

Business Administration

The Business Administration program offers study in finance, management, marketing, entrepreneurship/small business management, international business, management information systems, computer forensics, computer information systems, fraud examination, and general business. The focus is undergraduate education in this student-oriented learning environment. Hands-on learning, full student participation, and technology are integrated throughout the Business Administration program. Neither narrow nor vocational in its approach, the course work includes critical and logical thinking, communication skills, creative problem solving, innovation, decision making, and theoretical, technical, and professional skills.

Business policies and practices both reflect and help form the ethical, global/international, and moral foundations of a society; business both draws upon and contributes to knowledge and understanding of the world. In recognition of this, the Department of Business Administration educates its students to be discerning, responsible citizens of both the business community and our democratic society.

The theoretical aspects of business are grounded in social sciences such as economics, political science, psychology, sociology, and anthropology. The Business Administration curriculum is therefore broadly conceived. It prepares students for entry into the business world or for graduate study, and offers them a core education that will contribute to their intellectual, personal, and ethical growth.

Programs

- Business Administration, B.S. (Marketing Emphasis) *major*
- Business Administration, B.S. (Professional Selling Emphasis) *major*
- Business Administration, B.S. (Business Analytics Information Systems Emphasis) *major*
- Business Administration, B.S. (Entrepreneurship Emphasis) *major*
- Business Administration, B.S. (Finance Emphasis) *major*
- Business Administration, B.S. (Human Resources Management Emphasis) *major*
- Business Administration, B.S. (Management Emphasis) *major*
- Business Administration, B.S. (Indigenous Business) *major*
- Business Administration, B.S. (Financial Planning Emphasis) *major*
- Marketing Communication, B.S. *major*
- Business Administration *minor*
- Financial Planning *minor*
- Management Information Systems *minor*
- Professional Selling *minor*

Career Directions

Account Representative
Administrative Services Manager
Administrator
Advertising
Advertising Executive
Advertising Manager
Agent Manager
Applications Development
Applications Support
Appraiser & Assessor
Bank Examiner
Bank Officer
Budget Analyst
Business Analyst
Business Director
Buying Agent
Claims Adjusters
College & University Administrator
Commodities Salespeople
Communications Directors
Compliance Officer & Inspector
Computer Forensics
Computer Operations Manager
Computer Programmer
Computer Securities Specialist
Computer Support Specialists
Computer Systems Analysts
Construction Managers
Corporate Trainer
Cost Estimator
Credit Analyst
Data Communications Analysts
Database Administrator
Demonstrators & Promoters
Doctoral Program - Graduate Study
E-Commerce Development
E-Commerce Support
E-Commerce Web Programmer
Education Administrators
Educator
Engineering Managers
Entrepreneur
Executives
Finance Director
Financial Analyst
Financial Counselor
Financial Information Specialist
Financial Manager
Financial Planner
Food Service Manager
Gaming Services
Health Services Administrators
Hotel & Motel Managers
Human Resource Manager
Human Resources Training
Industrial Production Managers
Information Center Specialist
Information Director
Information Systems Analyst

Information Systems Manager
 Information Technology Auditors
 Information Technology Consultant
 Insurance Adjuster
 Insurance Agents
 Insurance Examiner
 Insurance Investigators
 Insurance Underwriters
 Internet Website Developer
 IRS Agents
 Knowledge Engineer
 Labor Relations Specialists
 Loan Analyst
 Loan Counselor
 Loan Officers
 Lodging Managers
 Management Analyst
 Management Consultant
 Manager
 Manufacturing
 Marketing Executive
 Marketing Manager
 Master's Program - Graduate Study
 Media Relations
 Medical and Health Services Manager
 Natural Sciences Manager
 Network Specialist
 Operations Manager
 Personnel & Training Managers
 Postmaster & Mail Superintendent
 Product Support
 Production / Operations Supervisor
 Production Manager
 Project Leader
 Promotions Director
 Promotions Management
 Property & Real Estate Managers
 Proprietors
 Public Relations
 Public Speaking
 Purchasing Agents
 Purchasing Managers
 Real Estate Agents
 Resort Managers
 Restaurant Manager
 Sales Engineers
 Sales Executive
 Sales Manager
 Sales Representative
 Sales Worker Supervisors
 Securities Salespeople
 Small Business Management
 Software Engineer
 Storage & Transportation Manager
 Tax Examiners
 Telecommunications Specialist
 Web Site Developer
 Wholesalers
 Also: Graduate Study

Computing
 Speech
 Writing
 Business Administration

Preparation

Recommended High School Courses
 Mathematics

Business Administration, B.S. *major*

Marketing Emphasis

A total of 120 semester credits are needed for the **Business Administration, Marketing emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 64

Required GPA: 2.25

I REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3232 Predictive Analytics (3 credits)
or BUAD3232
- BUSN 3500 Marketing Analytics (3 credits)
or BUAD3283
- BUSN 3569 Digital Marketing (3 credits)
- BUSN 3567 Consumer Behavior (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 4467 Marketing Research (3 credits)
- BUSN 4468 Marketing Management (3 credits)

REQUIRED ELECTIVES

Select 1 of the following courses:

- BUSN 3281 Management Science (3 credits)
- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 3450 Indigenous Business (3 credits)
- BUSN 3520 Business Ethics (3 credits)
- BUSN 3677 Real Estate (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major*

Professional Selling Emphasis

A total of 120 semester credits are needed for the **Business Administration, Professional Selling emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or

certificate in the degree.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 63

