

Franklin P. Perdue

Perdue School of Business

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Majors & Minors

Bachelor of Science

- Accounting
- Business Economics
- Finance
- Information Systems
- International Business
- Management
- Marketing

Bachelor of Arts

- Economics

Minors

- Accounting
- Business Administration (4+1)
- Economics
- Enterprise Information Systems
- Finance
- Information Systems
- Marketing Management
- Professional Sales

Master of Business Administration

Post-Baccalaureate Certificate in Advanced Technology for Enterprise Systems



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est standards of business education through its accreditation with AACSB International. The business school provides for student interaction with the business world and focuses on preparing graduates who can apply business knowledge to solve problems; make sound decisions using the most current technological resources available; communicate effectively verbally and in writing; demonstrate the interpersonal skills and ethical awareness to function as a successful business professional; and operate successfully in the diverse, global, team-based environments of business.

The Perdue School offers three degrees: Master of Business Administration, Bachelor of Arts in economics and Bachelor of Science. Students pursuing a Bachelor of Science can major in accounting, business economics, finance, information systems, international business, management or marketing. Each major has lower (pre-professional) and upper (professional) divisions and require successful completion of lower-division work to gain admission to the business school and eligibility to begin taking upper-division courses. The economics major requires a program of General Education courses integrated with a core in economics, business administration and mathematics.

The Perdue School offers six minors: accounting, business administration, finance, information systems, marketing management and economics. The business administration and marketing management minors are not open to accounting, business, finance, information systems, management or marketing majors. Similarly, the business economics major and the economics minor are not open to economics majors.

A unique feature of the Perdue School of Business is the Applied Business Learning Experience (ABLE) program, successful completion of which is a graduation requirement for all students majoring in accounting, business, finance, information systems, management or marketing. Students must demonstrate that they can translate and effectively use classroom learning in business, government and nonprofit organizations. ABLE provides a variety of experiential learning options. Students can satisfy the ABLE requirement with an internship or through ABLE-qualifying courses. For details see the undergraduate programs coordinator.

► **Philosophic Commitments and Objectives**

Consistent with the University mission and the convictions of its faculty, the Franklin P. Perdue School of Business objectives reflect a dedication to students' maximum intellectual growth, active involvement in applied and practical research, and a commitment to community service.

School Information

The Franklin P. Perdue School of Business was established in 1986 through a multimillion dollar fund created by Franklin P. Perdue to ensure excellence within the academic programs of the school. Perdue, a lifelong resident of Salisbury, began working with his parents in their egg business at the age of 10. He attended what was then the State Teachers College in Salisbury for two years before returning to work full time with his father in 1939. He became a full partner in the business in 1944 and, in 1950, took over leadership of Perdue Farms Inc. Under his leadership, the firm grew to be one of the largest integrated poultry producers in the United States.

The Perdue School is the largest university-level center for business education and development in the region. It provides an academic program recognized for meeting the high-

▶ Intellectual Growth

The primary objective of the school is to provide each of its students with an academic environment that fosters the development of a broad intellectual foundation. This foundation is the basis for effective service in professional positions and enables students to assume higher levels of responsibility as they gain experience and demonstrate ability. The faculty believe this objective is met by the development and maintenance of quality curricula, by effective teaching and by conscientious student advising.

▶ Research

The school is committed to stimulating the intellectual growth of its faculty to the benefit of the broader academic and business community. The faculty actively pursue applied as well as more theoretical research that expands their knowledge of business and economic activities.

▶ Global Competencies

In today's global marketplace it is increasingly important that future managers have a good understanding of international business practices. There is no better way to gain this knowledge than to experience it first hand. The Perdue School and the University's Center for International Education offer a variety of study abroad programs from two weeks to a semester. The Perdue School urges all students to take advantage of this opportunity. Up to nine credit hours can be applied toward a Perdue School major from an approved study abroad program.

▶ Community Service - Business, Economic and Community Outreach Network (BEACON)

The Business, Economic and Community Outreach Network (BEACON) of the Franklin P. Perdue School of Business combines applied business learning experiences for SU students with sponsored research and consulting services to non-profit, private and public-sector organizations throughout the Delmarva region.

Student teams, supervised by faculty and BEACON staff, work on projects such as market research; sales and demand forecasting; strategic planning; feasibility studies; economic impact assessments; scenario analysis and planning; program and project evaluation, and business policy research. As students apply what they learn in the classroom to these projects, they gain valuable real-world experiences.

BEACON, as part of its outreach and technology transfer mandates, is also involved with a variety of intellectual property commercialization projects. Key BEACON initiatives include:

- **ShoreTrends** – tracking demographic, business, economic, workforce and community development trends throughout the Eastern Shore of Maryland.
- **GraySHORE** – preparing the region's private and public sector organizations for addressing the needs of seniors in the region.
- **Bienvenidos a Delmarva** – providing management, marketing and organizational development know-how to private- and public-sector organizations that interact frequently with the region's rapidly growing non-native-born population.

For more information, contact Dr. Memo Diriker, director of BEACON, at 410-546-6001 or beacon@salisbury.edu or visit <http://beacon.salisbury.edu>.

▶ Small Business and Technology Development Center

The Maryland Small Business and Technology Development Center (SBTDC) is dedicated to helping individuals establish or expand a business. A variety of management and technical assistance programs are designed and provided by the SBTDC to help the aspiring and existing small business owner. Business students have opportunities to gain hands-on, real-world experience by providing consulting services for small business owners under the close supervision of faculty mentors.

The SBTDC is part of a national network, founded in 1979, that helps over 500,000 businesses on an annual basis. Assistance provided by the SBTDC is designed to strengthen firms and contribute to the growth of the local, state and national economies.

General Information

▶ Non-Degree Seeking Students

The Perdue School serves non-degree-seeking students by allowing them to enroll directly in both lower- and upper-division courses. Students who do not meet specific course prerequisites must obtain approval from the associate dean of the Perdue School of Business or advising services coordinator before enrolling.

▶ Students Seeking Degrees in Programs Other Than Accounting, Finance, Information Systems, Management or Marketing

The Perdue School welcomes students from other disciplines in lower-division classes and can accommodate a limited number of these students in upper-division (300/400-level) courses as the school's professional-program students are given priority. Because the Perdue School cannot guarantee that non-majors will be able to enroll in upper-division business courses during any specific semester, students from other disciplines with programs that require upper-division Perdue School courses should plan ahead as far as possible and secure the permission of their advisors and the advising services coordinator of the Perdue School of Business for the business portion of their programs.

▶ Transfer Credits

Students who wish to enroll in courses at other institutions and transfer credits to satisfy Perdue School requirements must first submit a properly completed Request to Study at Another Institution form to the Perdue School's advising services coordinator. With the approval of the department chair, up to six hours of upper-division course credit will be accepted—providing the courses are completed with a C or better from another AACSB accredited institution. Approval forms will then be submitted to the Registrar's Office for additional authorization and processing. (Students are further directed to the University's transfer guidelines located in the "Registration and Student Records" section of this catalog.)

▶ Repeating Courses

Courses repeated to fulfill a Perdue School major or minor requirement must be repeated at Salisbury University. For example, students who repeat required courses to improve D or F grades must take those courses at Salisbury University.

