# School of Business

Jeffrey A. Mello, Dean

Undergraduate Degree Programs

|  |  |  |
| --- | --- | --- |
| **Major** | **Degree** | **Concentration** |
| Accounting (p. 179) | B.S. |  |
| Computer Information Systems (p. 181) | B.S. |  |
| Economics (p. 182) | B.A. |  |
| Finance (p. 183) | B.S. |  |
| Health Care Administration (p. 184) | B.S. |  |
| Management (p. 186) | B.S. | General Management |
|  | B.S. | Human Resource Management |
|  | B.S. | Operations Management |
| Marketing (p. 189) | B.S. |  |

Note: Minors are offered in all the degree programs listed above, as well as a Data Science Minor (see details under Computer Information Systems (p. 181)) and an International Business Minor (p. xxx). 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 (p. 23).

Graduate Degree Programs

|  |  |  |
| --- | --- | --- |
| **Major** | **Degree** | **Concentration** |
| Health Care Administration (p. 185) | M.S. |  |
| Operations Management (p. 188) | M.S. |  |
| Professional Accountancy (p. 179) | M.P.Ac. | Accounting Information Systems |
|  | M.P.Ac. | Personal Financial Planning |

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

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

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).

Total Credit Hours: 21

Health Care Administration M.S.

**Director:** Marianne Raimondo

**Faculty**: **Assistant Professors** Raimondo, Rampa, Connolly

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).

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

6. One professional and one academic reference.

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 401 | 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 535 | Managing Community Health Care Systems | 3 | Sp |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540 | Research Methods and Statistical Analysis | 3 | F |
| 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 |  |

Total Credit Hours: 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. Two 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 535 | Managing Community Health Care Systems | 3 | Sp |
| HCA 537 | Performance Improvement in Health Care | 3 | F, Sp |
| HCA 540 | Research Methods and Statistical Analysis | 3 | F |
| 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 |  |

Total Credit Hours: 38-40

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, plus the prerequisites for those courses:

1. **TWO or THREE courses from the following:**

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 421 or ECON 422 | International Economics or Economics of Developing Countries | 4  4 | As needed  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 |

1. **ONE or TWO course(s) from the following:**

|  |  |  |  |
| --- | --- | --- | --- |
| POL 203 | Global Politics | 4 | F, Sp |
| POL 303 | International Law and Organization | 4 | Sp |
| POL 341 | The Politics of Developing Nations | 4 | As needed |
| POL 342 | The Politics of Global Economic Change | 4 | Every 3rd semester |
| POL 345 | International Nongovernmental Organizations | 4 | F |
| COMM 348 | Global Communication | 4 | F |

**Prerequisites:**

|  |  |  |  |
| --- | --- | --- | --- |
| ACCT 201 | Principles of Accounting I: Financial | 3 | F, Sp, Su |
| COMM 240 | Mass Media and Society | 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 |
| MATH 177 | Quantitative Business Analysis I | 4 | F, Sp, Su |
| MATH 248 | Business Statistics I | 4 | F, Sp, Su |
| MGT 201 | Foundations of Management | 4 | F, Sp, Su |
| MKT 201 | Introduction to Marketing | 4 | F, Sp, Su |

*Notes:*

* *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.*

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).  
  
Total Credit Hours: 24-38

Note: Can be completed within 20-26 credits with cognates that double count as AQSR, Mathematics, and Social and Behavioral Science categories of General Education.

Management B.S.

Learning Goals (p. 361)  
Writing in the Discipline (General, Human Resources, International, Operations) (p. 392)  
Writing in the Discipline (Business) (p. 394)  
**Department of Management and Marketing**  
**Department Chair:** Constance Milbourn  
**Management Program Faculty: Professors** Jacques, Mello; **Associate Professors** Casey, DeSimone, Farinella, Sahba, Urda, Wu; **Assistant Professor** DiManna  
  
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 201 | Foundations of Management | 3 | F, Sp, Su |
| MGT 249 | Business Statistics II | 3 | F, Sp, Su |
| MGT 322 | Organizational Behavior | 3 | F, Sp, Su |
| MGT 341 | Business, Government, and Society | 3 | F, Sp, Su |
| MGT 348 | Operations Management | 3 | F, Sp, Su |
| MGT 461 | Seminar in Strategic Management | 3 | F, Sp |
| MKT 201 | Introduction to Marketing | 3 | 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.

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

Concentrations

CHOOSE concentration A, B, or C below

A. General Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 3 | F, Sp, Su |
|  | THREE ADDITIONAL COURSES in management at the 300-level or above | 9-10 |  |

Total Credit Hours: 61-62

B. Human Resource Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 320 | Human Resource Management | 3 | F, Sp, Su |
| MGT 423 | Compensation and Benefits Administration | 3 | F |
| MGT 424 | Employee Relations and Performance Management | 3 | Sp |
| MGT 425 | Recruitment and Selection | 3 | F |
| MGT 428 | Human Resource Development | 3 | Sp |

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 431 | Labor Economics | 4 | As needed |
| MGT 306 | Management of a Diverse Workforce | 3 | Sp |
| MGT 331 | Occupational and Environmental Safety Management | 3 | F |
| MGT 333 | Negotiation and Conflict Resolution | 3 | As needed |
| MGT 465 | Organizational Theory | 4 | Sp |
| MGT 467 | Directed Internship | 3 | F, Sp, Su |
| MGT 490 | Directed Study | 3 | As needed |
| MGT 491 | Independent Study I | 3 | As needed |
| MGT 492 | Independent Study II | 3 | As needed |
| PSYC 422 | Psychological Testing | 4 | Annually |
|  | A course approved by advisor | 3 |  |

Total Credit Hours: 70-72

C. Operations Management

|  |  |  |  |
| --- | --- | --- | --- |
| MGT 347 | Supply Chain Management | 3 | As needed |
| MGT 355 | Quality Assurance | 3 | Sp |
| MGT 455 | Global Logistics and Enterprise Management | 3 | As needed |

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

TWO COURSES from

|  |  |  |  |
| --- | --- | --- | --- |
| ECON 449 | Introduction to Econometrics | 4 | F, Sp |
| MGT 331 | Occupational and Environmental Safety Management | 3 | F |
| MGT 335 | Process Management | 3 | Sp |
| MGT 349 | Service Operations Management | 3 | F |
| MGT 359 | Current Topics in Service Operations Management | 3 | As needed |
| MGT 465 | Organizational Theory | 4 | Sp |
| MGT 467 | Directed Internship | 3 | F, Sp, Su |
| MGT 490 | Directed Study | 3 | As needed |
| MGT 491 | Independent Study I | 3 | As needed |
| MGT 492 | Independent Study II | 3 | As needed |
| MKT 310 | Product Design and Development | 3 | As needed |
| MKT 322 | Services Marketing | 3 | As needed |

Total Credit Hours: 64-66