court system as a substitute for self-help is deemed essential and knowledge of binding contract law is fostered as a basis for all agreements

### LREB 315H Law and the Regulatory Environment of Business I - Honors (3 Credit Hours)

*Pre-requisites:* Junior standing; restricted to SBA honors students

This course is designed to familiarize the student with the American legal system. Intended primarily for students who have not previously studied law, the course includes a review of the concept of law, the function of the courts, and the dual judicial system of the United States. An appreciation of legal history and the operation of law are developed through the vehicle of a detailed analysis of contract law and a survey of other topical headings.

*Course equivalencies:* LREB315/315H

*Outcomes:*

The students should achieve an awareness of the necessity of voluntary compliance with general legal concepts in order for society to enable all persons to live together in harmony; An understanding of the court system as a substitute for self-help is deemed essential and knowledge of binding contract law is fostered as a basis for all agreements

## Marketing (MARK)

### MARK 201 Principles of Marketing (3 Credit Hours)

*Pre-requisites:* Sophomore standing

This course develops an understanding of the marketing systems by which organizations plan, price, promote and distribute products and services to selected target markets.

*Course equivalencies:* MARK201/201H/301/CPST340

*Outcomes:*

Students analyze market conditions and apply the basic tools to develop marketing strategies to successfully meet the customers' needs resulting in a viable, profitable organization



**MARK 201H Principles of Marketing - Honors (3 Credit Hours)**

*Pre-requisites:* Sophomore standing or above; Restricted to SBA honors students

This course develops an understanding of the marketing systems by which organizations plan, price, promote and distribute products and services to selected target markets.

*Course equivalencies:* MARK201/201H/301/CPST340

*Outcomes:*

Students analyze market conditions and apply the basic tools to develop marketing strategies to successfully meet the customers' needs resulting in a viable, profitable organization

**MARK 310 Consumer Behavior (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201

This course develops an understanding of how consumers behave before, during and after the consumption process through a discussion of cultural, social and perceptual factors.

*Outcomes:*

Students evaluate consumer behavior and apply their understanding in the creation of a marketing plan designed to improve the brand equity of a firm

**MARK 311 Marketing Research (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 310 and (ISSCM 241 or ISSCM 241H or STAT 103)

This course develops an understanding of the research process from problem formulation through research report preparation. Both qualitative and quantitative research methodologies are discussed. The focus is on using research results in marketing decision making. Empirical data are analyzed using state of the art analytical tools.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

Students identify managerial problems, research objectives, design data collection instruments, and sampling procedures; Data collection and analysis is discussed; Cases, exercises and/or a written research proposal or report is a primary outcome of the course

**MARK 312 Gender and Marketing (3 Credit Hours)**

*Pre-requisites:* Junior standing; Minimum grade of "C-" in MARK 201

How do the 4Ps of Marketing, product, price, place, and promotion, influence gender, and how does gender influence the 4Ps? Students will learn how to address the relationship between Gender and Marketing. Example topics may include, but are not limited to, Masculinity, Media, and Marketing, Women, Media, and Marketing, and Millennials, Gender and Marketing.

*Outcomes:*

Understand how marketing strategy reflects and shapes socio-cultural norms so that you can build strategies that reflect and shape those norms; Learn how research on social trends is conducted and how it is used in strategy, so that you can perform such research in marketing contexts

**MARK 320 Marketing for Environmental Sustainability (3 Credit Hours)**

*Pre-requisites:* MARK 201 and Junior Standing

The course shows students how to use marketing to address the complexities of sustainability including: climate change, poverty, food shortages, oil depletion and species extinction. Design-for-environment, full-cost pricing, greening the channels of distribution and life-cycle impact are some of the concepts covered in this course.

*Outcomes:*

Provide students with the knowledge and skills needed to develop marketing products that contribute to environmental sustainability

**MARK 321 Ignatian Design Thinking (3 Credit Hours)**

*Pre-requisites:* Minimum grade of C- in MARK 201 and Junior standing

This course will provide an in-depth look into the role design thinking plays in our Ignatian tradition for servant leadership. Through human-centered design practices, we will explore our Ignatian imagination to seek and solve for our world's grandest challenges.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

An understanding in the scope and application of human-centered design as a Mindset and a Method

**MARK 323 Personal Selling (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201

This course develops an understanding of the role of personal selling and sales force management, which are extremely critical in business-to-business marketing strategies, and the ethical and legal responsibilities of sales managers.

