The College of Business Administration

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

**Graduate Major**

- Master of Business Administration (p. 1)

**Undergraduate Majors (B.A.)**

- Business Teaching (p. 2)

**Minors (p. 3)**

- International Business (p. 3) (also listed in Interdisciplinary)
- International Business (Non-Business Majors) (p. 3) (also listed in Interdisciplinary)

**Program Certificates**

- Business Administration (p. 4)
- Business of Health Care Administration for Business Majors (p. 4) (also listed in Department of Economics and Department of Health, Recreation and Community Services)
- Business of Health Care Administration for Non-Business Majors (p. 5) (also listed in Department of Economics and Department of Health, Recreation and Community Services)
- International Business, Culture, and Language (p. 6) (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 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**

<table>
<thead>
<tr>
<th>Accounting:</th>
<th>Management:</th>
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<tbody>
<tr>
<td>ACCT 6030 (120:262)</td>
<td>MGMT 6249 (150:249)</td>
</tr>
<tr>
<td>MKTG 6170 (130:263)</td>
<td>MGMT 6250 (150:250)</td>
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<tr>
<td>Management:</td>
<td>Management Information Systems Concepts</td>
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<td>MGMT 6249 (150:249)</td>
<td>MGMT 6250 (150:250)</td>
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<tr>
<td>MGMT 6260 (150:262)</td>
<td>Strategic Planning and Organization Analysis</td>
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<td>MGMT 6260 (150:262)</td>
<td>Strategic Management of Human Resources</td>
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<td>MGMT 6262 (150:272)</td>
<td>Cross-Functional Operations</td>
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<td>MGMT 6272 (150:274)</td>
<td>Research and Analysis for Management Decisions</td>
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<td>MGMT 6276 (150:276)</td>
<td>Business Capstone Experience</td>
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<tr>
<td>or MGMT 6278</td>
<td>Consulting Capstone Experience</td>
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</table>

1. College of Business Administration
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:
BUSINESS 6280 Topics in Business
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

Bachelor of Arts Degree Programs
Business Teaching Major

The Business Teaching major requires a minimum of 120 total hours to graduate. This total includes Liberal Arts Core requirements, the Professional Education Requirements, and the following specified major requirements, to complete the minimum of 120 hours.

Note: Students majoring in Business Teaching must satisfy the College of Business Administration (CBA) admission requirements before they can officially declare their major. A copy of the Admission, Retention, and Graduation Policy may be obtained from UNIBusiness Advising in the College of Business Administration or at business.uni.edu/unibusiness-undergrad-opportunities-college-policies. Prior to completion of the admission requirements, students may sign an intent to major in one of these areas and be classified as a prospective (pre)major. Pre-Business Teaching majors may enroll in lower division (below 100/3000-level) business courses only. Enrollment in upper division (3000/4000-level) business courses requires satisfactory completion of the CBA admission requirements and any course prerequisites.

Business Teaching majors may declare a double major and/or major and minor within the College of Business Administration, subject to regulations imposed by those CBA departments affected. Business Teaching majors minorin within the CBA must select minors designated for business majors.

To graduate with a major in Business Teaching from the College of Business Administration, a student must earn at least 50% (i.e 60 cr. hrs.) of the business credit hours required for the major at UNI. A student must earn a 2.20 cumulative grade point average at UNI; and earn an overall 2.20 grade point average in ACCT xxxx/120:xxx, MKTG xxxx/130:xxx, MGMT xxxx/150:xxx, FIN xxxx/160:xxx, and ECON xxxx/920:xxx courses taken at UNI. In addition, Business Teaching majors must complete a total cumulative and cumulative UNI GPA of 2.50 or better. Students given permission to graduate out-of-residence must earn a 2.20 or better in all courses approved and accepted for out-of-residence credit.

The Management Department may impose additional admission requirements for students wishing to declare a minor or a second CBA major. Eligibility to declare a minor or a second CBA major is based on competitive GPA and space availability. Students may obtain a copy of these requirements from UNIBusiness Advising (CBB 5) in the College of Business Administration.

