BUSINESS ADMINISTRATION

The following areas of knowledge are central to the undergraduate degree in business administration:

• knowledge of core business concepts that provides students with a comprehensive understanding of the basic functional areas of the discipline
• knowledge in one or more of the four areas of emphasis, in which students are exposed to in-depth study that provides them with the tools necessary to solve complex business problems
• awareness of the interrelations between academic theory and practice in order for students to be fully equipped to make effective decisions
• strong verbal and written communication skills, proficiency in business computer applications and knowledge of international business environments
• knowledge of mathematics sufficient to facilitate the application of quantitative principles
• awareness of the importance of academic fields in the area of arts and sciences, with special emphasis placed on the study of economics, political science and other related fields

In addition, students completing a degree in business administration are expected to acquire:

• the ability to apply basic business principles to solve problems in new and recurring situations,
• the ability to conceptualize and analyze decision-making situations to facilitate solutions in an effective and timely manner, and
• the ability to effectively communicate the results of problem-solving situations, both verbally and in writing.

Having acquired these skills and knowledge, students are able to conceptualize and analyze the concept of business and problem solving as a system. They have the ability to present solutions to business problems in an understandable and useful form. Their education provides them with excellent working knowledge, not only in the field of business, but also in related academic disciplines.

The Leeds School of Business holds accreditation by the Association to Advance Collegiate Schools of Business (AACSB-International).

Advising and Records

Undergraduate business students receive academic advising from a staff of professional advisors in the Office of Undergraduate Student Services. Advisors are available in KOBLL 201, Monday–Friday, 8 a.m.–5 p.m., by appointment and during drop-in hours.

Students are expected to assume responsibility for planning their program in accordance with college rules and policies. Students are encouraged to discuss the various emphases available as well as career opportunities with the faculty of the college.

Bachelor’s Degree

• Business Administration - Bachelor of Science (BS)
  (catalog.colorado.edu/undergraduate/colleges-schools/business/programs-study/business-administration/bachelor-science-bs/)

Minor

• Business - Minor (catalog.colorado.edu/undergraduate/colleges-schools/business/programs-study/business-administration/business-minor/)

Certificates

• Entrepreneurial Studies - Certificate (catalog.colorado.edu/undergraduate/colleges-schools/business/programs-study/business-administration/entrepreneurial-studies-certificate/)
• Global Business - Certificate (catalog.colorado.edu/undergraduate/colleges-schools/business/programs-study/business-administration/global-business-certificate/)
• Operations and Information Management - Certificate (catalog.colorado.edu/undergraduate/colleges-schools/business/programs-study/business-administration/operations-information-management-certificate/)
• Quantitative Finance - Certificate (catalog.colorado.edu/undergraduate/colleges-schools/arts-sciences/programs-study/actuarial-studies-quantitative-finance/actuarial-studies-quantitative-finance-certificate/)
• Social Responsibility and Ethics - Certificate (catalog.colorado.edu/undergraduate/colleges-schools/business/programs-study/business-administration/social-responsibility-ethics-certificate/)

Faculty

While many faculty teach both undergraduate and graduate students, some instruct students at the undergraduate level only. For more information, contact the faculty member's home department.

Adams, Heather L. (https://experts.colorado.edu/display/fisid_143714/)
Instructor; PhD, University of Maryland, College Park

Alston, Eric Christopher (https://experts.colorado.edu/display/fisid_158159/)
Scholar in Residence; JD, University of Chicago

Appenzeller, William
Professor Emeritus

Auslander, Bonnie (https://experts.colorado.edu/display/fisid_158273/)
Instructor; MFA, University of Massachusetts

Balkin, David B. (https://experts.colorado.edu/display/fisid_105481/)
Professor; PhD, University of Minnesota Twin Cities

Ballantine, John T. Jr. (https://experts.colorado.edu/display/fisid_102703/)
Senior Instructor; JD, University of Colorado Boulder

Bangs, F. Kendrick
Professor Emeritus

Banks, Cynthia (https://experts.colorado.edu/display/fisid_158245/)
Instructor; MS, University of Colorado Denver

Bei, Xiaoshu (https://experts.colorado.edu/display/fisid_165170/)
Assistant Professor; PhD, Duke University

