College of Business Administration

Administration
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Phone: 419.530.2285

Ronald L. Zallocco, D.B.A., interim associate dean
Room 5020 Stranahan Hall
Phone: 419.530.2093

Sandy Whitman, administrative assistant
Phone: 419.530.2558

Chris Filzer, business manager
Phone: 419.530.7715

John Reynolds, director, M.B.A./E.M.B.A. Programs
Phone: 419.530.5231

Academic Departments

Department of Accounting
Diana R. Franz, Ph.D., chair
Room 3041 Stranahan Hall
Phone: 419.530.4264

Department of Finance & Business Economics
Herb Weinraub, Ph.D., interim chair
Room 4010 Stranahan Hall
Phone: 419.530.2440

Department of Information Systems, Marketing, E-Commerce & Sales
Anand Kunnathur, Ph.D., interim chair
Room 4041 Stranahan Hall
Phone: 419.530.2420

Department of International Business, Entrepreneurship & Strategy
Anthony C. Koh, Ph.D., interim chair
Room 3017 Stranahan Hall
Phone: 419.530.2287

Department of Management
D. J. Dwyer, Ph.D., interim chair
Room 2015 Stranahan Hall
Phone: 419.530.4059

Academic Support Services

Student Services Center
Mary G. Ormson, assistant dean for student services
Room 1016 Stranahan Hall
Phone: 419.530.2087  Fax: 419.530.7744

Debbie A. Jones, transfer student specialist
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Nancy A. Lapp, academic services and honors specialist
Room 1016 Stranahan Hall
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Barb Robertson Snavely, academic services & graduation specialist
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Business Career Programs

Terribeth Gordon-Moore, assistant dean for enrollment management and business career programs
Room 1045 Stranahan Hall
Phone: 419.530.4376  Fax: 419.530.7744

Darlene Stevens, enrollment management specialist
Room 1016 Stranahan Hall
Phone: 419.530.2087
The University of Toledo College of Business Administration (CBA) is fully accredited at the graduate and undergraduate levels by AACSB – The International Association for Management Education.

Degrees Offered

Business Major
The college offers a four-year undergraduate program leading to the degree of bachelor of business administration (B.B.A.). The B.B.A. degree consists of the University Core Curriculum, nonbusiness electives, required basic courses in all of the functional areas of business, an area of specialization within business and a minor or elective business courses. Areas of specialization include:

- Accounting
- Business Analysis
- Electronic Commerce
- Entrepreneurship, Family and Small Business
- Finance
- Financial Services
- Human Resource Management
- Information Systems
- International Business
- Marketing
- Operations Management
- Organizational Development and Management
- Professional Sales
- Supply Chain Management

Business Minors

Internal to College
The college offers the following minors for business students:

- Accounting
- Business Analysis
- Business Economics
- Business Law
- Commercial Real Estate
- Decision Sciences
- Electronic Commerce
- Entrepreneurship, Family, and Small Business
- Finance
- Financial Services
- Information Systems
- Insurance and Risk Management
- International Business
- Management
- Marketing

External to College
The College of Business Administration offers four minors for students from other colleges at The University of Toledo as follows:

- General business minor
- Specialized minors in
  - Business Analysis
  - Professional Sales
  - Supply Chain Management

Each minor is designed to provide a background in business administration that will complement the student’s major area of study.

Admission Policies

General Requirements
Refer to the General Section of this catalog for information on admission requirements for first-year (new) students.

College-Specific Requirements

Admission to Divisions
For purposes of admissions, the College of Business Administration has three divisions:

The Lower Division — Students enter this division upon admission to the University and college. Beginning in fall 2003, to be admitted to the Bachelor of Business Administration Program at The University of Toledo, students need at least a 2.25 cumulative high school grade point average (GPA). Students with an ACT of 25 or higher will be admitted to the College of Business Administration regardless of high school GPA. Students who do not qualify for admission to the College of Business Administration will be admitted to the associate of arts prebusiness degree program offered through University College, which is designed to complete the first two years of the bachelor of business administration degree.

The Upper Division — Undergraduate students can apply for admittance to the upper division when their earned hours plus their registered hours total 60. A student will be admitted to the upper division upon (1) the completion of 60 hours, which must include the required and elective courses in the lower division, (2) earning a GPA of 2.25 in the following courses: BUAD 1010, BUAD 2040, BUAD 2050, BUAD 2060, BUAD 2070, BUAD 2080 and (3) earning an overall minimum GPA of 2.25. A student not meeting the standards but with a cumulative GPA of 2.0 will be reviewed for admission to upper division by the College Admission Committee on an individual basis.

Requirements to be allowed to take junior and senior level accounting courses are different. Students wishing to register in ACCT 3110 must meet the following prerequisites: a GPA of 2.50 or better in all introductory level college accounting courses, including a grade of C (2.0) or better in both BUAD 2040 and BUAD 2050 or equivalent courses, and an overall GPA of 2.50 or better in all prior college level courses.
The Graduate Studies Division — This division consists of all students who have been admitted for graduate study in the college. The procedure for admission and the entrance requirements are outlined in the Graduate School portion of this catalog.

Part-Time and Transfer Students

The qualifications for admission to the undergraduate degree program and to the upper division, the prerequisites for courses, and all other requirements stated in this catalog apply equally to full-time, part-time and transfer students.

Undergraduate Transfer Policy

Requirements

Transfer courses will be evaluated by the College of Business Administration after the student has submitted official transcripts from all colleges/universities attended and has been accepted by the college. The evaluation process must be completed by the student before the end of the first term of attendance at UT. Only course work with a grade of C (2.0) or higher will be considered for transfer credit.

For purposes of determining the UT GPA, grades from another institution do not transfer. The GPA will be based on the work taken while enrolled in The University of Toledo. For students transferring into the College of Business Administration from another college within The University of Toledo, all undergraduate hours attempted and earned, as well as the GPA, will transfer. To qualify for the bachelor of business administration degree, students must fulfill all College of Business Administration requirements. No required course in the College of Business Administration may be repeated at any other institution for the purpose of transferring credit to The University of Toledo toward any business administration program or degree. For additional information on transfer policies, please see the General Section of this catalog.

Transfer students should note that The University of Toledo will include all course work taken at all institutions of higher education in the calculation to determine if a student will graduate with honors. All college course work ever taken is computed in determining eligibility for graduation honors. All course work taken while enrolled in the College of Business Administration Honors Program is considered to be part of the University Honors Program. The University Honors Program is open to all students who have been admitted for graduate study in the college. Enrollment in honors courses is limited. Up to 30 freshman students are admitted each fall to a program leading to receipt of the University Honors Program Honors Citation upon graduation. See the General Section of this catalog for additional information on admission to the Honors program.

