ACCOUNTING (BS) AND MBA IN ACCOUNTING (MBAA)

Candidates must be pursing a Canisius BS in Accounting to be eligible for this program.

The Master Business Administration in Accounting (150 hour program) meets the NYS educational requirement for 150 hours for certification as a NYS CPA. Under present education requirements of the State of New York, students are eligible to sit for the NYS CPA examination upon completion of the 120 hour program (BS in Accounting) with an Auditing course. Students must have 150 hours to secure the educational requirements for NYS CPA Licensure.

Students will apply for the MBA 150 hour program in the fall semester of their junior year. In their senior year, students will start taking classes at the MBA level. After graduating with a BS in Accounting, with a minimum QPA of 2.0 in all courses and the required 2.0 in accounting/business law courses, students will start the graduate portion of their program (MBAA). Students will be graduate students and pay student graduate tuition rates. Graduate tuition is charged per credit hour.

Admission Requirements

Students are admitted into the BS/MBAA program as Freshman. In their junior year, students who maintain a 2.5 GPA overall for all Accounting Courses and a 2.8 Overall GPA can AUTOMATICALLY continue in the BS/MBAA. Students who do not meet that criteria will be evaluated on a case by case basis and may have additional requirements, including the GMAT. Student continuing in the BS/MBAA will start taking graduate classes in their senior year. Students not wishing to pursue the BS/MBAA should have a conversation with an advisor on their options.

Registration for Courses in the MBAA

Students continuing in the BS/MBAA will be contacted by the Graduate Business Office in the spring semester of their junior year to register as seniors in graduate courses. Students will still secure advising for the courses to complete in fall of their senior year.

Students must take the following courses in their senior year:

Accounting requirements:

- ACC 715 for ACC 415 (fall only)
- ACC 716 for ACC 416 (spring only)
- ACC 725 for ACC 425 (fall only)
- ACC 427 for ACC 427 (spring only)

Students with advanced standing may be able to add the following course to their senior year:

- ACC 721 (fall only)

Business requirements:

- MGT 607 for MGT 325 (fall or spring)
- MGT 690 for MGT 446 (fall or spring)

Please note, D grades are not awarded at the graduate level.

Academic Standing

For the undergraduate portion of the MBA 150 hour program students should review the probationary and dismissal policies in the undergraduate catalog for BS/BA candidates.

For the graduation portion of the program students must have CGPA of 2.8 to graduate.

A student is placed on academic probation if:

1. After completion of six hours of course work, the student’s cumulative grade point average is 2.0 or lower,
2. Any time after completion of nine or more hours of course work, the cumulative grade point average is below a 2.8 or lower.

A student may be dismissed from the program if:

1. After completion of six hours of course work, subsequent to being placed on academic probation, the cumulative grade point average is less than 2.0,
2. After completion of at least 18 hours of course work, the cumulative grade point average is less than 2.8. A student may be dismissed without having been placed on probation first.

Curriculum

An Ignatian Foundation

All undergraduate students must complete either the Canisius Core Curriculum (http://catalog.canisius.edu/undergraduate/academics/curricular-information/core-curriculum/) or the All-College Honors Curriculum (http://catalog.canisius.edu/undergraduate/academics/curricular-information/all-college-honors-program/). Many schools refer to their college-wide undergraduate requirements as “general education” requirements. We believe that the core curriculum and the honors curriculum are more than a series of required classes; they provide the basis for a Jesuit education both with content and with required knowledge and skills attributes that are central to our mission.

Free Electives

Students may graduate with a bachelor’s degree with more but not less than 120 credit hours. Free electives are courses in addition to the Canisius Core Curriculum or All-College Honors Curriculum and major requirements sufficient to reach the minimum number of credits required for graduation. The number of credits required to complete a bachelor’s degree may vary depending on the student’s major(s) and minor(s).

Major Requirements

Please note, D grades are not awarded at the graduate level.

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 301</td>
<td>Intermediate Accounting I</td>
<td>3</td>
</tr>
<tr>
<td>ACC 302</td>
<td>Intermediate Accounting II</td>
<td>3</td>
</tr>
<tr>
<td>ACC 303</td>
<td>Cost Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACC 307</td>
<td>Accounting Systems and Analytics</td>
<td>3</td>
</tr>
<tr>
<td>LAW 371</td>
<td>Business and Commercial Law</td>
<td>3</td>
</tr>
<tr>
<td>LAW 372</td>
<td>Business Organizations and Commercial Paper</td>
<td>3</td>
</tr>
<tr>
<td>ENG 389</td>
<td>Business Communication</td>
<td>3</td>
</tr>
</tbody>
</table>
Courses taken in senior year at the graduate level. All courses except ACC 716 will be applied to undergraduate requirements. ACC 716 will be applied toward graduate requirements.

