

College of Business Administration

The College of Business offers the following under the supervision and jurisdiction of the college. The programs include:

Graduate Major

- Master of Business Administration (p. 1)

Program Certificates

- Business Administration (p. 2)
- Business of Health Care Administration for Business Majors (p. 2) (also listed in Department of Economics and Department of Health, Recreation and Community Services)
- Business of Health Care Administration for Non-Business Majors (p. 3) (also listed in Department of Economics and Department of Health, Recreation and Community Services)
- International Business, Culture, and Language (p. 4) (also listed in Department of Languages and Literatures)

Master of Business Administration Degree Program

Graduate study in business at UNI is designed to qualify people for creative leadership in organizations. The Master of Business Administration is a broad-based, integrated program which emphasizes the functional areas of business in order to provide the graduate with a balance between theoretical knowledge and practical business operations. The M.B.A. curriculum is designed to meet the needs of working professionals with undergraduate backgrounds in the liberal arts, sciences, engineering, as well as those with degrees in business. The M.B.A. program is accredited by AACSB International, the primary accrediting organization for management education.

The plan of study prescribed for the degree is structured to develop graduates who will have acquired:

1. knowledge of current business practice and management techniques necessary to be effective in managing and leading the day-to-day operations of the organization, as well as scanning the business environment and strategically planning for the future;
2. critical thinking skills to address complex business issues, gather information, identify and evaluate a range of options, and make ethical, thoughtful choices among the alternatives;
3. the ability to use appropriate quantitative and qualitative tools and concepts throughout the problem solving process showing an appreciation for the interrelationships among the various business functions;
4. the ability to effectively participate as a team member, facilitate group processes, and manage team projects;
5. professional written and oral communication skills necessary for effective management.

Admission to the Master of Business Administration program is dependent upon the quality of the applicant's undergraduate record, post-baccalaureate experience, the score on the Graduate

Management Admission Test (GMAT), and writing and reasoning skills demonstrated on the addendum to the application.

Only graduate courses (course numbers 5000 or above) will apply to a graduate degree, even if the undergraduate course number (4999 or less) is listed. No exceptions will be made.

This program is available on the **non-thesis** option only. Students who enter the program with the undergraduate requirements of a baccalaureate degree will normally require **31 semester hours** to complete the program. Those students who enter the program with an undergraduate degree in an area other than business will be required to complete some pre-MBA courses in business or show that they have completed equivalent courses in previous academic work. **A minimum of 12 hours of 200/6000-level course work is required.** Candidates for the degree are also required to successfully complete and pass a business capstone experience at the end of their program of study. The result of this experience is reported in a paper and filed in the M.B.A. office.

Students interested in this program must submit a completed Application for Admission to Graduate Study and should refer to their MyUNIverse Student Center To-Do list or contact the College of Business Administration for any other application requirements. Graduate information and application for graduate admission can be found at www.grad.uni.edu/admission.

Detailed information for the M.B.A. may be obtained from the College of Business Administration, UNI or on the M.B.A. Web site business.uni.edu/graduate.

Required

Accounting:		
ACCT 6030 (120:262)	Managerial Accounting	3
Marketing:		
MKTG 6170 (130:263)	Marketing Management	3
Management:		
MGMT 6249 (150:249)	Management Information Systems Concepts	3
MGMT 6250 (150:250)	Strategic Planning and Organization Analysis	3
MGMT 6260 (150:262)	Strategic Management of Human Resources	3
MGMT 6262 (150:272)	Cross-Functional Operations	3
MGMT 6272 (150:274)	Research and Analysis for Management Decisions	3
MGMT 6276 (150:276)	Business Capstone Experience	1
Finance:		
FIN 6266 (160:266)	Financial Management and Markets	3
Economics:		
ECON 6520 (920:260)	Managerial Economics	3
Electives:		
Select 3 hours from the following:		3
BUSINESS 6280	Topics in Business	

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Or any 5000 or 6000 level course in ACCT, MKTG, MGMT, FIN (excluding FIN 4130/5130), or ECON, with MBA Program Director approval.

Total Hours 31

Program Certificates

The University of Northern Iowa makes available, in addition to traditional programs, the opportunity for students to earn program certificates. Program certificates provide an alternative to programs leading to a degree, a major, or a minor; they certify that an individual has completed a program approved by the university. For information on the following program certificates, contact the College of Business Administration or the Office of the Registrar, which serves as the centralized registry.

