ACCOUNTING (BS) AND MBA IN ACCOUNTING (MBAA)

Candidates must be pursuing 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 completing their 120 hour program (BS in Accounting) with the completion of Auditing. Students must have 150 hours to secure the educational requirements for NYS CPA Licensure with the completion of Auditing.

Students will apply for the MBAA 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 entering this program must have a bachelor’s degree in accounting from Canisius College to start the graduate portion of their program (MBAA). This program meets the NYS educational requirement for 150 hours for certification as a NYS CPA.

Students should apply in the fall semester of their junior year. Applications can be secured in the Graduate Business Office and informational sessions will be held in the fall semester.

The MBAA Admissions Committee takes a holistic approach in evaluating an application for admission. The committee takes into consideration the undergraduate QPA and the scores on the Graduate Management Admission Test (GMAT). The Graduate Record Exam (GRE) will not be accepted. Following guidelines are suggested for those considering applying. The candidate should have (1) a minimum cumulative average of 2.75 in all accounting courses (2) a minimum cumulative GPA of 3.0 in all courses, (3) a score of at least 500 on the GMAT. With the completion of the GMAT, a decision will be made before the completion of the spring semester of a student’s junior year for provisional admission. Upon completion of the spring semester of the junior year, students will be re-evaluated for regular admission based on the above criteria.

GMAT Waiver - Students are eligible for a GMAT waiver based on the following criteria:

1. GPA of 3.2 in all courses
2. GPA of 3.0 in all accounting courses including business law
3. A minimum grade of C in ACC 301 and ACC 302

Students who do not meet the criteria for acceptance into the MBAA 150 hour program are eligible for the 150 hour undergraduate program in Professional Accounting by completing all undergraduate courses.

Registration for Courses in the MBAA

Upon acceptance, students will be contacted by the Graduate Business Office for registration for their first fall semester in the MBAA Program. Students will still secure advising for registration for the spring semester of their senior year. Interested candidates will register for their required accounting courses and will be changed to the graduate sections at the time of acceptance. Graduate sections for the accounting courses meet at the same times as the undergraduate sections.

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 721 for ACC 421 (fall only)
- ACC 725 for ACC 425 (fall only)
- ACC 751 for ACC 451 (fall only)

Business requirements:
- MGT 507 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 MBAA 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 3.0 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 3.0 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 3.0. A student may be dismissed without having been placed on probation first.

Curriculum

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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
Accounting (BS) and MBA in Accounting (MBAA)
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

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<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
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<tbody>
<tr>
<td></td>
<td>Core Curriculum or Honors Curriculum and Free Electives</td>
<td>36</td>
</tr>
<tr>
<td></td>
<td>(must satisfy liberal arts requirements)</td>
<td></td>
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<tr>
<td></td>
<td>Business Core Curriculum</td>
<td>45-48</td>
</tr>
</tbody>
</table>

Required courses for all business majors (http://catalog.canisius.edu/undergraduate/wehle-school-business/business-core/)

Accounting Courses at the Undergraduate Level

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
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<tbody>
<tr>
<td>ACC 301</td>
<td>Intermediate Accounting I</td>
<td>3</td>
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<tr>
<td>ACC 302</td>
<td>Intermediate Accounting II</td>
<td>3</td>
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<tr>
<td>ACC 303</td>
<td>Cost Accounting</td>
<td>3</td>
</tr>
<tr>
<td>ACC 307</td>
<td>Accounting Information Systems</td>
<td>3</td>
</tr>
<tr>
<td>LAW 371</td>
<td>Business and Commercial Law</td>
<td>3</td>
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<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>
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Accounting courses taken in 4th year as graduate courses

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</thead>
<tbody>
<tr>
<td>MGT 507</td>
<td>Operations Planning and Control</td>
<td>3</td>
</tr>
<tr>
<td>MGT 690</td>
<td>Strategic Management and Leadership</td>
<td>3</td>
</tr>
<tr>
<td>ACC 715</td>
<td>Basic Taxation</td>
<td>3</td>
</tr>
<tr>
<td>ACC 716</td>
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<td>3</td>
</tr>
<tr>
<td>ACC 721</td>
<td>Advanced Financial Reporting</td>
<td>3</td>
</tr>
<tr>
<td>ACC 725</td>
<td>Auditing Theory and Practice</td>
<td>3</td>
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<tr>
<td>ACC 727</td>
<td>Advanced Audit</td>
<td>3</td>
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Graduate Portion- courses taken in 5th year