<table>
<thead>
<tr>
<th>Code</th>
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</tr>
</thead>
<tbody>
<tr>
<td>MGT 690</td>
<td>Strategic Management and Leadership</td>
<td>3</td>
</tr>
<tr>
<td>MGT 607</td>
<td>Operations Management &amp; Sustainability</td>
<td>3</td>
</tr>
<tr>
<td>ACC 715</td>
<td>Basic Taxation</td>
<td>3</td>
</tr>
<tr>
<td>ACC 716</td>
<td>Advanced Taxation</td>
<td>3</td>
</tr>
<tr>
<td>ACC 725</td>
<td>Auditing Theory and Practice</td>
<td>3</td>
</tr>
<tr>
<td>ACC 727</td>
<td>Advanced Audit</td>
<td>3</td>
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</tbody>
</table>

Graduate Year- courses taken in 5th year and applied toward graduate requirements. Students with availability at the undergraduate level can move 5th year graduate courses to senior year.

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<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>ACC 721</td>
<td>Advanced Financial Reporting</td>
<td>3</td>
</tr>
<tr>
<td>ACC 726</td>
<td>Information Systems Auditing</td>
<td>3</td>
</tr>
<tr>
<td>ACC 751</td>
<td>Seminar in Accounting Theory</td>
<td>3</td>
</tr>
<tr>
<td>ECO 609</td>
<td>Business Analytics</td>
<td>3</td>
</tr>
<tr>
<td>MKT 604</td>
<td>Marketing Management</td>
<td>3</td>
</tr>
<tr>
<td>MGT 605</td>
<td>Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>FIN 608</td>
<td>Corporate Finance</td>
<td>3</td>
</tr>
</tbody>
</table>

Three MBA Electives 3

1. Must satisfy liberal arts requirements (http://catalog.canisius.edu/undergraduate/curricular-information/liberal-arts-sciences/).


3. MBA electives can be used to take courses to fulfill one of the tracks listed below.

Please note that this curriculum fulfills the 120 credits required for a BS degree and 33 graduate credits required for the MBAA, meeting the requirement for 150+ hours for the educational requirements for NYS CPA Certification.

### Accounting Information Systems Track

<table>
<thead>
<tr>
<th>Code</th>
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</tr>
</thead>
<tbody>
<tr>
<td>ACC 726</td>
<td>Information Systems Auditing</td>
<td>3</td>
</tr>
<tr>
<td>ISB 610</td>
<td>Database Management Systems</td>
<td>3</td>
</tr>
<tr>
<td>ACC 752</td>
<td>Enterprise Systems</td>
<td>3</td>
</tr>
<tr>
<td>ACC 731</td>
<td>Data Analytics in Accounting</td>
<td>3</td>
</tr>
</tbody>
</table>

### Finance

<table>
<thead>
<tr>
<th>Code</th>
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</tr>
</thead>
<tbody>
<tr>
<td>FIN 608</td>
<td>Corporate Finance</td>
<td>3</td>
</tr>
<tr>
<td>FIN 620</td>
<td>Investment Management</td>
<td>3</td>
</tr>
<tr>
<td>FIN 617</td>
<td>Portfolio Analysis</td>
<td>3</td>
</tr>
<tr>
<td>or FIN 622</td>
<td>Financial Institutions and Markets</td>
<td>3</td>
</tr>
</tbody>
</table>

### Typical Schedule

150-Hours Program, BS in Business Administration (Major: Accounting)/MBA in Accounting (MBAA)

### Learning Goals & Objectives

#### Learning Goal 1

Students will apply current principles of accounting to the measurement and reporting of accounting information. Students will:

Objective A: Construct the financial statements in accordance with generally accepted accounting principles and analyze the strengths and weaknesses of each statement;

Objective B: Evaluate the reporting and valuation of assets and liabilities in accordance with generally accepted accounting principles;
Objective C: Evaluate the various alternatives to the measurement of income and the determination of financial position;
Objective D: Apply aspects of FASB’s conceptual framework to transactions and compare/contrast the reporting impact of the concepts applied.