Program Requirements

College Honors

The University Honors Program is an opportunity for students of high ability and achievement to enrich their regular program of college work. Admission is based on grades, scores on achievement tests and an essay. The College of Business Administration’s Honors Program is offered as part of the University Honors Program. Students take honors courses in the College of Arts and Sciences as well as in the College of Business Administration. Enrollment in honors courses is limited. Up to 30 freshman students are admitted each fall to a program leading to receipt of the College of Business Administration Honors Citation upon graduation. See the General Section of this catalog for additional information on admission to the Honors program.

Honors Program Citation

To be eligible for the College of Business Administration/University Honors Program Citation, a student must:

1. Fulfill all requirements for an approved degree program within the college with a minimum overall GPA of 3.3.
2. Take a minimum of 36 hours of honors courses, which must include the following:
   
   **Lower Division Courses:**
   - HON 1010 Readings Conference I
   - HON 1020 Readings Conference II
   - BUAD 1010 Introduction to Business
   - HON 2020 Multicultural Literatures: The North American Experience
   - or
   - HON 2030 Multicultural Literatures: The Non-European World
   - BUAD 2040 Financial Accounting Information

   **Upper Division Courses:**
   - BUAD 3010 Principles of Marketing
   - BUAD 3020 Principles of Manufacturing and Service Systems
   - BUAD 3030 Managerial and Behavioral Processes in Organizations
   - BUAD 3040 Principles of Financial Management
   - BUAD 4020 Senior Business Policy Forum (Honors Section)

   A minimum of 6 hours earned by successful completion of two upper-division interdisciplinary seminars offered through the University Honors Program.

   3. Take an additional 3-hour honors course in the student’s major.

Evaluation of Courses

The College of Business Administration Student Services Center (SSC) will complete the evaluations based on course equivalencies determined by the appropriate academic unit. In many cases, courses from other universities/colleges have been preapproved for equivalency and will transfer with confirmation. Equivalent courses from AACSB-accredited schools automatically transfer. When automatic transfer does not exist, it is possible for a student to obtain course equivalency by petitioning to take a proficiency exam. Students should provide course syllabus and/or any additional documentation with the petition. Students should contact the SSC for additional information.

Articulation Agreements

The College of Business Administration has developed articulation agreements with many two-year colleges. The purpose of these agreements is to allow for an easy transition to the upper division by specifying course equivalencies between the two-year institution and The University of Toledo. The college has articulation agreements with the Business Technology Program of University College at The University of Toledo, Owens Community College, Monroe County Community College, Northwest State Community College, Terra Community College, Lorain County Community College, Lakeland Community College and Cuyahoga Community College.
**College of Business Administration**

**Departmental Honors Program Citation**

To be eligible for the College of Business Administration Departmental Honors Program Citation, a student must:

1. Fulfill all requirements for an approved degree program within the college with a minimum overall GPA of 3.3.
2. Take a minimum of 15 hours of honors courses which must include the following:
   
   **Upper Division Courses:**
   - BUAD 3010 Principles of Marketing
   - BUAD 3020 Principles of Manufacturing and Service Systems
   - BUAD 3030 Managerial and Behavioral Processes in Organizations
   - BUAD 3040 Principles of Financial Management
   - BUAD 4020 Senior Business Policy Forum (Honors Section)
3. Take an additional 3-hour honors course in the student’s major.

**Retention Standards**

To remain in good standing in the College of Business Administration Honors Program, a student must earn a minimum overall GPA of 3.0 by the end of the first year (typically at least 30 hours), 3.1 by the end of the second year (typically at least 60 hours), and 3.2 by the end of the third year (typically at least 90 hours), and make satisfactory progress toward fulfillment of the requirements for a degree “with Honors” in the college.

**Academic Policies**

**General Requirements**

(Refer to the General Section of this catalog for general academic policies that apply to all students.)

**Academic Advising**

Students can receive advising concerning their academic program from the college advisers located in the Student Services Center (SSC) in Stranahan Hall. Appointments are encouraged. Walk-in hours are also available. Degree audits are also available in the SSC.

**Student Responsibilities**

Students are responsible for selecting the correct courses for their programs of study each semester and for fulfilling their degree requirements. Although advisers will assist wherever possible, the final responsibility rests with the student.

**Declaring or Changing a Major**

Forms for declaring or changing a college major are available in the SSC.

**Grade Deletion for Repeated Courses**

If a student repeats a course and receives a grade of C or higher, a request to delete the original grade, as long as it was a C- or lower, can be made. The request form is available in the SSC. If the original grade was given because of cheating or academic dishonesty, it will not be deleted. A maximum of 12 hours can be deleted.

**Academic Probation**

When a student’s cumulative GPA falls below 2.0, the student is automatically placed on probation.

**Academic Suspension**

Academic suspension means that a student is dropped from The University of Toledo for a period of at least one semester. A student is subject to academic suspension if that person falls below the minimum requirements or fails to make sufficient progress toward attainment of the degree. No course work taken at any other educational institution during the student’s suspension shall be accepted as transfer credit. However, students may remove incompletes while under suspension. See the General Section of this catalog for additional details on university probation and suspension policies.

**Readmission**

Suspended students must sit out at least one semester. A suspended student must apply to the SSC for readmission.

**Academic Grievance**

Students have the responsibility and right to call to the attention of a professor any grade that the student believes to be in error. Students unable to reach a resolution with the professor, and who wish to appeal, may contact the SSC for additional information on the appeal process.

Appeals must be filed with the SSC by the last class day of the semester following the appealed incident.

**Academic Dishonesty and Integrity**

Actions by students that involve academic dishonesty will be considered breaches of the ethical standards of the College of Business Administration. See the General Section of this catalog for further details on this policy.

**Degree Audit Requirement (DARS)**

The Degree Audit Reporting System is an automated record that contains all of a student’s graduation requirements and tracks that student’s progress toward meeting those requirements. Degree audits are available to students upon request from the SSC. Students are encouraged to discuss their degree audits with their academic advisers.

