



**KELCE**  
**COLLEGE OF BUSINESS**  
Pittsburg State University

**MINUTES**

**Kelce College General Faculty Meeting**

**3:00 p.m., Monday May 3, 2021**

**Kelce Auditorium and Online via Zoom**

**Present,** Don Baack, Alex Binder, Din Cortes, Michael Davidsson, Chelsey Decker, Kylie Edgecomb, Chris Fogliasso, June Freund, Mary Jo Goedeke, Paul Grimes, David Hogard, Steve Horner, Holly Kent, Sang-Heui Lee, Fang Lin, Matthew Lunde, Kristen Maceli, Mimi Morrison, Lynn Murray, Mary Judene Nance, David Newcomb, David O’Bryan, Melissa Payne, Irene Robinson, Connie Shum, Dwight Strong, Mary Wachter, Rachel VanBecelaere, David Weaver, Gail Yarick  
**Present on Zoom:** Jae Choi, Linden Dalecki, Praveen Guraja, Anil Lal, Mike McKinnis, Lisa Paterni, Theresa Presley, Wei Sha

**Absent:** Ashlee Ables, Kevin Bracker, Maeve Cummings, John Kuefler, Choong Lee, Shipra Paul, Jay van Wyk

- I. Welcome and Opening Remarks
  - a. Introduction of Academic Support Coordinator – Chelsey Decker
  - b. Announcement of New Finance Faculty Member – Justin Lallemand, Assistant Professor of Finance will begin teaching in the fall
  - c. Recognition of Retirees – Drs. Kevin Bracker, University Professor of Finance and June Freund, Assistant Professor of Economics (awarded Emeritus status)
  - d. Upcoming resignation – Rachel VanBecelaere
  
- II. Annual KCOB Faculty Awards
  - a. Outstanding Teaching Award – presented by VP Kathleen Flannery – Mary Wachter
  - b. Outstanding Research Award – presented by Paul Grimes – Alex Binder
  - c. Outstanding Service Award – presented by Steve Horner – Chris Fogliasso
  
- III. KCOB Graduate Assistant Awards – presented by Din Cortes
  - a. Graduate School awards for Excellence in Service were presented to Kelce graduate teaching assistants: Madison Armstrong, Katie Beth Baker, Corrie Belton, Saimul Chowdhury, Ines Ducarois, Neeraj Duhane, Nicholas Fairman, Guilherme Hansen, James (Jake) Hunter, Skylar Kelly, Katrina Poulsen, Madison Spencer, Jack Thompson and Kelsie Wikoff
  
- IV. Development News/Building Update – Holly Kent & Paul Grimes
  - a. Holly Kent/Development
    - i. Showed appreciation to several faculty for assisting with donor and potential donor relationship building (individuals, organizations, businesses, etc.)
    - ii. Development has one position open – Ellen Carter retired
    - iii. Relocation of development offices to Russ Hall by the end of the summer
    - iv. Working on connecting students with donors
    - v. PPP Campaign is concluding - \$100 million campaign which includes the new building
      1. Named space recognitions – all areas of the new building
      2. New building donor program will commence soon
      3. Endowed scholarships will be recognized on electronic signage
      4. History tribute to the building (College High School area)

- b. Dr. Grimes
  - i. Reviewed current details of spaces for new building
  - ii. Construction documents under review by KBOR
  - iii. Bids should be going out within the month
  - iv. If bids are within budget and acceptable:
    - 1. President is considering breaking ground by fall
    - 2. All offices and classrooms will need to be vacated by late summer
    - 3. Final spaces for Kelce offices/classrooms have not yet been determined
      - Nursing building project complicates our move
      - Scheduling issues for classes complicated by covid capacities
      - Provost scheduling tour and meeting of all involved parties to review options
      - Faculty questions/discussion about office/classroom move:
        - i. May need to take some furniture for temporary spaces
        - ii. Faculty will be allowed to sign out computers/printers to take home for home offices
        - iii. ITS will not need to move out
        - iv. If the move doesn't occur at the beginning of the fall semester, it will happen before the spring semester
        - v. Funding will be in place by the fall semester – private funding and R&R state funds; however, fundraising is continuing

V. Interim Report – Societal Impact Task Force – Alex Binder

- a. Reviewed task force charge. The committee has:
  - i. Developed survey for faculty to complete and the committee has received 18 complete responses and some incomplete responses. Faculty are asked to complete ASAP
  - ii. Will be determining if surveys are in-line with college and university mission statements
  - iii. Will report results to faculty at the fall meeting.