Bein, Jonathan Weber (https://experts.colorado.edu/display/fisid_155451/)
Scholar in Residence; PhD, University of Colorado Boulder
Bennett, Douglas P. (https://experts.colorado.edu/display/fisid_149983/)
Instructor; JD, George Washington University

Bercovitz, Janet (https://experts.colorado.edu/display/fisid_159339/)
Professor; PhD, University of California, Berkeley

Bernstein, Asaf (https://experts.colorado.edu/display/fisid_157738/)
Assistant Professor; BS, Harvey Mudd College

Bernal, Wilmar F.
Professor Emeritus

Bhagat, Sanjai (https://experts.colorado.edu/display/fisid_100789/)
Professor; PhD, University of Washington

Billings, Stephen B. (https://experts.colorado.edu/display/fisid_157918/)
Associate Professor; PhD, University of Colorado Boulder

Bondi, Salvatore (https://experts.colorado.edu/display/fisid_165936/)
Instructor; MS, University of Illinois at Urbana-Champaign

Bone, Jennifer Emerling (https://experts.colorado.edu/display/fisid_158206/)
Instructor; PhD, University of Colorado Boulder

Boss, Russel Wayne (https://experts.colorado.edu/display/fisid_105260/)
Professor; PhD, University of Georgia

Brown, Daniel (https://experts.colorado.edu/display/fisid_152029/)
Senior Instructor; D.Phil, Oxford University

Buchman, Thomas A.
Professor Emeritus

Bumbaca, Frederico (https://experts.colorado.edu/display/fisid_163475/)
Assistant Professor; PhD, University of California, Irvine

Campbell, Margaret Catherine (https://experts.colorado.edu/display/fisid_118141/)
Professor, Associate Dean; PhD, Stanford University

Carbone, Christopher (https://experts.colorado.edu/display/fisid_158166/)
Instructor; MFA, University of Baltimore

Carson, Visda (https://experts.colorado.edu/display/fisid_158296/)
Instructor; MBA, University of Colorado, Leeds School of Business

Cateora, Phillip R.
Professor Emeritus

Chari, Mukund (https://experts.colorado.edu/display/fisid_159141/)
Assistant Professor; PhD, University of Washington

Chen, Zeyun
Assistant Professor; PhD, University of Houston

Christoff, Lorna Colleen (https://experts.colorado.edu/display/fisid_146614/)
Instructor; JD, University of Denver

Contreras, Jeremiah
Instructor; MBA, Grand Canyon University

Cookson, John Anthony (https://experts.colorado.edu/display/fisid_152874/)
Associate Professor; PhD, University of Chicago

Correll, Mark R.
Professor Emeritus

Croppanzano, Russell Salvador (https://experts.colorado.edu/display/fisid_151710/)
Professor, Chair; PhD, Purdue University

Cunningham, Cory
Instructor; PhD, University of Oklahoma

Daley, Brendan (https://experts.colorado.edu/display/fisid_159486/)
Associate Professor; PhD, Stanford University

Dam, Robert Anthony
Assistant Professor; PhD, Northwestern University

Darnell, Jerome C.
Professor Emeritus

Davies, Shaun William (https://experts.colorado.edu/display/fisid_152995/)
Assistant Professor; PhD, University of California, Los Angeles

DelPrete, Michael
Scholar in Residence

Demaree, John D.
Professor Emeritus

Donchez, Robert M. (https://experts.colorado.edu/display/fisid_101267/)
Senior Instructor, Faculty Director; MBA, Fordham University

Donohew, Zachary (https://experts.colorado.edu/display/fisid_164033/)
Scholar in Residence

Drake, David Francis (https://experts.colorado.edu/display/fisid_163641/)
Assistant Professor; PhD, INSEAD (France)

Duncan, Calvin
Professor Emeritus: Leeds School of Business

Eargle, David (https://experts.colorado.edu/display/fisid_159053/)
Assistant Professor; PhD, University of Pittsburgh

Edwards, Emily (https://experts.colorado.edu/display/fisid_153378/)
Instructor; MBA, University of Colorado Denver

Engel, Steven
Professor Emeritus

Ertimur, Yonca (https://experts.colorado.edu/display/fisid_151585/)
Professor, Professor; PhD, New York University

