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School of Business

Alema Karim, Interim Dean

Undergraduate Degree Programs

|  |  |  |
| --- | --- | --- |
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| Economics (p. ) | B.A. |  |
| Finance (p. ) | B.S. |  |
| Health Care Administration (p. ) | B.S. |  |
| Management (p. ) | B.S. | General Management |
|  | B.S. | Human Resource Management |
|  | B.S. | Operations Management |
| Marketing (p. ) | B.S. |  |

*Note: Minors are offered in all the degree programs listed above, as well as an International Business Minor* (p. )*. Honors programs are also offered in these degree programs, except for health care administration.*

– PLEASE NOTE –

All undergraduate full-degree programs require the completion of at least 120 credit hours, including (1) General Education requirements, (2) the College Writing Requirement, (3) the College Mathematics Competency, and (4) the course requirements listed under each program. For more details on graduation requirements, see Academic Policies and Requirements.

Graduate Degree Programs

|  |  |  |
| --- | --- | --- |
| **Major** | **Degree** | **Concentration** |
| Health Care Administration (p. ) | M.S. |  |
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General Information

The School of Business houses three departments: (1) the Department of Accounting (2) the Department of Economics and Finance, and (3) the Department of Management and Marketing. The school also houses and coordinates the health care administration major.

Writing Requirement

A graded writing assignment is required in **every** course.

Suggested Sequence of Courses

Majors in the School of Business are designed primarily for upper-division students. Entering students should plan to complete their General Education Core and Distribution Requirements during their first two years. These courses provide excellent and necessary preparation for the major and its requirements.

In the first year, students may not take courses in the departments (except ECON 200, ECON 214, and ECON 215) but are strongly encouraged to complete MATH 177 and, for majors that require it, MATH 238.

Students entering their second year may enroll in a variety of required courses at the 200-level, including introductory courses in their major.

In the third year, students with junior standing and with 60 credit hours or more may enroll in 300-level courses in the School of Business. Students with 45 credit hours or more may enroll in 300-level CIS electives, FIN 301, MGT 201, and MKT 201. At this time, students begin to take courses to fulfill the requirements of their major.

Retention Requirements1. Satisfactory completion (passing grade) of the college writing requirement.

1. Satisfactory completion (passing grade) of the college writing requirement.

2. A minimum cumulative grade point average of 2.00.

3. Students majoring in accounting, management, and marketing must achieve satisfactory completion of ACCT 201, ACCT 202; CIS 252; ECON 214, ECON 215; and MATH 177 and MATH 248.

The appropriate department within the School of Business, in cooperation with the Records Office, will monitor the standards for all declared majors and notify those students who fail to meet the requirements. The appropriate department within the School of Business will also establish and maintain an Appeals Committee to receive, review, and determine the outcome of petitions by students for retention under extenuating circumstances. Preregistration course reservations will be canceled for any student who has been notified that he or she no longer meets the retention standards.

Accounting B.S.

**Department of Accounting**   
  
**Department Chair:** Susan Weiss

**Accounting Program Faculty: Professor** Schweikart; **Associate Professors** Church, Filipek, Haser; **Assistant Professor** Cote, Margarida, Weiss  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| ACCT 310 | Accounting Systems and Concepts | 3 | F, Sp |
| ACCT 311W | External Reporting I | 3 | F, Sp |
| ACCT 312W | External Reporting II | 3 | F, Sp |
| ACCT 321 | Cost Management I | 3 | F, Sp, Su (as needed) |
| ACCT 331 | Federal Income Taxation | 3 | F, Sp |
| ACCT 441 | Auditing | 3 | F, Sp |
| ACCT 443 | Business Law | 3 | F, Sp |
| ACCT 461W | Seminar in Accounting Theory and Practice | 3 | F, Sp |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 351 | Fraud Examination | 3 | F |
| ACCT 353 | Accounting for Governmental and Not-for-Profit Organizations | 3 | Sp |
| ACCT 422 | Cost Management II | 3 | Sp |
| ACCT 432 | Advanced Studies in Taxation | 3 | F |
| ACCT 451 | Advanced Financial Accounting | 3 | F, Sp |
| CIS 351 | Advanced Office Applications for Business | 4 | As needed |
| FIN 432 | Investments | 4 | F, Sp |
| MGT 348W | Operations Management | 4 | F, Sp, Su |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| ENGL 230 | Writing for Professional Settings | 4 | F, Sp, Su |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177: Fulfills the Mathematics category of General Education.

Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Total Credit Hours: 70-72

Accounting Minor

**Department of Accounting and Computer Information Systems**  
  
**Department Chair:** Lisa Bain  
  
**Accounting Program Faculty: Professor** Schweikart; **Associate Professors** Church, Filipek, Haser; **Assistant Professor** Cote, Margarida, Weiss  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in every course.

Course Requirements

The minor in accounting consists of a minimum of 22 credit hours (seven courses), as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| ACCT 310 | Accounting Systems and Concepts | 3 | F, Sp |
| ACCT 311W | External Reporting I | 3 | F, Sp |
| ACCT 321 | Cost Management I | 3 | F, Sp, Su (as needed) |
| ACCT 331 | Federal Income Taxation | 3 | F, Sp |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |

Total Credit Hours: 22

Professional Accountancy M.P.AC.

**Department of Accounting and Computer Information Systems**  
  
**Department Chair:** Lisa Bain  
  
**Director:** Sean Cote  
  
**Professional Accountancy Program Faculty: Professor** Schweikart; **Associate Professors** Church, Filipek, Haser; **Assistant Professors** Cote, Margarida, Weiss

Admission Requirements

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A bachelor’s degree from an accredited college or university.

3. Two courses in principles of accounting or equivalent.

4. An applicant’s letter describing the applicant’s professional goals including how the program will help the applicant achieve these professional goals.

5. Official transcripts of all undergraduate and graduate records.

6. Three academic or professional letters of recommendation addressing the student’s potential to succeed in a graduate program.

7. Completion of the Graduate Management Admissions Test (GMAT), unless the applicant is a CPA or has passed a state bar examination. Applicants will also be exempt from the GMAT if they have earned a B.S. degree in accounting from Rhode Island College or the University of Rhode Island, with a 3.00 grade point average in their major. *Note: International students should contact program director Sean Cote at (401) 456-9028 or scote@ric.edu for additional admission requirements.*

Course Requirements — Concentration in Accounting

Courses

Foundations Component

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 510 | Advanced AIS: Systems Modeling | 3 | Annually |
| ACCT 548 | Controllership | 3 | Annually |
| ACCT 549 | Advanced Topics in Cost Management | 3 | Annually |
| ACCT 556 | Advanced Governmental and Non-profit Accounting | 3 | Annually |
| ACCT 561 | Advanced Topics in Auditing and Fraud | 3 | Annually |
| ACCT 572 | Advanced Topics in Financial Reporting | 3 | Annually |
| ACCT 665 | Accounting Capstone | 3 | Annually |

Electives

|  |  |  |  |
| --- | --- | --- | --- |
|  | NINE CREDIT HOURS OF COURSES at the graduate level in accounting | 9 |  |

Subtotal: 30

Course Requirements — Concentration in Personal Financial Planning

Courses

Foundations Component

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 661 | Financial Planning Capstone Course | 3 | Sp |
| ACCT 533 | Fundamentals of Financial Planning | 3 | F |
|  | -And- |  |  |
| ACCT 535 | Tax Issues for Corporations and Shareholders | 3 | As needed |
|  | -Or- |  |  |
| ACCT 543 | Personal Income Tax Planning | 3 | Sp |

Electives

|  |  |  |  |
| --- | --- | --- | --- |
|  | TWENTY-ONE CREDIT HOURS OF COURSES at the graduate level appropriate to career plans. | 21 |  |

Subtotal: 30

Economics B.A.