Learning Goal 2
Graduates will know how to compare/contrast alternative business decisions, and evaluate the potential impact of these decisions on future financial performance.
Students will:
Objective A: Demonstrate a sound understanding of cost behavior and analyze the differences resulting from fixed and variable costs in financial performance;
Objective B: Analyze the differences that result in financial reporting from the company’s choice of inventory costing techniques;
Objective C: Apply budgeting techniques in the preparation of static and flexible budgets;
Objective D: Evaluate effectiveness of controls and the methods used to test controls.

Learning Goal 3
Graduates will know the characteristics of internal control procedures needed in the aggregation of accounting information.
Students will:
Objective A: Demonstrate understanding of the purpose of internal controls;
Objective B: Demonstrate understanding of principles of controls;
Objective C: Analyze the relationship of technology and controls;

Learning Goal 4
Graduates will know how the external regulatory, legal, and ethical environments impact business decisions and financial reporting requirements.
Students will:
Objective A: Apply different ethical frameworks in making business decisions;
Objective B: Apply both societal and governmental laws/regulations in making business decisions;
Objective C: Apply Federal Tax Law and regulation in the determination of taxable liability.

ACC 201 Financial Accounting 3 Credits
Introduction to accounting concepts for external financial reporting. Accounting theories and principles relative to asset and liability valuations, and income determination. Offered: fall & spring.

ACC 202 Managerial Accounting 3 Credits
For Non-Accounting Majors. Introduction to accounting concepts for internal reporting and control. Cash budgeting, decision making, breakeven analysis, and performance evaluation. Prerequisite: ACC 201. Offered: fall & spring.

ACC 211 Principles of Accounting I 3 Credits
For Accounting Majors. Fundamental concepts and procedures of financial accounting with emphasis on asset and liability valuations and income determination. Offered: fall & spring.

ACC 212 Principles of Accounting II 3 Credits
For Accounting Majors. Fundamental concepts and procedures of financial and managerial accounting with emphasis on asset funding, including debt and equity and cash flows. Accounting applications of present value concepts, introduction to budgeting and product costing. During the Spring semester the course has a mandatory 1 hour non-credit recitation section for preparation for the intermediate accounting series. Prerequisite: minimum grade of C- in ACC 201. Offered: spring & summer.

ACC 301 Intermediate Accounting I 3 Credits
First of a two-course sequence. In-depth accounting concepts and theories pertaining to external financial reporting. Emphasis on theories surrounding asset valuations, liability and equity measurements, income determination and cash flows. Prerequisite: minimum grade of C- in both ACC 201 & ACC 212, junior standing, & overall GPA of 2.0. Offered: fall & spring.

ACC 302 Intermediate Accounting II 3 Credits
Second of a two-course sequence. In-depth accounting concepts and theories pertaining to external financial reporting. Emphasis on theories surrounding asset valuations, liability and equity measurements, income determination and cash flows. Prerequisite: minimum grade of C- in ACC 301, junior standing, an overall GPA of 2.0. Offered: spring & summer.

ACC 303 Cost Accounting 3 Credits
Preparation and analysis of data utilized by management in planning and control decisions. Inventory valuation and reporting methods. Establishment and use of standards and budgets. The department offers ACC 303PD sections. These sections have a mandatory professional development lab attached to them. Their objective is to guide students as they develop the communication and leadership skills valued by the accounting profession. The course has a mandatory 3 hour non-credit recitation section. Prerequisite: ACC 212, junior standing, & an overall GPA of 2.0. Offered: fall & spring.

ACC 307 Accounting Systems and Analytics 3 Credits
Development, organization, and implementation of accounting and management information systems. Emphasis on data analytics, enterprise risk management... Prerequisite: ACC 201 & ISB 101. Offered: every spring.

ACC 331 Data Analytics in Accounting 3 Credits
Data analytics theories and concepts applied to accounting settings. Emphasis on business intelligence, data analytics models, data visualization, data storytelling, and descriptive, predictive, and prescriptive analytics. Students apply data analytic concepts through data storytelling and the use of analytics software. Prerequisite: ACC 307 (may register concurrently). Offered: every spring.