Fernbach, Philip M. (https://experts.colorado.edu/display/fisid_149786/)
Associate Professor; PhD, Brown University

Fisher, Christina Marie (https://experts.colorado.edu/display/fisid_158798/)
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Frederick, David M.  
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Gallagher, Emily Anne  
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Assistant Professor; PhD, Paris School of Economics

Gallo, John  
Instructor; PhD, University of Iowa

Garcia, Diego  
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Professor, Endowed Chair; PhD, University of California, Berkeley

Garnand, John J.  
Professor Emeritus

Gasta, Mark  
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Glover, Fred W.  
Professor Emeritus

Goeldner, Charles R.  
Professor Emeritus

Gordon, Kenneth R.  
Professor Emeritus

Goren, Bahriye  
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Instructor; MS, Erasmus University (Netherlands)

Gross, David Michael  
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Senior Instructor, Faculty Director; PhD, University of Colorado Boulder

Gwozdz, Ronald Scott  
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Assistant Professor; PhD, University of Colorado Boulder

Hawk, Ashton Lewis  
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Assistant Professor; PhD, New York University

He, Chuan  
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Associate Professor; PhD, Washington University

Hekman, David R.  
(https://experts.colorado.edu/display/fisid_151359/)  
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Higgins, Brian Edmund  
(https://experts.colorado.edu/display/fisid_156515/)  
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Hirschhorn, Diane  
Instructor; MBA, University of California System

Ikenberry, David L.  
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Professor; PhD, University of Illinois at Urbana-Champaign

Jackson, Betty R.  
Professor Emerita

Jedamus, Paul E.  
Professor Emeritus

Jennings, Tracy M.  
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Senior Instructor, Faculty Director; PhD, University of Denver

Jensen, Howard G.  
Professor Emeritus

Johnson, Stefanie Kathleen  
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Keplinger, Ksenia  
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Scholar in Residence; PhD, Johannes Kepler University of Linz, Austria

Kline, Bruce Richard  
Senior Instructor; MA, Northwestern University

Koberg, Christine S.  
Associate Professor Emerita

Koc, Ozlem  
Instructor; PhD, Georgia State University

Kolb, Burton A.  
Professor Emeritus

Kornish, Laura Joyce  
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Professor; PhD, Stanford University

Kozar, Kenneth A.  
Professor Emeritus

Kwaramba, Marcia  
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Scholar in Residence; PhD, Monash University (Australia)

Lacerenza, Christina Noelle  
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Associate Professor; PhD, Rice University

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Associate Professor; PhD, SUNY at Albany

Laurion, Henry R.  
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Lawrence, Stephen R.  
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Leach, Chris  
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Lee, Jintaeh  
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Lewis, Barry L.  
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Lewis, Mary Beth  
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Lichtenstein, Donald (https://experts.colorado.edu/display/fisid_101701/)
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Liu, Liu (https://experts.colorado.edu/display/fisid_163568/)
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Lyle, Catherine (https://experts.colorado.edu/display/fisid_155020/)
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Macaluso, Gregg Richard (https://experts.colorado.edu/display/fisid_123302/)
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Macfie, Raymond D. Jr.
Professor Emeritus

Maciszewski, Michael (https://experts.colorado.edu/display/fisid_153223/)
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Marshall, Nathan Thomas (https://experts.colorado.edu/display/fisid_156034/)
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Matusik, Sharon Marie Frances (https://experts.colorado.edu/display/fisid_133564/)
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Maxwell, Christopher (https://experts.colorado.edu/display/fisid_164956/)
Instructor; BS, Colorado State University

Mcgee, Micah
Instructor; PhD, University of Northern Colorado

McGraw, Albert Peter (https://experts.colorado.edu/display/fisid_133262/)
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McMahon, Kevin Christopher (https://experts.colorado.edu/display/fisid_143892/)
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McNown, Robert F.
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Melicher, Ronald W. (https://experts.colorado.edu/individual/deptid_10255/)
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Merrell, Jeffery C.
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Meyer, G. Dale
Professor Emeritus