Required GPA: 2.25

REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3567 Consumer Behavior (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 4340 Sales Management (3 credits)
- BUSN 4568 Advanced Professional Selling (3 credits)
- COMM 4160 Business Communication (3 credits)

REQUIRED ELECTIVES

Select 2 elective courses for the Professional Selling emphasis:

- BUSN 3467 Advertising Management (3 credits)
- BUSN 3500 Marketing Analytics (3 credits)
- BUSN 3569 Digital Marketing (3 credits)
- BUSN 3751 International Marketing (3 credits)
- BUSN 4347 Sales Simulator Lab (2 credits)
- COMM 3100 Interviewing (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major* Business Analytics Information Systems Emphasis

A total of 120 semester credits are needed for the **Business Administration, Business Analytics Information Systems emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

The Business Analytics Information Systems emphasis is designed to equip students with the skills and knowledge required to navigate the rapidly evolving landscape of data-driven decision-making and technology integration in the business world. This emphasis blends the fields of business analytics and information systems, providing a comprehensive education that bridges the gap between data analysis, technology, and strategic business insights.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 64

Required GPA: 2.25

REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)

- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

II EMPHASIS REQUIRED COURSES

Complete the following courses:

- BUSN 3232 Predictive Analytics (3 credits)
or BUAD3232
- BUSN 3500 Marketing Analytics (3 credits)
- BUSN 3281 Management Science (3 credits)
- BUSN 3382 Business Application Development (3 credits)
or BUAD3382
- BUSN 3384 Systems Analysis and Design (3 credits)
- BUSN 4385 Data Modeling and Visualization (3 credits)
- BUSN 4386 Information Systems Analytics (3 credits)

Select two of the following courses:

- BUSN 3283 E-Commerce Web Development (3 credits)
or BUAD3283
- BUSN 3569 Digital Marketing (3 credits)
- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 3450 Indigenous Business (3 credits)
- BUSN 3520 Business Ethics (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 3677 Real Estate (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major* Entrepreneurship Emphasis

A total of 120 semester credits are needed for the **Business Administration, Entrepreneurship emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Entrepreneurship is designed to expose students to the process of starting and managing a new business venture. This emphasis combines the interdisciplinary nature of starting a new venture relevant to small businesses with a focus on analyzing new opportunities, ethics and governmental regulations, as well as, financing, managing, marketing, and accounting.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 61

Required GPA: 2.25

I REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3568 Professional Selling (3 credits)
- BUSN 4458 Entrepreneurship (3 credits)
- BUSN 4469 Small Business Case Analysis (3 credits)

REQUIRED ELECTIVES

Select 3 of the following courses:

- ACCT 3117 Managerial Analysis (3 credits)
or ACCT 3118 Financial Statement Analysis (3 credits)
- BUSN 3232 Predictive Analytics (3 credits)
or BUSN 3500 Marketing Analytics (3 credits)
- BUSN 3281 Management Science (3 credits)
- BUSN 3283 E-Commerce Web Development (3 credits)
or BUSN 3569 Digital Marketing (3 credits)
- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 3450 Indigenous Business (3 credits)
- BUSN 3520 Business Ethics (3 credits)
- BUSN 3677 Real Estate (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major* Finance Emphasis

A total of 120 semester credits are needed for the **Business Administration, Finance emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Finance is the realm of managing money and investments, encompassing credit, debt, capital markets, investments, risk management, and the establishment and regulation of financial systems. In broader terms, it spans personal and corporate

finances as well as public (government) finance. Personal finance revolves around managing an individual's or a family's resources, while corporate finance involves steering a company's financial endeavors, including capital investment, financial planning, and risk analysis to optimize shareholder value. Public finance pertains to the analysis of the government's economic role regarding both expenditure and taxation. As a crucial element, finance significantly influences decisions at both the individual and organizational levels, impacting various aspects of life.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 64

Required GPA: 2.25

I REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3677 Real Estate (3 credits)
or BUAD3677
- or ACCT 3404 Income Taxes I (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3772 Advanced Financial Management (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)
- BUSN 4779 Corporate Financial Policies (3 credits)

RESTRICTED ELECTIVES

Select 2 of the following courses:

- ACCT 3117 Managerial Analysis (3 credits)
or ACCT 3118 Financial Statement Analysis (3 credits)
- BUSN 3232 Predictive Analytics (3 credits)

or BUAD3232

or BUSN 3500 Marketing Analytics (3 credits)

- BUSN 3281 Management Science (3 credits)
- BUSN 3283 E-Commerce Web Development (3 credits)
- or BUAD3283
- or BUSN 3569 Digital Marketing (3 credits)
- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 3450 Indigenous Business (3 credits)
- BUSN 3520 Business Ethics (3 credits)
- BUSN 3568 Professional Selling (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major* Human Resources Management Emphasis

A total of 120 semester credits are needed for the **Business Administration, Human Resources Management emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

A Human Resource emphasis in the Business Administration program focuses on developing a deep understanding of the principles, practices and strategies involved in effectively managing an organization's human capital. This includes recruitment and selection, performance management, compensation and benefits, training and development, employee relations and compliance with labor laws and regulations. Students acquire the skills and knowledge necessary to become effective leaders and managers who can create a positive and productive work environment that fosters employee engagement, motivation and retention.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 61

Required GPA: 2.25

REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 4456 Human Resources Management (3 credits)
- BUSN 4507 Talent Acquisition (3 credits)
- BUSN 4508 Training, Development, and Evaluation (3 credits)
- BUSN 4509 Diversity and Inclusion (3 credits)

REQUIRED ELECTIVES

Select 1 of the following courses:

- BUSN 3232 Predictive Analytics (3 credits)
- or BUSN 3500 Marketing Analytics (3 credits)
- BUSN 3281 Management Science (3 credits)
- BUSN 3283 E-Commerce Web Development (3 credits)
- or BUSN 3569 Digital Marketing (3 credits)
- BUSN 3450 Indigenous Business (3 credits)
- BUSN 3520 Business Ethics (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 3677 Real Estate (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)
- BUSN 4500 Compensation and Benefits (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.