UNDERGRADUATE PROGRAMS

**For Students Seeking a Bachelor of Arts
In Economics, See the Economics Major**

**For Students Seeking a Bachelor of Science
With a Major in Accounting, Business Economics,
Finance, Information Systems, International
Business, Management or Marketing**

LOWER-DIVISION PRE-PROFESSIONAL PROGRAM

**For Freshmen And Sophomores Seeking a Major
In Accounting, Business Economics, Finance,
Information Systems, International Business,
Management or Marketing**

Freshmen and sophomores complete a pre-professional program which consists of 30 hours of lower-division coursework designed to provide a broad knowledge base essential to success in the upper-division coursework.

► Pre-professional Course Requirements

The following courses make up the pre-professional program. These courses should be completed during the freshman and sophomore years in preparation for entrance into the professional programs of the Franklin P. Perdue School of Business:

	Credits
MATH 160 Introduction to Applied Calculus.....	3
or	
MATH 201 Calculus I	4
MATH 155 Modern Statistics with Computer Analysis	3
INFO 211 Information System Concepts	4
ACCT 201 Introduction to Financial Accounting.....	3
ACCT 202 Introduction to Managerial Accounting	3
ECON 211 Principles of Microeconomics.....	3
ECON 212 Principles of Macroeconomics	3
CMAT 100 Fundamentals of Communication.....	4
or	
CMAT 260 Fundamentals of Organizational Communication.....	4
ACCT 248 Legal Environment	3
INFO 281 Intermediate Business Statistics: Application and Analysis.....	3

► Checklist

For a major checklist visit www.salisbury.edu/checklists.

UPPER-DIVISION PROFESSIONAL PROGRAM

In order for students to take upper-division business courses, students must apply for and be admitted into the professional program. (Specific instructions for application to the Perdue School of Business follow.)

Juniors and seniors pursuing a major in the Perdue School of Business complete a professional program consisting of (1) an upper-division core of eight courses, which must be taken by all accounting, business economics, finance, information systems, international business, management and marketing majors; (2) a set of special requirements for each major

and concentration/track; and (3) a set of specific course requirements unique to the major that the student is pursuing. Coursework and other requirements are grouped according to accounting, business economics, finance, information systems, international business, management and marketing.

► Admission to the Upper-Division Professional Program

Students wishing to apply to the Franklin P. Perdue School of Business must do the following:

1. Submit an application by December 1 (for the next spring term) or May 1 (for the next fall term).
2. Prepare to satisfy the following requirements by the start of the next semester:
 - a. Complete 56 credit hours.
 - b. Complete a minimum of 24 hours from the lower-division, pre-professional core requirements (see previous information) with grades of C or better.
 - c. Included in the 24 hours must be:
 - i. ACCT 201
 - ii. ECON 211 or ECON 212
 - iii. MATH 160 or MATH 201
 - iv. MATH 155
 - d. A GPA of 2.50 or higher in the pre-professional core courses is required for admission into the Professional Program. Additional students may be admitted by descending order of GPA (in Pre-professional Program core courses) in numbers sufficient to maintain a quality student-faculty ratio.
 - e. Students may repeat pre-professional courses one time only.
3. Students pursuing a major in the business school and who are enrolled in 300-/400-level business courses without meeting the program admission standards will be deregistered from those courses. Other students (minors, etc.) must meet all course prerequisites.

► Retention and Graduation Requirements

Once admitted to the Perdue School's professional program, students must do the following:

1. Complete the pre-professional core with grades of C or better, within the next 15 credit hours of study or be disenrolled automatically from the professional program.
2. All upper-division coursework must be completed with a C or better.
3. BUAD 300 must be completed with a P.
4. Maintain a 2.0 grade point average. (Students whose cumulative grade point averages fall below 2.0 and do not return to 2.0 within the next consecutive 12 semester hours will be disenrolled from the professional program.)
5. Upper-division courses may be repeated only once.

Appeals for exceptions to this policy must be made in writing to the Undergraduate Exceptions Committee of the Perdue School.

Departments

ACCOUNTING AND LEGAL STUDIES

Major: Accounting
Minor: Accounting
(See “Undergraduate Minors” section for details.)

Chair

Professor Kenneth J. Smith, D.B.A.; George Washington University,
CPA-MD, CMA, CIA, CFM

Associate Professors

Michael R. Koval, J.D.; Georgetown University Law Center
George F. Summers, Ph.D.; University of Houston

Assistant Professors

Charles R. Boster, Ph.D.; University of South Carolina, CPA-CO
Hong Kim Duong, M.B.A.; University of Texas
David Emerson, Ph.D.; Virginia Commonwealth University, CPA-VA
Oliver Okafor, Ph.D.; University of Calgary
Michael Schultdt, J.D.; University of Missouri,
Ph.D., University of Texas, CPA-MO

Professors of Practice in Accounting

Julie E. Gittelman, M.B.A.; St. Joseph’s University, CPA-MD
Susanne A. Holloway, M.B.A.; Salisbury University, CPA-MD

The Department of Accounting and Legal Studies offers programs leading to a Bachelor of Science with a major in accounting, an accounting track in the Master of Business Administration (M.B.A.) program and a minor in accounting.

ECONOMICS AND FINANCE

Major: Business Economics, Economics, Finance
Minor: Economics, Finance
(See “Undergraduate Minors” section for details.)

Chair

Associate Professor Brian Hill, Ph.D.;
University of Tennessee, Knoxville

Professors

Jill L. Caviglia-Harris, Ph.D.; University of Tennessee
Dustin L. Chambers, Ph.D.; University of California-Riverside
Tylor Claggett, Ph.D.; University of Houston
Danny M. Ervin, Ph.D.; University of Kentucky
Khashayar “Kashi” Khazeh, Ph.D.; University of Tennessee
Herman Manakyan, Ph.D.; University of Alabama
Ying Wu, Ph.D.; University of Oregon
Hong Yao, Ph.D.; University of Oregon-Eugene

Associate Professors

Leonard Arvi, Ph.D.; Florida International University
Jamie D. Emerson, Ph.D.; Syracuse University
Jonathan Munemo, Ph.D.; West Virginia University

Assistant Professors

Sonja Kolstoe, Ph.D.; University of Oregon
K. Ani Mathers, Ph.D.; University of Florida

Lecturer

Silvana Chambers, M.A.; University of California-Los Angeles

The Department of Economics and Finance offers programs leading to a Bachelor of Arts with a major in economics, a Bachelor of Science with a major in business economics, and a Bachelor of Science with a major in finance, as well as three specialization tracks within the finance major. The department also offers minors in both economics and finance.