Certificate in Business Administration

This certificate is available to those holding an MSN or concurrently enrolled in an MSN degree program. Courses in business administration supplement an MSN degree's health care leadership courses to prepare an individual for a management role within a health organization.

Required Courses:

MGMT 6250 (150:250)	Strategic Planning and Organization Analysis	3
ACCT 6030 (120:262)	Managerial Accounting	3
MKTG 6170 (130:263)	Marketing Management	3
MGMT 6262 (150:272)	Cross-Functional Operations	3
MGMT 6260 (150:262)	Strategic Management of Human Resources (or elective determined by the MBA Program Director)	3
Total Hours		15

Certificate in Business Of Health Care Administration for Business Majors

The interdisciplinary Business of Health Care certificate for Business Majors includes courses which develop basic business skills for students desiring business careers in health care. Both nonprofit and for-profit health institutions such as clinics, hospitals, insurance companies, medical offices, and long-term care facilities require employees with business skills. Business professionals manage employees, manage finances, raise funds, reduce and manage risk, work with or for insurance companies, and seek ways to provide effective and cost-efficient care. Requires completion of any business major.

Required:

Accounting:

ACCT 2120 (120:030)	Principles of Financial Accounting	3
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Economics:

ECON 2140	Health Economics *	3
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Public Health and Education:

PH 1101 or CAP 3160 (CAP:160)	Introduction to Public Health Community and Public Health	2-3
PH 4164	Health Care and the Consumer	2

Economics electives (one of the following): 3

ECON 3217/5217 (920:116g)	Economics of Labor Markets *
ECON 3221/5221 (920:117g)	Public Finance *
ECON 3229/5229 (920:125g)	Cost-Benefit Analysis *
ECON 3231/5231 (920:128g)	Law and Economics *

Electives (two of the following): 6

Anthropology:

ANTH 3102/5102 (990:168g)	Culture, Disease, and Healing *
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Capstone courses:

CAP 3173/RELS 3510 (640:173)/PHIL 3510	Bio-Medical Ethics
CAP 3194/RELS 3110 (640:194)/PHIL 3110	Perspectives on Death and Dying

Criminology:

CRIM 4369/5369 (982:169g)	Drugs, Crime, and Society *
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Family Services:

FAM SERV/GERO 3161	Families, Alzheimer's and Related Dementias
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Finance:

FIN 3050 (160:162)	Risk Management and Insurance
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Gerontology:

GERO/FAM SERV 2111	Families and End of Life Issues
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Philosophy:

PHIL/RELS 3110	Perspectives on Death and Dying
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Political Science:

POL AMER 1048 (942:048)	Introduction to Public Administration
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Psychology:

PSYCH 3303/5303 (400:154g)	Health Psychology *
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Public Health and Education:

PH 4125/5125	Aging and Health
PH 4155	Stress Management
PH 4161/5161	Global Service Mission
PH 4162/5162	Introduction to Women's Health
PH 4247/5247	Minority Health
PH 4431/5431	Worksite Health Promotion
PH 4438/5438	International Health
PH/ENV SCI 4666	Environmental and Occupational Health Regulations

Sociology:

SOC 3035/5035 (980:125g)	Social Gerontology *
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SOC 3086/5086	Medical Sociology *
Total Hours	19-20

* The following courses have additional prerequisites: ECON 2140 has prerequisites ECON 1031 (920:024) or ECON 1041 (920:053) or ECON 1051 (920:054). ECON 1031 (920:024) can be used to satisfy Liberal Arts Category 5B. ECON 3217/5217 (920:116g), ECON 3221/5221 (920:117g), ECON 3229/5229 (920:125g), and ECON 3231/5231 (920:128g) have prerequisites of both ECON 1041 (920:053) and ECON 1051 (920:054). ANTH 3102/5102 (990:168g) has prerequisite of SOC 1000 (980:001) or ANTH 1002 (990:011). SOC 1000 (980:001) or ANTH 1002 (990:011) can be used to satisfy Liberal Arts Category 5A. CRIM 4369/5369 (982:169g) has prerequisite of SOC 1000 (980:001). SOC 1000 (980:001) can be used to satisfy Liberal Arts Category 5A. PSYCH 3303/5303 (400:154g) has prerequisite of PSYCH 1001 (400:001). PSYCH 1001 (400:001) can be used to satisfy Liberal Arts Category 5B. SOC 3035/5035 (980:125g) and SOC 3086/5086 have prerequisite of SOC 1000 (980:001) or SOC 1060 (980:060). SOC 1000 (980:001) can be used to satisfy Liberal Arts Category 5A. SOC 1060 (980:060) can be used to satisfy Liberal Arts Category 5C.