Required business core

| Business Administration, Interdepartmental: | 0 |
| BUSINESS 1000 (100:010) Introductory Seminar for Business Professionals | 0 |
| BUSINESS 2000 (100:020) Business Professionals in Training | 0 |
| Business: | |
| BUSINESS 2091 Introduction to Curriculum and Methods for Business Education | 1 |
| BUSINESS 3117 Field Experience in Business Teaching | 1 |
| BUSINESS 3181 Communication and Financial Literacy in Business | 3 |
| BUSINESS 3191 Advanced Curriculum and Methods for Business Education | 2 |
| Accounting: | |
| ACCT 2120 (120:030) Principles of Financial Accounting | 3 |
| ACCT 2130 (120:031) Principles of Managerial Accounting | 3 |
| Marketing: | |
| MKTG 2110 (130:101) Principles of Marketing | 3 |
| Management: | |
| MGMT 2080 (150:080) Introduction to Information Systems | 3 |
| MGMT 3100 (150:100) Legal and Social Environment of Business | 3 |
| MGMT 3153 (150:153) Organizational Management | 3 |
| MGMT 3154 (150:154) Operations Management | 3 |
| MGMT 4175 (150:175) Business Policy and Strategy ** | 3 |
| Finance: | |
| FIN 3130/5130 (160:151g) Corporate Finance | 3 |
| Economics: | |
| ECON 1011 (920:070) Statistics for Business Analytics * | 3 |
| ECON 1021 (920:020) Decision Analytics * | 3 |
| ECON 1041 (920:053) Principles of Macroeconomics | 3 |
| ECON 1051 (920:054) Principles of Microeconomics | 3 |
| Mathematics: | |
| STAT 1772 (800:072) Introduction to Statistical Methods | 3 |
| Marketing and Entrepreneurship: | |
| MKTG 3583/5583 Entrepreneurship (130:170g) | 3 |

Total Hours 52

* BUSINESS 3181 has prerequisite of ENGLISH 1005 (620:005) or ENGLISH 2015 (620:015), either of which will satisfy Category 1A of the Liberal Arts Core. Business Teaching Majors may substitute both ECON 1041 (920:053) and ECON 1051 (920:054) for ECON 1031 (920:024) to satisfy Category 5B of the Liberal Arts Core.
The rest of the business core must be completed before MGMT 4175 (150:175) is taken.

The Professional Education Requirements for the Business Teaching major include 30 hours in the following courses:

**EDPSYCH 2030** (200:030) Dynamics of Human Development 3

**EDPSYCH 3148** (200:148) Learning and Motivation in Classroom Contexts 3

**MEASRES 3150** (250:150) Classroom Assessment 2

**SOCFOUND 3119** (260:119) Schools and American Society 3

**SPED 3150** (220:150) Meeting the Needs of Diverse Learners in Classrooms 2

**TEACHING 2017** Level 1 Field Experience: Exploring Teaching 1

**TEACHING 3128** Level 2 Field Experience: Teacher as a Change Agent 1

**TEACHING 3138** (280:138) Secondary School Teaching 4-12

**TEACHING 4170/5170** Human Relations: Awareness and Application 3

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**International Business Minor**

The interdepartmental minor in International Business is available to College of Business Administration students majoring in Accounting, Business Teaching, Economics - Business Economics emphasis, Finance, Management, Management Information Systems, Marketing, Real Estate, and Supply Chain Management. The International Business minor enhances the common body of knowledge gained through the business core by focusing on international trade and commerce issues/perspectives.