**Department of Economics and Finance**  
  
**Department Chair:** Alema Karim  
  
E**conomics Program Faculty: Professor** Blais; **Associate Professors** Basu, Karim, Tashiro  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required for **every** course.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| ECON 314 | Intermediate Microeconomic Theory and Applications | 4 | F |
| ECON 315 | Intermediate Macroeconomic Theory and Analysis | 4 | Sp |
| ECON 449W | Introduction to Econometrics | 4 | F, Sp |
|  |  |  |  |
| ECON 462W | Seminar in Economic Research | 4 | Sp |
|  | -Or- |  |  |
| ECON 492 | Independent Study II | 4 | As needed |

ONE COURSE from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 331 | Topics in Global Economics | 4 | Annually (even years) |
| ECON 335 | Economics of Race and Gender | 4 | Annually (even years) |
| ECON 337 | Economics of Climate Change and Sustainability | 4 | Annually (odd years) |

THREE COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 390 | Directed Study | 4 | As needed |
| ECON 421 | International Economics | 4 | As needed |
| ECON 422 | Economics of Developing Countries | 4 | As needed |
| ECON 431 | Labor Economics | 4 | As needed |
| ECON 433 | Economics of Government | 4 | As needed |
| ECON 435 | Urban Economics | 4 | As needed |
| ECON 436 | Industrial Organization and Market Structure | 4 | As needed |
| ECON 437 | Environmental Economics | 4 | As needed |
| ECON 438 | History of Economic Thought | 4 | As needed |
| ECON 490 | Independent Study in Economics | 4 | As needed |
| ECON 491 | Independent Study I | 4 | As needed |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ENGL 230 | Writing for Professional Settings | 4 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177: Fulfills the Mathematics category of General Education.

Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Total Credit Hours: 57

Economics Minor

**Department of Economics and Finance**  
  
**Department Chair:** Alema Karim  
  
**Economics Program Faculty: Professor** Blais; **Associate Professors** Basu, Karim, Tashiro  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required for **every** course.

Course Requirements

The minor in economics consists of a minimum of 22 credit hours (six courses), as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
|  |  |  |  |
| ECON 314 | Intermediate Microeconomic Theory and Applications | 4 | F |
|  | -Or- |  |  |
| ECON 315 | Intermediate Macroeconomic Theory and Analysis | 4 | Sp |
|  |  |  |  |
| ECON 331 | Topics in Global Economics | 4 | Annually (even years) |
|  | -Or- |  |  |
| ECON 335 | Economics of Race and Gender | 4 | Annually (even years) |
|  | -Or- |  |  |
| ECON 337 | Economics of Climate Change and Sustainability | 4 | Annually (odd years) |

AND ONE ADDITIONAL course in economics at the 400-level.

Total Credit Hours: 22

Finance B.S.

**Department of Economics and Finance**  
  
**Department Chair:** Alema Karim  
  
**Finance Program Faculty: Professor** Kazemi; **Associate Professor** Aydogdu; **Assistant Professor** Saatcioglu  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| FIN 423W | Financial Markets and Institutions | 4 | F, Sp |
| FIN 431 | Advanced Corporate Finance | 4 | F, Sp |
| FIN 432 | Investments | 4 | F, Sp |
| FIN 434 | International Financial Management | 4 | F, Sp |
| FIN 435 | Financial Statement Analysis | 4 | F, Sp |
|  |  |  |  |
| FIN 461W | Seminar in Finance | 4 | F, Sp |
|  | -Or- |  |  |
| FIN 492 | Independent Study II | 4 | As needed |

ONE COURSE from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 314 | Intermediate Microeconomic Theory and Applications | 4 | F |
| ECON 315 | Intermediate Macroeconomic Theory and Analysis | 4 | Sp |
| ECON 449W | Introduction to Econometrics | 4 | F, Sp |

THREE COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| FIN 436 | Fixed Income Analysis | 4 | As needed |
| FIN 441 | Financial Derivatives and Risk Management | 4 | As needed |
| FIN 447 | Financial Modeling | 4 | As needed |
| FIN 463W | Seminar in Portfolio Management | 4 | As needed |
| FIN 491 | Independent Study I | 4 | As needed |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| ENGL 230 | Writing for Professional Settings | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177: Fulfills the Mathematics category of General Education.

Note: MATH 248: Fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Total Credit Hours: 77

Finance Minor

**Department of Economics and Finance**  
  
**Department Chair:** Alema Karim  
  
**Finance Program Faculty: Professor** Kazemi; **Associate Professor** Aydogdu; **Assistant Professor** Saatcioglu  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.

Course Requirements

The minor in finance consists of a minimum of 20 credit hours (five courses), as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| FIN 432 | Investments | 4 | F, Sp |

AND THREE ADDITIONAL courses in finance at the 400-level.

Note: The prerequisites for FIN 301 are ACCT 201 and MATH 177. The prerequisites for FIN 432 are FIN 301 and MATH 248.