**Degree Requirements for the Bachelor of Business Administration (B.B.A.)**

**Grade and Hour Requirements**

In order to earn a B.B.A. degree, students must complete a minimum of 126 hours of course work with a minimum cumulative GPA of C (2.0 on a 4.0 scale). All University core, lower division and upper division requirements must be satisfied. Students must earn a minimum of a C (2.0) grade in each course in the area of specialization, in COMM 3880, and in each course in a minor. The department chair has the prerogative of substituting an additional course in the area of specialization or minor, rather than requiring the student to repeat the course in which a grade below C was received. The student must receive a C or better in the substituted course for it to satisfy the requirements of the specialization or minor. In addition, students must earn a cumulative GPA of at least 2.25 for all courses in the 3000-or-4000-level business core (BUAD 3010, BUAD 3020, BUAD 3030, BUAD 3040, BUAD 3050, BUAD 3470 and BUAD 4020).
Lower Division Curricular Requirements

Students earning bachelor’s degrees in all colleges and programs as well as those pursuing associate of arts and associate of science degrees are required to complete between 27 and 30 credit hours of courses that comprise the University Core Curriculum. The courses are distributed in the areas of English composition, humanities/fine arts, social sciences, natural sciences, mathematics and multicultural studies.

Courses that each student is required to take in the College of Business Administration, regardless of area of specialization, are identified below. In addition, effective fall 2003, students must demonstrate basic business computer proficiency through a proficiency test, Microsoft certification or completion of a college-level introduction to computing course.

BUAD 1000 Orientation for Business Students .................. 1
ECON 1150 Intro to Macro Economics .......................... 3
ECON 1200 Intro to Micro Economics ............................. 3
BUAD 1010 Introduction to Business .................................. 3
*BUAD 1020 Microcomputer Applications ......................... 3
BUAD 2040 Financial Accounting Information ................. 3
BUAD 2050 Accounting for Business Decision Making ........ 3
BUAD 2060 Data Analysis for Business ........................... 3
BUAD 2070 Application of Statistics in Business Decision Making .............................................. 3
BUAD 2080 Global Environment of Business ..................... 3

*Required until fall 2003, when basic business computer proficiency requirement takes effect.

Upper Division Curricular Requirements

All students must make formal application for admission to the upper division one semester before the semester in which they earn 60 hours. Students who do not meet the requirements or who have not completed all 1000 and 2000 level required and elective business and nonbusiness courses will not be allowed to take upper division courses until all requirements for admission to the upper division are satisfied.

The core junior and senior years of the curriculum consist of the following upper division business requirements, an area of specialization, and a minor or business elective courses.

COMM 3880 Professional Business Communication ........... 3
BUAD 3010 Principles of Marketing .................................. 3
BUAD 3020 Principles of Manufacturing and Service Systems ..................................................... 3
BUAD 3030 Managerial and Behavioral Processes in Organizations .................................................... 3
BUAD 3040 Principles of Financial Management ................. 3
*BUAD 3050 Information Technology Management ............ 3
BUAD 4020 Senior Business Policy Forum .......................... 3
BUAD 3470 Legal and Ethical Environment of Business .......... 3

* Effective fall 2003

Programs of Study

Accounting

Adviser: Professor Diana Franz

Areas of Specialization

The department of accounting offers courses in the areas of financial accounting, management accounting, auditing, accounting systems and taxation. Completion of an accounting degree leads to professional careers in public accounting, business and government and begins the preparation for the Certified Public Accountant (CPA), Certified Management Accountant (CMA) and Certified Internal Auditor (CIA) examinations.

The specialization in accounting is designed to enable students to advance more rapidly to positions of responsibility and leadership in their chosen fields. In the year 2000, in the state of Ohio, all candidates taking the CPA exam must have completed 150 credit hours. Accounting career fields other than public accounting have not adopted the 150 hour requirement. The department of accounting offers a graduate degree that can be pursued in addition to a bachelor’s degree.

Program Requirements

No junior level accounting courses may be attempted until a student is admitted to the upper division by the College of Business Administration.

Required Courses: (18 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 3110</td>
<td>External Financial Reporting I</td>
<td></td>
</tr>
<tr>
<td>ACCT 3120</td>
<td>External Financial Reporting II</td>
<td></td>
</tr>
<tr>
<td>ACCT 3310</td>
<td>Accounting Information Systems and Controls</td>
<td></td>
</tr>
<tr>
<td>ACCT 4130</td>
<td>External Financial Reporting III</td>
<td></td>
</tr>
<tr>
<td>ACCT 4210</td>
<td>Taxes and Business Decisions</td>
<td></td>
</tr>
<tr>
<td>ACCT 4310</td>
<td>Internal Reporting</td>
<td></td>
</tr>
</tbody>
</table>

Electives: (Choice of one from the following – 3 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 4410</td>
<td>Government and Not-For-Profit Accounting</td>
<td></td>
</tr>
<tr>
<td>ACCT 4420</td>
<td>Auditing</td>
<td></td>
</tr>
</tbody>
</table>

Students wishing to register in ACCT 3110 must meet the following prerequisites: a GPA of 2.50 or better in all introductory level college accounting courses including a grade of C (2.0) or better in both BUAD

Residence Requirement

To earn a degree from the College of Business Administration, a student must complete 50 percent of business credits from the college. The senior year in the baccalaureate program must be taken in residence by all business students.

Class Ranks

In the College of Business Administration, class rank is determined as follows:

<table>
<thead>
<tr>
<th>Rank</th>
<th>Hours Earned</th>
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<tbody>
<tr>
<td>Freshman</td>
<td>0-29.99</td>
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</tr>
<tr>
<td>Senior</td>
<td>90+ hours</td>
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</tbody>
</table>
2040 and BUAD 2050 or equivalent courses, and an overall GPA of 2.50 or better in all prior college level courses.

Accounting students are encouraged to minor in Information Systems.

**Business Analysis**

*Adviser: Professor Paul Kozlowski*

**Program Requirements**

**Required Courses:** (12 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>INFS 3250</td>
<td>Software Applications in Business</td>
<td>3</td>
</tr>
<tr>
<td>OPMT 4450</td>
<td>Forecasting</td>
<td>3</td>
</tr>
<tr>
<td>BANS 3060</td>
<td>Managerial Economics</td>
<td>3</td>
</tr>
<tr>
<td>BANS 3070</td>
<td>Business Fluctuations and Outlooks</td>
<td>3</td>
</tr>
</tbody>
</table>

**Electives:** (Select any two from the following – 6 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EBUS 3090</td>
<td>FINA 3480</td>
</tr>
</tbody>
</table>

**Electronic Commerce**

*Adviser: Professor Thuong Le*

The electronic commerce (e-commerce) specialization provides students with the management and technical skills for successful careers in the Internet economy. E-commerce competencies are essential for business professionals in all fields, from marketing, financial services and international business to purchasing, information systems and operations management.