**Required**

**World Affairs:**

Select one of the following:

- **Geography:** GEOG 1110 (970:040) World Geography 3

- **Political Science:**
  - POL INTL 1024 (943:024) International Relations 3
  - POL INTL 3119/4119/5119 International Relations (943:119g) 3
  - POL INTL 3143 (943:143) International Law 3
  - POL INTL 3145 (943:145) International Organizations 3

**International Business core:** 12

- **Marketing:**
  - MKTG 3163 (130:161) Distribution and Logistics 3
  - or MKTG 3176/5176 (130:177g) Global Marketing 3

- **Management:**
  - MGMT 3189 (150:189) International Management 3

- **Financial:**
  - FIN 3032/5032 (160:158g) International Financial Management 3

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**International Electives**

Select one of the following: 2-3

- **Business, Interdepartmental:**
  - BUSINESS/CAP 3155 Socio-Economic Reality of Central America * 3
  - MGMT 3161 (150:161) Supply Chain and Purchasing 1

- **Political Science:**
  - POL INTL 4119/5119 International Relations (943:119g) 3
  - POL INTL 3143 International Law (943:143) 3
  - POL INTL 3145 International Organizations (943:145) 3

- **Sociology/Anthropology:**
  - ANTH 3001 Language and Culture (990:177) 3
  - ANTH 3104/PSYCH 4608/5608 Gender in Cross-Cultural Perspective (400:167g) 3

**International Internship**

Or any additional course listed within the international business core above.

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**Total Hours** 17-18

* This course fulfills the Liberal Arts Core Capstone requirement. Other global perspective Capstone courses may be approved, by student request, to fulfill the requirements of this elective.

** This BUSINESS 3169 (100:169) course requires the successful completion of an approved study abroad experience, or a departmental internship or cooperative education experience that includes a significant international component. Department internships or cooperative education credits that meet the requirements of the international experience can, by student request, be used to fulfill the elective requirement.

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**International Business Minor (Non-Business Majors)**

The interdepartmental minor in International Business (Non-Business Majors) is available to any non-business major. The purpose of this minor is to allow non-business majors to build a basic body of knowledge concerning business and business operations and
expand knowledge with respect to international business, trade, and commerce.

**Required**

**World Affairs** 3
Select one of the following:

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

**Political Science:**
- POL INTL 1024 (943:024) International Relations

**Business Core** 15

**Accounting:**
- ACCT 2120 (120:030) Principles of Financial Accounting

**Marketing:**
- MKTG 2110 (130:100) Principles of Marketing

**Management:**
- MGMT 3100 (150:100) Legal and Social Environment of Business
- MGMT 3153 (150:153) Organizational Management

**Economics:**
- ECON 1031 (920:024) Introduction to Economics

**International Business Core** 8-9

**Management:**
- MGMT 3189 (150:189) International Management

International electives:
Select two from the following:

**Business, Interdepartmental:**
- BUSINESS/CAP 3155 Socio-Economic Reality of Central America *

**Marketing:**
- MKTG 3163 (130:161) Distribution and Logistics
- MKTG 3176/5176 (130:177g) Global Marketing

International Internship

**International Experience** 0
- BUSINESS 3169 (100:169) International Experience **

**Total Hours** 26-27


**NOT** available to General Business Concepts minors.

**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.


**NOT** available to General Business Concepts minors.

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This BUSINESS 3169 (100:169) course requires the successful completion of an approved study abroad experience, or a departmental internship or cooperative education experience that includes a significant international component. Department internships or cooperative education credits that meet the requirements of the international experience can, by student request, be used to fulfill the elective requirement.
### College of Business Administration

#### Required:

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

**Economics:**
- ECON 2140  
  Health Economics *  
  3

**Public Health and Education:**
- PH 1101  
  Introduction to Public Health  
  2-3
- or CAP 3160  
  Community and Public Health  
  (CAP:160)
- PH 3670  
  Health Care and the Consumer  
  2

**Economics electives (one of the following):**
- ECON 3217/5217 (920:116g)  
  Economics of Labor Markets *  
  3
- ECON 3221/5221 (920:117g)  
  Public Finance *  
  3
- ECON 3229/5229 (920:125g)  
  Cost-Benefit Analysis *  
  3
- ECON 3231/5231 (920:128g)  
  Law and Economics *  
  3

**Electives (two of the following):**
- ANTH 3102/5102 (990:168g)  
  Culture, Disease, and Healing  
  6

**Capstone courses:**
- CAP 3173/REL 3510 (640:173)/PHIL 3510  
  Bio-Medical Ethics  
  5
- CAP 3194/REL 3110 (640:194)/PHIL 3110  
  Perspectives on Death and Dying  
  5

