UCCS College of Business
UNIVERSITY OF COLORADO **COLORADO SPRINGS**

College of Business
[Bachelor of Innovation](#)™ in Business Administration
2023-2024 ACADEMIC YEAR

The University of Colorado Colorado Springs, along with the College of Business, was established in 1965. The College, which is accredited by AACSB International-the Association to Advance Collegiate Schools of Business, awards the Bachelor of Innovation™ in Business Administration degree.

All students in AACSB Accredited programs must complete a minimum of 45 credits in business.

AACSB ACCREDITED

GENERAL REQUIREMENTS

All students enrolled in the College of Business are subject to academic policies and procedures as outlined in the University of Colorado Colorado Springs Academic Catalog.
Please read the [2023 - 2024 Catalog](#) carefully.

The undergraduate degree requires 120 semester hours with courses taken in general education, general business, innovation, and a cross-disciplinary area of interest.

Upper-division Hours: A minimum of 45 credits must be upper-division (3000 or 4000-level) course work.

Residency: Candidates for the Bachelor of Innovation™ in Business Administration must complete a minimum of 30 credits of business course work as College of Business students (to include the innovation specific courses, junior core courses, BGSO 4000, ENTP 4500 and STRT 4500).

Transfer Restriction: A maximum of 60 semester hours of appropriate academic credit taken at a junior or community college may be applied toward the undergraduate degree in business.

The College reserves the right to disallow any credit that is not appropriate academic degree credit.

The College does not allow students to pursue a 2nd bachelor's degree in business.

The College of Business divides the curriculum into two components: Skills Courses and the Professional Program.

Skills courses are completed in the freshman and sophomore years and provide students with a foundational knowledge of business skills and competencies. Skills courses must be completed with a C- or better and are the following courses: ACCT 2010, ACCT 2020, ECON 1010, ECON 2020, Core Writing Course, MATH 1040, MATH 1120, QUAN 2010, and QUAN 2020.

Upon the successful completion of the freshman and sophomore years, business students move on to the Professional Program. The Professional Program gives students the opportunity to gain knowledge of core business concepts but also allows students a focused area of study in their chosen emphasis. The Professional Program consists of the Junior Core classes (FNCE 3050, MGMT 3300, MKTG 3000, INFS 3000 and OPTM 3000), an emphasis (18 -24 hours - courses depend on student's choice) and two Senior Capstone courses (BGSO 4000 and STRT 4500). All Professional Program courses must be completed with a C- or better.

Emphasis students must maintain the following criteria:
- 2.0 cumulative CU GPA
- 2.5 College of Business GPA
- 2.5 Area of Emphasis GPA
- Completion of all skills, junior core, capstone, and emphasis courses with no grade below C-.

ROAR Program Overview:
Relationships ▪ Opportunities ▪ Acumen ▪ Readiness
https://business.uccs.edu/resources/career-development-center/ROAR

Purpose
The purpose of the ROAR program is to prepare undergraduate College of Business students for their transition from college to career. The program focuses on career exploration, career planning, professionalism, networking, and mentorship. The goal of the ROAR program is for students to seamlessly transition from their academic careers as College of Business students to careers as business professionals.

Goals
1. Provide students with an in-depth understanding of their interests, skills, and values, and how these match to specific jobs and professions.
2. Give students hands-on experience on how to write cover letters and resumes, practice effective interviewing techniques, develop effective job-hunting skills, and refine the art of building a professional network.
3. Immerse students in experiential learning opportunities to gain real world experience prior to graduation. This may include internships, service-learning and volunteer opportunities, co-ops, and part-time employment.
4. Help students converse, interact, and dress in a professional manner with a focus on professional etiquette.
5. Provide rich mentorship opportunities that connect students with industry professionals.
6. Provide students with tools to successfully transition from the College of Business to a career as a business professional.

2023-2024 MODEL DEGREE PROGRAM

The following four-year plan lists all the specific course requirements for the Bachelor of Innovation in Business Administration degree. The order in which these courses are taken may vary with course availability. However, normal degree progress in the College of Business requires that students complete the degree in a freshman, sophomore, junior, senior sequence.

Students are responsible for completing all course requisites; requisites are strictly enforced.
Please consult the Schedule of Courses for specific course requisites.
All skills, junior core, emphasis, and capstone courses must be completed with a C- or better.
All classes are presumed to be 3 credits unless otherwise noted.