INFORMATION AND DECISION SCIENCES

Major: Information Systems
**Minor: Information Systems,
Enterprise Information Systems**
(See “Undergraduate Minors” section for details.)
**Graduate: Post-Baccalaureate Certificate in
Advanced Technology for Enterprise Systems**

Chair

Associate Professor Hoon S. Cha, Ph.D.; University of Arizona

Professors

Eugene D. Hahn, Ph.D.; George Washington University
Jeffrey E. Kottemann, Ph.D.; University of Arizona
Karen E. Papke-Shields, Ph.D.; University of South Carolina
Jing Quan, Ph.D.; University of Florida

Associate Professors

Fatollah Salimian, M.A.; Kent State University
Kathleen E. Wright, Ph.D.; George Washington University

Professor of Practice

William P. Burke Jr., M.Ed.; Wilmington College

Lecturer

Laura Anderson, M.S.Mgmt., University of Maryland University College
Sumathy Chandrashekar, M.B.A.; Salisbury University

The Department of Information and Decision Sciences offers a program leading to Bachelor of Science with a major in information systems and a minor in information systems or enterprise information systems.

MANAGEMENT AND MARKETING

**Major: International Business, Management,
Marketing**
**Minor: Business Administration (4+1),
Marketing Management, Professional Sales**
(See “Undergraduate Minors” section for details.)

Chair

Professor Amit Poddar, Ph.D.; Georgia State University

Professors

Stephen B. Adams, Ph.D.; Johns Hopkins University
Richard C. Hoffman IV, Ph.D.; Indiana University
E. Patrick McDermott, Ph.D.; George Washington University
Frank M. Shipper, Ph.D.; University of Utah
Christy Weer, Ph.D.; Drexel University

Associate Professors

Thomas J. Calo, Ed.D.; George Washington University
Kirsten K. Passyn, Ph.D.; Pennsylvania State University
Oliver P. Roche, Ph.D.; McGill University
Marc D. Street, Ph.D.; Florida State University
Vera L. Street, Ph.D.; Florida State University

Assistant Professors

M. Judith Billups, M.B.A.; Bethel University
William R. Richerson, Ph.D.; University of Kentucky

Professor of Practice in Marketing

Paula Morris, M.B.A.; George Washington University

Lecturer

Marvin O. Brown Jr., J.D.; University of Dayton

Adjunct Associate Professors

Gerard R. DiBartolo, D.B.A.; George Washington University
Memo Diriker, D.B.A.; Memphis State University

The Department of Management and Marketing offers programs leading to a Bachelor of Science with majors in management and marketing and a minor in professional sales and a minor in marketing management. The department coordinates the international business concentration and the business administration minor in conjunction with the other Perdue School departments.

Undergraduate Majors

ACCOUNTING

Department of Accounting and Legal Studies

Dr. Kenneth Smith, Chair
410-548-5563

Students completing the accounting major will be prepared to enter the public accounting profession or pursue accounting careers in government or corporate settings. By fulfilling the major requirements and earning the required 150 credit hours, students will be eligible to sit for the Uniform CPA examination in Maryland.

The undergraduate accounting curriculum consists of a lower-division (pre-professional) core, upper-division (professional) core, special requirements and accounting major requirements. The pre-professional curricular requirements enable majors to acquire a common body of knowledge essential to successful completion of the professional program coursework.

Students majoring in accounting must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the pre-professional core requirements and be accepted into the upper-division professional program.
2. Complete the following professional core:

	Credits
FINA 311 Financial Management	3
INFO 326 Operations Management	3
MGMT 320 Management and Organizational Behavior	3
(must take BUAD 300 as a corequisite)	
BUAD 300 Personal and Professional Development	1
MGMT 325 Business and Society	3
MGMT 492 Strategic Management (C or better)	3
MKTG 330 Principles of Marketing Management	3

3. Satisfy the following special requirements:

► ABLE Requirement

The applied business learning experience (ABLE) requirement is satisfied by ACCT 497.

► International Requirement

The international requirement is satisfied by:

	Credits
ACCT 430 International Accounting	3
or	
ACCT 435 Accounting in its Global Setting	3

► Admission Test

Accounting students must pass the Accounting Admission Test (AAT) prior to enrolling in ACCT 305. Information is available from the Accounting Department.

4. Complete the following courses. With approval of the chair of the Accounting Department, up to six credit hours of comparable courses may be transferred from AACSB International (The Association to Advance Collegiate Schools of Business) accredited schools.

	Credits
ACCT 302 Cost Accounting I	3
ACCT 304 Intermediate Accounting I	3

ACCT 305 Intermediate Accounting II	3
ACCT 341 Federal Income Tax Accounting: Personal	3
ACCT 348 Business Law	3
ACCT 403 Advanced Accounting I	3
ACCT 407 Auditing I*	3
ACCT 420 Accounting Information Systems	3
ACCT 430 International Accounting	3
or	
ACCT 435 Accounting in its Global Setting	3
ACCT 497 Accounting Capstone Internship	3

plus one of the following courses:

	Credits
ACCT 338 Special Topics in Accounting	3
ACCT 342 Federal Income Tax Accounting: Partnership and Corporation	3
ACCT 401 Integrated Accounting Systems	3
ACCT 415 Governmental and Not-for-Profit Accounting	3
ACCT 418 Fraud Examination	3
ACCT 460 Contemporary Issues in Accounting	3

5. Students who decide to pursue a second major/concentration/track must complete a minimum of 12 hours of new credits for each additional major/concentration/track.

► Checklist

For a major checklist visit www.salisbury.edu/checklists.

BUSINESS ECONOMICS

Department of Economics and Finance

Dr. Brian Hill, Chair
410-677-3860

A major in business economics prepares majors to apply the scientific approach to cause and effect relationships affecting the performance of the business enterprise and its impact on society's living standards.

Coursework focuses on understanding and measuring the consequences of public policies and regulations; the behavior of consumers, competitors and other important groups; and the firm's own decisions. The emphasis on analytical skills and empirical methodology provides a strong foundation for students interested in graduate study in business and for those with career interests in economic research or forecasting in either business or government.

Students majoring in business economics must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the pre-professional core requirements and be accepted into the upper-division professional program.

2. Complete the following professional core:

	Credits
BUAD 300 Personal and Professional Development	1
FINA 311 Financial Management	3
INFO 326 Operations Management	3
MGMT 320 Management and Organizational Behavior	3
(must take BUAD 300 as a corequisite)	
MGMT 325 Business and Society	3
MGMT 492 Strategic Management	3
MKTG 330 Principles of Marketing Management	3

3. Complete the following business economics requirements:

	Credits
ECON 230 Quantitative Economics	3
ECON 311* Intermediate Microeconomics	3
ECON 312* Intermediate Macroeconomics	3
ECON 430* Econometrics	3
ECON 441 International Economics	3

* ECON 230 is a prerequisite for these courses.

4. Complete at least one course from the following:

	Credits
BUAD 396 Business Studies Abroad	3
ECON 300 Economic History of the United States.....	3
ECON 331 Money and Banking	3
or	
FINA 445 Financial Institutions and Markets	3
ECON 336 Public Sector Economics	3
ECON 338 Special Topics in Economics	3
ECON 370 Industrial Organization	3
ECON 381 Labor Economics	3
ECON 402 Comparative Economic Systems	3
ECON 403 Monetary Policy and the U.S. Economy.....	3
ECON 410 The Economics of Health Care	3
ECON 411 Economic Development	3
ECON 415 Environmental and Natural Resource Economics	3
ECON 420 Game Theory	3
ECON 425 Sports Economics.....	3
ECON 435 The Economics of Voluntary Exchange	3
ECON 460 Applied Economics Workshop	3
ECON 492 Senior Seminar in Contemporary Economic Problems	3
ECON 494 Directed Study in Economics	1-3

5. Satisfy the following special requirement:

► **ABLE Requirement**

The applied business learning experience (ABLE) is normally completed during the second semester of the junior year or the first semester of the senior year and can be met through either an internship or experiential project.

