

BUSINESS ADMINISTRATION - BACHELOR OF SCIENCE (BSBA)

All business students pursuing a bachelor's degree in business administration must complete the prescribed courses in at least one area of emphasis. The school offers programs in 10 areas of emphasis: accounting, business analytics, finance, management, management information systems, marketing, real estate, strategy & entrepreneurship, supply chain management and sustainable business. An area of emphasis consists of a minimum of 18 credit hours taken at CU Boulder.

Areas of Emphasis

Accounting Emphasis

The accounting area of emphasis prepares students for careers in which they will develop, analyze and interpret complex financial data. Accounting majors become experts in "the language of business." This expertise prepares them for careers in CPA firms, business consulting, industry (from Fortune 500 companies to small entrepreneurial enterprises), not-for-profit enterprises or government. Accountants who pursue careers in public accounting might become partners in public accounting and consulting firms. Those who begin their careers in industry might have positions as a chief executive officer (CEO), chief financial officer (CFO), chief accounting officer (CAO) or controller, tax specialist, internal auditor, accounting systems analyst, financial analyst or managerial accountant. Many students begin their careers in public accounting firms and move to industry or government after several years of experience. Employers seek students with skills in communication, interpersonal interactions, analytical thinking, problem solving and integrity.

The major branches of study in the accounting area of emphasis are:

- Financial accounting / analysis and audit
- Tax planning and compliance

Basic coursework in accounting focuses on developing a comprehensive understanding of the theory and concepts underlying the presentation of financial and operating information about an enterprise to external and internal users. Additional coursework exposes the student to income taxation of business enterprises and individuals, the practice and principles of auditing and assurance services and cost management. Specialization is available through graduate work.

Professional Certification as a CPA or CMA

Most accounting students from the University of Colorado earn professional credentials within a year or two of receiving their degrees. The two most widely-recognized professional certifications are the certified public accountant (CPA) and certified management accountant (CMA).

The CPA is a state-granted license, for which each state sets its own requirements. All states require 150 total credit hours of study to be licensed as a CPA, thus the bachelor's degree in business at CU, with only 120 credit hours, will not meet licensure requirements. Additionally, while the CPA requirements of most states have similar components and required courses, the specifics of those requirements differ greatly. Students interested in ultimately pursuing CPA licensure should contact

the applicable state licensing board to determine any requirements they may need to fulfill in order to obtain licensure in a particular state. Most states set requirements for the following before a CPA license will be granted:

- Background checks
- Education
- CPA Exam passage
- Work experience

Not only do state requirements differ greatly from one state to another, those requirements frequently change. It is very important that the accounting student obtain the guidelines for the relevant state to ensure proper development of his or her degree plan (see NASBA.org (<http://NASBA.org>) or the website of the particular state's board of accountancy).

The CPA license is a legal requirement for someone to perform financial statement audits, but is not legally required to perform other kinds of accounting work. It is important to note, however, that many professional accounting positions set CPA licensure as a job requirement even where it is not legally required, thus a CPA license is a valuable credential for any accounting professional. As a result, most students completing an accounting emphasis at Leeds continue into the concurrent bachelor's and master's degree program (see Concurrent Degree Programs below) to seek their CPA license.

The CPA's expertise typically focuses on presentation and analysis of financial information for an external user. The CMA's primary focus is improving information for the internal user. Professional accountants' expertise in financial matters and their understanding of company operations through financial information prepare them to become key players and critical decision makers for all aspects of business creation, operation and transformation.

As is the case at most colleges and universities, simply meeting the requirements to receive a degree with an undergraduate emphasis in accounting at Leeds will not necessarily meet all of the specific requirements for CPA licensure of any particular state including Colorado. Prior to being licensed, a candidate must be granted permission by a state's board of accountancy to take the CPA Examination. As with the overall requirements for licensure, the specific requirements and timing when students can take the exam differ greatly for different states, all of which makes it crucial for the student to develop the degree plan in conjunction with applicable state requirements.

The CMA is a different type of certification because it not granted by a state, but rather by the Institute of Management Accountants, which is a professional organization. The requirements are the same regardless of where an applicant lives. The website for the Institute of Management Accountants provides information about becoming a certified management accountant (CMA). Though not legally required for any kinds of positions in any state, the CMA is also a valuable professional credential.

Business Analytics Emphasis

The area of emphasis in business analytics focuses on the exciting and fast-growing field of big data. This interdisciplinary area of emphasis teaches students how to translate data into strategic business decisions. The coursework integrates marketing and customer analytics with operations research, information management and statistical methods.