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<tr>
<th>Code</th>
<th>Title</th>
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</thead>
<tbody>
<tr>
<td>MGT 502</td>
<td>Leadership in Organizational Behavior</td>
<td>3</td>
</tr>
<tr>
<td>FIN 508</td>
<td>Corporate Finance</td>
<td>3</td>
</tr>
<tr>
<td>MKT 630</td>
<td>Marketing Strategy</td>
<td>3</td>
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<tr>
<td>MBA Finance Elective</td>
<td>MBA Finance Elective</td>
<td>3</td>
</tr>
<tr>
<td>MGT 641</td>
<td>Human Resource Management</td>
<td>3</td>
</tr>
<tr>
<td>ACC 726</td>
<td>Information Systems Auditing</td>
<td>3</td>
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<tr>
<td>ACC 751</td>
<td>Seminar in Accounting Theory</td>
<td>3</td>
</tr>
<tr>
<td>Two MBA Electives</td>
<td>Two MBA Electives</td>
<td>6</td>
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</tbody>
</table>

Total Credits | 150-153

Please note that this curriculum involves 150-153 credits that fulfills the 120 credits required for a BS degree, 48 graduate credits required for the MBA, and 150+ total credits for the CPA requirements.

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 201 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 202 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 301 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 Information Systems 3 Credits
Development, organization, and implementation of accounting and management information systems. Emphasis on enterprise risk management, systems controls, processing cycles, and systems development life cycle.
Prerequisite: ACC 201 & ISB 101.
Offered: fall & spring.

ACC 331 Data Analytics in Accounting 3 Credits
Overview of electronic business transactions emphasizing concepts and foundations underlying data analytics for accounting. Course provides theoretical foundations of business intelligence, descriptive analytics, data visualization, and predictive analytics. Students apply data analytic concepts through 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 technology security; 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 441 Fraud Examination: Detection and Deterrence 3 Credits
The course will concentrate on financial fraud, white-collar crime, how financial fraud is perpetrated, approaches to fraud investigations and documentation, and fraud detection and prevention. Ethical issues in fraud examination and investigation will be covered as well as strategies and tools for fraud deterrence in organizations.
**Prerequisite:** minimum grade of C- in each of ACC 301, ACC 302, & either ACC 425 or ACC 426.
**Offered:** fall.

### 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 Enterprise Systems 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.
**Prerequisites:** student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.

### ACC 499 Independent Research in Accounting 1-3 Credits
Undertaking of a significant piece of independent research. By appointment with chairperson. Independent studies require an application and approval by the associate dean.
**Prerequisites:** student must complete a WSB Internship Application and obtain permission of a faculty supervisor, department chair, & the associate dean.
**Offered:** fall & 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 509 Legal Environment and Ethics 3 Credits
Threshold knowledge for managers of the law in areas of contract, product liability, corporations, partnerships, employment and environment.
**Offered:** every fall, spring, & summer.

### 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 Financial Accounting 3 Credits
For MBAPA Students. Fundamental concepts and procedures of financial accounting with emphasis on asset and liability valuations and income determination.
**Offered:** every fall & spring.

### ACC 702 Managerial and Cost Accounting 3 Credits
Preparation and analysis of data used by management for planning, control and performance evaluations; inventory valuation and reporting methods in manufacturing enterprises; standards and budgets.
**Prerequisite:** MBA 505 OR ACC 505 OR ACC 701 OR MBA 701.
**Offered:** every spring.

### ACC 707 Accounting Information Systems 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:** MBA 701 OR ACC 701.
**Offered:** every fall & spring.
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<td>Financial Accounting</td>
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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

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–.

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.