Internships are normally completed off campus at a variety of businesses, government or not-for-profit organizations. For an internship to satisfy the ABLE requirement, it must be completed as part of enrollment in:

	Credits
ECON 490 Economics Internship.....	3

For additional information concerning ABLE program requirements, students should see the undergraduate programs coordinator in the Perdue School of Business.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

ECONOMICS

Department of Economics and Finance

Dr. Brian Hill, Chair
410-677-3860

Economics is the study of the factors determining our material living standards. It involves analysis of human values and behavior, the operations of public and private institutions, the limitations of technology and natural resources, and the legal-political framework within which all are required to operate.

The Department of Economics and Finance's Bachelor of Arts program combines a solid foundation in contemporary economic theory with the opportunity to analyze a wide range of issues important to the material well-being of society. The emphasis on applying carefully reasoned analysis to questions of personal choice and public policy makes this program a valuable preparation for careers in education, law, research or administration, as well as employment in business, government or international agencies.

Students majoring in economics must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the following economics core:

	Credits
MATH 155 Modern Statistics with Computer Analysis	3
MATH 201 Applied Calculus.....	3
or	
MATH 160 Calculus I	4
ECON 211 Principles of Microeconomics.....	3
ECON 212 Principles of Macroeconomics	3
ECON 230 Quantitative Economics	3
ECON 311* Intermediate Microeconomics.....	3
ECON 312* Intermediate Macroeconomics	3
ECON 430* Econometrics	3

* ECON 230 is a prerequisite for these courses.

2. Choose four courses from the following list:

	Credits
ECON 300 Economic History of the United States.....	3
ECON 331 Money and Banking	3
or	
FINA 445 Financial Institutions and Markets	3
ECON 336 Public Sector Economics	3
ECON 338 Special Topics in Economics	3
ECON 370 Industrial Organization	3
ECON 381 Labor Economics	3
ECON 402 Comparative Economic Systems	3
ECON 403 Monetary Policy and the U.S. Economy.....	3
ECON 410 The Economics of Health Care	3
ECON 411 Economic Development	3
ECON 415 Environmental and Natural Resource Economics	3
ECON 420 Game Theory	3
ECON 425 Sports Economics.....	3
ECON 435 The Economics of Voluntary Exchange	3
ECON 441 International Economics	3
ECON 460 Applied Economics Workshop	3
ECON 492 Senior Seminar in Contemporary Economic Problems	3
ECON 494 Directed Study in Economics	3

Students planning graduate work in economics are advised to complete a minor in mathematics. The minor in mathematics consists of at least 18 semester hours of mathematics, of which 15 are not counted for General Education, 12 are numbered 201 or higher, and at least three are at the 300/400 level. Each course in the minor must be completed with a grade of C or better, and at least nine credits must be earned at SU. The recommended math courses are as follows:

	Credits
MATH 201 Calculus I	4
MATH 202 Calculus II.....	4
MATH 310 Calculus III	4

Two additional math courses at the 300 level or higher (MATH 413 or 414) are recommended for students entering Ph.D. programs.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

FINANCE

Department of Economics and Finance

Dr. Brian Hill, Chair
410-677-3860

Finance is broadly defined as the art and science of making decisions involving money in a variety of contexts. People study finance to learn how to allocate their scarce resources over time under conditions of uncertainty utilizing the financial system (i.e., financial markets and institutions) as well as economic organizations (i.e., corporations and governments) with the goal of wealth maximization. Not only is finance exciting and challenging, it continues to evolve at a dizzying pace. The finance major provides the student with a broad background

covering the areas of corporate finance, international finance, investments and financial markets/institutions. Students in the finance major prepare for careers in corporate treasury functions and in a variety of financial services firms including commercial banks, securities firms, investment banks, money management firms, insurance companies, real estate companies, financial planners, etc., as well as graduate programs in business. Finance majors are employed by organizations of various size and focus including regional, national and multinational enterprises as well as nonprofit and government agencies.

In addition to the major in finance, for students who desire to focus in a specialization area in finance, the department offers three alternative specialization tracks: Financial Planning, Investments and Corporate Finance.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

Finance Major

Students majoring in finance must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the pre-professional core requirements and be admitted to the upper-division professional program.
2. Complete the following professional core:

	Credits
FINA 311 Financial Management	3
INFO 326 Operations Management	3
MGMT 320 Management and Organizational Behavior	3
(must take BUAD 300 as a corequisite)	
BUAD 300 Personal and Professional Development	1
MGMT 325 Business and Society	3
MGMT 492 Strategic Management (C or better).....	3
MKTG 330 Principles of Marketing Management	3

3. Satisfy the following special requirement.

► **ABLE Requirement**

The applied business learning experience (ABLE) is normally completed during the second semester of the junior year or the first semester of the senior year and can be met through an internship.

Internships are normally completed off campus at a variety of business, government or not-for-profit organizations. For an internship to satisfy the ABLE requirement, it must be completed as part of enrollment in the following courses:

	Credits
FINA 490 Finance Internship	3
or	
BUAD 490 Business Internship	3

and must involve the students in working with an organization in a planned, progressive-development program for a minimum of 100 hours over a 10-week period.

Experiential learning opportunities provide applied business learning experiences and are associated with the following course:

	Credits
FINA 449 Practicum in Portfolio Management	3

For additional information concerning ABLE program requirements students should see the undergraduate programs coordinator in the Perdue School of Business.

4. Students who decide to pursue a second major/concentration/track must complete a minimum of 12 hours of new credits for each additional major/concentration/track.

5. Fulfill the following major requirements, **if no track is selected**. Students selecting a specialization track should complete the requirements listed under Financial Planning Track or Investments Track or Corporate Finance Track. With the approval of the chair of the Department of Economics and Finance, up to six credit hours of comparable courses may be transferred from an AACSB accredited school.