ACC 415 Basic Taxation 3 Credits
Provisions of Internal revenue Code relating to the determination of income, exclusions, deductions and credits. Emphasis is on the individual and sole proprietors. The course includes learning basic tax research and communication skills. Prerequisite: minimum grade of C- in both ACC 201 & ACC 212. Offered: fall.
### ACC 416 Advanced Taxation  
3 Credits  
Internal Revenue Code provisions relating to taxation of corporations, shareholders; partnerships, partners, estates, trusts and multistate taxation.  
**Prerequisite:** minimum grade of C- in ACC 415.  
**Offered:** spring.

### ACC 421 Advanced Accounting Problems  
3 Credits  
Accounting for corporate mergers and acquisitions, state and local government, non-profit institutions and foreign exchange transactions.  
**Prerequisite:** minimum grade of C- in ACC 302.  
**Offered:** fall.

### ACC 425 Auditing Theory and Practice  
3 Credits  
Generally accepted auditing standards and practice relevant to verification of historical financial statements; responsibilities and ethics pertinent to the public accounting profession; internal control evaluation; applying auditing programs; development of working paper documentation; the application of statistical sampling to gather audit evidence; the determination of the appropriate audit report for a given audit situation.  
**Prerequisite:** minimum grade of C- in ACC 302.  
**Offered:** every fall.

### ACC 426 Information Systems Auditing  
3 Credits  
Information system control design and auditing in the internet, electronic and paperless environment; management of security technology; operating and application system processing controls; prevention of unauthorized activity.  
**Prerequisite:** minimum grade of C- in each of ACC 307 & one of the following: ACC 331, ACC 452, or ACC 425.  
**Offered:** fall.

### ACC 427 Advanced Auditing  
3 Credits  
This course embeds the advanced study of auditing in an experiential professional context through case analysis, simulations, and professional standards. Emphasis is placed on the development of competencies such as critical thinking, professional judgment, professional skepticism, oral and written communication, ethical reasoning, and leadership and team building. Broad exposure to the professional accounting/auditing literature assists students in reflecting on course technical content.  
**Prerequisite:** ACC 425.  
**Offered:** every spring.

### ACC 429 Governmental and Not for Profit Accounting  
3 Credits  
Accounting and reporting issues that apply to governmental units, hospitals, schools, religious institutions and other non-profit organizations; budgetary procedures including appropriations and encumbrances.  
**Prerequisites:** ACC 302  
**Offered:** spring.

### ACC 451 Accounting Theory and Research  
3 Credits  
Standard setting procedures at the U.S. and international levels, accounting concepts and principles, contemporary accounting issues, concepts of income determination, database/library research to support or oppose accounting positions.  
**Prerequisite:** minimum grade of C- in ACC 302.  
**Offered:** fall.

### ACC 452 Strategic Performance in Analytics  
3 Credits  
Evaluating enterprise information, enterprise resource planning (ERP) system design and functionality, data integrity, use of financial and non-financial information for organizational decision-making, business process improvement and risk management.  
**Prerequisite:** minimum grade of C- in ACC 307.  
**Offered:** spring.

### ACC 496 Internship  
1-3 Credits  
Internships require an application and approval by the associate dean.  
**Prerequisite:** student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.  
**Offered:** every spring.

### ACC 505 Financial Accounting  
3 Credits  
Reporting the financial results of operations and financial position to investors, creditors, and managers; examination of problems that arise in the preparation, analysis and use of accounting data, with emphasis on the use of financial reports.  
**Offered:** every fall & spring.

### ACC 610 Managerial Accounting  
3 Credits  
Preparation and analysis of data used by management in planning, budgeting, decision making, product costing, inventory valuation and performance evaluation.  
**Prerequisite:** MBA 505 or ACC 505.  
**Offered:** Fall & summer.

### ACC 701 OR ACC 707 Accounting Systems and Analytics  
3 Credits  
Development, organization, and implementation of manual and electronic accounting information systems. Emphasis on flow charts and analysis, modification, and improvement of existing systems.  
**Prerequisite:** ACC 505.  
**Offered:** every fall & spring.

### ACC 711 Intermediate Financial Reporting I  
3 Credits  
First of a two-course sequence. In-depth accounting concepts and theories pertaining to external financial reporting. Emphasis on theories surrounding asset valuations, liability and equity measurements, income determination and cash flows. Prerequisite: MBA 701  
**Prerequisite:** ACC 701 OR MBA 701.  
**Offered:** every fall & spring.