**Program Requirements**

**Required Courses:** (12 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EBUS 3090</td>
<td>E-commerce and the Networked Economy</td>
<td>3</td>
</tr>
<tr>
<td>EBUS 3180</td>
<td>Web Design for Business Communication</td>
<td>3</td>
</tr>
<tr>
<td>EBUS 4040</td>
<td>E-commerce Intelligence Management</td>
<td>3</td>
</tr>
<tr>
<td>EBUS 4150</td>
<td>E-commerce Business Models &amp; Project Management</td>
<td>3</td>
</tr>
</tbody>
</table>

**Electives – Choose one of the following career tracks:**

### Information Technology for Electronic Commerce (6 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>INFS 3150</td>
<td>Principles of Structured Computer Programming &amp; Problem Solving</td>
<td>3</td>
</tr>
<tr>
<td>INFS 4370</td>
<td>Application Development Using Database Management Systems</td>
<td>3</td>
</tr>
</tbody>
</table>

### Electronic Commerce Business Applications (choose two of the following – 6 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKTG 3260</td>
<td>Global Framework for Ecommerce</td>
<td>3</td>
</tr>
<tr>
<td>MKTG 3280</td>
<td>Internet Marketing</td>
<td>3</td>
</tr>
<tr>
<td>FINA 4090</td>
<td>Financial Markets and Institutions</td>
<td>3</td>
</tr>
</tbody>
</table>

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**Entrepreneurship, Family & Small Business**

*Adviser: Professor Rebecca Bennett*

This program is designed for students who desire to start or currently work for a small or medium-sized family or non-family firm. The program emphasizes practical training and developing relationships with practitioners from the business community.

**Program Requirements**

**Required Courses:** (12 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>EFSB 3590</td>
<td>Entrepreneurship</td>
<td>3</td>
</tr>
<tr>
<td>EFSB 4010</td>
<td>The Dynamics of Family Business</td>
<td>3</td>
</tr>
<tr>
<td>HURM 3220</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>FINA 4840</td>
<td>Small Business Financial Policies and Practices</td>
<td>3</td>
</tr>
</tbody>
</table>

**Electives:** (Select one from each of the following modules – 6 hours)

**Module I:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 3000</td>
<td>ACCT 3010</td>
<td>ACCT 3030</td>
</tr>
</tbody>
</table>

**Module II:**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKTG 3690</td>
<td>PSLS 3440</td>
</tr>
</tbody>
</table>

**Finance**

*Adviser: Professor Andrew Solocha*

For this area of specialization, students must take a total of 21 hours, consisting of four required courses (12 hours) beyond BUAD 3040, and three finance electives (9 hours).

**Program Requirements**

**Required Courses:** (12 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>FINA 3480</td>
<td>Investments</td>
<td>3</td>
</tr>
<tr>
<td>FINA 4080</td>
<td>Intermediate Corporate Finance</td>
<td>3</td>
</tr>
<tr>
<td>FINA 4090</td>
<td>Financial Markets and Institutions</td>
<td>3</td>
</tr>
<tr>
<td>FINA 4670</td>
<td>Advanced Financial Management</td>
<td>3</td>
</tr>
</tbody>
</table>

**Electives:** (9 hours)

Any three department of finance electives with the exception of FINA 2000, FINA 3060, FINA 4610 and FINA 4880.

**Financial Services**

*Adviser: Professor Linda Bowyer*

**Program Requirements**

**Required Courses (15 hours):**

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>FINA 3600</td>
<td>Risk Management</td>
<td>3</td>
</tr>
<tr>
<td>FINA 3610</td>
<td>Life and Health Insurance</td>
<td>3</td>
</tr>
<tr>
<td>FINA 4890</td>
<td>Financial and Estate Planning</td>
<td>3</td>
</tr>
<tr>
<td>FINA 3660</td>
<td>Real Estate Principles, Practices and Finance</td>
<td>3</td>
</tr>
<tr>
<td>FINA 3670</td>
<td>Real Estate Valuation</td>
<td>3</td>
</tr>
<tr>
<td>FINA 3680</td>
<td>Real Estate Law, Insurance and Taxes</td>
<td>3</td>
</tr>
</tbody>
</table>
Electives: (Select two courses not used as required courses from the following – 6 hours)
FINA 3600 FINA 3660 FINA 3680 FINA 4870 FINA 4940
FINA 3610 FINA 3670 FINA 4100 FINA 4890

Human Resource Management

Adviser: Professor D.J. Dwyer

Human resource management is designed to prepare candidates for positions in human resource management in domestic and international business organizations, hospitals, nonprofit organizations, and local, state and federal government agencies.

Program Requirements

Required Courses: (21 hours)
BLAW 3550 Legal and Safety Compliance .............3
HURM 3220 Human Resource Management .............3
HURM 3630 Conflict Resolution and Negotiation Skills ...3
HURM 4640 Benefits, Health and Wellness .................3
HURM 4650 Compensation .........................................3
HURM 4660 Planning, Selection & Recruitment ..........3
HURM 4710 Training and Evaluation ..........................3

Information Systems

Adviser: Professor Anand Kunnathur

Information systems (INFS) provides the student with the managerial and technical skills required to enter the challenging and dynamic field of computers and information systems. The student acquires knowledge involving a variety of topics, including widely used business programming languages, the design and implementation of management information systems, networking and communications, the managerial aspects of system development and the latest technological developments in database management, computer software and information technology.

Program Requirements

Required Courses (18 hours)
INFS 3150 Structured Programming & Problem Solving ..3
INFS 3160 Object Oriented Programming ..................3
INFS 3370 Business Data Communications ................3
INFS 3770 Data Base Management Systems ..............3
INFS 4300 Distribution Systems & Web Development ....3
INFS 4510 Systems Analysis & Design ........................3

Electives: (choose one from the following – 3 hours)
INFS 3240 INFS 4320 INFS 4990
INFS 3380 INFS 4810 OPMT 4760
INFS 3980

International Business

Adviser: Professor Anthony Koh

The International Business Program provides training for careers in corporations with a global orientation, particularly multinational corporations, export-import firms, banks, transportation and logistics, and government and international agencies involved in international trade, finance and economic development.

Program Requirements

Required Courses: (12 hours)
MKTG 3140 International Marketing ......................3
FINA 3500 International Finance ..........................3
IBUS 3600 International Management ..................3
IBUS 4360 Global Business Strategies ..................3

Electives: (Select any two — 6 hours)
IBUS 4490 Global Management Systems ..................3
IBUS 3150 Understanding Cultural Differences for Business ........................................3
MKTG 3260 Global Framework for E-Commerce ........3
BLAW 3670 International Business Law ..................3
MKTG 4220 International Sourcing, Logistics and Transportation ................3

Other courses subject to approval, including study abroad courses and internships in international business.