*Outcomes:*

Students develop skills in sales force organization and sales techniques as well as in the recruiting, selecting, training, motivating, compensating and evaluating sales people

**MARK 334 Services Marketing (3 Credit Hours)**

*Pre-requisites:* Junior standing and minimum grade of C- in MARK 201

Service organizations (e.g. banks, transportation companies, hotels, hospitals, educational institutions, & professional services) require a distinctive approach to marketing strategy in both development and execution. Also, the course focuses on the role of service in manufacturing businesses. The course will cover why people are essential to service success. Differentiate between product & service characteristics; understand, analyze, develop, modify employee behavior in a service environment, identify critical issues to service design, understand importance of facility location.

**MARK 360 Retailing Management (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201

This course develops an understanding of retailing and the role that retailing plays in the marketing system and in marketing strategies.

*Outcomes:*

Students analyze and develop retail strategies that fit and support overall marketing strategies

**MARK 363 International Marketing (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201

This course develops an understanding of how marketing strategies are developed in the global environment.

*Interdisciplinary Option:* Global Studies, International Business

*Course equivalencies:* X-MARK363/INTS363

*Outcomes:*

Students evaluate cultural, governmental, economic and competitive conditions to illustrate how these factors impact an organization's marketing strategy; Attention is paid to the positive and negative consequences of globalization

**MARK 367 Multicultural Marketing (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in MARK 201

In this course, we address (1) past and current knowledge on multicultural marketing, (2) important challenges with respect to marketplace diversity and inclusion, and (3) what approaches can be used to construct better marketing plans and tactics.

*Outcomes:*

Students should have a working knowledge of the principal theories and research findings in multicultural marketing and should be able to integrate and apply this knowledge with respect to effective strategies for marketplace diversity and inclusion

**MARK 370 Political Marketing (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201  
No course description is available

**MARK 373 Integrated Marketing Communications (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201  
This course develops an understanding of advertising strategy and advertising campaigns, including the external environment, how agencies are structured and how consumer metrics are integrated.  
This course satisfies the Engaged Learning requirement.

*Outcomes:*

Students develop skills in managing the integration of media, strategy and creative design in developing sound advertising campaigns

**MARK 380 Digital Marketing (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in MARK 201  
Emphases is on strategies and tactics for creating, retaining, and enhancing customer relationships via the World Wide Web, and on integrating the digital environment into the marketing mix. In addition to learning fundamental principles of the digital channel, students will apply the learned principles of the digital channel in a class project. Readings, lectures, and industry professionals may be used to provide insights and relevance to this area of marketing.

*Outcomes:*

Students will be able to analyze and assess online marketing platforms and develop an integrated digital marketing plan

**MARK 390 Marketing Strategies (3 Credit Hours)**

*Pre-requisites:* Senior standing, minimum grade of "C-" in MARK 310, (FINC 301 or FINC 334 or FINC 334H), (SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H), and prior or concurrent enrollment in MARK 311

This capstone course develops an understanding of all marketing decisions involved in planning marketing strategies.

*Course equivalencies:* MARK390 / MARK324

*Outcomes:*

Students develop a comprehensive marketing plan by applying skills in financial analysis, competitive scanning, and appropriate marketing strategies

**MARK 395 Independent Study (1-3 Credit Hours)**

*Pre-requisites:* Junior standing; Instructor and Dean permission  
Independent Study is an in-depth research or reading, initiated by the student and jointly developed with a faculty member, into a specialized area of marketing not otherwise covered by the department course offerings.

*Outcomes:*

Varies with topic

**MARK 399 Special Topics in Marketing (1-3 Credit Hours)**

*Pre-requisites:* Junior standing  
Special Topics are scheduled classes offered on an ad hoc basis. Specific titles and content will vary.

*Outcomes:*

Varies with topic

## Management (MGMT)

**MGMT 201 Managing People and Organizations (3 Credit Hours)**

*Pre-requisites:* Sophomore standing

This course introduces students to the dynamics of human behavior in the workplace through the study of topics such as attitudes, personality, values, ethics, and leadership. The course also examines topics at the group and organizational levels including culture, structure, change, decision making, power and politics, as well as team development.

*Course equivalencies:* MGMT201/201H/MGMT 301/CPST 350

*Outcomes:*

Learn and apply organizational behavior concepts and theories to analyze how individuals work in teams/groups within organizations to achieve goals

**MGMT 201H Managing People and Organizations - Honors (3 Credit Hours)**

*Pre-requisites:* Sophomore standing or above; Restricted to QSB honors students

This course introduces students to the dynamics of human behavior in the workplace through the study of topics such as attitudes, personality, values, ethics, and leadership. The course also examines topics at the group and organizational levels including culture, structure, change, decision making, power and politics, as well as team development. Restricted to QSB honors students.

