



College of Business

UNIVERSITY OF COLORADO COLORADO SPRINGS

College of Business

Bachelor of Innovation[™] in Business Administration **2022-2023 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 2022 - 2023 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 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.

2022-2023 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	Spring Semester
_____ ENTP 1000 Introduction to Entrepreneurship 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)	_____ ECON 2020 Introduction to Macroeconomics _____ INFS 1100 Productivity Apps for the Workplace _____ INOV 1010 The Innovation Process ⁴ _____ MATH 1120 Calculus for Business & Economics ² _____ Explore – Physical & Natural World Course ⁵	
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 ⁶ OR _____ INOV 2010 Innovation Team: Analyze & Report ⁷ _____ 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 ² _____ Open Elective ⁸ (2 credits) _____ Cross-Discipline Core Course ⁶ OR _____ INOV 2010 Innovation Team: Analyze & Report ⁷	
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 ⁶ OR _____ INOV 3010 Innovation Team: Research & Execute ^{7,9} _____ ROAR Program Experiential Learning (zero credit) ¹⁰	_____ 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	
Fall Semester	SENIOR YEAR	Spring 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)	_____ 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:

- ENTP 1000 fulfills the Compass Curriculum Explore 4C Society, Social & Economic Institutions course requirement and the Sustainability component.
- 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.
- Compass Curriculum Gateway Experience.
- INOV 1010 fulfills the Compass Curriculum Explore Arts, Humanities and Cultures course requirement and the Inclusiveness component.
- Choose an Explore Physical and Natural World course.
- Cross-discipline core courses are on the following page. BI students must choose one Cross-Discipline Core area.
- INOV 2010, 3010 and 4010 fulfills the required Compass Curriculum Writing Intensive courses.
- An open elective is any college-level course. Depending on emphasis choice, your emphasis courses may fulfill the open elective.
- INOV 3010 fulfills the Compass Curriculum Navigate course requirement.
- Completion of INOV 2010 and 3010 fulfills the experiential learning requirement of the ROAR Program.
- Business Area of Emphasis coursework is listed on the fourth page.
- 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.
- ENTP 4500 fulfills the Compass Curriculum Capstone requirement.

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/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	INTB 4800 International Management
ANTH 3040 Women Around the World	MKTG 4900 International Marketing
COMM 3280 Inter/Global Comm	PHIL 1300 Intro to Philosophies of Asia
ECON 3590 Globalization	PHIL 3100 Religions Around the World
ECON 3710 Comparative Econ Systems	PSC 1010 Introduction to Global Politics
FNCE 4400 Intl Financial Mgmt	PSC 4210 International Politics
GES 1980 World Regional Geography	PSC 4590 Globalization
GES 1990 Intro to Human Geography	SOC 4380 Globalization & Development
GES 3400 Geopolitics	WEST 3040 Women Around the World
INTB 3600 International Business	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 4220, 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 4220 Adv Topics in Business Comm **OR**
MGMT 4240 The Future of Work
MGMT 4370 Organization Development and Change
MGMT 4500 Prin in Negotiation & Conflict Mgmt
One Management elective: BUAD 3950*; ENTP
3000; HRMG 4400, 4410, 4430; INTB 4800,
MGMT 4220, 4240; MKTG 4400; OPTM 3390,
4100; internship
**Specific Topics Only*

CYBERSECURITY MANAGEMENT

CYSM 3070 Business Programming Fundamentals
CYSM 3500 Intro to Cybersecurity Technologies
CYSM 3750 Organizational Cybersecurity
CYSM 3700 Computer Networks & Telecom
CYSM 4100 IT Risk Management
CYSM 4300 IT Security Auditing
Two Cybersecurity Management electives: CYSM
4500, 4700, 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, 3550,
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; PSC 4210, 4250; 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;
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.