	Credits
FINA 440 Corporate Finance	3
FINA 441 Investments I	3
FINA 445 Financial Institutions and Markets	3
or	
ECON 331 Money and Banking	3
FINA 447 International Financial Management	3
Plus two electives from:	
FINA 312 Risk Management and Insurance.....	3
FINA 442 Financial Derivatives	3
FINA 443 Essentials of Real Estate	3
FINA 449 Practicum in Portfolio Management	3

One additional business elective from:	
ACCT 302 Cost Accounting I	3
ACCT 304 Intermediate Accounting I	3
ACCT 341 Federal Income Tax Accounting: Personal	3
BUAD 386 Business in its Global Setting.....	3
BUAD 396 Business Studies Abroad	3
ECON 311 Intermediate Microeconomics.....	3
ECON 312 Intermediate Macroeconomics	3
ECON 370 Industrial Organization	3
ECON 410 The Economics of Health Care	3
ECON 430 Econometrics	3
ECON 435 The Economics of Voluntary Exchange	3
ECON 441 International Economics	3
FINA 312 Risk Management and Insurance.....	3
FINA 442 Financial Derivatives	3
FINA 443 Essentials of Real Estate	3
FINA 449 Practicum in Portfolio Management	3
INFO 301 Business Applications Development	3
INFO 315 Project Management	3
INFO 340 Data Mining for Business Intelligence	3
INFO 370 Enterprise Systems and Integrated Business Processes	3
MGMT 428 Entrepreneurship	3
MKTG 337 Professional Selling	3

Financial Planning Track

Financial planning involves evaluating financial goals and developing comprehensive financial plans for individuals in a highly complex and regulated environment. With changes in the demographic characteristics of the U.S. population, and shifts in employment and retirement preparation trends, more and more people find themselves in a position of needing to apply sophisticated financial planning techniques to their personal economic affairs, such as college savings plans, retirement plans, estate planning, insurance needs assessment.

The Financial Planning Track is registered with Certified Financial Planner Board of Standards, Inc. (CFP Board) in Denver, CO. In September 2002, it became the first undergraduate degree program in financial planning to attain this distinction in the State of Maryland. This registration confers a special advantage on Perdue School graduates, allowing them to sit for the CFP® Certification Examination upon completion of our program.

Salisbury University does not certify individuals to use the CFP®, CERTIFIED FINANCIAL PLANNER™ and CFP (with flame logo)® certification marks. CFP certification is granted solely by Certified Financial Planner Board of Standards, Inc. to those individuals who, in addition to completing an educational requirement such as this CFP Board-Registered Program, have met ethics, experience and examination requirements.

Certified Financial Planner Board of Standards, Inc. owns

the marks CFP®, CERTIFIED FINANCIAL PLANNER™ and CFP (with flame logo)® certification marks, which it awards to individuals who successfully complete initial and ongoing certification requirements.

In addition to completing major requirements 1-3, students in the Financial Planning Track must meet the following major requirements. With approval of the chair of the Department of Economics and Finance, up to six credit hours of comparable courses may be transferred from an AACSB accredited school.

	Credits
ACCT 341 Federal Income Tax Accounting: Personal.....	3
FINA 312 Risk Management and Insurance.....	3
FINA 441 Investments I	3
FINA 446 Retirement Planning.....	3
FINA 447 International Financial Management	3
FINA 448 Estate Planning	3
FINA 450 Case Studies in Personal Financial Planning	3

Investments Track

The Investments Track focuses on an understanding of various investment options and asset allocation decisions, evaluation of various securities, assessment of appropriate risk-return tradeoffs, and construction and management of efficient portfolios.

In addition to completing major requirements 1-3, students in the Investments Track must fulfill the following major requirements. With the approval of the chair of the Department of Economics and Finance, up to six credit hours of comparable courses may be transferred from an AACSB accredited schools.

	Credits
FINA 440 Corporate Finance	3
FINA 441 Investments I	3
FINA 442 Financial Derivatives	3
FINA 445 Financial Institutions and Markets	3
or	
ECON 331 Money and Banking	3
FINA 447 International Financial Management	3
FINA 449 Practicum in Portfolio Management	3

Plus one elective from:

	Credits
BUAD 386 Business in its Global Setting.....	3
BUAD 396 Business Studies Abroad	3
FINA 443 Essentials of Real Estate	3
FINA 446 Retirement Planning.....	3
FINA 448 Estate Planning	3
MKTG 337 Professional Selling	3

Corporate Finance Track

The Corporate Finance Track focuses on decision making about the financial management of a firm on topics such as forecasting, budgeting, plant expansions, choice of securities to use to finance future acquisitions, evaluating merger/acquisition opportunities, etc. Students in this track normally follow a career path in the finance/treasury function of large corporations, government agencies, non-profit organizations, etc. Simultaneous completion of an accounting minor is highly recommended.

In addition to completing major requirements 1-3, students in the Corporate Finance Track must fulfill the following major requirements. With the approval of the chair of the Department of Economics and Finance, up to six credit hours of comparable courses may be transferred from an AACSB accredited school.

	Credits
ACCT 302 Cost Accounting I	3
ACCT 304 Intermediate Accounting I.....	3
FINA 440 Corporate Finance	3

FINA 441 Investments I	3
FINA 442 Financial Derivatives	3
FINA 447 International Financial Management	3

Plus one elective from:

	Credits
ACCT 305* Intermediate Accounting II	3
ACCT 420* Accounting Information Systems	3
ACCT 430* International Accounting	3
ACCT 435* Accounting in its Global Setting	3
BUAD 386 Business in its Global Setting.....	3
BUAD 396 Business Studies Abroad	3
ECON 331 Money and Banking	3
FINA 445 Financial Institutions and Markets	3
INFO 315 Project Management	3
INFO 340 Data Mining for Business Intelligence	3
INFO 370 Enterprise Systems and Integrated Business Processes	3

* Selecting one of these electives results in an accounting minor.

INFORMATION SYSTEMS

Department of Information and Decision Sciences

Dr. Hoon S. Cha, Chair
410-677-0163

The information systems major addresses information analysis, business system design and information systems management. The program curriculum emphasizes business and organizational studies as well as information systems technology. Students are prepared to enter careers in areas relating to developing, maintaining and using information in a variety of organizational settings.

Students become familiar with modern computer technology and how appropriate hardware and software are integrated into analyzing business problems. Students learn how to apply computers, software and systems techniques to solve information systems problems within organizations and provide managers with the information needed for operational and strategic decisions. The major balances theory and application to prepare students for careers in private-sector or public-sector positions such as business systems analysts, information resource managers, database and network administrators.

The undergraduate information systems curriculum consists of a lower-division (pre-professional) core, upper-division (professional) core, special requirements and information systems requirements. The pre-professional curricular requirements enable majors to acquire a common body of knowledge essential to successful completion of the professional program coursework.

Students majoring in information systems must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the pre-professional core requirements and be admitted into the upper-division professional program.
2. Complete the following professional core:

	Credits
FINA 311 Financial Management	3
INFO 326 Operations Management	3
MGMT 320 Management and Organizational Behavior	3
(must take BUAD 300 as a corequisite)	
BUAD 300 Personal and Professional Development	1
MGMT 325 Business and Society.....	3
MGMT 492 Strategic Management	3
MKTG 330 Principles of Marketing Management	3

3. Satisfy the following special requirements:

► **International Requirement**

One of the following courses:

	Credits
ACCT 430 International Accounting	3
ACCT 435 Accounting in its Global Setting	3
BUAD 386 Business in its Global Setting.....	3
BUAD 396 Business Studies Abroad	3
ECON 441 International Economics	3
FINA 447 International Financial Management	3
INFO 465 Global Information Systems Management	3
MGMT 422 Management of the Multinational Business	3
MKTG 423 International Marketing	3

► **ABLE Requirement**

The applied business learning experience (ABLE) is normally completed during the second semester of the junior year or the first semester of the senior year and can be met through either an internship or experiential project.