Foreign Language Requirements for International Business Majors

International business majors must demonstrate foreign language proficiency by satisfying one of the following requirements:

a) Completed four years of one foreign language in high school with a grade of B or better in each course; or

b) Completed a University-level fourth semester foreign language course; or

c) Have a proficiency in a native language other than English.

Marketing

Advisers: Professor Susan Mantel and Professor William Darley

The marketing specialization provides the student with the skills to make decisions about product design and quality, pricing, channels of distribution, advertising and personal selling in ways that enhance consumer satisfaction and further the goals of the organization. The student learns to approach problems with a clear understanding of the relationship between marketing and other business functions.

Program Requirements

Required Courses: (9 hours)
MKTG 3580 Buyer Behavior and Relationship Marketing ....3
MKTG 3880 Marketing Research & Data-Based Management ..3
MKTG 4130 Marketing Analysis & Decision Making ..........3

Electives: (Select 6 hours from module I and 6 hours from module II – 12 hours)

Module I:

MKTG 3140 International Marketing ......................3
PSLS 3440 Sales ........................................3
MKTG 3280 Internet Marketing ..........................3
MKTG 3690 Principles of Marketing Communication ..3
MKTG 4540 Business Marketing ..........................3
MKTG 4940 Internship .......................................3
Module II:

PSLS 3080 Purchasing & Business Relationship Mgmt ........ 3
MKTG 3130 Supply Chain Management .......................... 3
MKTG 3260 Global Framework for E-Commerce .............. 3
PSLS 4710 Sales Force Leadership ............................... 3
MKTG 3870 Advertising Strategy .................................... 3
MKTG 3910 Direct Marketing ........................................ 3
MKTG 4120 Marketing Channels Management .................. 3
MKTG 4220 International Sourcing, Logistics & Transportation ........................................ 3
MKTG 4520 Advanced Market Analysis .......................... 3
MKTG 4570 Product & Pricing Management ..................... 3
MKTG 4980 Special Topics ......................................... 3
MKTG 4990 Independent Study .................................... 3

Operations Management

Adviser: Professor Arthur Smith
Operations management (OPMT) is designed for students who are interested in the revitalization of our country’s industrial base or who want to pursue careers in the rapidly expanding service sector. Students acquire the knowledge and skills to manage people and resources. Students are given a broad overview of operations from product design, process selection, TQM, facility layout and location through planning and scheduling.

Program Requirements

Required Courses: (9 hours)
OPMT 3340 Quality Management .................................. 3
OPMT 3610 Production Planning and Control .................... 3
OPMT 3660 Materials Management and Purchasing ............ 3

Electives: (choose three of the following — 9 hours):
OPMT 3310 OPMT 4150 OPMT 4760
OPMT 3600 OPMT 4420 OPMT 4980

Organizational Development and Management

Adviser: Professor D.J. Dwyer
The major in organizational development and management prepares students to enter a variety of organizations, both for profit and not-for-profit. Graduates of this program receive training in a number of areas that are crucial to a manager’s success: planning, decision-making, interpersonal skills, team-building, performance development and evaluation, conflict resolution, motivation and leading change.

Program Requirements

Complete the following courses: (18 hours)
HU RM 3220 Human Resource Management ..................... 3
HU RM 3630 Conflict Resolution & Negotiation Skills .......... 3
OR GD 4210 Organizational Development & Change .............. 3
OR GD 4240 Communication Strategies for Leading Change ........................................ 3
OR GD 4330 Organizational Diagnosis & Intervention ........... 3
OR GD 4780 Leadership & Managerial Competencies ......... 3

Professional Sales

Adviser: Professor David Reid
The professional sales major trains students for distinguished careers in business-to-business selling. Listed below are specific courses in the University Core and specific electives needed to fulfill the requirements for a specialization in professional sales. Please see the adviser for details.

Program Requirements

Required professional sales and business courses: (22 hours)
PSLS 3000 Sales Career Orientation & Mgmt..................... 1
PSLS 3080 Purchasing & Business Relationship Management ........................................ 3
PSLS 3440 Sales ...................................................... 3
PSLS 3450 Account & Territory Management .................. 3
PSLS 4710 Sales Force Leadership ............................... 3
PSLS 4740 Advanced Sales ........................................ 3
PSLS 4540 Business Marketing .................................... 3
PSLS 4940 Sales Internship ....................................... 3

Required Arts and Sciences courses, including required University Core courses: (47 hours)
ENGL 1110 College Composition I ................................ 3
MATH 1260 Modern Business Math I (University Core requirement – Math) ....................... 3
MATH 1270 Modern Business Math II ............................. 3
PSY 1010 Intro. to Psychology (University Core requirement – Social Science) ................. 3
SOC 1010 Intro. to Sociology (University Core requirement – Social Science) .................. 3
ENGL 2960 Organizational Report Writing (University Core requirement – English) .......... 3
COMM 3840 Interpersonal Comm. (University Core requirement – Humanities/Fine Arts) ...... 4
PHIL 1020 Critical Thinking (University Core requirement – Humanities/Fine Arts) .......... 3

University Core requirement – Natural Sciences: Based on intended industry sales ...................... 3
University Core requirement – Natural Sciences: Based on intended industry sales ...................... 3
University Core requirement – Multicultural: Diversity of U.S. culture ..................................... 3
University Core requirement – Multicultural: Other than U.S. ......................................... 3
COMM 3820 Persuasion Theory ...................................... 4
COMM 3880 Professional Business Communication .......... 3
COMM 4810 Nonverbal Communication ......................... 3

Nonbusiness elective: (1 hour)

Supply Chain Management

Adviser: Professor Ram Rachadu
This major emphasizes sourcing, industrial marketing, logistics, transportation, quality, production planning, computer applications, information systems and emerging practices in supply chain management and e-commerce. Both strategic and operational issues will be emphasized.
Program Requirements

Required:  (3 hours)

MKTG 3130 Introduction to Supply Chain Management . .3

Electives:  (Select 6 hours from module I, 6 hours from module II, 3 hours from module III, and 3 hours from module IV – total 18 hours)

Module I:
EBUS 3090 E-Commerce and the Networked Economy . .3
PSLS 3080 Purchasing and Relationship Management . .3
OPMT 3660 Materials Management and Purchasing ......... 3

