



# College of Business

UNIVERSITY OF COLORADO COLORADO SPRINGS

## College of Business Bachelor of Innovation™ in Business Administration 2021-2022 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.



### 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 2021 - 2022 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, all junior core courses, ENTP 1000, BGSO 4000, and ENTP 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 2<sup>nd</sup> 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, ENGL 1310, 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**

##### 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 ultimate 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 particular 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.

# 2021-2022 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 prerequisites; prerequisites are strictly enforced.**

*All classes are presumed to be 3 credits unless otherwise noted..*

Fall Semester

## FRESHMAN YEAR

Spring Semester

\_\_\_ ENTP 1000 Introduction to Entrepreneurship<sup>1</sup>  
\_\_\_ ECON 1010 Introduction to Microeconomics  
\_\_\_ Core Writing Course (ENGL 1310 or 1308 or 1305)<sup>2</sup>  
\_\_\_ MATH 1040 College Algebra<sup>2</sup> (4 credits)  
\_\_\_ GPS 1010 Gateway Program Seminar<sup>3</sup>  
\_\_\_ BUAD 3100 ROAR Program I (1 credit)  
(take in fall or spring semester)

\_\_\_ ECON 2020 Introduction to Macroeconomics  
\_\_\_ INFS 1100 Productivity Apps for the Workplace  
\_\_\_ INOV 1010 The Innovation Process<sup>4</sup>  
\_\_\_ MATH 1120 Calculus for Business & Economics<sup>2</sup>  
\_\_\_ Explore – Physical & Natural World Course<sup>5</sup>

Fall Semester

## SOPHOMORE YEAR

Spring 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<sup>6</sup> OR  
\_\_\_ INOV 2010 Innovation Team: Analyze & Report<sup>7</sup>  
\_\_\_ BUAD 3200 ROAR Program II (1 credit)  
(take in fall or spring semester)

\_\_\_ ACCT 2020 Managerial Accounting  
\_\_\_ QUAN 2020 Quantitative Analysis for Business  
\_\_\_ INOV 2100 Technical Writing<sup>2</sup>  
\_\_\_ Open Elective<sup>8</sup> (2 credits)  
\_\_\_ Cross-Discipline Core Course<sup>6</sup> OR  
\_\_\_ INOV 2010 Innovation Team: Analyze & Report<sup>7</sup>

Fall Semester

## JUNIOR YEAR

Spring Semester

\_\_\_ FNCE 3050 Basic Finance  
\_\_\_ MGMT 3300 Intro to Management & Organization  
\_\_\_ MKTG 3000 Principles of Marketing  
\_\_\_ Cross-Discipline Core Course<sup>6</sup> OR  
\_\_\_ INOV 3010 Innovation Team: Research & Execute<sup>7,9</sup>  
\_\_\_ ROAR Program Experiential Learning (zero credit)<sup>13</sup>

\_\_\_ INFS 3000 Info Systems and Business Intelligence  
\_\_\_ OPTM 3000 Fundamentals of Operations Mgmt  
\_\_\_ Business Area of Emphasis Course<sup>10</sup>  
\_\_\_ Business Area of Emphasis Course<sup>10</sup>  
\_\_\_ Cross-Discipline Core<sup>6</sup> OR  
\_\_\_ INOV 3010 Innovation Team: Research & Execute<sup>7,9</sup>  
\_\_\_ Writing Portfolio (PORT 3000 required, zero credit)<sup>11</sup>

Fall Semester

## SENIOR YEAR

Spring Semester

\_\_\_ BGSO 4000 Business, Government, & Society  
\_\_\_ ENTP 4500 Entrepreneurship and Strategy<sup>12</sup>  
\_\_\_ Business Area of Emphasis Course<sup>10</sup>  
\_\_\_ Business Area of Emphasis Course<sup>10</sup>  
\_\_\_ Cross-Discipline Core Course<sup>6</sup> OR  
\_\_\_ INOV 4010 Innovation Team: Design and Lead<sup>7</sup>  
\_\_\_ BUAD 3300 ROAR Program III (1 credit)  
(should take prior to your final semester)

\_\_\_ STRT 4500 Strategic Management  
\_\_\_ Business Area of Emphasis Course<sup>10</sup>  
\_\_\_ Business Area of Emphasis Course<sup>10</sup>  
\_\_\_ Cross-Discipline Core Course<sup>6</sup>  
\_\_\_ Cross-Discipline Core Course<sup>6</sup> OR  
\_\_\_ INOV 4010 Innovation Team: Design and Lead<sup>7</sup>

### 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. ENGL 1310 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.
9. INOV 3010 fulfills the Compass Curriculum Navigate course requirement.
10. Business Area of Emphasis coursework is listed on the back page.
11. All students must complete the University Composition Competency requirement prior to graduation. After completing both ENGL 1310 & INOV 2100, students must enroll in PORT 3000 to submit their Writing Portfolio or enroll in an additional upper division writing course.
12. ENTP 4500 fulfills the Compass Curriculum Capstone requirement.
13. Completion of INOV 2010, 3010 and 4010 fulfills the experiential learning requirement of the ROAR Program.

## Innovation Core (24 credits)

ENTP 1000 Introduction to Entrepreneurship  
INOV 1010 The Innovation Process  
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/cross-disciplinary-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  
MGMT 3900 Improving Personal and Team Creativity  
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:**

### ***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 4220, 4410, 4950

### ***CYBERSECURITY MANAGEMENT***

INFS 3070/CYSM 3070 Business Programming Fund  
INFS 3500/CYSM 3500 Intro to Cybersecurity Tech  
INFS 3750/CYSM 3750 Organizational Cyber Security  
INFS 3700/CYSM 3700 Comp Networks & Telecom  
CYSM 4100 IT Risk Management  
CYSM 4300 IT Security Auditing  
Two Cybersecurity Management electives: CYSM 4500, 4700, OPTM 3390, PAD 3400, 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 Securities  
Three Finance electives: FNCE 4210\*, 4250, 4350, 4400, 4590\*  
\*only one will count towards a Finance elective; additional would be an elective

### ***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 3900, 4110, 4370; OPTM 3390, 4100; internship

### ***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

### ***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; MGMT 3900; PSC 4210, 4250; SOC 4380; internship

### ***MANAGEMENT***

HRMG 4380 HR Management for Managers  
MGMT 3900 Improving Personal & Team Creativity  
MGMT 4110 Experiences in Leadership  
MGMT 4370 Organization Development and Change  
MGMT 4500 Prin in Negotiation & Conflict Mgmt  
One Management elective: HRMG 4400, 4410, 4430; INTB 4800, MGMT 3000. MKTG 3300, 4400; OPTM 3390, 4100; internship

### ***MARKETING***

MKTG 3300 Marketing Research  
MKTG 4650 Promotion Management and Strategy  
MKTG 4800 Marketing Planning and Strategies  
Three Marketing electives: MKTG 3400, 3550, 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  
OPTM 4100 Managing Service Operations  
Two Service Management electives: HRMG 4410, 4430, 4450; MGMT 3900, 4370; MKTG 3300, 4500, 4510; internship

## **Overview of the Compass Curriculum**

The Campus-Wide Education Program at UCCS

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.