Certificate in Business Of Health Care Administration for Non-Business Majors

The interdisciplinary Business of Health Care Administration certificate for Non-Business majors includes courses which develop basic business skills for students desiring business careers in health care. Both nonprofit and for-profit health institutions such as clinics, hospitals, insurance companies, medical offices, and long-term care facilities require employees with business skills. Business professionals manage employees, manage finances, raise funds, reduce and manage risk, work with or for insurance companies, and seek ways to provide effective and cost-efficient care.

Required:

Accounting:		
ACCT 2120 (120:030)	Principles of Financial Accounting	3
Economics:		
ECON 1031 (920:024)	Introduction to Economics	3
or ECON 1041 (920:053)	Principles of Macroeconomics	
ECON 2140	Health Economics *	3
Public Health and Education:		
PH 1101	Introduction to Public Health	2-3
or CAP 3160 (CAP:160)	Community and Public Health	
PH 4164	Health Care and the Consumer	2
Elective(s) from the following (select one if major or minor requires no economics; select two if major or minor requires economics):		3-6
Anthropology:		
ANTH 3102/5102 (990:168g)	Culture, Disease, and Healing *	

Capstone courses:

CAP 3173/RELS 3510 (640:173)/PHIL 3510	Bio-Medical Ethics
CAP 3194/RELS 3110 (640:194)/PHIL 3110	Perspectives on Death and Dying
Criminology:	
CRIM 4369/5369 (982:169g)	Drugs, Crime, and Society *
Family Services:	
FAM SERV/GERO 3161	Families, Alzheimer's and Related Dementias
Finance:	
FIN 3050 (160:162)	Risk Management and Insurance
Gerontology:	
GERO/FAM SERV 2111	Families and End of Life Issues
Philosophy:	
PHIL/RELS 3110	Perspectives on Death and Dying
Political Science:	
POL AMER 1048 (942:048)	Introduction to Public Administration
Psychology:	
PSYCH 3303/5303 (400:154g)	Health Psychology *
Public Health and Education:	
PH 4125/5125	Aging and Health
PH 4155	Stress Management
PH 4161/5161	Global Service Mission
PH 4162/5162	Introduction to Women's Health
PH 4247/5247	Minority Health
PH 4431/5431	Worksite Health Promotion
PH 4438/5438	International Health
PH/ENV SCI 4666	Environmental and Occupational Health Regulations
Sociology:	
SOC 3035/5035 (980:125g)	Social Gerontology *
SOC 3086/5086	Medical Sociology *
Total Hours	16-20

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* The following courses have additional prerequisites:
 ECON 2140 has prerequisites ECON 1031 (920:024) or ECON 1041 (920:053) or ECON 1051 (920:054). ECON 1031 (920:024) can be used to satisfy Liberal Arts Category 5B.
 ANTH 3102/5102 (990:168g) has prerequisite of SOC 1000 (980:001) or ANTH 1002 (990:011). SOC 1000 (980:001) or ANTH 1002 (990:011) can be used to satisfy Liberal Arts Category 5A.
 CRIM 4369/5369 (982:169g) has prerequisite of SOC 1000 (980:001). SOC 1000 (980:001) can be used to satisfy Liberal Arts Category 5A.
 PSYCH 3303/5303 (400:154g) has prerequisite of PSYCH 1001 (400:001). PSYCH 1001 (400:001) can be used to satisfy Liberal Arts Category 5B.
 SOC 3035/5035 (980:125g) and SOC 3086/5086 have prerequisite of SOC 1000 (980:001) or SOC 1060 (980:060). SOC 1000 (980:001) can be used to satisfy Liberal Arts Category 5A. SOC 1060 (980:060) can be used to satisfy Liberal Arts Category 5C.