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Mohr, Pete J. (https://experts.colorado.edu/display/fisid_155498/)
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Montealegre, Jose Ramiro (https://experts.colorado.edu/display/fisid_100072/)
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Moon, Katie Soeyeon (https://experts.colorado.edu/display/fisid_157680/)
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Morley, Susan (https://experts.colorado.edu/display/fisid_116716/)
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Moyen, Nathalie (https://experts.colorado.edu/display/fisid_113873/)
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Mueller, Erick Michael (https://experts.colorado.edu/display/fisid_140940/)
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Mukhopadhyay, Tathagat (https://experts.colorado.edu/display/fisid_159337/)
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Munter, Paul
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Neil, Josh (https://experts.colorado.edu/display/fisid_152068/)
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Nelson, James E.
Professor Emeritus

Nunziato, Joshua (https://experts.colorado.edu/display/fisid_164373/)
Instructor; PhD, Villanova University

Oest, Donald G. (https://experts.colorado.edu/display/fisid_146623/)
Senior Instructor; MBA, Fairleigh Dickinson University

Palmer, Michael
Professor Emeritus

Papuzza, Antonio (https://experts.colorado.edu/display/fisid_145295/)
Instructor; PhD, University of Florence (Italy)

Parkin, Don
Professor Emeritus

Purmehdi, Mostafa (https://experts.colorado.edu/display/fisid_158906/)
Instructor; PhD, University of Montreal (Canada)

Ravishankar, G. Ravi (https://experts.colorado.edu/display/fisid_144567/)
Scholar in Residence; MBA, Massachusetts Institute of Technology

Reinholtz, Nicholas S. (https://experts.colorado.edu/display/fisid_155180/)
Assistant Professor; PhD, Columbia University

Reuer, Jeffrey J. (https://experts.colorado.edu/display/fisid_155768/)
Professor, Endowed Chair; PhD, Purdue University
Reznicek, Birdie C. (https://experts.colorado.edu/display/fisid_149091/)
Instructor; MBA, Northwestern University

Richey, Clyde W.
Professor Emeritus

Ringgenberg, Ralph G.
Professor Emeritus

Rock, Steven Karl (https://experts.colorado.edu/display/fisid_113689/)
Associate Professor, Chair; PhD, Pennsylvania State University

Rodgers, Timothy (https://experts.colorado.edu/display/fisid_155460/)
Instructor; PhD, University of California, Santa Cruz

Rogers, Jonathan Lawrence (https://experts.colorado.edu/display/fisid_153009/)
Professor, Endowed/Named Professor; PhD, University of Pennsylvania

Rosse, Joseph G.
Professor Emeritus: Leeds School of Business

Santosh, Shri
Assistant Professor; PhD, University of Chicago, Booth School of Business

Schattke, Rudolph
Professor Emeritus

Schaub, Kevin D. (https://experts.colorado.edu/display/fisid_144142/)
Instructor; MBA, University of Colorado Boulder

Sears, Curtis R. (https://experts.colorado.edu/display/fisid_145482/)
Senior Instructor, Faculty Fellow; JD, University of Colorado Boulder

Selto, Frank
Professor Emeritus

Seward, Lori Elizabeth (https://experts.colorado.edu/display/fisid_113934/)
Senior Instructor; PhD, Virginia Polytechnic Institute and State University

Shriver, Scott Kennedy (https://experts.colorado.edu/display/fisid_158937/)
Assistant Professor; PhD, Stanford University

Shukri, Salma Tariq (https://experts.colorado.edu/display/fisid_158219/)
Instructor; PhD, University of Denver

Sorenson, Ralph Z.
Professor Emeritus

Spinotto, Richard D.
Professor Emeritus

Stanton, William J.
Professor Emeritus

Stapp, Elizabeth Cole (https://experts.colorado.edu/display/fisid_149889/)
Senior Instructor; JD, Boston University

Starn, Harry Mohr (https://experts.colorado.edu/display/fisid_160803/)
Senior Instructor; MS, University of Colorado Boulder

Stephan, Andrew Perry (https://experts.colorado.edu/display/fisid_159297/)
Assistant Professor; PhD, Northwestern University

Stephenson, Craig A. (https://experts.colorado.edu/display/fisid_144851/)
Senior Instructor; PhD, University of Arizona

Stutzer, Michael J. (https://experts.colorado.edu/display/fisid_126711/)
Professor; PhD, University of Minnesota Twin Cities