Total Credit Hours: 20-25

Health Care Administration B.S.

**Director:** Marianne Raimondo  
  
**Health Care Administration Program Faculty: Assistant Professors** Raimondo, Connolly, Rampa

B.S. in Health Care Administration

The B.S. in Health Care Administration (HCA) provides baccalaureate-level education and training for students considering careers in the health care industry. The program is specifically targeted for those pursuing supervisory and entry-level management positions and/or preparation for graduate education. The Health Care Administration program focuses on the organization, financing and management of health care organizations and the delivery of health care services in the United States.  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: HCA 491: Independent Study I and HCA 492: Independent Study II are available for those seeking departmental honors, with consent of program director and dean.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
|  |  |  |  |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
|  | -Or- |  |  |
| HCA 330 | Health Care Finance | 3 | Annually |
|  |  |  |  |
| HCA 201W | Introduction to Health Care Systems | 3 | F, Sp, Su |
| HCA 302 | Health Care Organizations | 3 | F, Sp |
| HCA 303W | Health Policy and Contemporary Issues | 3 | F, Sp |
| HCA 355 | Quality Management/Improvement in Health Care | 3 | F, Sp |
| HCA 401W/HCA 501 | Ethical and Legal Issues in Health Care Management | 3 | F, Sp, Su |
| HCA 461W | Seminar in Strategic Health Care Management | 3 | As needed |
| HCA 467 | Internship in Health Care Administration | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 322W | Organizational Behavior | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |

Note: With permission of program director, HCA 490: Directed Study may be substituted for any 300/400 level HCA course.  
Note: Please note that HCA 201, HCA 302, HCA 303 and HCA 401 were previously offered as NURS 201, NURS 302, NURS 303 and NURS 401, and these courses are equivalent to the HCA courses.

THREE COURSES from

(It is recommended that the three courses be taken from the same category, but courses may be selected from multiple categories)

Gerontology

|  |  |  |  |
| --- | --- | --- | --- |
| GRTL 314/NURS 314 | Health and Aging | 4 | F, Sp, Su |
|  | -Or- |  |  |
| NURS 314/GRTL 314 | Health and Aging | 4 | F, Sp, Su |
|  |  |  |  |
| HCA 403 | Long-Term Care Administration | 3 | Annually |
| HCA 404 | Long-Term Care Laws and Regulations | 2 | Annually |
| SOC 217 | Sociology of Aging | 4 | F, Sp, Su |
| SOC 320 | Aging and the Law | 3 | Annually |

Note: SOC 217: Fulfills the Social and Behavioral Sciences category of General Education.

Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 423 | Compensation and Benefits Administration | 4 | F |
| MGT 425 | Recruitment and Selection | 4 | F |
| MGT 428 | Human Resource Development | 4 | Sp |
| MGT 430 | Strategic Human Resource Management | 4 | Sp |

Informatics

|  |  |  |  |
| --- | --- | --- | --- |
| CIS 440 | Issues in Computer Security | 4 | F, Sp |
| CIS 455 | Database Programming | 4 | F, Sp |
| HCA 402 | Health Care Informatics | 3 | As needed |

Management Foundations

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| MGT 349 | Service Operations Management | 4 | F |
| MKT 334W | Consumer Behavior | 4 | F, Sp |
| POL 301W | Foundations of Public Administration | 4 | F |

Wellness

|  |  |  |  |
| --- | --- | --- | --- |
| ANTH 309 | Medical Anthropology | 4 | Alternate years |
| HPE 406 | Health Program Planning and Development | 3 | Sp or as needed |
| PSYC 424 | Health Psychology | 4 | Annually |
| SOC 314 | The Sociology of Health and Illness | 4 | Annually |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| BIOL 103 | Human Biology | 3 | F, Sp, Su |
|  | -Or- |  |  |
| BIOL 108 | Basic Principles of Biology | 4 | F, Sp, Su |
|  |  |  |  |
| COMM 230 | Interpersonal Communication | 4 | F |
| ENGL 230 | Writing for Professional Settings | 4 | F, Sp, Su |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 240 | Statistical Methods I | 4 | F, Sp, Su |
| PSYC 221W | Research Methods I: Foundations | 4 | F, Sp, Su |

Note: BIOL 108: Fulfills the Natural Science category of General Education.