Module II:
OPMT 3600 Facility Planning ............................................ 3
OPMT 3610 Production Planning ........................................ 3
OPMT 3340 Quality Management ...................................... 3

Module III:
MKTG 3260 Global E-Commerce ..................................... 3
MKTG 4220 Logistics ........................................................ 3
MKTG 4540 Business Marketing ...................................... 3

Module IV:
IBUS 4490 Global Management .................................... 3
MGMT 4910 Research in Supply Chain Management ... 3
MGMT 4940 Internship ..................................................... 3

Minors

Minor or Business Electives for Business Students

In order to increase the knowledge base of the students, the college offers business students the choice of a minor or business electives as part of the curriculum. The course requirements for a minor are specified by the departments. The college offers the following minors for business students: accounting, business analysis, business economics, business law, commercial real estate, decision sciences, electronic commerce, finance, financial services, information systems, insurance and risk management, international business, management, marketing, operations management, professional sales, small business financial management and supply chain management.

The following minors are only available for College of Business Administration students. Students cannot duplicate credit in their area of specialization or upper division core. The minor is three courses (9 hours).

Accounting

ACCT 3000 Financial Statement Analysis .........................3
ACCT 3010 Cost Accounting for Non-Accounting Majors ..........3
ACCT 3030 Tax for Non-Accounting Majors ..................3

Students may make substitutions for the above courses with the permission of the chair of the department of accounting.

Business Analysis

BANS 3060 Managerial Economics
or
BANS 3070 Business Fluctuations and Outlooks ..............3
INFS 3250 Software Applications in Business ..............3
OPMT 4450 Forecasting ............................................3

Business Economics

BANS 3060 Managerial Economics ....................3
BANS 3070 Business Fluctuations & Economic Outlook .3
OPMT 4450 Forecasting ............................................3
or
FINA 3500 International Finance ......................3

Business Law

Complete three of the following:
BLAW 3550 Legal & Safety Compliance Issues in Human Resource Management ........3
BLAW 3570 The Laws of Structuring and Operating a Business .........................3
BLAW 3670 International Business Law .........................3
BLAW 4570 Legal and Ethical Aspects of Managing Innovation and Technology ..........3

Commercial Real Estate

FINA 3660 Real Estate Principles, Practices and Finance ..................3
FINA 3670 Real Estate Valuation ......................................3
FINA 3680 Real Estate Law, Insurance and Taxes ........3

Decision Sciences

Complete any three of the following courses:
OPMT 3310 OPMT 3760 OPMT 3750
OPMT 4450 OPMT 4760 OPMT 4750
MKTG 3880

Electronic Commerce

Required Courses:
EBUS 3090 E-Commerce & the Networked Economy .... 3
EBUS 3180 Web Design for Business Communications ... 3

Elective:  (Choose one of the following)
INFS 3150 Principles of Structural Computer Programming & Problem Solving ..........3
MKTG 3280 Internet Marketing ........................................ 3
EBUS 4040 E-Commerce Intelligence Management ........ 3

Entrepreneurship, Family, & Small Business

EFSB 4010 Dynamics of Family Business ....................3
EFSB 3590 Entrepreneurship ........................................3
FINA 4840 Small Business Financial Policies and Practices ............3

Finance

FINA 3480 Investments .............................................3
FINA 4080 Intermediate Corporate Finance ....................3
FINA 4090 Financial Institutions and Markets .................3
Financial Services

Complete three of the following:
FINA 3480  FINA 3660  FINA 4090  PSLS 3440*
FINA 3600  FINA 3670  FINA 4870
FINA 3610  FINA 4100  FINA 4890
*With permission from chair of the department of finance.

Information Systems

INFS 3250  Software Applications in Business ................. 3
INFS 3770  Database Management Systems ..................... 3
One additional INFS elective ............................................ 3

Insurance and Risk Management

FINA 3600  Risk Management ........................................... 3
FINA 3610  Life and Health Insurance .............................. 3
FINA 4890  Financial and Estate Planning ......................... 3

International Business

Select three courses, taking into consideration prerequisites, from those listed under the international business area of specialization.

Management

Complete three of the following:
EFSB 3590  Entrepreneurship ........................................... 3
HURM 3220  Human Resource Management ........................ 3
HURM 3630  Conflict Resolutions Negotiation Skills .......... 3
ORGD 4780  Leadership & Managerial Competencies .......... 3

Marketing

Required:
MKTG 3850  Buyer Behavior and Relationship Management .... 3
or
MKTG 3880  Marketing Research and Data-Based Management .... 3

Electives:
Select two courses (6 hours) from the courses listed for the marketing specialization, except MKTG 4940.

Operations Management

Select any three courses from those courses listed previously as required courses and electives under the operation management area of specialization.

Professional Sales

Required:
PSLS 3440  Sales .............................................................. 3

Electives: (Select two from the following)
PSLS 4710  Sales Force Leadership ................................... 3
PSLS 4740  Advanced Sales .............................................. 3
PSLS 3080  Purchasing and Business Relationship Management .... 3
PSLS 3450  Account and Territory Management .................. 3
MKTG 4540  Business Marketing .................................... 3

Small Business Financial Management

Required Courses:
FINA 4080  Intermediate Corporate Finance .................... 3
FINA 4840  Small Business Financial Policies and Practices ........ 3

Elective: (Choose one of the following – 3 hours)
FINA 3670  EFSB 3590  EFSB 4010
FINA 4090  FINA 4670

Supply Chain Management

Required:
MKTG 3130  Introduction to Supply Chain Management ... 3

Electives:
Select any two courses (6 hours) from the list of electives listed under Modules I, II, and III for the supply chain management major, but no more than one course (3 hours) from any module.

Business Minors for Nonbusiness Students at The University of Toledo

The College of Business Administration offers a general minor and three specialty minors (business analysis, professional sales and supply chain management) for students in nonbusiness programs at The University of Toledo. These minors are recommended for students who want to enhance their academic programs with business-related course work. Students taking courses in the business minor must meet course prerequisite requirements. These minors are designed specifically for nonbusiness students and should not be confused with the individual minors offered for College of Business Administration students. Contact advisers in your college and in the College of Business Administration for additional details about the minors.

General Minor for Nonbusiness Students

Requirements for the General Minor in Business for Nonbusiness Students

A minimum cumulative GPA of 2.25 is required in the following prerequisite courses or their equivalents. A student who does not meet the minimum standards but has at least a cumulative 2.0 in the prerequisites will be reviewed by the College of Business Administration Undergraduate Program director on an individual basis. In addition to the requirements below, students must demonstrate computer proficiency through a proficiency test, Microsoft certification, or an introduction to business computing course.