*Course equivalencies:* MGMT201/201H/MGMT 301/CPST 350

*Outcomes:*

Learn and apply organizational behavior concepts and theories to analyze how individuals work in teams/groups within organizations to achieve goals

**MGMT 304 Strategic Management (3 Credit Hours)**

*Pre-requisites:* Senior Standing; C- in MGMT 201, MARK 201, (SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H), and (FINC 301 or FINC 334)

This capstone course analyzes the responsibilities of general management in formulating and implementing business-level and corporate-level strategies. Strategic management addresses the strategic positioning, organizational structure, resources and capabilities of the organization to generate and sustain competitive advantage. The course applies strategic analysis principles to integrate all the BBA core courses.

*Course equivalencies:* MGMT304/304H

*Outcomes:*

Students will develop executive and general management skills through an understanding of how the various functions of an organization operate as a whole; Students will also build their skills in conducting strategic analyses in a variety of industries and competitive situations and gain a stronger understanding of the competitive challenges of the market environment

**MGMT 304H Strategic Management - Honors (3 Credit Hours)**

*Pre-requisites:* Senior standing; minimum grade of "C-" in MGMT 201 or MGMT 201H, MARK 201 or MARK 201H, SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H, and FINC 301 or FINC 334 or FINC 334H; restricted to SBA honors students

This capstone course analyzes the responsibilities of general management in formulating and implementing business-level and corporate-level strategies. Strategic management addresses the strategic positioning, organizational structure, resources and capabilities of the organization to generate and sustain competitive advantage. The course applies strategic analysis principles to integrate all the BBA core courses.

*Course equivalencies:* MGMT304/304H

*Outcomes:*

Students will develop executive and general management skills through an understanding of how the various functions of an organization operate as a whole; Students will also build their skills in conducting strategic analyses in a variety of industries and competitive situations and gain a stronger understanding of the competitive challenges of the market environment

**MGMT 318 Organizational Development and Change (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in MGMT 201 or HSM 368

This course examines the theory and practice of organizational development and change, with an emphasis on effective change management.

*Outcomes:*

Students will understand the complexity of change in organizations and learn how to use change interventions to manage different types of organizational changes, including the redesign of jobs and restructuring

**MGMT 320 Leading and Managing Teams (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in MGMT 201

This course examines the characteristics of effective teams and team players in an organizational context and covers theories and concepts of team composition, roles and leadership, decision making, team charters, conflict management, team networks and international teams.

*Outcomes:*

Students will gain an understanding of team processes and team performance in organizations, learn tools that make teams effective, develop team skills and practice creating, monitoring and improving an ongoing team effort

**MGMT 321 International Business Ethics (3 Credit Hours)**

*Pre-requisites:* Sophomore standing; minimum grade of C- in MGMT 201 and ECON 202

No course description is available

*Course equivalencies:* PHIL185/283/MGMT341/H/BHNR341

**MGMT 331 Managing Nonprofit Organizations (3 Credit Hours)**

*Pre- or co-requisites:* MGMT 201

Students will learn the knowledge, skills, and values for managing nonprofit organizations. We will examine how non-profits develop their mission, strategic plan, and program model, as well as how they fund their efforts and continuously improve their performance. Students will apply their knowledge through case study explorations of different Chicagoland non-profits. Students will demonstrate an understanding of the evolving non-profit sector; students will demonstrate an analytic ability to assess non-profit strategy; students will understand the management skills needed at high-performing non-profits. This course satisfies the Engaged Learning requirement.

**MGMT 335 Micro-Enterprise Consulting (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in MGMT 201; Instructor permission

In the Jesuit tradition of using knowledge to serve humanity, students utilize and improve their business knowledge and skills by meeting the real-life business consulting needs of individual entrepreneurial and not-for-profit clients starting up or operating businesses in economically distressed communities.

This course satisfies the Engaged Learning requirement.