Internships are normally completed off campus at a variety of businesses, government or not-for-profit organizations. For an internship to satisfy the ABLE requirement, it must be completed as part of enrollment in the following course:

	Credits
INFO 490 Information Systems Internship	3

and must involve the student in working with an organization in a planned, progressive-development program for a minimum of 100 hours over a 10-week period.

Experiential projects provide applied business learning experiences and are associated with the following course:

	Credits
INFO 476 Information Systems Development and Implementation	3

For additional information concerning ABLE program requirements, students should see the undergraduate programs coordinator.

4. Fulfill the following major requirements with grades of C or better (with approval of the chair of the Department of Information and Decision Sciences, up to six credit hours of comparable courses may be transferred from an AACSB-accredited school):

	Credits
INFO 301 Business Applications Development	3
INFO 311 Business Systems Analysis	3
INFO 386 Database Management Systems	3

plus three of the following electives:

	Credits
ACCT 420 Accounting Information Systems	3
COSC 320 Advanced Data Structures and Algorithm Analysis	3
INFO 315 Project Management	3
INFO 333 3D Printing/Digitally Enabled Product Development	3
INFO 338 Special Topics.....	3
INFO 340 Data Mining for Business Intelligence	3
INFO 350 Web Analysis and Design.....	3
INFO 370 Enterprise Systems and Integrated Business Processes	3
INFO 385 Data Communications and Networking	3
INFO 395 Managerial Decision Support Systems with VBA.....	3
INFO 401 Mobile Enterprise Application Development.....	3
INFO 430 Business Analytics	3
INFO 440 Storage Technology Fundamentals	3
INFO 450 Computer Hardware and OS Technologies	3
INFO 460 Security Management.....	3
INFO 471 Advanced Topics in ERP	3
INFO 480 Seminar in Information Systems	3
INFO 485 Advanced Seminar on Networking	3
INFO 494 Directed Study in Management Information Systems	1-3

5. Students who decide to pursue a second major/ concentration/track must complete a minimum of 12 hours of new credits for each additional major/concentration/track.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

INTERNATIONAL BUSINESS

Department of Management and Marketing

Dr. Olivier Roche
410-677-3863

As a growing number of large and small U.S. firms transact a portion of their business through international channels, international business graduates are becoming increasingly involved with international aspects of business. This major allows students to gain the knowledge and skills required for international business careers, while developing their understanding of the mechanisms and institutions of international business.

Since the Perdue School's curriculum allows multiple majors, concentrations and tracks, students may combine such areas as accounting, finance, marketing, management and information systems with international business, giving themselves an international business education.

All courses comprising the international business major, including the additional major requirements of language, geography, political science and ABLE must be completed with a minimum grade of C.

1. Complete the pre-professional core requirements and be accepted into the upper-division professional program.

2. Complete the following professional core:

	Credits
BUAD 300 Personal and Professional Development	1
FINA 311 Financial Management	3
INFO 326 Operations Management	3
MGMT 320 Management and Organizational Behavior	3
(must take BUAD 300 as a corequisite)	
MGMT 325 Business and Society	3
MGMT 492 Strategic Management	3
MKTG 330 Principles of Marketing Management	3

3. Complete following required international business courses:

	Credits
INTB 495 International Case Analysis	3
MGMT 422 Management of the Multinational Business	3

4. Choose two international business courses from the following:

	Credits
ACCT 430 International Accounting	3
ECON 441 International Economics	3
FINA 447 International Financial Management	3
INFO 465 Global Information Systems Management	3
MKTG 423 International Marketing	3

5. Choose two electives from the approved list below that could include courses from above that have not been taken:

	Credits
ACCT 302 Cost Accounting I	3
ACCT 304 Intermediate Accounting I	3
BUAD 386 Business in its Global Setting	3
BUAD 396 Business Studies Abroad	3
ECON 402 Comparative Economic Systems	3
ECON 411 Economic Development	3
FINA 440 Corporate Finance	3
FINA 441 Investments I	3
FINA 445 Financial Institutions and Markets	3
INFO 395 Advanced Management Support Systems	3
INFO 455 Advanced Microcomputer Applications	3
INTB 494 Directed Study in International Business	1-3

MGMT 350	Human Resource Management	3
MGMT 425	Applied Organizational Science	3
MKTG 337	Professional Selling	3
MKTG 335	Marketing Research	3
MKTG 430	Marketing Management Strategy	3

6. Select one course from the following list or select an approved cultural course offered by the Modern Languages and Intercultural Studies Department or study abroad experience approved by your international business advisor:

	Credits	
GEOG 101	World Geography: Europe and Asia.....	3
GEOG 102	World Geography: Africa and the Americas	3
GEOG 202	Cultural Geography	3
GEOG 301	World Regions	3
GEOG 310	Regional Geography of Europe	3

Geography requirements may be waived with an approved one-semester study abroad program.

7. Select one course from the following or other relevant political science or history course approved by your international business advisor:

	Credits	
POSC 210	Introduction to International Relations	4
POSC 310	Comparative European Government	4
POSC 311	Comparative Government of Developing Nations	4
POSC 411	International Law	4

8. Satisfy the following special requirements:

► **Language Requirement**

Demonstrate proficiency in a foreign language approved by the director of international business.

► **Study Abroad Requirement**

All international business majors must complete a minimum of six credits from a semester abroad or two summer/winter terms abroad. Please note, study abroad may require costs in addition to the tuition and fees for SU.

► **ABLE Requirement**

The applied business learning experience (ABLE) is normally completed during the second semester of the junior year or the first semester of the senior year and can be met through either an internship or experiential project.

Internships are normally completed off campus at a variety of businesses, government or not-for-profit organizations. For an internship to satisfy the ABLE requirement, it must be completed as part of enrollment in:

	Credits	
INTB 490	International Business Internship	3
or		
BUAD 490	Business Internship	3

For additional information concerning ABLE program requirements, students should see the undergraduate programs coordinator in the Perdue School of Business.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

MANAGEMENT

Department of Management and Marketing

Dr. Amit Poddar, Chair
410-548-7756

The management major prepares students with a blend of theory and applied skills for entry-level management or administrative positions. Through the selection of electives in the major, students can focus on small business management and entrepreneurship or human resource management. Students majoring in management complete a management internship to gain experience in the actual practice of management.

Management courses include such topics as the management of human resources, finances, raw materials and information. Management students learn to set goals, formulate strategies, motivate people and monitor performance.

The undergraduate management curriculum consists of a lower-division (pre-professional) core, upper-division (professional) core, special requirements and management major requirements. The pre-professional curricular requirements enable majors to acquire a common body of knowledge essential to successful completion of the professional program coursework.

Students majoring in management must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the pre-professional core requirements and be admitted into the upper-division professional program.

2. Complete the following professional core:

	Credits	
BUAD 300	Personal and Professional Development	1
FINA 311	Financial Management	3
INFO 326	Operations Management	3
MGMT 320	Management and Organizational Behavior	3
	(must take BUAD 300 as a corequisite)	
MGMT 325	Business and Society	3
MGMT 492	Strategic Management	3
MKTG 330	Principles of Marketing Management	3

3. Satisfy the following special requirement:

► **ABLE Requirement**

The applied business learning experience (ABLE) is normally completed during the second semester of the junior year or the first semester of the senior year and can be met through an internship. Internships are normally completed off campus at a variety of business, government or not-for-profit organizations. For an internship to satisfy the ABLE requirement, it must be completed as part of enrollment in the following course:

	Credits	
BUAD 490	Business Internship	3
or		
MGMT 490	Management Internship	3

Internship must involve the students in working with an organization in a planned, progressive development program for a minimum of 100 hours over a 10-week period.