This technical, quantitative and statistically intensive curriculum prepares students to excel in the field of business analytics.

Finance Emphasis

Finance is essential to business. Finance faculty boast expertise in foundational concepts like corporate finance and macroeconomics, as well as specialized areas like mergers and acquisitions, derivatives and foreign exchange markets. Students within the program benefit from access to the Burrigge Center for Securities Analysis and Valuation and the CU Real Estate Center. Our curriculum prepares students to succeed in areas such as financial management, business economics and real estate. The finance program addresses issues in the financial services and securities area, including topics related to high technology firms, large corporations and entrepreneurial companies. The finance program is designed to provide students with in-depth exposure to the background necessary for entry-level positions in various areas of financial management. Students study financial management, money and capital markets, investments and derivative securities, and financial institutions. This program enables students to develop the ability to evaluate financial problems and formulate sound financial decisions and policies. Although emphasis is on financial management of profit-oriented organizations, the principles and concepts covered are applicable to nonprofit and governmental organizations.

Management Emphasis

Advances in business knowledge and technology have radically changed business systems, organization structures and processes. As a result, critical to today's businesses is the ability to get the right information to the right people at the right time, so that both strategic and operational decisions are made properly and quickly. Students majoring in management will learn to recognize the pivotal role that information plays in the business world and to use their knowledge to increase business competitiveness. Students completing the management area of emphasis are viewed by potential employers as having the education required to successfully compete in the team-oriented, horizontally organized and globally competitive environments of the 21st century. The management area of emphasis prepares students for careers managing people, operations and information. Management students must choose a track in either talent management or leadership.

Management Information Systems

The most significant enabler of quality decision making is the careful management of digital resources. Useful information must be captured and organized in a way that enables managers to understand how much value is being added by the organization's activities. Students graduating from the Management Information Systems emphasis know how to organize digital resources, solve business problems and develop cutting-edge technologies. Students are trained to solve deep problems using tools, methods and techniques for addressing issues related to the adoption of new technologies in organizations. These technologies are used to get the right information to the right people at the right time.

Marketing Emphasis

The Marketing Division at the Leeds School of Business is distinguished by its scholarly impact on academic marketing thought and by exceptional teaching. Research by our faculty is our strength. Research is published in prestigious publications such as the Journal of Consumer Research. Our faculty bring marketing theory and practical solutions to students and prepare them for careers in business and in academics. The increasingly global marketplace, coupled with new communication vehicles such as the Internet, have changed the traditional tactics used in

marketing. Today's marketing practitioners must understand the unique challenges of serving foreign markets and how to effectively convey their messages to consumers throughout the world. The marketing program develops students' analytic and decision-making skills in such areas as advertising, market research, brand/product management, selling and sales management, distribution, relationship marketing, international marketing, marketing consumer products and services, and marketing nonprofit organizations. Key concepts focus on identifying customer needs and wants, developing products and services to meet those demands, establishing communications to promote products and services, and monitoring transactions and customer responses to guide future activities. Marketing concepts apply to tangible products, services and ideas, consumer and business markets, and domestic and global markets.

Real Estate Emphasis

Real estate is an essential part of all our lives—it is where we live, work and play. The real estate area of emphasis educates students about the three fundamental building blocks of real estate: real estate property markets; real estate capital markets; and the legal environment where real estate is built, bought, sold, valued, used as security for mortgages, taxed, owned and rented. The real estate curriculum for the area of emphasis consists of required courses in principles of real estate, real estate finance and investments, real estate economics and a senior seminar in real estate. Elective courses to complete the 18-hour requirement allow students to take coursework in real estate law, real estate development, real estate technology or an academic internship.

In addition to the real estate curriculum, the 300+ member Michael A. Klump Center for Real Estate helps students network with industry professionals, obtain internships, part-time and full-time jobs. The Michael A. Klump Center for Real Estate also sponsors various treks to visit real estate firms in major markets, both domestic and international, to enhance students' education. Finally, the Michael A. Klump Center for Real Estate sponsors additional skills development with extracurricular courses in advanced Excel for real estate applications, ARGUS Enterprise software, LEEDS Green Building certification, and real estate case analysis and presentation (which is preparation for various real estate case competitions). The program graduates real estate professionals prepared to add value for their employer on the first day of their job.