**Sociology:**
- SOC 3035/5035 (980:125g)  
  Social Gerontology *  
  3
- SOC 3086/5086  
  Medical Sociology *  
  3

**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), and 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 3369 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:**
- PH 2620  
  Stress and Coping  
  3
- PH 3320/5320  
  Global Service Mission  
  3
- PH 2530  
  Introduction to Women's Health  
  3
- PH 3330/5330  
  Minority Health  
  3
- PH 3640/5640  
  Worksite Health Promotion  
  3
- PH 3340/5340  
  International Health  
  3
- PH 3720/ENV SCI 4666/5666 (830:166g)  
  Environmental and Occupational Health Regulations  
  3

**Sociology:**
- SOC 3035/5035 (980:125g)  
  Social Gerontology *  
  3
- SOC 3086/5086  
  Medical Sociology *  
  3

**Total Hours: 19-20**
College of Business Administration

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 Community and Public Health  2-3
or CAP 3160 (CAP:160)

PH 3670  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):

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 3369  Drugs 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)  Current and Emerging Issues in Public Administration

Psychology:

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

Public Health and Education:

PH 2630  Aging and Health
PH 2620  Stress and Coping
PH 3320/5320  Global Service Mission
PH 2530  Introduction to Women's Health
PH 3330/5330  Minority Health
PH 3640/5640  Worksite Health Promotion
PH 3340/5340  International Health

PH 3720/ ENV SCI 4666/5666 (830:166g)  Environmental and Occupational Health Regulations

Sociology:

SOC 3035/5035 (980:125g)  Social Gerontology *
SOC 3086/5086  Medical Sociology *

Total Hours  16-20

* 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.
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 3369 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

Cultural and Political Perspectives

Select one of the following:  3

Political Science:

POL INTL 1024 (943:024)  International Relations *

Geography:

GEOG 1110 (970:040)  World Geography *

Sociology:

SOC 1000 (980:001)  Introduction to Sociology *

Anthropology:
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<td>HIST 4265/5265</td>
<td>Society and Culture in the United States</td>
<td>3</td>
</tr>
<tr>
<td>RELS 3180</td>
<td>Religion and Politics: (Topics)</td>
<td>3</td>
</tr>
</tbody>
</table>

**Foreign Language and History**

Select one of the language options below: 9-15

**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
REL 2100 Great Living Religions: Hinduism and Buddhism 3
REL 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:
HIST 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:
HIST 1023 History of the United States 3
POL AMER 1014 (942:014) Introduction to American Politics * 3
Select two of the following:
ENGLISH 2520 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.
College of Business Administration

** 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.

The following courses have additional prerequisites: 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

Expanded Career Option for Secondary Teacher Licensure

(Available to non-teaching business majors only.)

Majors in Accounting, Economics: Business Economics, Finance, Management, Management Information Systems, Marketing, Real Estate, and Supply Chain Management in the College of Business Administration have the option of receiving secondary teaching licensure to teach Business All 5-12. A student may complete this option by taking the required licensing courses as general university electives. The total number of hours required for licensure will be 40. This will expand the student’s program beyond the normal eight semesters. Specific licensure requirements and information about this expanded career option may be obtained from the College of Business Administration.

Other Licensure Options

Additional vocational licensure is available in multi-occupations.

Courses

BUSINESS 1000 (100:010). Introductory Seminar for Business Professionals.
0 hrs. Required for new business majors, an introduction to the CBA curriculum, learning resources, and academic expectations; exploration and identification of career goals; introduction to the professional expectations of the corporate world. Pass/no credit only. (Fall)

BUSINESS 2000 (100:020). Business Professionals in Training. 0 hrs. Focuses on the professional skills expected by employers; includes self-awareness of personal values/traits; assessment of communication, interpersonal, and thinking skills; career management; knowledge of business enterprise; business professionalism. Pass/no credit only. Prerequisite(s): BUSINESS 1000 (100:010) or consent of CBA advisor; pre- or declared business majors only. (Fall and Spring)