FRESHMAN YEAR

Fall Semester

- ____ ENTP 1000 Intro to Entr[1] or ENTP 1001 Social Entr[1]
- ____ ECON 1010 Introduction to Microeconomics
- ____ Core Writing Course (ENGL 1310 or 1308 or 1305)[2]
- ____ MATH 1040 College Algebra[2] (4 credits)
- ____ GPS 1010 Gateway Program Seminar[3]
- ____ BUAD 3100 ROAR Program I (1 credit)
  (take in fall or spring semester)

Spring Semester

- ____ ECON 2020 Introduction to Macroeconomics
- ____ INFS 1100 Productivity Apps for the Workplace
- ____ INOV 1010 Innovat Process[4] or INOV 1011 Social Innov[4]
- ____ MATH 1120 Calculus for Business & Economics[2]
- ____ Explore – Physical & Natural World Course[5]

SOPHOMORE YEAR

Fall Semester

- ____ ACCT 2010 Financial Accounting
- ____ BLAW 2010 Business & Intellectual Property Law
- ____ COMM 2010 Comm in Workplace or 2100 Public Speaking
- ____ QUAN 2010 Business Statistics
- ____ *Cross-Discipline Core Course*[6] OR
  INOV 2010 Innovation Team: Analyze & Report[7]
- ____ BUAD 3200 ROAR Program II (1 credit)
  (take in fall or spring semester)

Spring Semester

- ____ ACCT 2020 Managerial Accounting
- ____ QUAN 2020 Quantitative Analysis for Business
- ____ INOV 2100 Technical Writing[2]
- ____ Open Elective[8] (2 credits)
- ____ *Cross-Discipline Core Course*[6] OR
  INOV 2010 Innovation Team: Analyze & Report[7]

JUNIOR YEAR

Fall Semester

- ____ FNCE 3050 Basic Finance
- ____ MGMT 3300 Intro to Management & Organization
- ____ MKTG 3000 Principles of Marketing
- ____ *Cross-Discipline Core Course*[6] OR
  INOV 3010 Innovation Team: Research & Execute[7,9]
- ____ ROAR Program Experiential Learning (zero credit)[10]

Spring Semester

- ____ INFS 3000 Info Systems and Business Intelligence
- ____ OPTM 3000 Fundamentals of Operations Mgmt
- ____ Business Area of Emphasis Course[11]
- ____ Business Area of Emphasis Course[11]
- ____ *Cross-Discipline Core*[6] OR
  INOV 3010 Innovation Team: Research & Execute[7,9]
- ____ *Writing Portfolio* (PORT 3000 required, zero credit)[12]

SENIOR YEAR

Fall Semester

- ____ BGSO 4000 Business, Government, & Society
- ____ ENTP 4500 Entrepreneurship and Strategy[13]
- ____ Business Area of Emphasis Course[11]
- ____ Business Area of Emphasis Course[11]
- ____ *Cross-Discipline Core Course*[6] OR
  INOV 4010 Innovation Team: Design and Lead
- ____ BUAD 3300 ROAR Program III (1 credit)
  (should take prior to your final semester)

Spring Semester

- ____ STRT 4500 Strategic Management
- ____ Business Area of Emphasis Course[11]
- ____ Business Area of Emphasis Course[11]
- ____ *Cross-Discipline Core Course*[6]
- ____ *Cross-Discipline Core Course*[6] OR
  INOV 4010 Innovation Team: Design and Lead

Model Degree Plan Notes:

1. ENTP 1000 fulfills the Compass Curriculum Explore 4C Society, Social & Economic Institutions course requirement and the Sustainability component.
2. ACT/SAT scores, placement tests and self-directed placement will be used for placement in English and MATH courses. Core Writing and INOV 2100 are required for the Compass Curriculum Core Writing courses. MATH 1120 fulfills the Compass Curriculum Quantitative Reasoning course requirement.
3. Compass Curriculum Gateway Experience.
4. INOV 1010 fulfills the Compass Curriculum Explore Arts, Humanities and Cultures course requirement and the Inclusiveness component.
5. Choose an Explore Physical and Natural World course.
6. Cross-discipline core courses are on the following page. BI students must choose one Cross-Discipline Core area.
7. INOV 2010, 3010 and 4010 fulfills the required Compass Curriculum Writing Intensive courses.
8. An open elective is any college-level course. Depending on emphasis choice, your emphasis courses may fulfill the open elective.
9. INOV 3010 fulfills the Compass Curriculum Navigate course requirement.
10. Completion of INOV 2010 and 3010 fulfills the experiential learning requirement of the ROAR Program.
11. Business Area of Emphasis coursework is listed on the fourth page.
12. All students must complete the University Composition Competency requirement prior to graduation. After completing both Core Writing & INOV 2100, students must enroll in PORT 3000 to submit their Writing Portfolio or enroll in an additional upper division writing course.
13. ENTP 4500 fulfills the Compass Curriculum Capstone requirement.

