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.

**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.

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:**

**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.

**Goal**
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.

### FALL SEMESTER
### FRESHMAN YEAR
<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENTP 1000 Intro to Entp1 or ENTP 1001 Social Entp1</td>
<td></td>
</tr>
<tr>
<td>ECON 1010 Introduction to Microeconomics</td>
<td></td>
</tr>
<tr>
<td>Core Writing Course (ENGL 1310 or 1308 or 1305)</td>
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<tr>
<td>MATH 1040 College Algebra² (4 credits)</td>
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</tr>
<tr>
<td>GPS 1010 Gateway Program Seminar²</td>
<td></td>
</tr>
<tr>
<td>BUAD 3100 ROAR Program I (1 credit) (take in fall or spring semester)</td>
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</tbody>
</table>

### Spring Semester
<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECON 2020 Introduction to Macroeconomics</td>
<td></td>
</tr>
<tr>
<td>INF 1100 Productivity Apps for the Workplace</td>
<td></td>
</tr>
<tr>
<td>INOV 1010 Productivity Apps for the Workplace</td>
<td></td>
</tr>
<tr>
<td>MATH 1120 Calculus for Business &amp; Economics²</td>
<td></td>
</tr>
<tr>
<td>Explore – Physical &amp; Natural World Course²</td>
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</tr>
</tbody>
</table>

### SOPHOMORE YEAR
<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 2010 Financial Accounting</td>
<td></td>
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<tr>
<td>BLAW 2010 Business &amp; Intellectual Property Law</td>
<td></td>
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<tr>
<td>COMM 2010 Comm in Workplace or 2100 Public Speaking</td>
<td></td>
</tr>
<tr>
<td>QUAN 2010 Business Statistics</td>
<td></td>
</tr>
<tr>
<td>Cross-Discipline Core Course² OR INOV 2010 Innovation Team: Analyze &amp; Report²</td>
<td></td>
</tr>
<tr>
<td>BUAD 3200 ROAR Program II (1 credit) (take in fall or spring semester)</td>
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</tbody>
</table>

### Junior Year
<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>INFS 3000 Info Systems and Business Intelligence</td>
<td></td>
</tr>
<tr>
<td>OPTM 3000 Fundamentals of Operations Mgmt</td>
<td></td>
</tr>
<tr>
<td>Business Area of Emphasis Course¹¹</td>
<td></td>
</tr>
<tr>
<td>Cross-Discipline Core Course² OR INOV 3010 Innovation Team: Research &amp; Execute²</td>
<td></td>
</tr>
<tr>
<td>ROAR Program Experiential Learning (zero credit)¹⁰</td>
<td></td>
</tr>
</tbody>
</table>

### SENIOR YEAR
<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUAD 3300 ROAR Program III (1 credit) (should take prior to your final semester)</td>
<td></td>
</tr>
</tbody>
</table>

### Spring Semester
<table>
<thead>
<tr>
<th>Course</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>STRT 4500 Strategic Management</td>
<td></td>
</tr>
<tr>
<td>Business Area of Emphasis Course¹¹</td>
<td></td>
</tr>
<tr>
<td>Cross-Discipline Core Course² OR INOV 4010 Innovation Team: Design and Lead</td>
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</tr>
</tbody>
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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 1010 The Innovation Process or INOV 1011 Social Innovation
- INOV 3010 Innovation Team: Research and Execute
- INOV 2100 Technical Writing, Proposals and Presentation
- INOV 4010 Innovation Team: Design and Lead
- ENTP 4500 Entrepreneurship and Strategy

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

**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
- One Human Resources elective:
  - MGMT 4110, 4240, 4370; OPTM 3390, 4100; internship

**INFORMATION SYSTEMS**
- INFS 3700 Computer Networks & Telecom
- INFS 3300 Computer Networks & Telecom
- 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

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

**CYBERSECURITY MANAGEMENT**
- INFS 3070 Business Programming Fundamentals
- INFS 3500 Intro to Cybersecurity Technologies
- INFS 3700 Computer Networks & Telecom
- 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 3700 Computer Networks & Telecom
- INFS 3300 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

**MANAGEMENT**
- HRMG 4380 HR Management for Managers
- HRMG 4410 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

**MARKETING**
- MKTG 4330 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

**SERVICE MANAGEMENT**
- HRMG 4380 HR Management for Managers
- MGMT 4110 Experiences in Leadership
- MKTG 4400 Service Management & Marketing
  
  One Service Management elective: HRMG 4410, 4430, 4450; MGMT 4370; MKTG 3300, 4500, 4510; OPTM 4200; internship

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**Overview of the Compass Curriculum**

The Campus-Wide Education Program at UCCS

[https://compasscurriculum.uccs.edu/](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.*