Strategy & Entrepreneurship

Entrepreneurs and strategists excel at the single most challenging problem in business - creating value by aligning internal strengths and weaknesses with external opportunities and threats. Sometimes that involves creating entirely new companies, even entirely new industries. Often it involves leading innovation or technology commercialization in existing businesses. Students in the Strategy and Entrepreneurship emphasis at the Leeds School of Business develop the skills to create and lead new ventures, to restructure business models and to build high-performing entrepreneurial teams.

Supply Chain Management Emphasis

The principal function of any organization is the efficient creation and delivery of products and services to its customers (operations). The supply chain management emphasis focuses on this creative process and identifies how organizations use productivity, quality, flexibility, timeliness and technology to compete and prevail in their markets. Students graduating from the supply chain management emphasis will have a broad understanding of the importance of operations in the success of any organization and will be qualified to serve in entry-

level line management positions and as general managers later in their careers.

Sustainable Business

The Sustainable Business emphasis focuses on values-based practices of organizations. This emphasis identifies how business professionals can promote responsible corporate governance practices to create lasting positive social impact. The emphasis will introduce students to values-based decision making and business practices. Students will learn about sustainable business practices across different functions of a business organization and have the opportunity to apply their knowledge through projects, case studies, competitions and examination of current business practices. Course work in leadership and governance will provide students with skills and knowledge to create positive social impact in an organization. Students will be prepared to provide practical solutions for the social and environmental complexities of modern business.

Requirements

Total Credit Hours

Students must complete a minimum of 120 acceptable credit hours from the following categories:

- *Business core* (30 credit hours): Consists of integrated coursework through which students develop key skills such as communication, teamwork and leadership while learning fundamentals of business and working on live cases.
- *Business area of emphasis* (18 credit hours): Emphases are available in accounting, business analytics, finance, management, management information systems, marketing, real estate, strategy & entrepreneurship, supply chain management and sustainable business. They require a minimum of three semesters to complete.
- *Business electives* (16 credit hours).
- *General Education* (33 credit hours): Consists of coursework from the Business General Education requirements.
- *Non-business electives* (23 credit hours).

The school reserves the right to disallow any credit that it determines is not appropriate academic credit.

Minimum Grade Point Average

- A cumulative GPA of 2.00 in the area of emphasis and all grades in the 18 credit hours must have a grade of C- or higher (no pass/fail credit hours can be applied to the area).
- A cumulative GPA of 2.00 is required for all courses attempted at the university.
- A cumulative 2.00 is required for all business coursework attempted at the university.

Required Courses and Credits

Code	Title	Credit Hours
Business Core		
BCOR 1015	The World of Business	3
BCOR 1025	Statistical Analysis in Business	3
BCOR 1030	Communication Strategy	3
BCOR 2201	Principles of Marketing	1.5
BCOR 2202	Principles of Organizational Behavior	1.5
BCOR 2203	Principles of Accounting I	1.5

BCOR 2204	Principles of Financial Management	1.5
BCOR 2205	Introduction to Information Management and Analytics	1.5
BCOR 2206	Principles of Operations Management	1.5
BCOR 2301	Business Law	1.5
BCOR 2302	Business Ethics and Social Responsibility	1.5
BCOR 2303	Principles of Accounting II	1.5
BCOR 2304	Strategic and Entrepreneurial Thinking	1.5
BASE 2104	BCOR Applied Semester Experience	6

Area of Emphasis

Students must choose an area of emphasis in accounting, business analytics, finance, management, management information systems, marketing, real estate, strategy & entrepreneurship, supply chain management and sustainable business. 18

Business Electives

Business courses required by specific areas in excess of the 18 credit hours listed under areas of emphasis may count as business electives. 16

General Education Requirements

Students in the Leeds School of Business are required to complete coursework from the Business General Education requirements, including classes from the following categories: 33

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Mathematical Skills ²

Social Sciences ²

Written communication ²

Arts & Humanities

Diversity - U.S. Perspective

Diversity - Global Perspective

Natural sciences

Nonbusiness Electives

Students are required to complete 23 credit hours of non-business electives. ³ 23

Total Credit Hours 120

¹ A list of courses that fulfill specific requirements for each area is available on the College of Arts and Sciences' General Education Requirements webpage. <https://www.colorado.edu/artsandsciences/undergraduate/degree-requirements/general-education-requirements>.

² Leeds students are required to take microeconomics and macroeconomics, specific math and writing courses to fulfill these categories. Contact undergraduate student services for more information, or visit leeds.colorado.edu (<https://leeds.colorado.edu>).