Note: MATH 177, MATH 240: Fulfills the Mathematics category of General Education.

Note: Up to 8 credit hours may simultaneously fulfill General Education requirements.

Total Credit Hours: 82-88

Health Care Administration Minor

**Director:** Marianne Raimondo  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: HCA 491: Independent Study I and HCA 492: Independent Study II are available for those seeking departmental honors, with consent of program director and dean.

Course Requirements

The minor in health care administration consists of a minimum of 21 credit hours (seven courses), as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 201W | Introduction to Health Care Systems | 3 | F, Sp, Su |
| HCA 302 | Health Care Organizations | 3 | F, Sp |
| HCA 401W/HCA 501 | Ethical and Legal Issues in Health Care Management | 3 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
| MGT 322W | Organizational Behavior | 4 | F, Sp, Su |

AND ONE ADDITIONAL course from the electives in the health care administration major.

Total Credit Hours: 24

Courses taken to meet the requirements of other majors or minors cannot be used to simultaneously fulfill the requirements of the health care administration minor (termed double counting). In these instances, please consult the health care administration director to arrange for appropriate substitute course(s).

Health Care Administration M.S.

**Director:** Marianne Raimondo

**Faculty**: **Associate Professors** Raimondo, Connolly**; Assistant Professor** Rampa

The M.S. in Health Care Administration (HCA) focuses on the organization, financing and management of health care organizations and the delivery of health care services in the United States. The program will prepare students for management careers in health care in the private and public sectors, including careers in public health, hospitals, long-term care, home/community-based care and health insurance. The program is also appropriate for those seeking positions in health policy. The curriculum focuses on leadership, performance improvement, organizational theory/behavior, health care finance and law.

**Admission Requirements**

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) or related field from an accredited college or university.  Students with a bachelor’s degree in an unrelated field with relevant work experience may be considered for admission.  For more information, contact program director.

3. Official transcripts of all undergraduate and graduate records.

4. Completion of the Graduate Management Admissions Test (GMAT) or Graduate Record Examination (GRE). A B.S. degree in HCA, health or human sciences, nursing or business from Rhode Island College or the University of Rhode Island, with a 3.00 G.P.A. in the major, will exempt the applicant from the GMAT/GRE.

5. A letter of intent including a statement of goals.

6. Three professional or academic references.

7. Completion of courses in Elementary Statistics, Principles of Economics and Introductory Accounting.

Retention Requirements

All students must have a minimum GPA of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.0 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 501/HCA 401W | Health Law and Ethics | 3 | F, Sp, Su |
| HCA 502/NURS 502 | Health Care Systems | 3 | F, Sp |
| HCA 503/NURS 705 | Health Care Policy | 3 | F, Sp |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 520 | Health Care Human Resource Management | 3 | F |
| HCA 530 | Health Care Finance | 3 | F |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540 | Research Methods and Statistical Analysis | 3 | F |
| HCA 545 | Managing Health Care Organizations | 3 | Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | Sp |
| HCA 560 | Contemporary Topics in Health Care | 2 | F, Sp |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 591 | Master’s Thesis in Health Care Administration | 3 | F, Sp, Su |
| HPE 507 | Epidemiology and Biostatistics | 3 | Sp |
| HCA 539 | Biostatistics | 3 | F, Sp |

TWO ADDITIONAL COURSES

|  |  |  |  |
| --- | --- | --- | --- |
|  | Two additional 400-500 level courses approved by the program director | 6-8 |  |

Subtotal: 50-52

Accelerated Health Care Management M.S.

Admission Requirements

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree in Health Care Administration (HCA) from Rhode Island College.