3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major* Management Emphasis

A total of 120 semester credits are needed for the **Business Administration, Management emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Management as a field of study within business administration covers the knowledge, skills, and abilities needed to set staffing policies in organizations and to implement those policies in ways that are fair and lead to effective organizational systems. Management covers every aspect of goal setting as well as goal achievement in organizational life.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 64

Required GPA: 2.25

REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a

higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business

Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 3520 Business Ethics (3 credits)
- BUSN 4354 Organizational Behavior (3 credits)
- BUSN 4456 Human Resources Management (3 credits)

REQUIRED ELECTIVES

Select 1 of the following courses:

- ACCT 3118 Financial Statement Analysis (3 credits)
- BUSN 3232 Predictive Analytics (3 credits)
or BUSN 3500 Marketing Analytics (3 credits)
- BUSN 3281 Management Science (3 credits)
- BUSN 3283 E-Commerce Web Development (3 credits)
or BUSN 3569 Digital Marketing (3 credits)
- BUSN 3450 Indigenous Business (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 3677 Real Estate (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)

Program Learning Outcomes | Business Administration, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major* Indigenous Business

A total of 120 semester credits are needed for the **Business Administration, Indigenous Business emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of

Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

This program offers study in Indigenous Business with coursework in finance, management, marketing, entrepreneurship, human resource management, and general business. It furthers the inclusion of Indigenous perspectives and demonstrates the significant impact that Native Americans have had on business, as well as, cultural contributions to management, leadership, marketing, economic development, and entrepreneurship. Course work includes logical thinking, communications skills, theoretical, technical and professional skills, and creative problem solving/decision-making.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 61
Required GPA: 2.25

REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3450 Indigenous Business (3 credits)
- BUSN 4550 Indigenous Entrepreneurship (3 credits)
- BUSN 4458 Entrepreneurship (3 credits)

REQUIRED ELECTIVES

Complete 12 credits (one 3 credit course from each section); no course may be counted toward more than one of the fields:

Finance: Select one

- BUSN 3770 Foundations of Financial Planning (3 credits)
- BUSN 3772 Advanced Financial Management (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)

Management: Select one

- BUSN 3520 Business Ethics (3 credits)
- BUSN 4354 Organizational Behavior (3 credits)
- BUSN 4456 Human Resources Management (3 credits)

Marketing: Select one

- BUSN 3567 Consumer Behavior (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 4467 Marketing Research (3 credits)

Human Resources Management: Select one

- BUSN 3420 Labor and Employment Relations (3 credits)
- BUSN 4456 Human Resources Management (3 credits)
- BUSN 4509 Diversity and Inclusion (3 credits)

PROGRAM LEARNING OUTCOMES | BUSINESS ADMINISTRATION, B.S.

1. Graduates will demonstrate a foundational knowledge in the field of business.
2. Graduates will utilize practical business tools.
3. Graduates will demonstrate professional communication skills
4. Graduates will collaborate effectively
5. Graduates will demonstrate ability to ethically address complex problems in a realistic business environment.

Business Administration, B.S. *major*
Financial Planning Emphasis

A total of 120 semester credits are needed for the **Business Administration, Financial Planning emphasis B.S.** degree and include the following:

- Completion of a minimum of 40 upper division credits (level 3000/4000)
- Completion of all required major credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10 with a minimum of 40 credits) required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits

of course work not used to meet the requirements of another major, minor or certificate in the degree.

The Financial Planning program is designed to prepare students for careers in personal financial advising and related fields. Coursework covers key areas such as investment planning, retirement strategies, tax and insurance planning, and financial plan development, with additional emphasis on behavioral finance to strengthen client communication and decision-making skills. This flexible program serves both traditional students and working professionals seeking to enter or advance in the financial services industry.

Students majoring in Business Administration are advised to complete at least one course in Psychology, Sociology, or Anthropology as part of their core curriculum requirements.

Required Credits: 64
Required GPA: 2.25

I REQUIRED COURSES

Complete the following courses:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

Select 1 course:

A MATH course from Core Curriculum Goal Area 4 at a higher level than College Algebra may be substituted for this requirement

- MATH 1170 College Algebra (3 credits)

Select 1 course:

A STAT course at a higher level than Business Statistics may be substituted for this requirement

- BUSN 2231 Business Statistics I (3 credits)

ADDITIONAL REQUIRED COURSES

Complete the following courses:

- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3770 Foundations of Financial Planning (3 credits)
- BUSN 3777 Planning for Taxes (3 credits)
- BUSN 3779 Retirement Readiness: Behavioral Finance and Income Planning (3 credits)
- BUSN 3870 Legacy Planning (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)
- BUSN 4777 Financial Planning Capstone (3 credits)

Program Learning Outcomes | Business Administration, B.S. major Financial Planning emphasis

1. Students will be able to apply financial planning theory to real-world client situations.
2. Students will be able to demonstrate analytical and quantitative reasoning.
3. Students will be able to communicate effectively in professional financial planning contexts.
4. Students will be able to understand the regulatory and institutional environment of financial services.
5. Students will be able to apply case-based and experiential learning methods.