³ Not all classes are accepted as elective credit hours. Generally, to be acceptable, electives must have a form of assessment such as a term paper and/or examinations and must be regular classroom-type courses. Course coverage must be college level, must not be repetitious of other work applied toward the degree, must be academic as opposed to vocational or technical and must be part of the regular university offerings. Contact Undergraduate Student Services or visit the school's Degree Requirements (<http://www.colorado.edu/business/academic-programs/undergraduate-programs/undergraduate-degree/degree-requirements/>) webpage for more information about the number of business elective credit hours required.

Residency Requirement

Students must complete a minimum of 45 credit hours in University of Colorado courses on the Boulder campus. Of these 45 credits, a minimum of 30 credits must be business courses completed as a matriculated student in Leeds.

Areas of Emphasis

Accounting Emphasis

This emphasis may be earned by a student who takes 18 credit hours of accounting beyond the core. The 18-credit-hour requirement for the emphasis does not meet the educational requirements to be licensed as a CPA in any state. This option might be chosen by a student who does not want to become professionally certified, but who seeks a career involving accounting and financial analysis in industry, government or nonprofit enterprises. This also might be chosen by a student choosing a dual emphasis, such as accounting and finance or accounting and information management.

Code	Title	Credit Hours
Required		
ACCT 3220	Corporate Financial Reporting 1	3
ACCT 3230	Corporate Financial Reporting 2	3
ACCT 3320	Cost Management	3
ACCT 3440	Income Taxation of Individuals	3
ACCT 4850	Senior Seminar - Accounting Ethics	3
Electives		
Select one of the following:		3
ACCT 4240	Advanced Financial Accounting	
ACCT 4250	Financial Statement Analysis	
ACCT 4540	Accounting Information Systems	
ACCT 4620	Auditing and Assurance Services	
ACCT 4828	ESG Reporting: Accounting for a Changing World	
Total Credit Hours		18

CPA Licensure Requirements

All states require 150 total credit hours for licensure as a CPA and most require additional accounting and other business courses. Most states do not require a master's degree. Thus, one route to licensure is obtain a BS with an accounting emphasis, but take additional coursework to meet the specific requirements of the state(s) where the student expects to practice. Students can generally find the current requirements for a particular state at the website for that state's board of accountancy, or at NASBA.org (<http://nasba.org/>). It is possible that one or more

courses that a state requires for CPA certification is not available to undergraduates at CU Boulder; in such a case the student could take those courses either in person or online at a different institution.

Business Analytics Emphasis

The area of emphasis in business analytics focuses on the exciting and fast-growing field of big data. This interdisciplinary area of emphasis teaches students how to translate data into strategic business decisions. The coursework integrates marketing and customer analytics with operations research, information management and statistical methods. This technical, quantitative and statistically intensive curriculum prepares students to excel in the field of business analytics.

Code	Title	Credit Hours
Required		
BAIM 3200		3
BAIM 3205	Business Data Management	3
MKTG 3050	Customer Analytics	3
MGMT 4820	Decision Analytics	3
BAIM 4065	Leadership in a Digital Age	3
Electives		
Select one of the following:		3
BAIM 3220	Introduction to Python Programming	
BAIM 4230	Customer Success with CRM	
MKTG 3350	Marketing Research and Analytics	
MKTG 3700	Digital Marketing	
MGMT 4110	Supply Chain Management	
MGMT 4120	Managing Business Processes	
Total Credit Hours		18

Finance Emphasis

Students with a finance emphasis must take 18 credit hours of finance courses beyond the BCOR sequence. Students interested in a finance area of emphasis should plan to take FNCE 2010 during their sophomore year.

Code	Title	Credit Hours
FNCE 2010	Quantitative Methods for Finance	3
FNCE 3010	Corporate Finance	3
FNCE 3030	Investment and Portfolio Management	3
ACCT 3220	Corporate Financial Reporting 1	3
FNCE 4040	Derivative Securities	3
FNCE 4850	Business Senior Seminar in Finance	3
Total Credit Hours		18

Personal Financial Planning Track (PFP)

Code	Title	Credit Hours
FNCE 2010	Quantitative Methods for Finance	3
FNCE 3820	Principles of Personal Financial Planning and Insurance	3
FNCE 3010	Corporate Finance	3
FNCE 3030	Investment and Portfolio Management	3
ACCT 3220	Corporate Financial Reporting 1	3

FNCE 3040	Retirement Planning	3
ACCT 3440	Income Taxation of Individuals	3
FNCE 3060	Estate Planning	3
FNCE 4840	Personal Financial Plan Development Capstone	3

Total Credit Hours 27

The required courses represent a minimum requirement for competence in financial analysis and decision-making. Combinations of the upper division elective finance courses allow students to structure their learning in preparation for specific career paths. Completion of the optional elective focus does not appear on a transcript.