Certificate in International Business, Culture, and Language

The Certificate in International Business, Culture, and Language is available to College of Business Administration students majoring in Accounting, Business Teaching, Economics, Finance, Management, Management Information Systems, Marketing, Real Estate, and Supply Chain Management and to students completing the General Business Concepts minor. The purpose of this certificate is to encourage students to seek language and cultural knowledge in order to build a foundation for understanding the global environment in which business operates. For more information students should contact UNIBusiness Advising, CBB 5. To enroll in this program students must declare their intent on a Declaration of Curriculum form. The form may be obtained in CBB 5.

International Business

MGMT 3189 (150:189)	International Management	3
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Cultural and Political Perspectives

Select one of the following:		3
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Political Science:

POL INTL 1024 (943:024)	International Relations *	
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Geography:

GEOG 1110 (970:040)	World Geography *	
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Sociology:

SOC 1000 (980:001)	Introduction to Sociology *	
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Anthropology:

ANTH 1002 (990:011)	Introduction to Cultural Anthropology *	
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Philosophy and World Religions:

RELS 1020 (640:024)	Religions of the World *	
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RELS/PHIL 1540	Ethics in Business	
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Foreign Language and History ⁺

Select one of the language options below:		9-15
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Chinese (14-15 hours)

CHIN 1001 (710:001)	Elementary Chinese I **	4
CHIN 1002 (710:002)	Elementary Chinese II **	4
Select two of the following:		
CHIN 1011 (710:011)	Intermediate Chinese I	4-5
RELS 2100	Great Living Religions: Hinduism and Buddhism	3
RELS 2110	Great Living Religions: Confucianism, Daoism, and Zen	3
HUM 3124 (680:124)	China *	3
POL COMP 3162 (944:162)	Politics of East Asia	3
HIST 4850/5850	Pre-Modern Chinese History	3
HIST 4860/5860	Modern Chinese History	3

French (12 hours)

FREN 1001 (720:001)	Introduction to French Language and Culture I **	3
FREN 1002 (720:002)	Introduction to French Language and Culture II **	3
Select two of the following:		
FREN 2001 (720:011)	Intermediate French Language and Culture	3
FREN 2002 (720:051)	Composition	3
FREN 2012 (720:061)	Advanced Topics in French Conversation: _____	3
HIST 4620/5620	History of Modern France	3

German (12 hours)

GER 1001 (740:001)	German Language and Culture I **	3
GER 1002 (740:002)	German Language and Culture II **	3
Select two of the following:		
ENGLISH/CAP 3148	The Holocaust in Literature and Film	3
HIST 4460/5460	History of Germany to 1648	3
HIST 4630/5630	History of Germany Since 1648	3

Spanish (12 hours)

SPAN 1001 (780:001)	Elementary Spanish I **	3
SPAN 1002 (780:002)	Elementary Spanish II **	3
Select two of the following:		
HUM 3123 (680:123)	Latin America *	3
SPAN 2001 (780:011)	Intermediate Spanish	3
SPAN 2002 (780:055)	Oral and Written Spanish	3
SPAN 2053 (780:053)	Spanish for Special Purposes: _____	3
SPAN 3001 (780:101)	Advanced Writing ***	3
SPAN 3006	Spanish for Heritage Speakers ***	3
SPAN 3020 (780:120)	Latin American Culture and Civilization ^	3
SPAN 3050/5050 (780:150g)	Written Communication ***	3

SPAN 3052/5052 (780:152g)	Contemporary Hispanic Culture	3-5
HIST 4720/5720	Modern Latin American History	3
POL COMP 3167 (944:167)	Latin American Politics	3
English (9 hours)****		
Select one of the following:		3
HIST 1023	History of the United States	
POL AMER 1014 (942:014)	Introduction to American Politics*	
Select two of the following:		
ENGLISH 2520 (620:040)	Multicultural Literature	3
ENGLISH 2340 (620:043)	Survey of English Literature II: Romantics to Post-Colonialism [^]	3
ENGLISH 2420 (620:053)	Survey of American Literature [^]	3
ENGLISH 4410/RELS 4230/5230 (640:117g)	Early American Literature [^]	3
ENGLISH 4420/5420 (620:121g)	The American Renaissance [^]	3
ENGLISH 4445/5445 (620:124g)	American Novel Since 1900 [^]	3
HIST 4235/5235	Popular Culture in the United States	3
HIST 4275/5275	United States Constitutional History	3
HIST 4240/5240	History of American Thought	3
HIST 4250/5250	Religion in America	3
HIST 4265/5265	Society and Culture in the United States	3
RELS 3180	Religion and Politics: (Topics)	3

- + A student's native language cannot be used to meet the language requirement of the certificate.
- * Credit hours in these Liberal Arts Core courses may be applied toward the completion of the Liberal Arts Core requirement and the completion of this certificate program.
- ** Students who received credit toward the foreign language competency requirement for UNI graduation from satisfactory performance in high school language courses or students who can pass an equivalency examination do not need to take these courses.
- *** Students may choose only one of the following courses as an elective: SPAN 3001 (780:101), SPAN 3006, or SPAN 3050/5050 (780:150g)
- **** Available only for students who are non-native English speakers.