*Outcomes:*

Students improve skills in service-oriented communication, project management, teamwork, and cross-functional business analysis; and learn how locally-owned business can foster community economic development; Consulting clients receive a feasibility analysis or business plan to help guide business operations and obtain financing for a new or struggling business

**MGMT 345 Ethics, Economics & Entrepreneurship (3 Credit Hours)**

*Pre-requisites:* Junior Standing, 'C-' or better in MGMT 201

The entrepreneur has been reviled as a social parasite and cheered as a moral hero. Through an examination of some classic works on entrepreneurship and the writings of our guest speakers, in Ethics, Economics, and Entrepreneurship we will take up three main questions: Who is the entrepreneur - that is, what activities or characteristics make one an entrepreneur?; Why did the entrepreneur largely disappear from intellectual discourse in the middle 20th century?; How ought we to evaluate the entrepreneur morally - and does the answer depend upon who we understand the entrepreneur to be?

**MGMT 360 Values-Based Leadership (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in MGMT 201

An examination of several major approaches to leadership that are based on personal and organizational values.

*Course equivalencies:* MGMT360/360H

*Outcomes:*

Students will understand major approaches to leadership, examine their own values and approach to leadership and improve their leadership skills

**MGMT 377 Family Business Management (3 Credit Hours)**

*Pre-requisites:* Grade of C- or better in MGMT 201

This course examines family, ownership and management challenges in operating a family business, including governance and leadership succession. It is designed for students pursuing a career in family business or providing service to one. It will use a systems model of family and business to demonstrate connections among key stakeholders.

*Outcomes:*

Students will understand the goals, characteristics, social and economic impact, and dynamics of family businesses; They will know how to integrate entrepreneurial/management concepts and available resources to strengthen business performance

**MGMT 395 Independent Study in Management (1-3 Credit Hours)**

*Pre-requisites:* Junior standing; Instructor and Dean permission

No course description is available

**MGMT 399 Special Topics in Management (1-3 Credit Hours)**

*Pre-requisites:* Junior standing

No course description is available

## Quinlan Business (QUIN)

### QUIN 101 Business Learning and Careers (1 Credit Hour)

*Pre-requisites:* Quinlan School of Business undergraduates only  
This course provides an overview of business majors at Quinlan and related career outcomes for graduates in each major.

*Outcomes:*

Students will understand the different attributes of Quinlan majors, variation in skill development and focus, and pathways for career success

### QUIN 102 Financial Literacy and Well-Being (0 Credit Hours)

*Pre-requisites:* Quinlan School of Business undergraduates only  
Students develop a comprehensive understanding of financial literacy by learning practical knowledge and tactics for successful personal financial management. This course makes direct connections between financial literacy and financial well-being.

*Outcomes:*

Students will understand personal finance terminology and resources, know how to choose financial instruments, comprehend basic economic function and policies, and be able to make ethical financial decisions and set goals

### QUIN 202 Career Preparation (2 Credit Hours)

Career Preparation provides an introduction to the critical skills required for successful career development and job search navigation. Students will learn about career development; develop job/internship search skills; establish a job/internship search action plan and begin to become oriented to employer research. Topics addressed will include resume/job search correspondence; interviewing skills; network building; career & employer research and career development resource building. *Pre-requisites:* Sophomore standing, Quinlan School of Business student.

### QUIN 300 Business Internship - Elective Credit (1-3 Credit Hours)

*Pre-requisites:* Sophomore standing, Quinlan School of Business student  
This course provides general elective credit for an approved internship, with credit based on hours worked for the term (1 cr for 56-84 hours, 2 cr for 85-119 hours, 3 cr for 120+ hours). Internships must be approved by the instructor in advance, no later than last date of late/change registration.

### QUIN 351 Business Internship-Engaged Learning (3 Credit Hours)

*Pre-requisites:* Junior standing, School of Business student, & "C-" or better in QUIN 202 or BSAD 220

This course satisfies the Engaged Learning requirement and connects an internship with academic learning and reflection. Topics include goal-setting, navigating the workplace, and career planning. Internships must be approved by instructor by the last date of late/change registration (required: work 120+ hours during term enrolled, submit name of supervisor). Students must be working in an internship during the term of enrollment into QUIN 351.

This course satisfies the Engaged Learning requirement.

### QUIN 399 Special Topics (3 Credit Hours)

This course will cover a variety of special topics in Economics.

## Supply Chain Management (SCMG)

### SCMG 232 Introduction to Supply Chain Management (3 Credit Hours)

Introduction to the concept of supply chain management, including a broad overview of main functional roles such as procurement, transportation, and inventory. Introduction to best practice methods for planning and managing supply chains, including how to do so efficiently, ethically, and sustainably. Methods include analytics and lean management.