4. Complete the following major requirements:

► **Required Specialization Courses**

	Credits
MGMT 422 Management of the Multinational Business	3
MGMT 425 Applied Organizational Science	3
MGMT 428 Entrepreneurship	3
or	
MGMT 350 Human Resource Management	3

(Students taking both MGMT 428 and MGMT 350 may count the second as an elective specialization course. See the following.)

► **Elective Specialization Courses**

Choose three from the following:

	Credits
ACCT 302 Cost Accounting	3
BUAD 345 Purchasing and Materials Management.....	3
BUAD 386 Business in its Global Setting (Winter-travel).....	3
BUAD 396 Business Studies Abroad	3
BUAD 410 Health Care Management and Marketing	3
INFO 315 Project Management	3
MGMT 338 Special Topics in Management.....	3
MGMT 407 Sales Management.....	3
MGMT 429 Small Business Consulting.....	3
MGMT 451 Staffing Organizations	3
MGMT 452 Employee-Management Relations	3
MGMT 453 Compensation	3
MGMT 455 Designing High-Performance Work Systems.....	3
MGMT 456 Employee Training and Development	3

(Students taking both MGMT 428 and MGMT 350 may count the second as an elective specialization course.)

5. Students who decide to pursue a second major must complete a minimum of 12 hours of new credits in the second major.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

Human Resource Management Track

Human resource management (HRM) involves the strategic management of employees who, individually and collectively, contribute to the attainment of the strategic objectives of the organization. HRM enables the organization to achieve its strategic goals by attracting, developing, motivating and retaining its employees, and by functioning as the mediator between the organization's management and its employees. As organizations have increasingly realized the impact that the human resources function can have on the bottom line, HR has become an essential and growing field within organizations. Accordingly, the HR profession is projected by the Department of Labor to continue to grow.

The track requires completion of the professional core and ABLE requirement for a management major, as well as the required and elective courses listed here. Completion of the track prepares graduates to be competitive candidates for entry-level professional HR positions in any organization, both within the private and public sectors, immediately upon graduation. They will also be well-prepared to successfully complete HR certification exams upon completion of the required practical experience.

► **Track Requirements (5 courses)**

	Credits
MGMT 350 Human Resource Management	3
MGMT 451 Staffing in Organizations	3
MGMT 452 Employee-Management Relations	3
MGMT 453 Compensation	3
MGMT 454* Negotiation	3
or	
MGMT 456* Employee Training and Development	3

* Students taking both MGMT 454 and 456 may count the second toward the Human Resources Track elective.

► **Track Elective (1 course from the following)**

	Credits
CADR 401 Dispute Systems Design	3
MGMT 425 Applied Organizational Science	3
Other approved human resource electives	3
MGMT 455 Designing High-Performance Work Systems.....	3

MARKETING

Department of Management and Marketing

Dr. Amit Poddar, Chair
410-548-7756

The marketing major prepares students for entry into a variety of marketing and business careers. Marketing provides products—goods, services and ideas—to satisfy customer needs. Through the marketing process, organizations determine what products they will offer, communicate information about their products, establish prices for their products, and make their products available when and where customers want them.

Marketing courses help prepare students to work in areas such as advertising, sales, market research, product planning, purchasing, transportation and public relations. Marketing skills are applicable in virtually all types of organizations.

The undergraduate marketing curriculum consists of a lower-division (pre-professional) core, upper-division (professional) core, special requirements and marketing major requirements. The pre-professional curricular requirements enable majors to acquire a common body of knowledge essential to successful completion of the professional program coursework.

Students majoring in marketing must meet the following requirements with grades of C or better and may repeat courses only once:

1. Complete the pre-professional core requirements and be admitted into the upper-division professional program.
2. Complete the following professional core:

	Credits
BUAD 300 Personal and Professional Development.....	1
FINA 311 Financial Management	3
INFO 326 Operations Management	3
MGMT 320 Management and Organizational Behavior	3
(must take BUAD 300 as a corequisite)	
MGMT 325 Business and Society	3
MGMT 492 Strategic Management	3
MKTG 330 Principles of Marketing Management.....	3

3. Satisfy the following special requirement:

► **ABLE Requirement**

The applied business learning experience (ABLE) is normally completed during the second semester of the junior year or the first semester of the senior year and can be met through an internship. Internships are normally completed off campus at a variety of business, government or not-for-profit organizations. For an internship to satisfy the ABLE requirement, it must be completed as part of enrollment in the following course:

	Credits
BUAD 490 Business Internship	3
or	
MKTG 490 Marketing Internship.....	3
or	
MKTG 497 Professional Selling Internship.....	3

Internship must involve the students working with an

organization in a planned, progressive-development program for a minimum of 100 hours over a 10-week period.

4. Complete the following major requirements:

► **Required Specialization Courses**

	Credits
MKTG 335 Marketing Research	3
MKTG 423 International Marketing	3
MKTG 430 Marketing Management Strategy	3

► **Elective Specialization Courses**

Choose three from the following:

	Credits
BUAD 345 Purchasing and Materials Management.....	3
BUAD 386 Business in its Global Setting (Winter-travel).....	3
BUAD 396 Business Studies Abroad	3
BUAD 410 Health Care Management and Marketing	3
INFO 315 Project Management	3
INFO 340 Data Mining	3
MKTG 331 Advertising and Promotions	3
MKTG 332 Consumer Behavior	3
MKTG 337 Professional Selling	3
MKTG 334 Principles of Retailing	3
MKTG 336 Direct and Interactive Marketing.....	3
MKTG 338 Special Topics in Marketing	3
MKTG 401 Business Marketing	3
MKTG 406 Advanced Direct and Interactive Marketing	3
MKTG 410 Advanced Professional Selling.....	3
MKTG 407 Sales Management.....	3
MKTG 439 Senior Marketing Seminar	3

5. Students who decide to pursue a second major must complete a minimum of 12 hours of new credits in the second major.

► **Checklist**

For a major checklist visit www.salisbury.edu/checklists.

Graduate Program

Yvonne Downie Hanley, M.B.A. Director
410-548-3983

MASTER OF BUSINESS ADMINISTRATION

The Perdue School has developed a highly effective business education system committed to an emphasis on the entrepreneurial spirit, integration of theoretical and applied study, and community-based experience.

The Perdue School M.B.A. is valued for its rigor, flexibility and innovative curriculum. The degree is typically completed on a part-time basis; an accelerated one-year, full-time program is an option for students who have completed the foundation course requirements. The M.B.A. program offers learners opportunities to enrich the student’s knowledge and application of functional business studies while incorporating essential themes into the program such as globalization, social responsibility, and environmental and technological influences on business.