3. A 3.0 GPA in the B.S. HCA program and a grade of B or better in each of the foundation courses.

4. A letter of intent including a statement of goals.

5. Three academic references from faculty members at RIC.

Retention Requirements

All students must have a minimum grade point average (GPA) of 3.0 at the end of the first year and an evaluation of Satisfactory or better in the Internship class. Students who do not have a minimum 3.00 GPA may not continue in the program. No course in which the student earns a grade below a C will get credit in the M.S. HCA program.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 514 | Economics of Health Care | 3 | F |
| HCA 530 | Health Care Finance | 3 | F |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540 | Research Methods and Statistical Analysis | 3 | F |
| HCA 545 | Managing Health Care Organizations | 3 | Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | Sp |
| HCA 560 | Contemporary Topics in Health Care | 2 | F, Sp |
| HCA 567 | Health Care Internship | 3 | F, Su |
| HCA 591 | Master’s Thesis in Health Care Administration | 3 | F, Sp, Su |
| HPE 507 | Epidemiology and Biostatistics | 3 | Sp |
| HCA 539 | Biostatistics | 3 | F, Sp |

TWO ADDITIONAL COURSES

|  |  |  |  |
| --- | --- | --- | --- |
|  | Two additional 400-500 level courses approved by the program director | 6-8 |  |

Subtotal: 38-40

Subtotal: 50

Management B.S.

**Department of Management and Marketing**  
  
**Department Chair:** Constance Milbourne  
  
**Management Program Faculty: Professors** Jacques, Mello; **Associate Professors** Casey, DeSimone, Farinella, Sahba, Urda, Wu; **Assistant Professor** Feeney  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: MGT 491 Independent Study I and MGT 492 Independent Study II are available for those seeking departmental honors, with consent of instructor, department chair and dean.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 249 | Business Statistics II | 4 | F, Sp, Su |
| MGT 322W | Organizational Behavior | 4 | F, Sp, Su |
| MGT 341W | Business, Government, and Society | 4 | F, Sp, Su |
| MGT 348W | Operations Management | 4 | F, Sp, Su |
| MGT 461 | Seminar in Strategic Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177 fulfills the Mathematics category of General Education and MATH 248 fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Note: If CIS 251 has been taken, this satisfies the CIS 252 requirement.

Concentrations

CHOOSE concentration A, B, or C below

A. General Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 306 | Management of a Diverse Workforce | 4 | Sp |
| MGT 320 | Human Resource Management | 4 | F, Sp, Su |
|  | THREE ADDITIONAL FOUR CREDIT COURSES in management at the 300-level or above | 12 |  |

Subtotal: 76

B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 423 | Compensation and Benefits Administration | 4 | F |
| MGT 425 | Recruitment and Selection | 4 | F |
| MGT 428 | Human Resource Development | 4 | Sp |
| MGT 430 | Strategic Human Resource Management | 4 | Sp |

Subtotal: 76

C. Operations Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 347 | Supply Chain Management | 4 | Annually |
| MGT 355 | Quality Assurance | 4 | Sp |
| MGT 455 | Global Logistics and Enterprise Management | 4 | As needed |

MGT 347: (Or MKT 347: Supply Chain Management)

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 449W | Introduction to Econometrics | 4 | F, Sp |
| MGT 331 | Occupational and Environmental Safety Management | 4 | F |
| MGT 335 | Process Management | 4 | Sp |
| MGT 349 | Service Operations Management | 4 | F |
| MGT 359 | Current Topics in Service Operations Management | 4 | As needed |
| MGT 465 | Organizational Theory | 4 | F |
| MGT 467 | Directed Internship | 4 | F, Sp, Su |
| MGT 490 | Directed Study | 4 | As needed |
| MGT 491 | Independent Study I | 4 | As needed |
| MGT 492 | Independent Study II | 4 | As needed |
| MKT 310 | Product Design and Development | 4 | As needed |
| MKT 322 | Services Marketing | 4 | As needed |

Subtotal: 76

International Business Minor

**Faculty Contact:** Kemal Saatcioglu

Students must consult with their assigned advisor before they will be able to register for courses.

Students are also advised to consult with the faculty contact for the International Business minor for creating a personalized plan at the time they declare this minor.

Retention Requirements

A minimum cumulative grade point average of 2.50 in the International Business minor.

