COLLEGE OF BUSINESS ADMINISTRATION

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Department of Information Operations & Technology Management
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Department of Management
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Accreditation

The University of Toledo College of Business Administration is fully accredited at the graduate and undergraduate levels by AACSB – The International Association for Management Education.

Degrees Offered

Business Majors

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
- Operations Management
- Professional Sales
- Small Business Financial Management
- Supply Chain Management

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:

1. The Lower Division — Students enter this division upon admission to the University and college. 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.

2. 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.
3. **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.

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 with honors, although no student will be awarded a level of honors above that indicated by The University of Toledo cumulative GPA. The University of Toledo requires a minimum of 30 semester hours of standard letter graded courses from UT in order to qualify for graduation with honors.

**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 a 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 Honors Program**

**College Honors**

The College 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.

**Departmental Honors**

Currently enrolled University of Toledo students and transfer students may apply during their last semester in the college’s lower division for admission to the College of Business Administration Departmental Honors Program if they have: (a) completed at least 45 semester hours of college work; and (b) earned a minimum GPA of 3.3 (4.0 scale). Students are admitted to the Departmental Honors Program on a space-available basis.

**Program Requirements**

**College of Business Administration College Honors Program**

To be eligible for the College of Business Administration 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. Complete a minimum of 37 hours of honors courses, which must include the following:

**Lower Division Courses:**

- BUAD 1000 Orientation for Business Students
- BUAD 1010 Introduction to Business
- BUAD 2040 Financial Accounting Information
- HON 1010 Readings Conference I
- HON 1020 Readings Conference II

**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 Thesis

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

3. Complete an additional 3-hour honors course in the student’s major(s).
College of Business Administration

Departmental Honors Program

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. Complete a minimum of 15 hours of honors courses that 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 Thesis
3. Complete an additional 3-hour honors course in the student’s major(s).

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 in Stranahan Hall. Appointments are encouraged. Walk-in hours are also available.

Degree audits are also available in the Student Services Center.

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 Student Services Center.

GPA Recalculation 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 Student Services Center. 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 Student Services Center for readmission.

Code of Student Academic Conduct and Student Academic Grievance Procedure

Issues related to charges of student academic misconduct or disputes as to final course grades, and the procedures for resolving such issues, will be resolved by the appropriate sections in the College of Business Administration Student Handbook, which sets forth the specific language of the Code of Student Academic Conduct and the procedures for resolution of such issues in the Student Academic Grievance Procedure.

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, or contact the Student Services Center.

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 Student Services Center. 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. Students must earn a cumulative GPA of 2.25 in the lower division. 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, students must demonstrate basic business computer proficiency by passing a proficiency test, Microsoft certification or completion of a college-level introduction to computing course.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUAD 1000</td>
<td>Orientation for Business Students</td>
<td>1</td>
</tr>
<tr>
<td>BUAD 1010</td>
<td>Introduction to Business</td>
<td>3</td>
</tr>
<tr>
<td>*BUAD 1020</td>
<td>Microcomputer Applications</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 2000</td>
<td>Career Development I</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 2040</td>
<td>Financial Accounting Information</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 2050</td>
<td>Accounting for Business Decision Making</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 2060</td>
<td>Data Analysis for Business</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 2070</td>
<td>Application of Statistics in Business</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 2080</td>
<td>Global Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 3000</td>
<td>Career Development II</td>
<td>3</td>
</tr>
<tr>
<td>ECON 1150</td>
<td>Intro to Macro Economics</td>
<td>3</td>
</tr>
<tr>
<td>ECON 1200</td>
<td>Intro to Micro Economics</td>
<td>3</td>
</tr>
</tbody>
</table>

*Required if basic business computer proficiency is not demonstrated.

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 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.