Suggested semester schedule | Business Administration, B.S. major Financial Planning emphasis

Freshman - 1st semester

- Core curriculum requirements

Freshman - 2nd semester

- Core curriculum requirements

Sophomore - 3rd semester

- ACCT 2101 Principles of Accounting I (3 credits)
- BUSN 2220 Legal Environment (3 credits)
- ECON 2000 Principles of Microeconomics (3 credits)
- MATH 1170 College Algebra (3 credits)
- Remaining core curriculum requirements
- Nisidotaading course requirement

Sophomore - 4th semester

- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2231 Business Statistics I (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)
- Any remaining core curriculum requirements

Junior - 5th semester

- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)

Junior - 6th semester

- BUSN 3770 Foundations of Financial Planning (3 credits)
- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3777 Planning for Taxes (3 credits)

Senior - 7th semester

- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)
- BUSN 3779 Retirement Readiness: Behavioral Finance and Income Planning (3 credits)
- BUSN 3870 Legacy Planning (3 credits)

Senior - 8th semester

- BUSN 4777 Financial Planning Capstone (3 credits)
- BUSN 4559 Strategic Management (3 credits)
- BUSN 4600 Senior Seminar: Business Administration (1 credit)

Marketing Communication, B.S. *major*

A total of 120 semester credits are needed for the **Marketing Communication B.S.** degree and include the following:

- 40 upper division credits (level 3000/4000)
- 60 required major core credits
- Completion of Core Curriculum credits (Minnesota Transfer Curriculum [MnTC] Goal Areas 1-10) - required for all baccalaureate degrees
- Completion of BSU Focus and Nisidotaading Course Requirements

Dual Degrees

Students wishing to complete two degrees concurrently, (example: Bachelor of Science and Bachelor of Arts) must complete a minimum of an additional 30 credits above the required 120 credits.

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Required Credits: 60

Required GPA: 2.25

REQUIRED COURSES

Complete the following courses:

- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3467 Advertising Management (3 credits)
- BUSN 3500 Marketing Analytics (3 credits)
- BUSN 3567 Consumer Behavior (3 credits)
- BUSN 3568 Professional Selling (3 credits)
- BUSN 3569 Digital Marketing (3 credits)
- BUSN 4467 Marketing Research (3 credits)
- BUSN 4468 Marketing Management (3 credits)
- MCOM 2243 Video Editing (3 credits)
- MCOM 2250 Video Production (3 credits)
- MCOM 2850 Media Writing I (3 credits)
- MCOM 3260 Public Relations (3 credits)
- MCOM 3270 Media and Social Change (3 credits)
- MCOM 3500 Media Design (3 credits)
- MCOM 3600 Social Media Marketing (3 credits)
- MCOM 4220 Multimedia Marketing (3 credits)
- MCOM 4840 Portfolio (3 credits)

Select 1 of the following courses, 3 credits:

- MCOM 4970 Internship (1-12 credits)
- BUSN 4970 Internship (1-12 credits)

Business Administration *minor*

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Required Credits: 24

Required GPA: 2.00

REQUIRED COURSES

COMPLETE THE FOLLOWING COURSES:

- ACCT 2101 Principles of Accounting I (3 credits)
- ACCT 2102 Principles of Accounting II (3 credits)
- BUSN 2231 Business Statistics I (3 credits)
- BUSN 3223 Operations Management (3 credits)
- BUSN 3351 Management (3 credits)
- BUSN 3361 Marketing (3 credits)
- BUSN 3381 Management Information Systems (3 credits)
- BUSN 3771 Financial Management (3 credits)

Financial Planning *minor*

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Required Credits: 21

Required GPA: 2.00

REQUIRED COURSES

Complete the following courses:

- BUSN 3678 Risk Management and Insurance (3 credits)
- BUSN 3770 Foundations of Financial Planning (3 credits)
- BUSN 3777 Planning for Taxes (3 credits)
- BUSN 3779 Retirement Readiness: Behavioral Finance and Income Planning (3 credits)
- BUSN 3870 Legacy Planning (3 credits)
- BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)
- BUSN 4777 Financial Planning Capstone (3 credits)

Management Information Systems *minor*

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Required Credits: 27

Required GPA: 2.00

REQUIRED COURSES

COMPLETE THE FOLLOWING COURSES:

- BUSN 2231 Business Statistics I (3 credits)
- BUSN 2280 Computer Business Applications (3 credits)
- BUSN 3381 Management Information Systems (3 credits)

SELECT 1 OF THE FOLLOWING COURSES:

- ACCT 2101 Principles of Accounting I (3 credits)
- ECON 2000 Principles of Microeconomics (3 credits)
- ECON 2100 Principles of Macroeconomics (3 credits)

REQUIRED ELECTIVES

SELECT 5 OF THE FOLLOWING COURSES, 3 OF WHICH MUST NOT

BE REPEATED IN THE MAJOR

- BUSN 3281 Management Science (3 credits)
- BUSN 3283 E-Commerce Web Development (3 credits)
- BUSN 3382 Business Application Development (3 credits)
- BUSN 3383 Data Communications (3 credits)
- BUSN 3384 Systems Analysis and Design (3 credits)
- BUSN 4385 Data Modeling and Visualization (3 credits)
- BUSN 4386 Information Systems Analytics (3 credits)
- BUSN 4387 Strategic Information Management (3 credits)

MANAGEMENT INFORMATION SYSTEMS MINOR

Management Information Systems Minor must select
3 courses which are not repeated in their major.