The goal of the Perdue School of Business M.B.A. program is to prepare aspiring and practicing managers with the skills to succeed as business executives and leaders. The curriculum encourages students to think clearly, show sound judgment, communicate effectively, and develop interpersonal and decision-making skills.

Students earning an M.B.A. are able to:

1. Integrate knowledge and skills of the functional areas of business (e.g. accounting, economics, finance, management and marketing) to implement business decisions.
2. Identify and analyze problems and apply critical thinking skills to solve problems.
3. Assess the long-term social, legal and ethical implications of management initiatives.
4. Interpret the role of internationalization on business strategy.
5. Apply technology for the purposes of decision-making and increasing efficiency and competitiveness in an organization.
6. Develop leadership and teamwork skills critical to the improvement of organizational performance.

► **Admission**

Admission to the Master of Business Administration (M.B.A.) at SU requires an application to graduate studies; the application fee; official transcripts from all colleges and universities attended; if applying for in-state tuition, a Residency/Domicile Information Form; and the following additional application requirements specified by the Business School:

- A. Two letters of recommendation from individuals qualified to judge the applicants ability to do graduate work in business;
- B. Resume;
- C. Essay: reason that pursuing a master’s degree will meet the student’s personal, professional and academic goals and how the student feels he/she will contribute to the graduate program (maximum of two pages double-spaced); and

D. A minimum Graduate Management Admissions Test (GMAT) score of 400.

The minimum standard for admission is the attainment of a total score of at least 1,000 points based on the following formula: 200 X [overall GPA (on a 4.0 scale)] + GMAT score; or at least 1,050 points based on the following formula: 200 X (upper-division GPA) + GMAT score.

Additional points may be added to the GMAT formula totals above for work experience at the rate of 10 points per year for qualified employment up to a maximum of 50 points total. Qualified work experience is defined as middle-management level or higher. Any applicants with questionable work experience will have their credentials reviewed by the M.B.A. committee. Attainment of point totals above does not guarantee admission.

All application requirements are due by March 1 for summer or fall admission.

► **Provisional Admission I**

Applicants with a minimum 3.25 overall GPA or at least a 3.50 upper-division GPA may enroll prior to taking the GMAT for a maximum of six credit hours of M.B.A. courses (600 level), for a maximum of one semester, provided space is available. No student may register for a second term unless the GMAT score has been received by the graduate program director.

► **Provisional Admission II**

Provisional admission may be granted to applicants who have not yet completed the required foundation undergraduate courses listed below or their equivalents but who meet one of the required totals shown in section D above and all other application requirements. Students in this category should apply for admission as soon as possible so that a specific, individualized plan for satisfying foundation requirements may be developed in consultation with the graduate program director. Provisionally admitted students may, with the approval of the program director, take a maximum of six credit hours of M.B.A. courses (600-level), for a maximum of one semester, and must maintain a cumulative grade point average of 3.0 in undergraduate M.B.A. foundation courses with no grade less than C.

► **Basic Skills Expected of Incoming M.B.A. Students**

In addition to meeting the standards for admission listed above, M.B.A. students should bring to their graduate business studies the following skills to ensure success in the program:

1. Quantitative skills: A knowledge of algebra and basic calculus.
2. Verbal skills: The ability to collect relevant information, organize thoughts and communicate clearly.
3. Computer skills: Competence in word processing and spread sheets. These skills may be obtained or enhanced by study and preparation before admission, or early in the program of study by utilizing the many programs, courses and training sessions offered at the University.
4. Information systems literacy: A student should be able to describe information technologies and discuss information systems applications with their peers.

These skills will be evaluated and assessed by the M.B.A. program director and appropriate department chair. Recommendations for review courses will be made based on a

review of undergraduate coursework, professional experience and the analytical writing assessment score from the GMAT exam.

Program Requirements

► **Foundation Courses (12 credits)-**

In order to begin work on the master's degree requirements, the following foundation courses must be completed prior to the first semester in which the first 600-level course is taken:

		Credits
ACCT 201	Principles of Accounting I	3
ECON 211	Principles of Microeconomics	3
or		
ECON 150	Principles of Economics	3
FINA 311	Financial Management	3
INFO 326	Production and Operations Management	3

*Any foundation course may be waived if the student has completed an undergraduate or graduate survey course with similar coverage with a grade of C or better. A waiver exam may be taken to validate an undergraduate course that does not meet the grade requirement, or when the student has acquired the knowledge covered in a core course without having earned academic credit. Students may take a waiver exam with permission of the graduate program director.

► **Core Courses (24 credits)**

		Credits
ACCT 666	Accounting Concepts and Applications	3
ECON 601	Business Economics	3
FINA 626	Corporate Financial Management	3
INFO 602	Decision Making in the Supply Chain.....	3
INFO 620	Enterprise Systems and Business Process Integration.....	3
MGMT 624	High-Performance Work Systems	3
MKTG 614	Strategic Marketing Applications	3
MKTG 663	Business Intelligence/Analytical Customer Relationship Management (CRM)	3

► **Capstone Courses (6 credits)**

BUAD 695	Project Consulting	3
MGMT 628	Managing Strategically	3

General Information

► **Progression Standards**

While matriculating, fully admitted students must maintain a cumulative GPA of at least 3.0 in 600-level courses with no grade less than C. To be eligible to receive the M.B.A., the graduate student must complete the home campus M.B.A. (30 hours - with a minimum of 21 hours completed at SU) with a cumulative grade point average of at least 3.0 with no grade lower than C and with no more than six credit hours below B. All requirements for the M.B.A., including transfer credits, must be completed within seven years of the end of the semester in which M.B.A. coursework began. Transfer credit must be from an AACSB-International accredited program and is subject to approval by the M.B.A. program director.

► **Financial Assistance**

Awarded on the basis of academic achievement, a limited number of graduate assistantships are available for M.B.A. students. These are awarded only to students fully admitted into the program (i.e., not provisionally admitted). Applications are available from the graduate program director in the Franklin P. Perdue School of Business or online at <http://mba.salisbury.edu>.

POST-BACCALAUREATE CERTIFICATE IN ADVANCED TECHNOLOGY FOR ENTERPRISE SYSTEMS

This certificate program in advanced technology for enterprise systems is designed to provide broad knowledge of new technologies associated with enterprise systems including in-memory database management, business analytics (descriptive and predictive), data visualization and mobile application development. This program prepares an individual for employment in the business intelligence field by providing an understanding and hands-on experience with different data storage, data access and analytics tools. These courses provide a solid foundation for specific certification classes/exams as well.

For admission to the certificate program, candidates must possess a bachelor's degree from an accredited college with a 3.00 minimum grade point average in all undergraduate work. In addition, candidates must have completed at least one introductory statistics course with a C or better.

The program is offered on a cohort basis. There are no prerequisites for the first course in the series, but courses must be taken in the order indicated based on prerequisites. The program takes one year to complete. If a student stops the series of courses, for whatever reason, he or she has to wait until the next cohort to complete the certificate program.

Course Requirements

	Credits
INFO 501 Enterprise Systems	3
INFO 502 Data Management	3
INFO 503 CRM and Business Analytics	3
INFO 504 Business Mobility	3
INFO 505 Predictive Analysis and Data Visualization	3