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUAD 3010</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 3020</td>
<td>Principles of Manufacturing and Service Systems</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 3030</td>
<td>Managerial and Behavioral Processes in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 3040</td>
<td>Principles of Financial Management</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 3050</td>
<td>Information Technology Management</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 4020</td>
<td>Senior Business Policy Forum</td>
<td>3</td>
</tr>
<tr>
<td>BUAD 3470</td>
<td>Legal and Ethical Environment of Business</td>
<td>3</td>
</tr>
<tr>
<td>COMM 3880</td>
<td>Professional Business Communication</td>
<td>3</td>
</tr>
</tbody>
</table>

Requirements for areas of specialization and minors are identified by functional area in the following pages. Students in the College of Business Administration wishing to pursue a second area of specialization can count up to two relevant courses (6 hours) taken in their first specialization toward a second specialization. Relevance of the courses is at the discretion of the two departments. Such a program will require taking more than the minimum of 126 hours for the B.B.A. degree.

Residence Requirement

To earn a degree from the College of Business Administration, a student must complete at least 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>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>0-29.99</td>
</tr>
<tr>
<td>Sophomore</td>
<td>30-59.99</td>
</tr>
<tr>
<td>Junior</td>
<td>60-89.99</td>
</tr>
<tr>
<td>Senior</td>
<td>90+ hours</td>
</tr>
</tbody>
</table>

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. As of 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 Code</th>
<th>Course Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 3100</td>
<td>Financial Accounting &amp; Systems</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 3110</td>
<td>External Financial Reporting I</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 3210</td>
<td>Individual Taxation</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 3310</td>
<td>Accounting Information Systems and Controls</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 4120</td>
<td>External Financial Reporting II</td>
<td>3</td>
</tr>
<tr>
<td>ACCT 4310</td>
<td>Internal Reporting</td>
<td>3</td>
</tr>
</tbody>
</table>

Electives: (Choose one of the following – 3 hours)

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCT 4130</td>
<td>External Financial Reporting III</td>
</tr>
<tr>
<td>ACCT 4410</td>
<td>Government and Not-For-Profit Accounting</td>
</tr>
<tr>
<td>ACCT 4420</td>
<td>Auditing</td>
</tr>
</tbody>
</table>

Students wishing to register in ACCT 3100 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.

Accounting students are encouraged to minor in Information Systems.
Business Analysis
Adviser: Professor Paul Kozlowski

Program Requirements
Required Courses: (12 hours)

- BANS 3060 Managerial Economics ..........................3
- BANS 3070 Business Fluctuations and Outlooks ...........3
- INF5 3250 Software Applications in Business ...............3
- OPMT 4450 Forecasting .........................................3

Electives: (Select any two from the following – 6 hours)
- EBUS 3090 FINA 4090 OPMT 4750
- FINA 3480 OPMT 3310 MKTG 3880
- FINA 3890 OPMT 3750 PLSL 3080

Electronic Commerce
Adviser: Professor Thuong Le

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

Program Requirements
Required Courses: (12 hours)

- EBUS 3090 E-Commerce and the Networked Economy 3
- EBUS 3180 Web Design for Business Communication 3
- EBUS 4040 E-Commerce Intelligence Management 3
- EBUS 4150 E-Commerce Business Models & Project Management 3

Electives – Choose one of the following career tracks:

Information Technology for Electronic Commerce (6 hours)

- INF5 3150 Principles of Structured Computer Programming & Problem Solving 3
- INF5 4370 Application Development Using Database Management Systems 3

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

- FINA 4090 Financial Markets and Institutions 3
- MKTG 3260 Global Framework for Ecommerce 3
- MKTG 3280 Internet Marketing 3

Entrepreneurship, Family & Small Business
Adviser: Professor Sonny Ariss

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

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 Dale 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 3320 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 T.S. Ragu-Nathan

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

Advisers: Professors Don Beeman and Anthony Koh

The International Business Program plays a key role in preparing future business managers for today's dynamic global marketplace. The program provides training for careers in small, mid-sized and large companies and government and international agencies with a global orientation, particularly multinational corporations, export-import firms, banks, transportation and logistics firms, and government and international agencies involved in international trade, finance and economic development.