*Course equivalencies:* SCMG332/332H/SCMG232/232H

*Outcomes:*

Understanding of fundamental activities in supply chain management, methodologies to support those activities, and how they impact a firm both in terms of its profit and its impact on society and the planet

### SCMG 232H Introduction to Supply Chain Management-Honors (3 Credit Hours)

Introduction to the concept of supply chain management, including a broad overview of main functional roles such as procurement, transportation, and inventory. Introduction to best practice methods for planning and managing supply chains, including how to do so efficiently, ethically, and sustainably. Methods include analytics and lean management.

*Course equivalencies:* SCMG332/332H/SCMG232/232H

*Outcomes:*

Understanding of fundamental activities in supply chain management, methodologies to support those activities, and how they impact a firm both in terms of its profit and its impact on society and the planet

### SCMG 332 Operations Management (3 Credit Hours)

*Pre-requisites:* Sophomore standing and minimum grade "C-" ISSCM 241  
Introduction to concepts and methods for managing production and service operations. Topics include demand forecasting, aggregate and capacity planning, inventory management, facility layout and location, just-in-time, managing quality, project planning, resource allocation, and logistics.

*Course equivalencies:* SCMG332/332H/SCMG232/232H

*Outcomes:*

Understanding of basic issues and role of operations management in organizations, and of tools for problem-solving in operations management

### SCMG 332H Operations Management - Honors (3 Credit Hours)

*Pre-requisites:* Sophomore Standing or above; minimum grade of "C-" in ISSCM 241 or ISSCM 241H; Restricted to SBA Honors Students  
Introduction to concepts and methods for managing production and service operations. Topics include demand forecasting, aggregate and capacity planning, inventory management, facility layout and location, just-in-time, managing quality, project planning, resource allocation, and logistics.

*Course equivalencies:* SCMG332/332H/SCMG232/232H

*Outcomes:*

Understanding of basic issues and role of operations management in organizations, and of tools for problem-solving in operations management



**SCMG 337 Fundamentals of Lean Production (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

Methods for managing manufacturing and service operations based upon Toyota Production System. Topics include the principles of JIT and lean production, pull production, setup reduction, preventive maintenance, cellular manufacturing, employee empowerment, and supplier partnerships.

*Course equivalencies:* OPMG337 / MGSC337

*Outcomes:*

Understanding of concepts and tools for reducing waste and continuously improving operations based upon Toyota's success-proven approach

**SCMG 338 Global Supply Chain Management I (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing; minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

This course examines how business partners like suppliers, manufacturers, distributors, and retailers work together to gain competitive advantage in moving products and services around the world to satisfy customers.

*Interdisciplinary Option:* International Business

*Course equivalencies:* OPMG338 / MGSC338

*Outcomes:*

Understanding best practices like vendor managed inventory and category management and the application of information technologies for sharing information

**SCMG 340 Global Supply Chain Management II (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing; minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

An examination of the planning and management of global supply chain operations. Emphasis placed on the areas of sourcing and procurement. Each area analyzed in terms of key goals, operational processes, technology applications and performance control mechanisms. Focus on strategic issues that face a sourcing organization.

*Outcomes:*

Develop critical thinking skills concerning the supply and sourcing function

**SCMG 341 Quality Management & Continuing Improvement (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

This course examines various philosophies, methods, and tools for quality management and continuous improvement of products, services, and processes. Topics include total quality, quality costs and measures, quality of design, quality awards and standards, statistical process control, Six Sigma and problem-solving techniques.

*Course equivalencies:* ISOM341 / MGSC341

*Outcomes:*

Basic understanding of total quality, quality costs, measures, statistical process control, Six Sigma, process improvement, and problem-solving techniques

**SCMG 342 Supply Chain Modeling (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

This course studies various analytical methods and tools for making decisions that will lead to cost effective products, services and processes. Topics include developing decision-making optimization models and implementing those models in Excel. The course will highlight models used in supply chain management; including facility location, transportation network design and vehicle routing.

*Outcomes:*

Basic understanding of optimization modeling, implementing optimization models in Excel and problem-solving techniques

**SCMG 346 Sustainable Supply Chain (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

Sustainability has emerged as a central issue in today's business world. Environmental issues such as global warming, increasing waste and pollution, depleting natural resources combined with societal issues such as health, safety, equality and development put an unprecedented pressure on companies to realign their businesses while remaining profitable and competitive.

*Outcomes:*

The course consists of three main modules: Eco-Efficiency; Eco-Effectiveness; and Sustainable Supply Chain

**SCMG 383 Management of Service Operations (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SCMG 332 or SCMG 332H or SCMG 232 or SCMG 232H

This course studies the management of service businesses in general, and how services are delivered to the customer in particular.