### ACC 712 Intermediate Financial Reporting II  
3 Credits  
Second of a two-course sequence. In-depth accounting concepts and theories pertaining to external financial reporting. Emphasis on theories surrounding asset valuations, liability and equity measurements, income determination and cash flows.  
**Prerequisite:** MBA 711 OR ACC 711 grade of C-.  
**Offered:** every fall & spring.

### ACC 715 Basic Taxation  
3 Credits  
Provisions of Internal revenue Code relating to the determination of income, exclusions, deductions and credits. Emphasis is on the individual and sole proprietors. The course includes learning basic tax research and communication skills.  
**Prerequisite:** MBA 701 OR ACC 701.  
**Offered:** every fall.

### ACC 716 Advanced Taxation  
3 Credits  
Internal Revenue Code provisions relating to taxation of corporations, shareholders; partnerships, partners, estates, trusts and multistate taxation.  
**Prerequisite:** MBA 715 OR ACC 715.  
**Offered:** every spring.
<table>
<thead>
<tr>
<th>Course Title</th>
<th>Credits</th>
<th>Description</th>
<th>Prerequisite</th>
<th>Offered</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACC 721 Advanced Financial Reporting</td>
<td>3</td>
<td>Accounting for corporate mergers and acquisitions, state and local government, non-profit institutions and foreign exchange transactions. Prerequisite: MBA 712 OR ACC 712.</td>
<td></td>
<td>every fall</td>
</tr>
<tr>
<td>ACC 725 Auditing Theory and Practice</td>
<td>3</td>
<td>Generally accepted auditing standards and practice relevant to verification of historical financial statements; responsibilities and ethics pertinent to the public accounting profession; internal control evaluation; applying auditing programs; development of working paper documentation; the application of statistical sampling to gather audit evidence; the determination of the appropriate audit report for a given audit situation. Prerequisite: MBA 712 OR ACC 712.</td>
<td>MBA 707 OR ACC 712.</td>
<td>every fall</td>
</tr>
<tr>
<td>ACC 726 Information Systems Auditing</td>
<td>3</td>
<td>Information system control design and auditing in the internet, electronic and paperless environment; management of security technology; operating and application system processing controls; prevention of unauthorized activity. Prerequisite: C- or better in MBA 725 OR ACC 725.</td>
<td>MBA 725 OR ACC 725.</td>
<td>every fall</td>
</tr>
<tr>
<td>ACC 727 Advanced Audit</td>
<td>3</td>
<td>This course embeds the advanced study of auditing in an experiential professional context through case analysis, simulations, and professional standards. Emphasis is placed on the development of competencies such as critical thinking, professional judgment, professional skepticism, oral and written communication, ethical reasoning, and leadership and team building. Broad exposure to the professional accounting/auditing literature assists students in reflecting on course technical content. Prerequisite: MBA 725 OR ACC 725.</td>
<td>MBA 725 OR ACC 725.</td>
<td>every fall</td>
</tr>
<tr>
<td>ACC 731 Data Analytics in Accounting</td>
<td>3</td>
<td>Data analytics theories and concepts applied to accounting settings. Emphasis on business intelligence, data analytics models, data visualization, data storytelling, and descriptive, predictive, and prescriptive analytics. Students apply data analytic concepts through data storytelling and the use of analytics software. Prerequisite: MBA 712 OR ACC 711.</td>
<td>MBA 712 OR ACC 711.</td>
<td>every fall &amp; spring.</td>
</tr>
<tr>
<td>ACC 752 Enterprise Systems</td>
<td>3</td>
<td>Evaluating enterprise information, enterprise resource planning (ERP) system design and functionality, data integrity, use of financial and non-financial information for organizational decision-making, business process improvement and risk management. Prerequisite: MBA 707</td>
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<tr>
<td>ACC 726 Information Systems Auditing</td>
<td>3</td>
<td>Information system control design and auditing in the internet, electronic and paperless environment; management of security technology; operating and application system processing controls; prevention of unauthorized activity. Prerequisite: C- or better in MBA 725 OR ACC 725.</td>
<td>MBA 707 OR ACC 712.</td>
<td>every fall</td>
</tr>
<tr>
<td>ACC 751 Seminar in Accounting Theory</td>
<td>3</td>
<td>Standard setting procedures at the U.S. and international levels, accounting concepts and principles, contemporary accounting issues, concepts of income determination, database/library research to support or oppose accounting positions. Prerequisite: MBA 712 OR ACC 711.</td>
<td>MBA 712 OR ACC 711.</td>
<td>every fall</td>
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<td>ACC 751 Seminar in Accounting Theory</td>