Focused on constructing projected financial statements for a start-up company using market research and industry analysis data given a lack of historical data. Lays foundation for skills and motivations necessary for entrepreneurial success. Prerequisite(s): sophomore standing. (Fall)

BUSINESS 2091. Introduction to Curriculum and Methods for Business Education — 1 hr.
Introduction to secondary level business curriculum. (Fall)

0 hrs. Experiential course focuses on the professional skills expected by employers; may include self-awareness of personal values/traits; assessment of communication, interpersonal, and thinking skills; career management; business professionalism; professional use of business software. Topics vary by section and semester. Pass/no credit only. Prerequisite(s): BUSINESS 2000 (100:020) or consent of CBA advisor; may be repeated in subsequent semesters; business majors only. (Fall and Spring)

How to make good decisions for an organization using quantitative and qualitative methods. Topics include probability, decision theory, critical thinking, marginal analysis, inventory and project management, discrete and continuous distributions, sampling distribution theory, confidence intervals, hypothesis testing, and linear regressions. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)

BUSINESS 3030. Accounting Concepts — 3 hrs.
How to keep track of an organization's financial resources. Students will learn about accounting procedures and practice the skills involved in financial and managerial accounting. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)

BUSINESS 3035. Information Systems for Professionals — 3 hrs.
How to manage information as an organizational resource, beginning with an overview of the systems that produce information and help organizations use it effectively. Topics include storing, organizing, analyzing, securing, and protecting information for an array of business processes. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)

BUSINESS 3050. Work Experience and Management Theory — 3 hrs.
Develop deeper understanding of the inner workings of organizations by applying best-practice management theory to personal work experiences using the four managerial functions of planning, organizing, leading, and controlling as a framework. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)
BUSINESS 3060. Law, Society, and Business — 3 hrs.
Develop broader understanding of the role organizations play in society: locally, nationally, and globally. Ethics, law, technology, and ecology are some of the elements that combine to make this a crucial and constantly changing challenge for organizations. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)

BUSINESS 3065. Entrepreneurship and Opportunity — 3 hrs.
How to implement lean start-up methodology. Emphasis on customer discovery and marketplace feedback to determine real pain points and unmet needs of customers before launch. Entrepreneurial best practices are covered in preparation for entrepreneurial or intrapreneurial endeavors. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)

Selected topics in business and management. Examples could include leadership, negotiation, communication in a diverse workplace, global trade practices, etc. Prerequisite(s): admission to the Bachelor of Applied Science in Managing Businesses and Organizations major. (Variable)

BUSINESS 3117. Field Experience in Business Teaching — 1 hr.
Field experience for those seeking licensure to teach Business Education at the secondary and postsecondary level. Includes cooperative work in keyboarding at elementary level and second experience at middle school level. Offered on credit/no credit basis only. Prerequisite(s): junior standing. (Same as CAP 3154) (Summer)

BUSINESS 3154. Global Skills — 2-3 hrs.
Combines cultural immersion with practical techniques and a liberal arts education to develop the interpersonal competency necessary to work effectively with individuals from around the world. Prerequisite(s): junior standing. (Same as CAP 3154) (Summer)

Focus on the impact of culture in the work environment and the social and economic environment of Central America to explore how culture might impact a country's economic status in the global economy. Prerequisite(s): junior standing. (Same as CAP 3155 (CAP:155) (CAP:155)) (Fall and Spring)

BUSINESS 3169 (100:169). International Experience.
The successful completion of an approved study abroad experience, or a departmental internship or cooperative education experience that includes a significant international component. Pass/no credit. Prerequisite(s): consent of instructor. (Fall, Spring, Summer)

Introduction to basic communication expected in a business environment including nonverbal, written, oral and presentational skills. These skills will focus on the essential concepts of financial literacy as identified in the Iowa Code. Prerequisite(s): ENGLISH 1005 (620:005) or ENGLISH 2015 (620:015); junior standing; CBA admittance. (Spring and Variable Falls)

Curriculum development, motivation, specific presentation methods, and evaluation as applied to business programs. Prerequisite(s):