Course Requirements

Choose FOUR courses from A and B combined:

A. TWO OR THREE COURSES from the following:

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 421 | International Economics | 4 | As needed |
|  | -Or- |  |  |
| ECON 422 | Economics of Developing Countries | 4 | As needed |
|  |  |  |  |
| FIN 434 | International Financial Management | 4 | F, Sp |
| MGT 345 | Managing in the World’s Regions | 4 | Annually |
| MKT 329 | Global Marketing | 4 | F, Sp |

B. ONE OR TWO COURSES from the following:

|  |  |  |  |
| --- | --- | --- | --- |
| COMM 348 | Global Communication | 4 | F |
| POL 203 | Global Politics | 4 | F, Sp |
| POL 303 | International Law and Organization | 4 | Sp |
| POL 341 | The Politics of Developing Nations | 4 | Sp |
| POL 342 | The Politics of Global Economic Change | 4 | Every third semester |
| POL 345 | International NGOs and Nonprofits | 4 | F |

Subtotal: 25-38

• *ACCT 201 is a prerequisite for FIN 301.*

• *COMM 240 is a prerequisite for COMM 248 and fulfills the Social and Behavioral Sciences category of General Education.*

• *ECON 214 is a prerequisite for ECON 421 and ECON 422.*

• *ECON 215 is a prerequisite for ECON 421, ECON 422, and FIN 434.*

• *FIN 301 is a prerequisite for ECON 421, ECON 422, and FIN 434.*

• *MATH 177 is a prerequisite for ECON 421, ECON 422, and FIN 301, and fulfills the Mathematics category of General Education.*

• *MATH 248 is a prerequisite for FIN 434 and fulfills the Advanced Quantitative/Scientific Reasoning category of General Education.*

• *MGT 201 is a prerequisite for MGT 345.*

• *MKT 201 is a prerequisite for MKT 329.*

• *POL 203 fulfills the Social and Behavioral Sciences category of General Education.*

*Note:* Courses taken to meet the requirements of other business majors or minors (in Accounting, Computer Information Systems, Economics, Finance, Health Care Administration, Management, and Marketing) cannot be used to simultaneously fulfill the requirements of the international business minor (termed double counting).

*Note:* Can be completed within 21-26 credits with cognates that double count as AQSR, Mathematics, and Social and Behavioral Science categories of General Education.

Management Minor

**Department of Management and Marketing**  
  
**Department Chair:** Constance Milbourne  
  
**Management Program Faculty: Professors** Jacques, Mello; **Associate Professors** Casey, DeSimone, Farinella, Sahba, Urda, Wu; **Assistant Professor** Feeney  
  
Students must consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
The minor in management is not available to students selecting any major in the School of Business, except for those students majoring in economics.

Course Requirements

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ECON 200 | Introduction to Economics | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |

AND THREE ADDITIONAL FOUR-CREDIT management courses at the 300-level or above.

Note: ECON 200: (or ECON 214 and ECON 215)

Total Credit Hours: 27-29

Operations Management M.S.

PROGRAM SUSPENDED

**Department of Management and Marketing**  
  
**Department Chair:**Constance Milbourn

**Program Director:** Paul Jacques

**Management Program Faculty:** Casey, Farinella, Jacques, Sahba

Admission Requirements

1. Completed application form accompanied by a $50 nonrefundable application fee.

2. A Bachelor's degree from an accredited college or university with a minimum G.P.A. of 3.0 on a 4.0 scale.

3. Official transcripts of all undergraduate and graduate records.

4. An applicant’s letter describing the applicant’s professional goals including how the program will help the applicant achieve these professional goals.

5. Three letters of recommendation that address professional or practical/applied experience in the field of Operations Management as a whole. At least one of the letters of recommendation must be from a professional employed within the field of Operations Management or a Management instructor in higher education.

6. Completion of the Graduate Management Admissions Test (GMAT) or Graduate Record Examination (GRE). Note: Candidates with a degree in business from Rhode Island College or the University of Rhode Island, with a 3.00 GPA in the major, or students who complete a Certificate of Graduate Study in Project Management or Supply Chain Management with a 3.0 GPA, will be exempt from the GMAT/GRE requirement.

7. An interview may be required.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 455 | Global Logistics and Enterprise Management | 4 | As needed |
|  | -Or- |  |  |
| MGT 501 | The Strategic Nature of Operations Management | 2 | F, Sp, Su |
|  |  |  |  |
| MGT 530 | Analytics, Data Analysis and Decision Making | 4 | Annually |
| MGT 536 | Creating and Leading High-Performance Teams | 4 | Annually |
| MGT 537 | High Performance Project Management | 4 | Annually |
| MGT 591 | Directed Research Capstone | 4 | F, Sp, Su |

Electives

Twelve (12) credits from either content area listed below, in any combination.