Innovation Core (24 credits)

ENTP 1000 Introduction to Entrepreneurship **or** ENTP 1001 Social Entrepreneurship

INOV 1010 The Innovation Process **or** INOV 1011 Social Innovation

INOV 2100 Technical Writing, Proposals and Presentation

BLAW 2010 Business/Intellectual Property

INOV 2010 Innovation Team: Analyze and Report

INOV 3010 Innovation Team: Research and Execute

INOV 4010 Innovation Team: Design and Lead

ENTP 4500 Entrepreneurship and Strategy

BI students must complete one 15 credit Cross Discipline Core (https://innovation.uccs.edu/discover/core). Students may also complete an Inclusive Education Cross Core or request a custom cross core. Speak to your advisor about declaring your cross core. Three credits of your Cross-Discipline Core will be the ROAR Program Courses: BUAD 3100, BUAD 3200, BUAD 3300.

Engineering Technology

Take 1 course from each Engineering Department (CS, ECE, MAE) from the list on the right for a total of 9 credits.	CS 1100 Intro to Game Development CS 1150 Principles of Computer Science ECE 1001 Intro to Robotics ECE 1411 Logic Circuits I (2 credits) ECE 2411 Logic Circuits II (2 credits) MAE 1502 Principles of Engineering MAE 1503 Intro to Engineering Design MAE 3342 Engineering Economy

To complete the remaining credits for your cross core, choose another engineering course for which you meet the prerequisites. You may choose courses from the list above or other College of Engineering and Applied Sciences courses.

Creative Communication

Leadership communication.	COMM 3440 Leadership Communication
Choose 1 MUS course (3 credits).	MUS 1000 - 4999
Choose 1 course (3 credits) from the list on the right.	VA 1010 Beginning Studio 2D VA 1020 Beginning Studio 3D VA 1040 Beginning Drawing VA 2000 Special Topics VA 2100 Digital Imaging VA 2110 Introduction to Photography VA 2150 Beginning Digital Photography
Choose 1 course (3 credits) from the list on right.	COMM 1020 Interpersonal Communication COMM 2010 Oral Communication in the Workplace COMM 2250 Introduction to Film and Video COMM 3100 Directing for Film and Television COMM 3280 Intercultural and Global Communication COMM 4220 Creative Communication DNCE 2700 Fundamentals of Dance Technique ENGL 2050 Introduction to Creative Writing – Fiction ENGL 3120 Technical Editing and Style PSY 1000 General Psychology PSY 3150 Psychology of Motivation TCID 3120 Technical Editing and Style THTR 1000 - Introduction to Theatre THTR 2020 - Acting Workshop I THTR 2040 - Voice and Articulation I THTR 2050 - Improvisational Theatre

Globalization

Foreign Language	Take 12 credit hours from the list below. Foreign language at the college level (including ASL) may be used for up to 6 credit hours of this requirement.

Choose 12 credits from the list on the right.	ANTH 1040 Intro Cultural Anthropology ANTH 3040 Women Around the World COMM 3280 Inter/Global Comm ECON 3590 Globalization ECON 3710 Comparative Econ Systems FNCE 4400 Intl Financial Mgmt GES 1980 World Regional Geography GES 1990 Intro to Human Geography GES 3400 Geopolitics INTB 3600 International Business	INTB 4800 International Management MKTG 4900 International Marketing PHIL 1300 Intro to Philosophies of Asia PHIL 3100 Religions Around the World PSC 1010 Introduction to Global Politics PSC 4210 International Politics PSC 4590 Globalization SOC 4380 Globalization & Development WEST 3040 Women Around the World WEST 3480 Global Women's Issues

BUSINESS AREAS OF EMPHASIS:

https://business.uccs.edu/programs/undergraduate/emphasis

ACCOUNTING
ACCT 3010 Intermediate Accounting I
ACCT 3020 Intermediate Accounting II
ACCT 3110 Cost Accounting
ACCT 4210 Individual Income Tax
ACCT 4310 Intro to Accounting Systems
ACCT 4600 Auditing
One Accounting elective: ACCT 4110, 4410, 4950

HUMAN RESOURCES MANAGEMENT
HRMG 4380 HR Management for Managers
HRMG 4400 Labor/Empl Relations & Engage
HRMG 4410 Rewards - Motivate/Retain Empl
HRMG 4430 Talent Acquisition
HRMG 4450 Advanced Topics in HR Mgmt.
One Human Resources elective:
MGMT 4110, 4240, 4370; OPTM 3390, 4100;
internship

MANAGEMENT
HRMG 4380 HR Management for Managers
MGMT 4110 Experiences in Leadership
MGMT 4370 Organization Development and Change
MGMT 4500 Prin of Negotiation & Conflict Mgmt
MGMT 4220 Adv Topics in Business Comm **OR**
MGMT 4240 The Future of Work
One Management elective: ENTP 3000; HRMG 4400, 4410, 4430; INTB 4800, MGMT 4220, 4240; MKTG 4400; OPTM 3390, 4100, 4200; OSIM 3501, 3533; internship