Taylor, Robert H.
Professor Emeritus

Thibodeau, Thomas G. (https://experts.colorado.edu/display/fisid_134750/)
Professor, Faculty Director; PhD, SUNY at Stony Brook

Tice, Frances M. (https://experts.colorado.edu/display/fisid_156018/)
Assistant Professor; PhD, Texas A&M University

Tong, Wenfeng (https://experts.colorado.edu/display/fisid_144520/)
Professor; PhD, The Ohio State University

Tracy, John A.
Professor Emeritus

Urrea, Gloria (https://experts.colorado.edu/display/fisid_165311/)
Assistant Professor; PhD, Università della Svizzera italiana, Switzerland

Van Wesep, Edward D. (https://experts.colorado.edu/display/fisid_154573/)
Associate Professor; PhD, Stanford University

Volpone, Sabrina D. (https://experts.colorado.edu/display/fisid_158941/)
Assistant Professor; PhD, Temple University

Vossen, Thomas Wilhelms (https://experts.colorado.edu/display/fisid_126642/)
Associate Professor; PhD, University of Maryland, College Park

Waddell, Jay L. (https://experts.colorado.edu/display/fisid_151520/)
Instructor; MS, University of Wisconsin–Madison

Wang, Clare (https://experts.colorado.edu/display/fisid_165260/)
Associate Professor; PhD, University of Pennsylvania, The Wharton School

Wang, Yanwen
Assistant Professor; PhD, Emory University

Waters, Brian Todd (https://experts.colorado.edu/display/fisid_155846/)
Assistant Professor; PhD, University of California, Los Angeles

Wenger, Paula (https://experts.colorado.edu/display/fisid_113621/)
Senior Instructor; MA, Miami University–Oxford

Werner, Walter Bradley (https://experts.colorado.edu/display/fisid_158225/)
Instructor; MBA, University of Chicago

Williams, Lawrence Edwin Jr. (https://experts.colorado.edu/display/fisid_145743/)
Associate Professor; PhD, Yale University
Courses

BADM 1250 (1.5) Designing Your Leeds
Designing Your Leeds is a class about customizing your college experience to get the most out of it. Using a process rooted in Design Thinking, the course equips students with tools to design and prototype a college experience that best aligns with who they are and what they hope to get from college. Students will explore the purpose of college, reflect on personal values and strengths, learn about educational and career opportunities, and create a prototype of their 4 year experience. Through in-class activities and out of class assignments, students will also learn and practice professional and self-leadership skills.

Requisites: Restricted to Business (BUSNU) majors only.
Grading Basis: Pass/Fail

BADM 1260 (2) First-Year Global Experience
In today's world of increased mobility, globally aware students have more choices for employment upon graduation and are immediately ready to contribute in global environments. They are aware of global issues and cultural differences, and their global mindset allows them to recognize good ideas from whenever they might come and new market/product opportunities wherever they might exist. This course is the first step toward the development of a global mindset. It provides a meaningful global experience to first-year business students through an in-depth perspective of a specific country or region outside the United States and a short academic trip to the region.

Requisites: Restricted to Business (BUSNU) majors only.

BADM 1260 (2) First-Year Global Experience
In today's world of increased mobility, globally aware students have more choices for employment upon graduation and are immediately ready to contribute in global environments. They are aware of global issues and cultural differences, and their global mindset allows them to recognize good ideas from whenever they might come and new market/product opportunities wherever they might exist. This course is the first step toward the development of a global mindset. It provides a meaningful global experience to first-year business students through an in-depth perspective of a specific country or region outside the United States and a short academic trip to the region.

Requisites: Restricted to Business (BUSNU) majors only.
Grading Basis: Pass/Fail

BADM 2010 (1) Excel in Business
Teaches beginner to intermediate level Excel skills, emphasizing efficient use of Excel to make sense of substantial data sets. The course is designed to increase students' proficiency with Excel through a series of hands-on workshops. The workshops have a business problem solving orientation and use real data from Leeds' corporate partners. The workshops emphasize the most important skills that employers value.