Health Care Administration Operations

|  |  |  |  |
| --- | --- | --- | --- |
| HCA 501/HCA 401W | Health Law and Ethics | 3 | F, Sp, Su |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 547 | Transformational Leadership in Health Care Organizations | 3 | Sp |

Project Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 542 | Project Risk and Cost Management | 4 | Annually |
| MGT 543 | Project Communications Management | 4 | Annually |
| MGT 544 | Program Management | 4 | Annually |

Supply Chain Management

PROGRAM SUSPENDED

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 545 | Production and Inventory Management | 4 | Annually |
| MGT 546 | Logistics | 4 | Annually |
| MGT 547 | Supply Chain Management | 4 | Annually |

Total Credit Hours: 32

Accelerated B.S./M.S. Admission Option:

Undergraduate students matriculated at Rhode Island College can apply for conditional admission to the Master of Science in Operations Management program after completing 72 credits, at least 12 of which must be in Business courses taken at RIC. If conditionally admitted to the M.S. program, students will begin taking graduate courses after completing 90 undergraduate credits. Students will take MGT 455 and one 500-level Business course (i.e. MGT 530, MGT 536, MGT 537, MGT 542, MGT 543, MGT 544, MGT 545, MGT 546, MGT 547) which will count for both the B.S. and M.S. degrees. Additionally, students may take up to two additional 500 that will count towards only the M.S. degree. These courses will be taken in the student’s senior year which can include the early spring or summer sessions. If students are still in good standing upon completion of the B.S., they are fully admitted to the M.S. degree program, which could be completed in two semesters.

Marketing B.S.

**Department of Management and Marketing**  
  
**Department Chair:** Constance Milbourne  
  
**Marketing Program Faculty: Professor** Ramocki; **Associate Professors** Blanchette**,** Milbourne  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.  
  
Note: MKT 491 Independent Study I and MKT 492 Independent Study II are available for those seeking departmental honors, with consent of instructor, department chair and dean.

Course Requirements

Courses

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| ACCT 202 | Principles of Accounting II: Managerial | 3 | F, Sp, Su |
| CIS 252 | Introduction to Information Systems | 4 | F, Sp, Su |
| ECON 214 | Principles of Microeconomics | 3 | F, Sp, Su |
| ECON 215 | Principles of Macroeconomics | 3 | F, Sp, Su |
| FIN 301 | Financial Management | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MGT 249 | Business Statistics II | 4 | F, Sp, Su |
| MGT 322W | Organizational Behavior | 4 | F, Sp, Su |
| MGT 341W | Business, Government, and Society | 4 | F, Sp, Su |
| MGT 348W | Operations Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |
| MKT 215W | Marketing Creativity | 4 | F, Sp |
| MKT 333 | Market Research | 4 | F, Sp |
| MKT 334W | Consumer Behavior | 4 | F, Sp |
| MKT 462W | Strategic Marketing Management | 4 | As needed |
|  | TWO ADDITIONAL COURSES in marketing at the 300-level or above. | 8 |  |

Cognates

|  |  |  |  |
| --- | --- | --- | --- |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |

Note: MATH 177 fulfills the Mathematics category of General Education and MATH 248 fulfills the Advanced Quantitative Scientific Reasoning category of General Education.

Note: If CIS 251 has been taken, this satisfies the CIS 252 requirement..

Total Credit Hours: 76

Marketing Minor

**Department of Management and Marketing**  
  
**Department Chair:** Constance Milbourne  
  
**Marketing Program Faculty: Professor** Ramocki; **Associate Professors** Blanchette, Milbourne  
  
Students **must** consult with their assigned advisor before they will be able to register for courses. A graded writing assignment is required in **every** course.

Course Requirements

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 200 | Introduction to Economics | 4 | F, Sp, Su |
| MGT 201W | Foundations of Management | 4 | F, Sp, Su |
| MKT 201W | Introduction to Marketing | 4 | F, Sp, Su |
| MKT 215W | Marketing Creativity | 4 | F, Sp |
| MKT 334W | Consumer Behavior | 4 | F, Sp |

AND TWO ADDITIONAL 300-level marketing courses.

Note: ECON 200: (or both ECON 214 and ECON 215)

Total Credit Hours: 28-30

## Index