Professional Selling *minor*

Multiple Credentials

Any additional major, minor or certificate in a degree must have at least 6 credits of course work not used to meet the requirements of another major, minor or certificate in the degree.

Required Credits: 15

Required GPA: 2.00

REQUIRED BASIC CORE COURSES

Complete the following courses:

- BUSN 3568 Professional Selling (3 credits)
- BUSN 4340 Sales Management (3 credits)
- BUSN 4458 Entrepreneurship (3 credits)
- BUSN 4568 Advanced Professional Selling (3 credits)
- COMM 4160 Business Communication (3 credits)

Business Administration Courses

BUSN 1100 Introduction to Business (3 credits)

Course provides an overview of the world of business. Included is an introduction to basic business terminology, concepts, and functions featuring an analysis of marketing, finance, production, personnel management, accounting, and economics as they relate to business meeting its social responsibility of resource allocation. Not open to Business Administration juniors or seniors.

BUSN 2220 Legal Environment (3 credits)

An introduction to business and the law. Considers the general nature of law, the legal system, alternative dispute resolution, constitutional law, business ethics, torts, contracts, product liability, employment law, business organizations, consumer protection, and the rights and responsibilities of individuals and businesses in our society.

BUSN 2231 Business Statistics I (3 credits)

Collection, presentation, analysis, and interpretation of business and economic data. Prerequisite: MATH 1170 (or equivalent or higher.)

BUSN 2280 Computer Business Applications (3 credits)

Students develop applications employing decision support systems (DSS) technology to enable decision-making, planning, and auditing, utilizing client (MS-Office) software with emphasis on spreadsheets, graphic presentation software, and word processing, and database management systems. Students will test in attempt to attain Microsoft Office Specialist (MOS) Certification for Excel in the current version of study.

BUSN 2925 People of the Environment: Business Perspective (3 credits)

A survey of environmental issues in relation to business and commerce. Considers the rights and obligations of individuals and businesses in participating in decision-making regarding environmental concerns. Encompasses views on what makes environmentally responsible business. This course does not satisfy any Business Administration major or minor degree requirements.

BUSN 3223 Operations Management (3 credits)

Study of the operations function in both manufacturing and service organizations in terms of operations planning and control, inventory management, quality control, and job design. Prerequisites: ACCT 2102, BUSN 2231, and ECON 2100, or consent of instructor and junior standing.

BUSN 3232 Predictive Analytics (3 credits)

The application of multivariate statistics to improve business decision making and how business leaders can best understand the results of these analyses. Students will determine patterns and predict future outcomes and trends using data analysis with an emphasis on regression and correlation, time series, analysis of variance, and business forecasting. Prerequisite: BUSN 2231 or consent of instructor.

BUSN 3281 Management Science (3 credits)

This course covers the quantitative method and models in business that focus on management science techniques, using a linear programming tool implemented in Excel. Design, documentation, and auditing standards are defined and applied to models and spreadsheet database applications. Prerequisites: ACCT 2102, BUSN 2280 and MATH 1170 (or equivalent or higher).

BUSN 3283 E-Commerce Web Development (3 credits)

WWW environment, browsers, Web 2.0, Ajax Client and programming techniques. Major topics include Web page design, Web-based multimedia/graphics, XHTML, W3C XHTML validation service, CSS AND JavaScript. Create Headings, Links, Images, Special characters, Tables, Lists, Forms, Positioning Elements, Embedded Style Sheets, Text Flow, Box Model, User Style sheet and Drop-Down Menu. Prerequisites: BUSN 2280 and any computer programming course.

BUSN 3351 Management (3 credits)

Management principles course emphasizing functional areas of management: Planning, organizing, leading and controlling. Prerequisite(s): Minimum of 45 completed credits; (Completion of ACCT 2102, ECON 2100 and BUSN 2231 preferred not required.)

BUSN 3361 Marketing (3 credits)

Procedures and institutions involved in the distribution of goods and services, product development and pricing, marketing costs, consumer motivation and buying habits, and government regulation. Prerequisites: ACCT 2102, ECON 2100, and BUSN 2231; or consent of instructor and junior standing.

BUSN 3381 Management Information Systems (3 credits)

A decision-making course in management information systems. Focus on the enhancement of competitive advantage by utilizing computer information systems to improve strategic decision-making, improve efficiency, and provide innovative products and services. Emphasis is on information technology's impact on competitive pressures, responses to competitive pressures, and optimal use of the types of information systems by management at the appropriate organizational level. Prerequisites: ACCT 2101, BUSN 2231, BUSN 2280, ECON 2000 or ECON 2100, or consent of instructor and junior standing.

BUSN 3382 Business Application Development (3 credits)

Advanced business application computer programming with emphasis on the highly structured design techniques used by industry. Interactive concepts are integrated within table processing, file processing, and web E-Commerce processing using Micro Focus, Visual Basic, or other similar tool. Prerequisites: BUSN 2280 or consent of instructor.

BUSN 3383 Data Communications (3 credits)

An overview of data communications network design issues and strategies critical to the design and implementation of effective distributed computing systems. Topics include data communications hardware and software, communications media, and OSI reference model. Prerequisite: BUSN 3381 or consent of instructor.