*Course equivalencies:* ISOM383 / MGSC383

*Outcomes:*

Understanding how services differ from manufactured goods, and how service management requires unique tools for managing customer expectations while simultaneously delivering services that exceed those expectations

**SCMG 395 Independent Study in Operations Management (1-3 Credit Hours)**

Independent study is in-depth research or reading, initiated by the student and jointly developed with a faculty member in a specialized area of Operations Management not otherwise covered by departmental course offerings. Variable Credit. May count for Operations Management major or minor. Permission of Assistant Dean required.

**SCMG 396 Supply Chain Seminar (0 Credit Hours)**

Professional speaker series for all students majoring in Supply Chain Management. Students will benefit from hearing professionals in the supply chain industry discuss current events, opportunities and challenges within the industry.

**SCMG 399 Special Topics in Operations Management (1-3 Credit Hours)**

Special topics are scheduled classes offered on an ad hoc basis. Specific titles, prerequisites and content will vary.

**Sport Management (SPRT)****SPRT 130 The Business of Sports (3 Credit Hours)**

An overview of the sport industry intended to increase student awareness of the structure and operations of sport organizations from a management and leadership perspective.

**SPRT 320 Social Aspects of Sport Management (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SPRT 130  
This course provides an examination of the role and relevance of sport in modern American society; impact of sport on society and the influence which cultural institutions have on sport. Sport related issues and controversies in contemporary sport as framed from a sociological and ethical perspective will be discussed.

**SPRT 330 Economics of Sport (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SPRT 130, ECON 201 and ECON 202  
Using the tools of economic analysis, this course will examine issues pertaining to professional and amateur sports. It will also address economic policy of various sport industry segments.

**SPRT 335 Fundamentals of Sport Finance (3 Credit Hours)**

*Pre-requisites:* Junior standing, minimum grade of "C-" in SPRT 130  
No course description is available

**SPRT 339 Sports Facility Management and Operations (3 Credit Hours)**

*Pre-requisites:* Junior standing; minimum grade of "C-" in SPRT 130  
This course examines the comprehensive planning for development and operations of new and existing sport and fitness facilities and the management of those events.

*Course equivalencies:* X-SPRT339/ISOM339

**SPRT 345 Globalization of Sport Industry (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SPRT 130  
The course provides an analysis of the impact of the globalization of sport in relation to the organization and management of international sport, including the Olympic movement and the examination of U.S. professional sports. A comprehensive investigation of international governance, political, social, and economic issues which leagues and corporations must consider in conducting business in foreign markets.  
*Interdisciplinary Option:* International Business

**SPRT 365 Fundamentals Sport Marketing (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SPRT 130 and MARK 201  
This course focuses on the application of marketing principles and practices to the sport industry. Consideration given to marketing sport both as a spectator and a participant.  
*Course equivalencies:* X-SPRT365/MARK365

**SPRT 375 Sport Media (3 Credit Hours)**

*Pre-requisites:* Sophomore Standing, minimum grade of "C-" in SPRT 130  
A course designed to expose students to sports media in the digital age. The course covers topics in journalism, broadcasting, and production and outlines best practices for success in the industry. The course also analyzes the market forces that control sports media as well as legal and ethical dilemmas in the field.

**SPRT 380 Legal Aspects in Sport Management (3 Credit Hours)**

*Pre-requisites:* Junior Standing, minimum grade of "C-" in SPRT 130  
An examination of legal issues which arise in the sport industry, including both amateur and professional sports with a strong emphasis on ethical concerns.

**SPRT 385 Sport Analytics (3 Credit Hours)**

*Pre-requisites:* Junior standing, C- or better in SPRT 130 and BSAD 343  
This course examines the collection and analysis of data to enhance decision making within sport. The course reviews analytic usage across different sport management segments such as finance, marketing, sales and logistics. Additionally, data and analytics within sport performance, wearable technology, coaching and player management are investigated.  
*Outcomes:*

Obtain introductory knowledge and technical competence using statistical and analytical software; Determine and perform appropriate statistical analysis to think critically; reason, analyze and problem solve sport industry specific issues

**SPRT 395 Independent Study (1-3 Credit Hours)**

This course will provide independent study opportunity in Sports Management.

**SPRT 399 Special Topics in Sport Management (1-3 Credit Hours)**

*Pre-requisites:* Junior Standing & C- or better in SPRT 130  
No course description is available