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<td>Standard setting procedures at the U.S. and international levels, accounting concepts and principles, contemporary accounting issues, concepts of income determination, database/library research to support or oppose accounting positions. Prerequisite: MBA 712 OR ACC 711.</td>
<td>MBA 712 OR ACC 711.</td>
<td>every fall</td>
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<tr>
<td>ECO 503 Statistics for Managers with Excel</td>
<td>3</td>
<td>This course covers statistical concepts and techniques emphasizing problem solving and interpretation: descriptive statistics, probability distributions, estimation, hypothesis testing, contingency tables, analysis of variance and simple regression analysis. Prerequisite: MBA 707 OR ACC 712.</td>
<td>MBA 707 OR ACC 712.</td>
<td>every fall</td>
</tr>
<tr>
<td>MGT 690 Strategic Management and Leadership</td>
<td>3</td>
<td>Strategic Management can be characterized as a set of managerial decisions and actions that determines the long run performance of a corporation. It includes environmental scanning (external and internal to the corporation), strategy formulation, strategy implementation and evaluation and control. Using cases drawn from actual business situations, the course develops skills in (1) diagnosing the overall condition of a company or organization, with emphasis on its financial situation; (2) perceiving and analyzing evolving environmental trends, seeking new opportunities for the organization and new threats against it; (3) understanding those specific company skills that give it advantages over the competition and weaknesses that hinder its competitive position; (4) identifying and evaluating the strategic alternatives that are feasible for a given situation; (5) matching skills with opportunities, and relating them to one or more strategic alternatives in determining strategy and setting objectives; and (6) developing detailed policies and plans, and implementing them. The study of strategic management, therefore, emphasizes the monitoring and evaluating the external opportunities and threats in light of a corporation's strengths and weaknesses. Prerequisite: MBA 504, MBA 506, MBA 507, MBA 508, OR ECO 504, MKT 506, MGT 507, FIN 508.</td>
<td>MBA 504, MBA 506, MBA 507, MBA 508, OR ECO 504, MKT 506, MGT 507, FIN 508.</td>
<td>every fall, spring, &amp; summer.</td>
</tr>
<tr>
<td>ACC 715 Basic Taxation</td>
<td>3</td>
<td>Provisions of Internal Revenue Code relating to the determination of income, exclusions, deductions and credits. Emphasis is on the individual and sole proprietors. The course includes learning basic tax research and communication skills. Prerequisite: MBA 701 OR ACC 701.</td>
<td>MBA 701 OR ACC 701.</td>
<td>every fall</td>
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<tr>
<td>ACC 716 Advanced Taxation</td>
<td>3</td>
<td>Internal Revenue Code provisions relating to taxation of corporations, shareholders; partnerships, partners, estates, trusts and multistate taxation. Prerequisite: MBA 715 OR ACC 715.</td>
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<td>every spring.</td>
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<td>ACC 721 Advanced Financial Reporting</td>
<td>3</td>
<td>Accounting for corporate mergers and acquisitions, state and local government, non-profit institutions and foreign exchange transactions. Prerequisite: MBA 712 OR ACC 712.</td>
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</tbody>
</table>
MBA Courses Taken in 5th Year

**MGT 641 Human Resource Management**  3 Credits

This course examines the critical functions and roles of human resource management (HRM) in complex organizations. Topics include the legal implications of HRM, job analysis and design, HR planning, recruitment and selection, training and development, performance management, compensation and benefits, and employee and labor relations. Most significantly, the course looks at managing people and the employment relationship from a strategic perspective.

**Prerequisite:** MBA 502 or MGT 502.

**Offered:** every fall & spring.

**ACC 727 Advanced Audit**  3 Credits

This course embeds the advanced study of auditing in an experiential professional context through case analysis, simulations, and professional standards. Emphasis is placed on the development of competencies such as critical thinking, professional judgment, professional skepticism, oral and written communication, ethical reasoning, and leadership and team building. Broad exposure to the professional accounting/auditing literature assists students in reflecting on course technical content.

**Prerequisite:** MBA 725 OR ACC 725.

**Offered:** every spring.

*Students are required to complete one MBA Finance Elective and two MBA electives. MBA electives should be 600 level courses for a list of MBA elective available course descriptions please visit courses page in the MBA program.