BUSN 3384 Systems Analysis and Design (3 credits)

Information systems methodologies to solve enterprise-wide managerial and organizational problems. Students will use systems design methodologies to develop information system projects and evaluate cases. Approaches to information system implementation, installation, and maintenance activities are also addressed. Includes structured laboratory exercises using computer-based software engineering tools. Prerequisites: ACCT 2101, BUSN 2280, and BUSN 3381, or consent of instructor and junior standing.

BUSN 3420 Labor and Employment Relations (3 credits)

Study of labor relations, collective bargaining, employment law practices, and current employee relations procedures. Prerequisites: BUSN 2220 and BUSN 3351.

BUSN 3450 Indigenous Business (3 credits)

The purpose of this course is to introduce students to indigenous business as a field of study. Focus on Indigenous business, business practices, and business education. It will further the inclusion of Indigenous perspectives and demonstrate the significant impact that Native Americans have had on business, as well as, cultural contributions to management, leadership, marketing, economic development, and entrepreneurship. [Nisidotaading Course Requirement]

BUSN 3467 Advertising Management (3 credits)

Importance of advertising in the marketing function: buying motives, motivation and advertising research, media selection, advertising budgets, advertising agencies, social and economic effects of advertising, problems and testing of advertising effectiveness, and advertising as part of the marketing plan. Prerequisite: BUSN 3361.

BUSN 3500 Marketing Analytics (3 credits)

In this digital age, there is an unprecedented volume, velocity, and variety of marketing data available to firms. User characteristics and behaviors are tracked in detail for websites, social media pages, and ad campaigns, and information-rich user-generated content is contributed at breakneck speed throughout the web. The marketing world is a-buzz with excitement about using this "big data" to increase profits - yet, many marketers find real, measurable value-gain to be elusive. It is all too easy to suffer "analysis paralysis" in the face of a sea of metrics; to make misinformed recommendations based on flawed data or analytics; or to invest in an analytics tool that makes strong promises but doesn't deliver actionable insights. Prerequisite(s): BUSN 3361

BUSN 3520 Business Ethics (3 credits)

A survey of business ethics. Examines conflicts and problems which are facing business persons and the increase of consciousness in business ethics. Concentrates on organizational, market, and governmental regulations of business ethics and their effects on business and its stakeholders.

BUSN 3567 Consumer Behavior (3 credits)

An interdisciplinary approach to the study of the buying behaviors of consumers. Emphasizes the marketing implications of theory and findings from the behavioral sciences. Prerequisite: BUSN 3361.

BUSN 3568 Professional Selling (3 credits)

A study of the principles and psychology of personal selling. Course requires the preparation and presentation of a sales story. Prerequisite(s): BUSN 3361, or enrolled in Professional Selling minor, or Instructor Consent

BUSN 3569 Digital Marketing (3 credits)

This course provides a broad overview of the digital marketing techniques needed for successful marketing campaigns in a digital economy. Students will learn digital marketing core principles and strategic aspects of the customer experience, analytics, digital content monetization, and online customer acquisition. In this this course, students will explore digital marketing tools and tactics for web page design, search engine optimization, online advertising, email marketing, social media marketing, display advertising, paid search marketing, and online reputation management. Prerequisites: BUSN 2280 and BUSN 3361; or consent of instructor.

BUSN 3677 Real Estate (3 credits)

An introduction to real estate principles and practices, including ethics, titles to and conveyance of real estate, legal descriptions and deeds, government controls, market valuation and appraisal, real estate finance, brokerage, closing the transaction, real estate investment and taxation.

BUSN 3678 Risk Management and Insurance (3 credits)

This course will examine the principles of risk and insurance, including life, health, disability, property, and casualty coverage, as well as topics of social security and Medicare. Blending traditional risk and insurance concepts with behavioral finance insights, the course examines behavioral dimensions of risk perception, aversion, and framing effects in insurance decisions. Through case studies and client-facing simulations, students will learn to communicate risk effectively, address psychological resistance, and guide clients toward informed insurance choices. Prerequisite(s): None.

BUSN 3751 International Marketing (3 credits)

This course provides a global orientation for marketing in today's complex, rapidly changing international business environment. It focuses on developing an effective global marketing strategy through market segmentation, market targeting, and market positioning in the international business world. Prerequisites: ACCT 2102 and ECON 2100.

BUSN 3770 Foundations of Financial Planning (3 credits)

This course introduces the core principles of financial planning and ethical standards while emphasizing the behavioral dynamics that shape client decision-making. Prerequisite(s): None.

BUSN 3771 Financial Management (3 credits)

An investigation of the financial management of corporate organizations. Basic principles of analysis, planning, and control are considered for determining the best combinations of obtaining and investing capital. Prerequisites: ACCT 2102, BUSN 2231, and ECON 2100, or consent of instructor and junior standing.

BUSN 3772 Advanced Financial Management (3 credits)

An in-depth analysis of financial management in corporations with emphasis on decision making. Working capital management, short-term and long-term financing, mergers, business failures, and reorganizations are considered in depth with an extension of the valuation concepts presented in the basic financial management course. Prerequisite: BUSN 3771.

BUSN 3777 Planning for Taxes (3 credits)

Through this course students investigate topics of tax fundamentals, tax planning strategies, and estate and gift tax basics while integrating how cognitive and other biases influence client decisions. Prerequisite(s): None.

BUSN 3779 Retirement Readiness: Behavioral Finance and Income Planning (3 credits)

This course invites students to explore retirement planning, not only as a financial exercise but also as a deeply personal and behavioral journey. Students will explore retirement planning, including retirement needs analysis, qualified and non-qualified plans, Social Security, Medicare, and income distribution strategies. Students will also examine how psychological and emotional factors shape retirement decisions. Prerequisite(s): None.