Optional Elective Focus: Investment Banking

In addition to the required courses, students interested in a career in investment banking should consider taking the following courses as business electives:

Code	Title	Credit Hours
FNCE 4830	Seminar in Investment Banking	3
ACCT 3230	Corporate Financial Reporting 2	3
FNCE 4050	Capital Investment Analysis	3

Total Credit Hours 9

Optional Elective Focus: Investment Management

In addition to the required courses, students interested in a career in investment management should consider taking the following courses:

Code	Title	Credit Hours
FNCE 4050	Capital Investment Analysis	3
FNCE 4831	Seminar in Investment Management	3
FNCE 4835	Fixed Income Securities	3

Total Credit Hours 9

Optional Elective Focus: Commercial Banking

In addition to the required courses, students interested in a career in commercial banking should consider taking the following courses:

Code	Title	Credit Hours
FNCE 4000	Financial Institutions Management	3
FNCE 4070	Financial Markets and Institutions	3
FNCE 4835	Fixed Income Securities	3

Total Credit Hours 9

Optional Elective Focus: Corporate Finance/Consulting

In addition to the required courses, students interested in a career in corporation finance should consider taking the following courses:

Code	Title	Credit Hours
ESBM 4570	Entrepreneurial Finance	3
ACCT 3230	Corporate Financial Reporting 2	3
FNCE 4050	Capital Investment Analysis	3

Total Credit Hours 9

Optional Elective Focus: Entrepreneurial Finance

In addition to the required courses, students interested in a career in entrepreneurial finance should consider taking the following courses:

Code	Title	Credit Hours
ESBM 4570	Entrepreneurial Finance	3
INBU 4200	International Financial Management	3
FNCE 4826	Experimental Seminar: Corporate Governance	3

Total Credit Hours 9

Personal Financial Planning Track (PFP) + Finance

Code	Title	Credit Hours
FNCE 2010	Quantitative Methods for Finance	3
FNCE 3820	Principles of Personal Financial Planning and Insurance	3
FNCE 3010	Corporate Finance	3
FNCE 3030	Investment and Portfolio Management	3
ACCT 3220	Corporate Financial Reporting 1	3
FNCE 3040	Retirement Planning	3
ACCT 3440	Income Taxation of Individuals	3
FNCE 3060	Estate Planning	3
FNCE 4040	Derivative Securities	3
FNCE 4840	Personal Financial Plan Development Capstone	3
FNCE 4850	Business Senior Seminar in Finance	3

Total Credit Hours 33

Management Emphasis

All students declared in the management area of emphasis must choose one of the following tracks: Leadership or Human Resources Management.

Leadership Track

The Leadership Track equips students with essential leadership skills and competencies. Students who complete this track acquire research-based knowledge and hands-on experiences that enable them to become principled, productive leaders who can energize, relate, and innovate. Students will be uniquely positioned to become great business leaders because they will possess the interpersonal and communications skills to help organizations succeed in an increasingly competitive marketplace.

Code	Title	Credit Hours
Required		
ORGN 3010	Negotiation and Conflict Management	3
ORGN 3025	How to Be the Boss	3
ORGN 3030	Critical Leadership Skills	3
Electives		
Select two of the following:		6

ORGN 3040	Fundamentals of Ethical Leadership	
ORGN 4300	Leading Diverse and Inclusive Organizations	
ORGN 4040	Individual, Team, and Organizational Development	

INBU 3300	International Business and Management	
BADM 4030	Crisis Leadership	
Required Senior Capstone Course		
BAIM 4065	Leadership in a Digital Age	3
Total Credit Hours		18

Human Resources Management Track

The Human Resources Management track focuses on organizational excellence by hiring, training, rewarding and retaining an organization's people. Students will learn the knowledge and skills for entry-level human resource positions and will have a strong basis from which to take the Society for Human Resources Management (SHRM) Assurance of Learning exam. After completing the Human Resources Management Track, students find opportunities as human resources generalist, recruiter, training & development, management trainee and many other interesting and rewarding careers.