Economics
Select from ECON 1150 and 1200, or MIME 2600 or equivalent ....................................... 3-6

Mathematics
Select from MATH 1260 and 1270, or 1750 and 1760, or 1850 or equivalent ................................... 3-6

Business Statistics
Select from BUAD 2060, MATH 2630, or equivalent .......... 3
Eighteen (18) hours are required beyond the prerequisite courses above. A grade of C (2.0) or better is required in each of the following courses:

**Required Foundation Course**

BUAD 2040  Financial Accounting Information ...................... 3

**Additional Requirements**

A. Select three (3) courses from the following:

BUAD 1010  Introduction to Business ...................................... 3
BUAD 2050  Accounting for Business Decision Making ................. 3
BUAD 2070  Application of Statistics in Business Decision Making ............... 3
BUAD 2080  Global Environment of Business .................................. 3
BUAD 3010  Principles of Marketing ........................................... 3
BUAD 3020  Principles of Manufacturing and Service Systems ................... 3
BUAD 3030  Managerial and Behavioral Processes in Organizations .................. 3
BUAD 3040  Principles of Financial Management .............................. 3
BUAD 3050  Information Technology Management ........................... 3
BUAD 3470  Legal & Ethical Environment of Business .......................... 3

B. Select two (2) additional courses from the eight listed above or select two courses at the 3000-or-4000-level from ACCT, FINA, INFS, MGMT, EFSB, IBUS, EBUS, OPMT, ORGD HURM, PSLS, BANS, BLAW, or MKTG to complete the additional requirements. (Prerequisites for selected courses must be fulfilled.)

**Business Analysis Minor for Nonbusiness Students**

**Program Requirements**

The business analysis minor for nonbusiness students requires 15 hours. Prerequisites for all courses must be fulfilled.

**Required Courses: (9 hours)**

BANS 3060  Managerial Economics ........................................... 3
BANS 3070  Business Fluctuations and Economic Outlooks .................. 3
OPMT 4450  Forecasting ...................................................... 3

**Electives: Select two courses from the following (6 hours):**

EBUS 3090  OPMT 3310
FINA 3480  OPMT 3750
FINA 3890  OPMT 4750
FINA 4090  MKTG 3880
INFS 3250  PSLS 3080

**Professional Sales Minor for Nonbusiness Students**

**Required Courses:**

**Economics: (3-6 hours)**

Select from ECON 1150 and ECON 1200 or MIME 2600 ................................. 3

**Required Business Courses: (12 hours)**

MKTG 3010  Principles of Marketing ........................................... 3
PSLS 3440  Sales ................................................................. 3
PSLS 3450  Account and Territory Management .................................. 3
PSLS 4740  Advanced Sales ...................................................... 3

**Business Elective: Select one from the following (3 hours):**

PSLS 3080  Purchasing and Business Relationship Management ................... 3
PSLS 3710  Sales Force Leadership .............................................. 3

**Supply Chain Management for Nonbusiness Students**

**Program Requirements**

The supply chain management minor for nonbusiness students requires 15 hours. Prerequisites for all courses must be fulfilled.

**Required Course: (3 hours)**

MKTG 3130  Introduction to Supply Chain Management ................ 3

**Module Selection: (6 hours)**

Select two additional courses from one of the following three modules.

**Module I:**

EBUS 3090  E-Commerce and the Network Economy .......... 3
OPMT 3660  Materials Management and Purchasing .......... 3
PSLS 3080  Purchasing and Business Relationship Management ................ 3

**Module II:**

OPMT 3340  Quality Management ............................................. 3
OPMT 3600  Facility Planning ................................................. 3
OPMT 3610  Production Planning and Control ......................... 3

**Module III:**

MKTG 3260  Global Framework for E-Commerce ......................... 3
MKTG 4220  Logistics and Transportation ............................ 3
MKTG 4540  Business Marketing .............................................. 3

**Electives: Select two from the following, except courses selected as part of a module (6 hours):**

ECOM 3090  E-Commerce and the Network Economy .......... 3
MKTG 4540  Business Marketing .............................................. 3
OPMT 3610  Production Planning and Control ......................... 3
OPMT 3660  Materials Management and Purchasing .......... 3
OPMT 4450  Forecasting ...................................................... 3
PSLS 3080  Purchasing and Business Relationship Management ................ 3
College of Business Administration Faculty

Department of Accounting

Philip R. Fink, 1975, professor
B.A., M.B.A., The University of Toledo; J.D., Ohio Northern University; CPA (Ohio)

Diana R. Franz, 1992, professor and chair
M. Prof. Accountancy, Wichita State University; Ph.D., Texas Tech University; CPA (Kansas)

Brian Laverty, 1990, professor
B.A., Ph.D., Michigan State University; CPA (Michigan)

Bhanu Ragu-Nathan, 1985, professor
B.S., University of Madras; M.B.A., Indiana University; Ph.D., University of Pittsburgh; ACA (India)

Donald Saftner, 1987, professor
B.S., M.S., Ph.D., Pennsylvania State University

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Gary Moore, 1989, associate professor
B.S., Iowa State University; M.B.A., Ph.D., Arizona State University; J.D., University of Iowa

Michael D. Sherman, 1980, associate professor
B.A., American University; M.S., Ph.D., Purdue University

Andrew Solocha, 1989, associate professor
B.A., Long Island University; M.A., Central Michigan University; Ph.D., Michigan State University

Herbert J. Weinraub, 1970, professor and interim chair
B.S., Northeastern University; M.B.A., Ph.D., Michigan State University

Glenn A. Wolfe, 1989, associate professor
B.A., Grove City College; M.B.A., Ph.D., Virginia Polytechnic Institute

EMERITUS AND SUPERANNUATE FACULTY

Michael J. Ahern, Ed.D., professor emeritus

Douglas V. Austin, J.D., Ph.D., professor emeritus; superannuate

Lawrence V. Conway, Ph.D., professor emeritus

Department of Information Systems, Marketing, E-Commerce and Sales

Mesbah U. Ahmed, 1980, professor
B.S., Bangladesh University; M.S., Ph.D., Texas Tech University

Richard E. Buehrer, 1984, professor
A.B., B.A., M.B.A., Ph.D, The University of Toledo

William K. Darley, 1988, professor
B.S., University of District of Columbia; M.B.A., University of Notre Dame; Ph.D., Indiana University