CYBERSECURITY MANAGEMENT
INFS 3070 Business Programming Fundamentals
INFS 3500 Intro to Cybersecurity Technologies
INFS 3700 Computer Networks & Telecom
INFS 3750 Organizational Cybersecurity
CYSM 4100 IT Risk Management
CYSM 4300 IT Security Auditing
Two Cybersecurity Management electives: CYSM 4500, 4700,INFS 4700, INFS 3100 **or** OPTM 3390, Approved Security, Technology or Information Systems Electives

INFORMATION SYSTEMS
INFS 3070 Business Programming Fundamentals
INFS 3400 Database Management
INFS 3500 Intro to Cybersecurity Technologies
INFS 3700 Computer Networks & Telecom
INFS 3800 Programming Web-Based Systems
INFS 4050 Information Technology Integration
Two Information Systems electives: INFS 3100, 3750, 4400, 4700; CYSM 4100, 4300, 4500, 4700; OPTM 3390; approved technical elective

MARKETING
MKTG 3300 Marketing Research
MKTG 4650 Promotion Management and Strategy
MKTG 4800 Marketing Planning and Strategies
Three Marketing electives: MKTG 3400, 4400, 4500, 4510, 4550, 4600, 4700, 4900; internship

FINANCE
FNCE 4000 Advanced Corporate Finance
FNCE 4200 Investment & Portfolio Management
FNCE 4500 Money and Banking
FNCE 4900 Fixed Income Securities
Three Finance electives: FNCE 4210*, 4250, 4350, 4400, 4590*
*only one will count towards a Finance elective; additional would be an elective

INTERNATIONAL BUSINESS
INTB 3600 International Business
INTB 3700 International Trade & Financial Mgmt
INTB 4800 International Management
MKTG 4900 International Marketing
Two International Business electives: COMM 3280; ECON 3280, 3410; FNCE 4400; HRMG 4450; INTB 4610, 4611, 4612, 4613, 4614, 4615; MGMT 4500; OPTM 4200; PSC 4210, 4250, 4280; SOC 4380; internship

SERVICE MANAGEMENT
HRMG 4380 HR Management for Managers
MGMT 4110 Experiences in Leadership
MKTG 4400 Service Management & Marketing
OPTM 4100 Managing Service Operations
Two Service Management electives: HRMG 4410, 4430, 4450; MGMT 4370; MKTG 3300, 4500, 4510; OPTM 4200; internship

Overview of the Compass Curriculum

The Campus-Wide Education Program at UCCS

https://compasscurriculum.uccs.edu/

The Compass Curriculum is the campus-wide undergraduate education program at UCCS. At some campuses they have General Education, but this is so much more. It's all directly tied to your personal and professional success after you graduate. Some components of the Compass Curriculum include:

Gateway Program Seminar (GPS) Introduces students to UCCS, the Compass goals, academic skill preparation, and oral communication, a key skill employers will value.

Explore Courses Expose students to a breadth of disciplinary perspectives that shape decision-making. Students take one course focused on the Physical and Natural World, one on the Arts and Humanities, and one on Cultures, Society, Social and Economic Institutions, Health and Human Behavior. Students are encouraged to take courses from all colleges, including professional schools, which will count toward their overall GE program. Courses integrate High Impact Practices such as Writing Intensive, Inclusiveness, and common learning experiences (such as general chemistry for science majors).

Navigate Courses Taken in the third year, focus on the concept of "Knowledge in Action"; students learn and apply knowledge from a range of disciplines. These interdisciplinary courses are often team-taught, with a goal of informing students on how real world endeavors are informed by academic knowledge. Courses may include service learning, internships, and common learning experiences.

Inclusiveness (Global/Diversity) Courses Focus on preparing students for a society with diverse experiences, perspectives and realities, both in the US and, ideally, globally. May also focus on the dynamics and consequences of inclusion and exclusion. This course could be integrated into an Explore course or other courses that fulfill requirements in the students' major.

Sustainability Courses Enable students to cultivate self-awareness and understanding of their impact on economic, social, or environmental sustainability at the local, national, and international levels. Aim to promote an understanding of sustainability as a set of conditions that enable humans to live compatibly with the environment to allow social and economic needs of present and future generations to be met. This course could be integrated into an Explore course or other courses that fulfill requirements in the student's major.

Writing Intensive Courses One lower division and one upper division course focused around using writing for critical thinking and the concept of writing as a process. Students write, on average, twelve pages throughout the semester with peer review, revisions, and feedback on their writing. Ideally this course is in the major, however, this course could be integrated into an Explore course.

Capstone Experience Course or experience taken in the senior year in the major and designed to apply and integrate knowledge in the major. Encourages communication skill development employers would like our graduates to have.

*Bachelor of Innovation students will meet the Compass Curriculum through college, major and BI specific coursework.