Code	Title	Credit Hours
Required		
ORGN 4010	Redefining the Employee-Employer Relationship	3
ORGN 4020	Hiring and Retaining Critical Human Resources	3
ORGN 4040	Individual, Team, and Organizational Development	3
Electives		
Select two of the following:		6
ORGN 3010	Negotiation and Conflict Management	
ORGN 3025	How to Be the Boss	
ORGN 3030	Critical Leadership Skills	
ORGN 4300	Leading Diverse and Inclusive Organizations	
Required Senior Capstone Course		
BAIM 4065	Leadership in a Digital Age	3
Total Credit Hours		18

Management Information Systems

Management Information Systems students inclined toward careers in technical information systems are encouraged to take programming courses as non-business electives (such as CSCI 1300 or ATLS 3519).

Code	Title	Credit Hours
Required		
BAIM 3205	Business Data Management	3
Electives		
Select four of the following:		12
BAIM 3100	Data Visualization	
BAIM 3210	Low Code for Citizen Developers	
BAIM 4120	Business Analytics	
BAIM 3220	Introduction to Python Programming	
BAIM 4200	Advanced Business Analytics	
BAIM 4220	Enterprise Applications	
BAIM 4230	Customer Success with CRM	
BAIM 4240	Agile Project Management	

BAIM 4250	Information Security Management	
Required Senior Capstone Course		
BAIM 4065	Leadership in a Digital Age (Senior Capstone)	3
Total Credit Hours		18

Marketing Emphasis

Students with a marketing emphasis must take 18 credit hours of marketing courses beyond BCOR 2201. Students pursuing a marketing emphasis will need three semesters to complete the required coursework after taking BCOR 2201.

Code	Title	Credit Hours
MKTG 3250	Buyer Behavior	3
MKTG 3350	Marketing Research and Analytics	3
MKTG 4250	Product Strategy	3
MKTG 4300	Pricing and Channels of Distribution	3
MKTG 4550	Advertising and Promotion Management	3
MKTG 4850	Senior Seminar in Marketing	3
Total Credit Hours		18

Real Estate Emphasis

Students with a real estate emphasis must follow the course requirements below.

Code	Title	Credit Hours
Required		
FNCE 3010	Corporate Finance	3
REAL 3000	Principles of Real Estate	3
REAL 4100	Real Estate Finance and Investment Analysis	3
REAL 4400	Real Estate Economics	3
Electives		
Select one of the following:		3
REAL 4000	Real Estate Law (Transactions)	
REAL 4200	Real Estate Technology	
REAL 4810	Real Estate Applied Practice (only offered pass/fail)	
REAL 4820	Topics: Real Estate Development	
Required Senior Capstone Course		
REAL 4850	Senior Seminar in Real Estate	3
Total Credit Hours		18

Strategy & Entrepreneurship

Code	Title	Credit Hours
Required		
ESBM 3700	Entrepreneurial Environments	3
ESBM 4830	New Venture Creation	3
MGMT 4200	Competitive Strategy	3
Electives		
Select two of the following: ¹		6
CESR 4430	Corporate Boards in Action	

ESBM 4570	Entrepreneurial Finance
INBU 3300	International Business and Management
MGMT 3800	Consulting Skills
MGMT 4160	Managing Growth: Entrepreneurship and High Growth Ventures
ORGN 3030	Critical Leadership Skills
ORGN 4020	Hiring and Retaining Critical Human Resources
ORGN 4030	Managing Employee Reward Systems
ORGN 4040	Individual, Team, and Organizational Development

Required Senior Capstone Course		
MGMT 4850	Senior Seminar in Management	3

Total Credit Hours 18

Supply Chain Management

Code	Title	Credit Hours
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Required		
MGMT 3100	Operations Management	3
or INBU 3101	Operations Management Global Seminar	
MGMT 4110	Supply Chain Management	3

Electives		
Select three of the following: 9		

MGMT 4130	Sustainable Operations
MGMT 4140	Project Management
MGMT 4150	International Operations Management
or INBU 4151	International Operations in Hong Kong
MGMT/EMEN 4400	Quality Management
MGMT 4820	Decision Analytics (Decision Modeling)

Required Senior Capstone Course		
MGMT 4850	Senior Seminar in Management	3

Total Credit Hours 18

Sustainable Business

Code	Title	Credit Hours
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Required		
CESR/MGMT 4130	Sustainable Operations	3
CESR/ORGN 3040	Fundamentals of Socially Responsible Leadership	3