Program Requirements

Required Courses: (12 hours)

FINA 3500 International Finance ................................................................. 3
IBUS 3600 International Management ....................................................... 3
IBUS 4360 Global Business Strategies ....................................................... 3
MKTG 3140 International Marketing .......................................................... 3

Electives: (Select any two – 6 hours)

BLAW 3670 International Business Law ..................................................... 3
IBUS 4490 Global Management Systems ................................................. 3
IBUS 3150 Understanding Cultural Differences for Business .................. 3
IBUS 4180 North American Business Practices ....................................... 3
MKTG 3260 Global Framework for E-Commerce ..................................... 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 Ronald Zullocco

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 3850 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
MKTG 3260 Global Framework for E-Commerce ..................................... 3
MKTG 3870 Advertising Strategy ............................................................... 3
MKTG 3910 Direct Marketing ................................................................. 3
MKTG 4120 Marketing Channels Management ......................................... 3
MKTG 4220 International Sourcing, Logistics & Transportation ................ 3

Module II:

MKTG 3130 Supply Chain Management ................................................... 3
MKTG 3260 Global Framework for E-Commerce ..................................... 3
MKTG 4570 Product & Pricing Management ............................................ 3
MKTG 4980 Special Topics ........................................................................ 3
MKTG 4990 Independent Study ................................................................ 3
PSLS 3080 Purchasing & Business Relationship Mgmt ............................ 3
PSLS 4710 Sales Force Leadership ............................................................ 3
Operations Management
Adviser: Professor Arthur Smith

Operations management (OPMT) is designed for students who are interested in the revitalization of America’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 3660 OPMT 4420 OPMT 4980

Organizational Development and Management
Adviser: Professor Dale 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)
- HURM 3220 Human Resource Management...............................3
- HURM 3630 Conflict Resolution & Negotiation Skills..................3
- ORGD 4210 Organizational Development & Change....................3
- ORGD 4240 Communication Strategies for Leading Change ..........3
- ORGD 4330 Organizational Diagnosis & Intervention..................3
- ORGD 4780 Leadership & Managerial Competencies..................3

Professional Sales
Adviser: Professor Richard Buehrer

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)
- MKTG 4540 Business Marketing...............................................3
- 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 4940 Sales Internship..................................................3

Required Arts and Sciences courses, including required University Core courses:
- 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
- PHIL 1010 Introduction to Logic.............................................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 3880 Professional Business Communication..................3
- Two Communication courses from the following:
  - COMM 1010 Communication Principles and Practices................3
  - COMM 2600 Public Presentations........................................3
  - COMM 3810 Group Communications...................................3
  - COMM 3820 Persuasion Theory..........................................3
  - COMM 4810 Nonverbal Communication...............................3
- Nonbusiness elective: (1 hour)
  - Nonbusiness elective......................................................1

Supply Chain Management
Adviser: Professor Ram Rachamadugu

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
- OPMT 3660 Materials Management and Purchasing....................3
- PSLS 3080 Purchasing and Relationship Management..................3

Module II:
- OPMT 3690 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 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, entrepreneurship, family and small business, 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
- 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)**
- EBUS 4040 E-Commerce Intelligence Management ....................... 3
- INF 3150 Principles of Structural Computer Programming & Problem Solving ................................................. 3
- MKTG 3260 Internet Marketing ......................................................... 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 PLS 3440*
- FINA 3660 FINA 3670 FINA 4870 FINA 3610
- FINA 4100 FINA 4890

*With permission from chair of the department of finance.

**Information Systems**
- INF 3250 Software Applications in Business or
- INF 3770 Database Management Systems ..................................... 3

Two additional INF 3250 electives ..................................................... 6

**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
or
MKTG 3880 Marketing Research and Data-Based Management

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

Electives: (Select two from the following)

PSLS 3080 Purchasing and Business Relationship Management
PSLS 3450 Account and Territory Management
PSLS 4710 Sales Force Leadership
PSLS 4740 Advanced Sales
MKTG 4540 Business Marketing

Small Business Financial Management

Required Courses:

FINA 4080 Intermediate Corporate Finance
FINA 4840 Small Business Financial Policies and Practices

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

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. Students can take two minors and may take no more than one course that fulfills the requirements of both minors. Students should contact advisers in their 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

1. 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 assistant dean 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

2. Eighteen hours are required beyond the prerequisite courses above. A grade of C (2.0) or better is required in each of the following courses, at least one of which must be at the 3000 level:

Required Foundation Course
BUAD 2040 Financial Accounting Information

Additional Requirements

A. Select three courses from the following:

BUAD 1010 Introduction to Business
BUAD 2050 Accounting for Business
BUAD 2070 Application of Statistics in Business
BUAD 2080 Global Environment of Business
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 3050 Information Technology Management
BUAD 3470 Legal & Ethical Environment of Business

B. Select two additional courses from the eight listed above or select two courses at the 3000- or 4000-level from ACCT, FINA, INF9, MGMT, EFSB, IBUS, EBUS, OPMT, ORGD HURM, PSLS, BANS, BLAW, or MKTG to complete the additional requirements. (Prerequisites for selected courses must be fulfilled.)

C. At least three of the five courses selected to fulfill the additional minor in business requirements must be at the 3000 or 4000 level.
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)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BANS 3060</td>
<td>Managerial Economics</td>
<td>3</td>
</tr>
<tr>
<td>BANS 3070</td>
<td>Business Fluctuations and Economic Outlooks</td>
<td>3</td>
</tr>
<tr>
<td>OPMT 4450</td>
<td>Forecasting</td>
<td>3</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>EBUS 3090</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>FINA 3480</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>FINA 3890</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>FINA 4090</td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>INFS 3250</td>
<td></td>
<td>3</td>
</tr>
</tbody>
</table>

Professional Sales Minor for Nonbusiness Students

Required Courses:

Economics: (3-6 hours)

Select from ECON 1150 and ECON 1200 or MIME 2600  3-6

Required Business Courses: (12 hours)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUAD 3010</td>
<td>Principles of Marketing</td>
<td>3</td>
</tr>
<tr>
<td>PSLS 3340</td>
<td>Sales</td>
<td>3</td>
</tr>
<tr>
<td>PSLS 3450</td>
<td>Account and Territory Management</td>
<td>3</td>
</tr>
<tr>
<td>PSLS 4740</td>
<td>Advanced Sales</td>
<td>3</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSLS 3080</td>
<td>Purchasing and Business Relationship Management</td>
<td>3</td>
</tr>
<tr>
<td>PSLS 3710</td>
<td>Sales Force Leadership</td>
<td>3</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKTG 3130</td>
<td>Introduction to Supply Chain Management</td>
<td>3</td>
</tr>
</tbody>
</table>

Module Selection: (6 hours)

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

Module I:

<table>
<thead>
<tr>
<th>Course</th>
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<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>EBUS 3090</td>
<td>E-Commerce and the Network Economy</td>
<td>3</td>
</tr>
<tr>
<td>OPMT 3660</td>
<td>Materials Management and Purchasing</td>
<td>3</td>
</tr>
<tr>
<td>PSLS 3080</td>
<td>Purchasing and Business Relationship Management</td>
<td>3</td>
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Module II:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>OPMT 3340</td>
<td>Quality Management</td>
<td>3</td>
</tr>
<tr>
<td>OPMT 3600</td>
<td>Facility Planning</td>
<td>3</td>
</tr>
<tr>
<td>OPMT 3610</td>
<td>Production Planning and Control</td>
<td>3</td>
</tr>
</tbody>
</table>

Module III:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>MKTG 3260</td>
<td>Global Framework for E-Commerce</td>
<td>3</td>
</tr>
</tbody>
</table>

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

<table>
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<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
</tr>
</thead>
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<tr>
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<td>E-Commerce and the Networked Economy</td>
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<td>Purchasing and Business Relationship Management</td>
<td>3</td>
</tr>
</tbody>
</table>
College of Business Administration Faculty

Department of Accounting

Philip R. Fink, 1975, professor
B.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)

Hassan Hasab Elnaby, 2003, assistant professor
B. Comm., M.A., Ph.D., Cairo University

Brian L. 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; CPA (India)

Amel Said, 2003, assistant professor
B. Comm., M.A., Cairo University; M.S., Old Dominion University; Ph.D., Virginia Commonwealth University

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

Nicholas W. Schroeder, 1985, professor
B.S.B.A., M.Acct., Bowling Green State University; D.B.A., University of Colorado; CPA (Ohio)