BUSN 3870 Legacy Planning (3 credits)

This course explores the estate planning process through both technical and behavioral lenses. Students will learn about key estate planning documents, transfer techniques, estate and gift laws, charitable giving, and business succession planning. Emphasis will be placed on understanding the emotional and psychological dimensions of legacy planning. Students will engage in roleplay and case studies to practice behavioral strategies for navigating sensitive conversations and facilitating client-centered estate plans. Prerequisite(s): None.

BUSN 3872 Behavioral Investing and Portfolio Management (3 credits)

This course provides students with a solid foundation in the fundamentals of investing while emphasizing the role of psychology in financial decision-making. Students will explore a range of investment alternatives and learn to evaluate potential risks and returns within today's dynamic investment environment. In addition, the course examines behavioral biases and introduces coaching techniques to help clients manage emotional responses to investment decisions. Through client-facing simulations and interactive exercises, students will practice presenting investment strategies and solutions that align with client goals and values. Prerequisite(s): BUSN 3771 or BUSN 3770.

BUSN 4340 Sales Management (3 credits)

This course is an overview of sales management including forecasting sales, territory development and management, training & motivation, supervision of salesforce, compensation, CRM management, and sales management problems with resolution. Prerequisite(s): BUSN 3568.

BUSN 4347 Sales Simulator Lab (2 credits)

The purpose of this course is to combine sales education with practical sales experience through experiential learning and role play. Students will participate in sales competition. Course is repeatable for up to 4 credits. Prerequisite(s): Instructor consent.

BUSN 4354 Organizational Behavior (3 credits)

Focuses on the problems encountered by employees in work relationships with fellow employees, supervisors, and subordinates. Empirical research providing models and tools for diagnosing and managing work situations, individual and group behavior, intergroup conflicts, supervisory problems and organizational change will be studied. Prerequisite: BUSN 3351.

BUSN 4385 Data Modeling and Visualization (3 credits)

To prepare students to gather, store, describe, analyze, visualize, and communicate data in a meaningful manner to convert data into actionable insight and support organizations in decision-making. This course focuses on conceptual, logical, and physical data modeling including the study of Structured Query Language (SQL). Skills to be developed include visualization tools and techniques to transform data into interactively visualized data, such as dashboards, charts, graphs, and maps. Prerequisite(s): BUSN 3384; or consent of instructor.

BUSN 4386 Information Systems Analytics (3 credits)

The study of collecting, sorting, filtering, analyzing, and storing organizational data to improve business functions. Students will build experience in the use of various techniques in visualizations and programming. Prerequisite(s): BUSN 3382 and BUSN 3384; or consent of instructor.

BUSN 4387 Strategic Information Management (3 credits)

A study of management systems, computer based or otherwise, in areas where the decision making process is semi-structured to unstructured. Emphasis is on corporate, upper-level strategic management and behavioral aspects of modern organization decision-making. Prerequisites: BUSN 3351, BUSN 3361, BUSN 3381, and BUSN 3771.

BUSN 4456 Human Resources Management (3 credits)

Role of human resource management function: Strategic human resource management; equal employment opportunity (EEO); staffing; talent management and development; total rewards; compensation and benefits; risk management and worker protection; and employee and labor relations. Prerequisite: BUSN 3351.

BUSN 4458 Entrepreneurship (3 credits)

Emphasizes the process of starting, financing, and managing a business of your own. Emphasis is on starting financing aspects, because of their uniqueness to small companies. Prerequisites: To be seriously considering starting a business, or to be actively engaged in operating a small business.

BUSN 4467 Marketing Research (3 credits)

Fundamentals and techniques involved in gathering, recording, analysis, and presentation of data used in solving problems in marketing management. Requires the preparation and presentation of a research project. Prerequisite: BUSN 3361.

BUSN 4468 Marketing Management (3 credits)

An integrative seminar focusing on the problems faced by marketing executive in administration of marketing operations including advertising, personal selling, channels, marketing research, and product development. Emphasizes the decisions that evolve around organizational issues and the implementation of strategic decisions. Prerequisites: BUSN 3361 and BUSN 4467.

BUSN 4469 Small Business Case Analysis (3 credits)

Provides management counseling experience for students and involvement in a business problem solving experience. Prerequisites: BUSN 3351 and BUSN 3361.

BUSN 4500 Compensation and Benefits (3 credits)

This course focuses on how managers can use compensation strategy to attract, retain, and motivate valued employees, while controlling labor costs. Part of the course revolves around application of principles to an ongoing case where students design all aspects of a compensation strategy. Shorter cases, as well as problem sets, will also be used. Prerequisite(s): BUSN 4456.

BUSN 4507 Talent Acquisition (3 credits)

This course focuses on a specific area in Human Resources Management, namely personnel selection and placement. In seeking to improve the performance and retention of employees, organizations recognize the importance of hiring as an important means to this end. This course is designed to provide a conceptual understanding of personnel selection practices, and how these practices contribute as a human resource (HR) function to job performance, organizational efficiency, and organizational effectiveness. This course will examine important concepts in personnel selection such as reliability and validity, as well as provide an understanding of various types of selection tests and assessments in current practice. Thus, part of this course will provide the background necessary for the future practice and application of personnel selection activities. As the course progresses, continually ask yourself, "How can I improve selection and placement processes in organizations" Prerequisite(s): BUSN 4456.