[^] The following courses have additional prerequisites: SPAN 3020 (780:120) has prerequisite of SPAN 3001 (780:101) or SPAN 3006 or SPAN 3050/5050 (780:150g) or equivalent. ENGLISH 2340 (620:043) and ENGLISH 2420 (620:053) have prerequisite or corequisite ENGLISH 2120 (620:034). ENGLISH 4410/5410 (620:151g), ENGLISH 4420/5420 (620:121g), and ENGLISH 4445/5445 (620:124g), have prerequisites ENGLISH 2120 (620:034) or consent of instructor, and junior standing.

Summary

1. International Business	3
2. Cultural and Political Perspectives	3
3. Foreign Language and History*	9-15
Chinese: 14-15 hours	
French: 12 hours	
German: 12 hours	
Spanish: 12 hours	
English: 9 hours	
Total Hours	15-21

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Student Learning Objective 1: Professional Knowledge and Skills
 Graduates will demonstrate knowledge of current business practice and management techniques necessary to be effective in managing and leading the day-to-day operations of the organization, as well as scanning the business environment and strategically planning for the future.

Competency 1.1. Applies fundamentals of accounting, finance and economics

Competency 1.2. Applies fundamentals for managing business operations

Competency 1.3. Applies fundamentals of marketing management

Competency 1.4. Applies fundamentals of managing human resources

Competency 1.5. Applies fundamentals of data management and analysis for the organization

Competency 1.6. Applies strategic planning for the organization

Student Learning Objective 2: Critical Thinking Skills
 Graduates will demonstrate the critical thinking skills to address complex business issues, gather information, identify and evaluate a range of options, and make ethical, thoughtful choices among the alternatives.

Competency 2.1. Problem Identification—Identifies, summarizes (and appropriately reformulates) the key issues/ problem(s)/ work assignment

Competency 2.2. Comprehensive Approach - Integrates comprehensive and unbiased issue analysis using different perspectives, including multiple stakeholder perspectives and positions

Competency 2.3. Identifies and considers appropriate data, contexts, and assumptions relevant to the situation

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Competency 2.4. Assesses and analyzes appropriate data/evidence using a set of appropriate of tools and methods

Competency 2.5. Identifies, assesses and evaluates alternate options

Competency 2.6. Identifies and assesses conclusions, implications, and consequences

Student Learning Objective 3: Problem Solving Skills Graduates will demonstrate the ability to use appropriate quantitative and qualitative tools and concepts throughout the problem solving process showing an appreciation for the interrelationships among the various business functions.

Competency 3.1. Identifies relevant business functional perspectives

Competency 3.2. Selects and applies appropriate tools

Competency 3.3. Interprets output

Competency 3.4. Recognizes limitations of tools used in analysis

Student Learning Objective 4: Teamwork Skills Graduates will demonstrate the ability to effectively participate as a team member, facilitate group processes, and manage team projects.

Individual Competencies:

Competency 4.1. Communication skills and task-related behaviors that support team participation

Competency 4.2. Facilitates group processes

Overall Team Competencies:

Competency 4.3. Efficiency in Team Project Management

Student Learning Objective 5: Communication Skills Graduates will demonstrate the professional written and oral communication skills necessary for effective management.

SLO 5A Written communication:

Competency 5.A.1. Focus of Work

Competency 5.A.2. Organization of work

Competency 5.A.3. Content Development

Competency 5.A.4. Language Style and Tone

Competency 5.A.5. Document design

Competency 5.A.6. Written language mechanics

SLO 5B Oral Communication:

Competency 5.B.1. Verbal and non-verbal delivery

Competency 5.B.2. Responsiveness to audience

Competency 5.B.3. Professional attire

Competency 5.B.4. Organization of the presentation

Competency 5.B.5. Use of presentation software and handouts.