Electives		
Select three of the following: 9		

ACCT 4828	ESG Reporting: Accounting for a Changing World
FNCE 2280	Investing in Sustainability
CESR 3050	Sustainable Space Governance
CESR 3060	Our Sustainable Future CU-in-DC Seminar
CESR 4000	Leadership Challenges
CESR 4005	Business Solutions for Global Development
CESR/ORGN 4430	Corporate Boards in Action
ESBM 4830	New Venture Creation

ORGN 3030	Critical Leadership Skills
ORGN 4100	Global Business Ethics
ORGN 4300	Leading Diverse and Inclusive Organizations

Required Senior Capstone Course		
CESR 4850	The Sustainable Firm: ESG Strategies and Practice	3

Total Credit Hours 18

Integration Area

Computer Science Integration

The computer science and business integration program allows Leeds students to complete a BS in Business Administration with a specialization in computer science. Students in this selective program take 28 hours of coursework in computer science in place of business and non-business electives and graduate with an in-depth knowledge in both computer science and business.

Code	Title	Credit Hours
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Computer Science Requirements		
<i>Computer Science Foundations</i> 15		

CSCI 1300	Computer Science 1: Starting Computing
CSCI 2270	Computer Science 2: Data Structures
CSCI 2400	Computer Systems
CSCI 2824	Discrete Structures
or MATH 2001	Introduction to Discrete Mathematics
or APPM 3170	Discrete Applied Mathematics

Computer Science Electives 13

Mathematics		
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MATH 1300	Calculus 1	5
BCOR 1025	Statistical Analysis in Business	3
or APPM 4570		

Integration Components: Hybrid IM/Integrated Technology

BAIM 4120	Business Analytics	3
BAIM 4220	Enterprise Applications	3
MGMT 4140	Project Management	3

Total Credit Hours 45

Recommended Four-Year Plan of Study

Year One		
Fall Semester		

BCOR 1015	The World of Business	3
or BCOR 1030	or Communication Strategy	
ECON 2010	Principles of Microeconomics	4
MATH 1112	Mathematical Analysis in Business	4
BADM 1250	Designing Your Leeds	1.5
General Education Course		3
Credit Hours		15.5

Spring Semester		
BCOR 1025	Statistical Analysis in Business	3
BCOR 1030	Communication Strategy	3
or BCOR 1015	or The World of Business	

ECON 2020	Principles of Macroeconomics	4
BADM 1260	First-Year Global Experience	2
WRTG 1150	First-Year Writing and Rhetoric	3
Credit Hours		15

Year Two**Fall Semester**

BCOR 2201	Principles of Marketing	1.5
BCOR 2202	Principles of Organizational Behavior	1.5
BCOR 2203	Principles of Accounting I	1.5
BCOR 2204	Principles of Financial Management	1.5
BCOR 2205	Introduction to Information Management and Analytics	1.5
BCOR 2206	Principles of Operations Management	1.5
General Education Course		3
General Education Course		3
Credit Hours		15

Spring Semester

BCOR 2301	Business Law	1.5
BCOR 2302	Business Ethics and Social Responsibility	1.5
BCOR 2303	Principles of Accounting II	1.5
BCOR 2304	Strategic and Entrepreneurial Thinking	1.5
BASE 2104	BCOR Applied Semester Experience	6
General Education Course		3
Credit Hours		15

Year Three**Fall Semester**

Area of Emphasis Course		3
Area of Emphasis Course		3
Business Elective Course		3
Non-Business Elective Course		3
Non-Business Elective Course		3
Credit Hours		15

Spring Semester

Area of Emphasis Course		3
Area of Emphasis Course		3
Business Elective Course		3
Non-Business Elective Course		3
General Education Course		3
Credit Hours		15

Year Four**Fall Semester**

Area of Emphasis Course		3
Business Elective Course		3
General Education Course		3
Non-Business Elective Course		3
Non-Business Elective Course		3
Credit Hours		15

Spring Semester

Area of Emphasis Course: Senior Seminar		3
Business Elective Course		3
Non-Business Elective Course		3

Non-Business Elective Course		3
Non-Business Elective Course		2
BADM 2010	Excel in Business	1
Credit Hours		15
Total Credit Hours		120.5

Learning Outcomes

By the completion of the program, students will be able to:

- Develop a basic knowledge of core concepts in the five major functional areas of business: accounting, finance, management, marketing and operations and information management.
- Develop a specialized knowledge of one or more of the ten areas of emphasis (accounting, business analytics, finance, management, management information systems, marketing, real estate, strategy entrepreneurship, supply chain management and sustainable business).
- Demonstrate that they have insight into the significance of the globalization of markets and its impact on modern business functions.
- Understand the connections between academic theory and practice.
- Recognize societal issues inherent in all business decisions, including the value of diversity and the role values play in business practices.
- Possess strong analytical and problem-solving skills, enabling them to identify and critically assess business problems.
- Develop a skillset appropriate for business professionals, including strong verbal and written communication skills, proficiency in business computer applications, the ability to work as part of a diverse team and the skills to act and present themselves in a professional manner.