BUSN 4508 Training, Development, and Evaluation (3 credits)

Organizations are increasingly turning to training and development to help meet the challenges of today's rapidly changing workplace. This course is designed to provide students with an in depth study of the concepts, processes, and issues associated with training and developing human resources. Attention will be given to planning, designing, implementing, and evaluating training and development programs. Broader issues concerning employee development and training for specific needs will also be addressed. Prerequisite(s): BUSN 3351.

BUSN 4509 Diversity and Inclusion (3 credits)

This course focuses on the importance of diversity and embracing diversity in organizations. Develop cultural competency and provides students with tools to meet the challenges of an increasingly diversified world. This course covers theories and legislation, global diversity as well as examines specific groups and categories. Prerequisite(s): BUSN 4456.

BUSN 4550 Indigenous Entrepreneurship (3 credits)

The purpose of this course is to introduce students to Indigenous Entrepreneurship as a field of study. Focus on Indigenous business practices and entrepreneurship. Students will be exposed to the process of starting, financing, and managing a business. Emphasis is on Indigenous economies, which blend the bottom line approach and sustainable development. Prerequisite(s): BUSN 3450.

BUSN 4559 Strategic Management (3 credits)

Presents the top management perspective in an organization in terms of formulating and implementing corporate strategy. Written and oral presentations are required. Prerequisites: BUSN 3351, BUSN 3361, BUSN 3381 or ACCT 3110, and BUSN 3771.

BUSN 4568 Advanced Professional Selling (3 credits)

The purpose of this course is to build advanced professional selling skills with focus on areas of the sales process such as negotiating, sales presentation, and relationship-building skills. Role playing and interactive exercises will be emphasized. Prerequisite(s): BUSN 3568.

BUSN 4600 Senior Seminar: Business Administration (1 credit)

Course consists of recommended common professional components (major core courses required for both Accounting and Business Administration majors), and preparation for and completion of assessment exams for all Business Administration majors. Assessment exams measure student knowledge of required basic core courses in accounting, economics, business law, statistics, computer business applications, management, marketing, finance, and strategic management. Test results allow the Business Administration department to compare departmental with national student outcomes and implement subsequent curriculum improvements. This course is required of all Business Administration, B.S. majors. Prerequisite(s): Completion of the required basic core. Course must be taken during the students last term of enrollment and graduation must follow at the end of that term.

BUSN 4750 International Management (3 credits)

Introduction to the international perspectives of starting, managing, or working in an organization. This course places students in international environments via case studies focusing on the management of exporting, international licensing, creating international joint ventures, and developing wholly owned global subsidiaries. Prerequisites: BUSN 3351 and ECON 2100.

BUSN 4777 Financial Planning Capstone (3 credits)

This course provides students with a solid foundation in the fundamentals of investing while emphasizing the role of psychology in financial decision-making. Students will explore a range of investment alternatives and learn to evaluate potential risks and returns within today's dynamic investment environment. In addition, the course examines behavioral biases and introduces coaching techniques to help clients manage emotional responses to investment decisions. Through client-facing simulations and interactive exercises, students will practice presenting investment strategies and solutions that align with client goals and values. Prerequisite(s): BUSN 3678, 3770, 3777, 3779, 3872, and 3870

BUSN 4779 Corporate Financial Policies (3 credits)

Analysis of financial concepts as they apply to financial decisions with an in-depth study of the scope and nature of corporate finance. Prerequisite: BUSN 3772

BUSN 4800 Strategic Human Resource Management (3 credits)

This course examines the context of strategic human resource and develops a framework and conceptual model for the practice of strategic human resources and examines the actual practice and implementation of strategic human resources through discussing strategic issues that need to be addressed while developing specific programs and policies related to traditional functional areas of human resources. Prerequisite(s): BUSN 4456.

BUSN 4910 Directed Independent Study (3 credits)

When taken as Readings in Business Administration, the following description applies: Research in one of the functional areas of management, finance, marketing, accounting, or real estate. Prerequisite: Major in Business Administration and consent of advisor.

BUSN 4917 DIS Tchg Assoc | (1-2 credits)

Directed Independent Study | Teaching Associate

BUSN 4970 Internship (1-12 credits)

Students serve in a full- or part-time supervised field position in business administration or computer information systems, in a public or private organization. Students are expected to demonstrate and contribute acquired knowledge and skills to the organization, and be exposed to more than routine, entry-level, or part-time staff business operations. Students should arrange for this class during the semester prior to the internship. Students may register for only one business administration or computer information systems internship during their BSU academic career. Upon completion, students will be required to report on their experience (daily journal and final comprehensive paper). The department recommends that students return to BSU for at least one semester upon internship completion. Graded Satisfactory/Unsatisfactory.

All-University Courses

The course numbers listed below, not always included in the semester class schedule, may be registered for by consent of the advisor, instructor, or department chair, or may be assigned by the department when warranted. Individual registration requires previous arrangement by the student and the completion of any required form or planning outline as well as any prerequisites.

1910, 2910, 3910, 4910 DIRECTED INDEPENDENT STUDY

1920, 2920, 3920, 4920 DIRECTED GROUP STUDY

1930, 2930, 3930, 4930 EXPERIMENTAL COURSE

1940, 2940, 3940, 4940 IN-SERVICE COURSE

1950, 2950, 3950, 4950 WORKSHOP, INSTITUTE, TOUR

1960, 2960, 3960, 4960 SPECIAL PURPOSE INSTRUCTION

1970, 2970, 3970, 4970 INTERNSHIP

1980, 2980, 3980, 4980 RESEARCH

1990, 2990, 3990, 4990 THESIS