Nancy L. Snow, 1998, lecturer
B.B.A., M.S.A., The University of Toledo; CPA (Ohio)

EMERITUS AND SUPERANNUATE FACULTY

Richard F. Bernstein, M.B.A., professor emeritus, superannuate
Charles H. Gibson, D.B.A., professor emeritus
Robert E. Hansen, D.B.A., professor emeritus
Robert Irish, Ph.D., professor emeritus
Larry Konrath, Ph.D., professor emeritus
Howard L. Ness, J.D., M.B.A., professor emeritus
Glenda E. Ried, M.B.A., CPA, professor emerita

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
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Paul J. Kozlowski, 1979, professor
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Bruce R. Kuhlman, 1988, associate professor
B.S.B.A, M.B.A., Ph.D., University of Florida

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

Ozcan Sezer, 2002, assistant professor
B.A., Ankara University; M.A., Boston College; Ph.D., University of Connecticut

Andrew Solocha, 1989, associate professor and chair
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Herbert J. Weinraub, 1970, professor
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EMERITUS AND SUPERANNUATE FACULTY

Michael J. Ahern, Ed.D., professor emeritus
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Lawrence V. Conway, Ph.D., professor emeritus
David A. Lindsley, Ph.D., professor emeritus

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Mesbah U. Ahmed, 1980, professor
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Basam Hasan, 2001, assistant professor
B.S., Yarmouk University; M.B.A., Southwest Missouri State University; Ph.D., University of Mississippi

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

Pawel Kalczyński, 2002, assistant professor
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Jerzy Kamburowski, 1989, professor
M.S., Ph.D., Technical University of Wroclaw, Poland

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

Kee Lim, 2002, lecturer
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B.Tech., Indian Institute of Technology; M.B.M., Asian Institute of Management; Ph.D., The Pennsylvania State University

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T.S. Ragu-Nathan, 1985, professor and chair
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S. Subba Rao, 1986, professor
B.S., M.S., Mysore University; Ph.D., Delhi University, India

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

P.S. Sundararaghavan, 1980, professor
B.Tech., University of Madras; Dipl., Calcutta School of Management; Ph.D., University of Tennessee

Monideepa Tarafdar, 2003, assistant professor
B.Sc., B. Tech., University of Calcutta; Ph.D., Indian Institute of Management, Calcutta, India

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

Jennifer Zhang, 2003, assistant professor
B.E., B.A., Tianjin University; M.S., Ph.D., University of Rochester

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

Richard E. Bucher, 1984, professor
A.B., A.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

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

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

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

Jeen S. Lim, 1983, professor
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Sam C. Okoroafo, 1986, professor
B.S., University of Nigeria; M.B.A., Ph.D., Michigan State University

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

David A. Reid, 1988, professor
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Thomas W. Sharkey, 1984, associate professor
B.A., M.B.A., The University of Akron; M.S., Florida State University; Ph.D., Indiana University

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B.A.A., M.B.A., University of Washington; D.B.A., Kent State University

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Edward Bardi, Ph.D., professor emeritus

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James A. Brunner, Ph.D., professor emeritus

J. Marc DeKorte, Ph.D., professor emeritus

Sakari T. Jutila, Ph.D., professor emeritus

Thomas A. Klein, Ph.D., professor emeritus

Harvey A. Maertin, Ph.D., professor emeritus

Winston E. McHenry, M.B.A., professor emeritus

George M. Taoka, Ph.D., professor emeritus

James K. Weekly, D.B.A., professor emeritus

EMERITUS AND SUPERANNUATE FACULTY

William Clegg, Ed.D., associate professor

Douglas Lind, Ph.D., professor emeritus

C. Joseph Sass, M.B.A., professor emeritus

Department of Marketing

Ainsworth A. Bailey, 2002, assistant professor
B.S., University of the West Indies; M.B.A., City University of New York; Ph.D., University of Iowa
Department of Management

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

William J. Doll, 1980, professor

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

Dale Eesley, 2002, assistant professor
B.A., Gordon College, M.A.R., Westminster Theological Seminary,
Ph.D. (expected 2004), University of Wisconsin - Madison

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