Bachelor's–Accelerated Master's Degree Program(s)

The bachelor's–accelerated master's (BAM) degree program options offer currently enrolled CU Boulder undergraduate students the opportunity to receive a bachelor's and master's degree in a shorter period of time. Students receive the bachelor's degree first but begin taking graduate coursework as undergraduates (typically in their senior year).

Because some courses are allowed to double count for both the bachelor's and the master's degrees, students receive a master's degree in less time and at a lower cost than if they were to enroll in a stand-alone master's degree program after completion of their baccalaureate degree. In addition, staying at CU Boulder to pursue a bachelor's–accelerated master's program enables students to continue working with their established faculty mentors.

BS in Business Administration, MS in Accounting or MS in Taxation

Admissions Requirements

In order to gain admission to the bachelor's–accelerated master's program in accounting *or* taxation, a student must meet the following criteria:

- Have a cumulative GPA of 3.1 or higher
- Must have completed four **prerequisite** courses with a minimum GPA of 3.0 averaged over the following four courses:

- ACCT 3220 Corporate Financial Reporting 1
- ACCT 3230 Corporate Financial Reporting 2
- ACCT 3320 Cost Management
- ACCT 3440 Income Taxation of Individuals
- Transfer students must have completed a minimum of 24 credit hours at CU Boulder

Program Requirements

BAM students will be allowed to take four classes (12 credit hours) of MS coursework while still in undergraduate status (i.e. the “BAM” courses). Of the four BAM courses, a maximum of three classes (9 credit hours) will be allowed to double count toward both the undergraduate and master’s degrees. All BAM courses will be charged undergraduate tuition. After receiving the undergraduate degree, all remaining coursework will be assessed graduate tuition. To advance to the remaining MS coursework, BAM students must submit a graduate admission application early in the semester in which the undergraduate requirements will be completed.

Below is a recommended sequence of courses to complete in addition to other undergraduate requirements. The BAM in accounting or taxation is a 150 credit-hour program. Students earn a BS in business administration (120 credits) with an area of emphasis in accounting, finance, or accounting and finance, and an MS in Accounting (30 credits) or an MS in Taxation (31 credits).

Fourth Year - Undergraduate Status

- Required for all: ACCT 6350 (counts toward ACCT 4850 requirement)
- Choose up to three of the following:
 - ACCT 5450 (counts toward MS degree only)
 - ACCT 5620 (counts toward ACCT 4XXX elective requirement)
 - ACCT 5240 (counts toward ACCT 4XXX elective requirement)
 - ACCT 5250 (counts toward ACCT 4XXX elective requirement)
 - BSLW 5120 (counts toward business elective)

Fifth Year - Graduate Status

- Take remaining MS coursework over the summer, fall and spring semesters. Most courses are offered every semester but ACCT 6620 must be taken during final semester of the program. With precise planning, it is possible to complete the remaining graduate work over one summer session and one full semester

Note: The MS taxation path has less flexibility than the MS accounting path; please contact the department for taxation advising.

BS in Business Administration, MS in Real Estate

Admissions Requirements

In order to gain admission to the bachelor’s–accelerated master’s program in real estate, a student must meet the following criteria:

- Have a cumulative GPA of 3.0 or higher
- Must have completed all real estate **prerequisite** courses.
- Completion of BAM intent application

Program Requirements

BAM students will be allowed to take four classes (12 credit hours) of MS coursework while still in undergraduate status (i.e. the “BAM” courses). Of the four BAM courses, a maximum of three classes (9 credit hours) will be allowed to double count toward both the undergraduate and master’s degrees. All BAM courses will be charged undergraduate tuition. After receiving the undergraduate degree, all remaining coursework will be assessed graduate tuition. To advance to the remaining MS coursework,

BAM students must submit a graduate admission application early in the semester in which the undergraduate requirements will be completed.

Additional Information

Students interested in the bachelor’s–accelerated master’s degrees listed above may contact the Leeds Graduate Program for more information at leedsmsa@colorado.edu.