Internal Revenue Code provisions relating to taxation of corporations, shareholders; partnerships, partners, estates, trusts and multistate taxation. Prerequisite: MBA 715 OR ACC 715.

Accounting for corporate mergers and acquisitions, state and local government, non-profit institutions and foreign exchange transactions. Prerequisite: MBA 712 OR ACC 712.

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.

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.

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.

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 711 or ACC 711.

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

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: fall day.

Preparation and analysis of data used by management in planning, cash and capital budgeting, decision making, product costing and performance evaluation. Prerequisite: MBA 505 or MBA 824, OR ACC 505 OR ACC 824.

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. Offered: every fall, spring, & summer.

Developing strategies for successful business operation and hands-on business analysis focusing on problem solving; student teams work with current business problems using analytical tools and skills developed from other courses. Pre-requsites: All foundation last or second last semester in program

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.

Internal Revenue Code provisions relating to taxation of corporations, shareholders; partnerships, partners, estates, trusts and multistate taxation. Prerequisite: MBA 707 OR ACC 707.

MBA 715 OR ACC 715.

MBA 504, MBA 506, MBA 507, MBA 508, OR ECO 504, MKT 506, MGT 507, FIN 508.

MBA 711 OR ACC 711.

MBA 705, MBA 824, OR ACC 505 OR ACC 824.

MBA 707 OR ACC 707.

MBA 711 or ACC 711.

MBA 708, MBA 824, OR ACC 508.
ACC 721 Advanced Financial Reporting 3 Credits
Accounting for corporate mergers and acquisitions, state and local government, non-profit institutions and foreign exchange transactions.
Prerequisite: MBA 712 OR ACC 712.
Offered: every fall.

ACC 726 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: C- or better in MBA 725 OR ACC 725.
Offered: every fall.

ACC 751 Seminar in Accounting Theory 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: MBA 711 or ACC 711.
Offered: every fall.

MBA Courses Taken in 5th Year

MGT 502 Leadership in Organizational Behavior 3 Credits
This course is designed to enrich students' understanding of behavior in organizations. Course study draws on the behavioral and social sciences to explore organizational phenomena in terms of individuals, groups and total organizational systems. The course stresses the role leadership plays in creating effective organizations, meeting employee needs, managing power relationships and revealing meaning in contemporary organizations.
Offered: every fall, spring, & summer.

FIN 508 Corporate Finance 3 Credits
This course provides an introduction to the basic tools of financial management. Topics covered include the goal of financial management, analysis of financial statements, the concept of cash flow, financial planning, time value of money, capital budgeting, the principles of stock and bond valuation, the risk/return tradeoff and capital markets theory, capital structure, cost of capital, dividend policy, working capital management and international aspects of finance.
Prerequisite: ECO 503 & ACC 505.
Offered: every fall, spring, & summer.

MKT 630 Marketing Strategy 3 Credits
Through the use of case analysis and computer simulation games, students will develop skills in applying and evaluating strategic marketing decisions. This course builds on the MBA 506 Foundation of Marketing Strategy course in that students will be expected to have mastered material in that course and be able to apply it to a series of cases or simulations of a competitive market environment. Application of statistical and other computer-based analytical techniques also go beyond what is covered in the foundation course. Strategic decisions in the cases used will be taken from a combination of the following strategic decision areas of marketing, the choice of which areas depending on the expertise of the instructor delivering the course and the nature of the cases available: 1) Product and Service Decisions, 2) Pricing and Related Decisions, 3) Integrated Marketing Communications Decisions, and 4) Supply Chain Marketing Decisions. Organization and control factors essential to implementation of effective marketing strategy that would be used in this course include 1) Developing and implementing a marketing budget, 2) Sales forecasting approaches and techniques, 3) Financial Statement Analysis, 4) Compensation planning for sales and marketing personnel, and 5) Marketing controls and Marketing Information Systems.
Prerequisite: MBA 506 and MBA 508 or MKT 506 and FIN 508.
Offered: every fall, spring, & summer.

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 or MBA 825.
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.

*MBA courses taken in 5th year require completion of 3 credits of MBA Finance Elective and 2 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.