Requisites: Restricted to Business (BUSNU) Majors or students with a Business Minor (BUSM-MIN)
Grading Basis: Pass/Fail

BADM 2050 (3) Honors/Special Topics
Variable topics in business, drawing from a variety of disciplines.
Repeatable: Repeatable for up to 6.00 total credit hours.
Requisites: At least a 3.50 cumulative GPA is required.
Additional Information: Arts Sciences Honors Course

BADM 2880 (3) Special Topics
Explores historical developments, contemporary issues, industry trends and best practices pertinent to the business of sports. Examines how sports enterprises are managed and the impacts that such enterprises have on the economic and social fabric of communities. Designed to provide sufficient background for educated consumption of this literature and pursuit of further study if desired.

Requisites: Restricted to students with the Business Minor (BUSM-MIN) plan.

BADM 2900 (1-3) Independent Study
Department consent and departmental form required.
Repeatable: Repeatable for up to 3.00 total credit hours.
Requisites: Restricted to Business (BUSNU) majors only.

BADM 3100 (1) Professional Development
Designed to provide opportunities to understand and develop professional competencies for successful careers in business. Designed to increase knowledge of job search strategies and formulate a career management plan for transitioning to the workplace. Topics such as resumes, cover letters, personal branding, job search strategies, internships, career choices, networking and social media will be covered. A Self-Marketing Plan will be developed to help focus on long-term career goals.

Requisites: Restricted to Leeds School of Business majors only.
Grading Basis: Pass/Fail

BADM 3200 (1.5) Internship Accelerator
Three-week intensive seminar focused on developing competencies critical to a successful transition into the workplace. Discusses interpersonal communication, situational awareness, giving and receiving constructive feedback, maximizing networking opportunities, deciphering professional expectations, and adaptability in the workplace. Several modules will be taught by industry professionals. Also includes a 2.5 day "micro" internship at a top Boulder-area company.

Requisites: Restricted to Business (BUSN) majors.
Grading Basis: Pass/Fail
**BADM 3880 (3) Special Topics**
Introduces students to the many facets of the marketing of sport and marketing through sport. Theoretical and practical applications of marketing sport are examined. Provides students with an understanding of current marketing concepts and best business practices, related to sports enterprises and a foundation for pursuit of further study and work in sports and event marketing.
**Requisites:** Restricted to students with 57-180 credits (Juniors or Seniors).

**BADM 3900 (1) Independent Study**
Department consent and departmental form required.
**Repeatable:** Repeatable for up to 3.00 total credit hours.
**Requisites:** Restricted to Business (BUSNU) majors only.

**BADM 3930 (1-6) Internship**
Student training and participation in government or industry environment under faculty supervision. Instructor consent required.
**Repeatable:** Repeatable for up to 6.00 total credit hours.
**Requisites:** Requires prerequisite courses of BCOR 1000 and BCOR 1020 and BCOR 2000 and BCOR 2400 (all minimum grade D-). Restricted to students with 57-180 credits (Juniors or Seniors).
**Grading Basis:** Pass/Fail

**BADM 4820 (1-6) Special Topics**
Variable topics in business drawing from a variety of business disciplines.
**Repeatable:** Repeatable for up to 6.00 total credit hours. Allows multiple enrollment in term.
**Requisites:** Restricted to Business (BUSN) majors with 52-180 units completed.

**BADM 4825 (3) Experimental Seminar**
Offered irregularly to provide opportunity for investigation of new frontiers in Business Administration.
**Requisites:** Restricted to students with 57-180 credits (Juniors or Seniors).

**BADM 4830 (1-3) Special Topics**
Various topics in business and society drawing from a variety of business disciplines.
**Repeatable:** Repeatable for up to 3.00 total credit hours.
**Requisites:** Restricted to Business (BUSNU) majors only.

**BADM 4900 (1-3) Independent Study**
Intended only for exceptionally well qualified business seniors.
Department form required.
**Repeatable:** Repeatable for up to 3.00 total credit hours.
**Requisites:** Restricted to Business (BUSNU) majors only.

**BADM 4910 (2) VITA-Volunteer Tax Assistance**
Offers students the opportunity to gain professional work experience in an accounting position while still in school. Provides academically relevant work experience that complements students’ studies and enhances their career potential.
**Requisites:** Requires prerequisite courses of BCOR 2000 and ACCT 3440 or ACCT 5440 (all minimum grade D-). Restricted to Business (BUSN) majors with 52-180 units completed.
**Grading Basis:** Pass/Fail