Basam Hasan, 2001, assistant professor
B.S., Yarmouk University; M.B.A., Southwest Missouri State University; Ph.D., University of Mississippi

Anand S. Kunnathur, 1986, professor and interim chair
M.S., University of Delhi; M.A., York University; Ph.D., University of Tennessee

Thoung T. Le, 1980, professor
B.Com., Van Hanh University; M.B.A., University of Detroit; Ph.D., Michigan State University

Jeen S. Lim, 1983, professor
B.A., M.B.A., Seoul National University; Ph.D., Indiana University

Susan P. Mantel, 1994, associate professor
B.S., Bowling Green State University; M.B.A., Ph.D., University of Cincinnati

Ellen Pullins, 1996, associate professor
B.S.C., Ohio University; M.A., M.B.A., Wright State University; Ph.D., The Ohio State University

Department of Finance & Business Economics

Richard J. Boden Jr., 1993, associate professor
B.A., State University of New York; M.B.A., Brown University; Ph.D., University of Maryland

Linda Bowyer, 1989, associate professor
B.A., Ph.D., Iowa State University

Maureen Conroy, 1987, professor
B.A., The University of Toledo; M.B.A., Bowling Green State University

Paul J. Kozlowski, 1979, professor
B.A., Merrimack College; M.A., Ph.D., University of Connecticut

Bruce R. Kuhlman, 1988, associate professor
B.S.B.A, M.B.A., Ph.D., University of Florida
T.S. Ragu-Nathan, 1985, professor  
B.E., University of Madras; M.B.A., Indiana University; Ph.D., University of Pittsburgh

David A. Reid, 1988, professor  
B.S., M.B.A., Ph.D., State University of New York - Binghampton

Ronald L. Zallocco, 1984, professor and interim associate dean  
B.A., M.B.A., University of Washington; D.B.A., Kent State University

EMERITUS AND SUPERANNUATE FACULTY
Edward Bardi, Ph.D., professor emeritus
G. Allen Brunner, Ph.D., professor emeritus
James A. Brunner, Ph.D., professor emeritus
William Clegg, Ed.D., associate professor
J. Marc DeKorte, Ph.D., professor emeritus
Sakari T. Jutila, Ph.D., professor emeritus
Thomas A. Klein, Ph.D., professor emeritus
Douglas Lind, Ph.D., professor emeritus
Harvey A. Maertin, Ph.D., professor emeritus
Winston E. McHenry, M.B.A., professor emeritus
C. Joseph Sass, M.B.A., professor emeritus

Department of Management

Rebecca J. Bennett, 1991, associate professor  
B.A., Washington University; M.S., Ph.D., Northwestern University

D. J. Dwyer, 1989, professor and interim chair  
B.A., M.A., University of Cincinnati; Ph.D., University of Nebraska

Laurence Fink, 1994, associate professor  
B.A., State University of New York-Albany; Ph.D., Purdue University

Paul Hong, 1987, associate professor  
B.A., Yonsei University; M.A., M.B.A., Bowling Green State University; Ph.D., The University of Toledo

Jerzy Kamburowski, 1989, professor  
M.S., Ph.D., Technical University of Wroclaw

Clinton O. Longenecker, 1978, professor  
B.B.A., M.B.A., The University of Toledo; Ph.D., Pennsylvania State University

Udayan Nandkeolyar, 1988, associate professor  
B.Tech., Indian Institute of Technology; M.B.M., Asian Institute of Management; Ph.D., Pennsylvania State University

Nick G.F. Nykodym, 1976, professor  
B.S., M.A., Ph.D., University of Nebraska

James A. Pope, 1998, professor  
B.A., College of Wooster; M.A., Northwestern University; Ph.D., University of North Carolina

Frederick R. Post, 1986, associate professor  
B.A., Ohio Wesleyan University; M.B.A., Western Michigan University; J.D., The University of Toledo

Ram Rachamadugu, 1991, professor  
B.S.E., University of Madras; M.B.A., Indian Institute of Management; M.S., Ph.D., Carnegie Mellon University

S. Subba Rao, 1986, professor  
B.S., M.S., Mysore University; Ph.D., Delhi University

Robert H. Schwartz, 1988, associate professor  
B.A., Brooklyn College; D.D.S., State University of New York; M.B.A., Virginia Commonwealth University; Ph.D., University of Michigan

Arthur W. Smith, 1984, professor  
B.S., University of West Indies; M.B.A., University of Washington; Ph.D., University of Oklahoma

Robert Sullivan, 1983, professor  
B.A., M.S., Canisius College; Ph.D., State University of New York - Buffalo

Department of International Business Entrepreneurship and Strategy

Sonny S. Ariss, 1985, associate professor and interim dean  
B.B.A., M.B.A., The University of Toledo; Ph.D., The Ohio State University

Don R. Beeman, 1976, professor  
B.S., University of Akron; M.B.A., D.B.A., Indiana University

Bhal J. Bhatt, 1980, professor  
B.A., M.S., University of Baroda; M.S., Ph.D., University of Wisconsin

William J. Doll, 1980, professor  

Ken I. Kim, 1985, professor  
B.S., Seoul National University; M.B.A., D.B.A., Indiana University

Anthony C. Koh, 1987, associate professor and interim chair  
B.S., University of Malaya; M.A., Ph.D., University of Alabama

Sam C. Okoroafo, 1986, professor  
B.S., University of Nigeria; M.B.A., Ph.D., Michigan State University

Thomas W. Sharkey, 1984, associate professor  
B.A., M.B.A., University of Akron; M.S., Florida State University; Ph.D., Indiana University
P.S. Sundararaghavan, 1980, professor
B.Tech., University of Madras; Dipl., Calcutta School of Management; Ph.D., University of Tennessee

Mark A. Vonderembse, 1973, professor
B.S.C.E., The University of Toledo; B.A., University of Pennsylvania; Ph.D., University of Michigan

Nancy E. Waldeck, 2001, assistant professor
B.A., University of Cincinnati; M.A., University of Cincinnati; Ph.D., The Ohio State University

Donald K. Wedding, 1968, associate professor
B.Ch.E., M.E., University of Louisville; M.B.A., The University of Toledo; J.D., American University

EMERITUS AND SUPERANNUATE FACULTY

Richard T. Rudduck, Ph.D., professor emeritus
Daniel M. Seifer, Ph.D., professor emeritus
Dale B. Sullivan, D.B.A., professor emeritus; superannuate
Jack Simonetti, D.B.A., professor emeritus
Steve Spirn, Ph.D., professor emeritus