VI. College Business – Paul Grimes

- a. Strategic Planning – proposal to extend one additional year (expires at the end of FY 2022)
  - i. Reasons to extend; already supported by KLT and KBOA through 2023
    - 1. University plan is also set to expire in FY22 and will be extended (unknown timeline). Provides an opportunity to keep next college plan in-sync with the university plan.
    - 2. Extension would allow current plan to include AACSB year of record where accomplishments can be highlighted, and the college would start the new accreditation cycle with a fresh blank slate.
    - 3. The only major downside to extending is that it will delay work on a new strategic plan for the college's long-run future. This planning would potentially be hindered if we are out of the building.
  - ii. Faculty approval sought to extend current plan through the end of FY23 and to start new strategic planning process in-sync with university's next planning phase.
    - 1. Don Baack motioned to approve extending the current college strategic plan for an additional year; Chris Fogliasso seconded the motion; discussion ensued; faculty vote to approve extending the current strategic plan through FY 23.
- b. Student Honor Pledge – one of the unfinished items in the Strategic Plan is item 1.5.2
  - i. Background and work by Kelce Student Leadership Council – charged with developing an Honor Pledge that could be posted in classrooms and be included on syllabi. The students began discussions in the fall semester and finalized the wording in the spring.

ii. Proposed Statement:

*I affirm to uphold the values of honesty and integrity in all my actions as a student in the Kelce College of Business. I will neither give nor receive any unauthorized aid in the completion of my work as this undermines our community of trust, of which we are all stewards.*

*KCOB Student Oath*

KLT endorsed the student's work and KBOA voted to support the pledge as proposed by the Student Leadership Council.

Don Baack made a motion to support the proposed student pledge as worded, Mary Wachter seconded the motion. In discussion faculty suggested that the word pledge be replaced with the word oath. Don Baack restated his motion to support the student pledge but to replace the word "Pledge" with the word "Oath", Mary Wachter seconded. Faculty voted to support the pledge with the one change discussed.

- c. Proposal for Generalist Undergraduate Degree – previously discussed as either a General Business Administration or Applied Business Administration degree
- i. Basic idea is to provide cross-functional learning/training opportunities for undergraduates, and particularly for those
    1. Who will work in small businesses and wear multiple hats
    2. Who are entrepreneurs looking to start their own business
    3. Who have specific career goals requiring multiple skill sets
    4. Who are undecided on career path and desire flexibility
    5. Who want to teach business at the high school level
  - ii. After faculty voted to move forward with the idea, KLT conducted a retreat to brainstorm and develop a working framework.
    1. Results were presented in the handout distributed prior to this meeting
  - iii. Highlights of framework for new degree
    1. Name for major: Business Studies – students would earn a BBA in Business Studies
    2. The structure of the degree would follow the same structure for all BBA degrees
      - Pitt State pathways general education requirements
      - Kelce Core + Additional Common Requirements
      - Major Course Requirements
      - Electives
    3. The major would consist of completing requirement for two or more existing minors or certificates (minimum of 21 credit hours)
    4. Current minors available: Accounting, Business Economics, Computing, Fraud Examination, Internal Auditing, Marketing, International Business. For completeness Management and Finance minors will be legislated.
    5. Current certificates available: Internal Auditing, Professional Sales & Sales Management, Kansas Insurance Certificate.
    6. Additional opportunities exist to expand through creative combinations of courses already on the books
  - iv. KLT proposes to develop idea into a formal new degree proposal for presentation and review at next fall's opening faculty meeting. If approved, it would be submitted through Kelce Curriculum Committee into the legislative process.
    1. Don Baack made a motion to continue development of the proposed Business Studies major; Chris Fogliasso seconded; discussion points included that some open electives can be taken from across campus, discussed whether students would technically have minors as well – not sure at this point how courses will

be transcribed; it gives opportunities to potentially add a new major for the college; double-majoring within the college with this degree; very good for recruiting and retention. After discussion, the question was called. Faculty unanimously voted to support continuing to develop the proposed Business Studies BBA degree.

- VII. General College Announcements – Paul Grimes
  - a. Associate Dean of the Kelce Undergraduate School of Business and Faculty Chair – Steve Horner
    - i. Will serve as faculty chair for one additional year and then will return to classroom – he appreciates the opportunity to having been able to serve in this position
  - b. AACSB – Official CIR request is due this summer for visit in 2023-2024 – may need info from faculty to complete report
  - c. Digital Measures – Update information in Activity Insight (Research/Service/Teaching)
  - d. Research – copies of publications to Mimi in Dean’s Office
- VIII. New or Old Business – last call for red/black POLO shirts with Kelce logo
- IX. Adjournment – 4:30 pm

**Annotated Strategic Plan**  
**Progress on Action Items through 04/12/21**

**Goal 1: Professionalism**

The Kelce College of Business will promote a professional and collegial business culture built upon a strong ethical foundation.

Objectives:

- 1.1 Undertake and complete the renovation and expansion of Kelce Hall to accommodate the needs of students, faculty, staff, and external constituents.

Action Items:

<p>1. Conduct assessment of physical facility needs, including benchmarking, to determine what instructional, collaboration, academic support, public outreach, and gathering spaces are required to meet college goals.</p>	<p><i>Completed.</i> As part of architectural planning, a Building Committee was established to work with the contracted architects. Preliminary work done between 2016 and 2018. Finalization of construction documents for bids, Spring 2021.</p>
<p>2. Engage alumni, employers, and all external stakeholders to secure the financial resources necessary to complete all phases of renovation and expansion of Kelce Hall - including architectural assessment and feasibility studies, construction, and equipping initiatives.</p>	<p><i>Ongoing.</i> Project included as a major component of current capital campaign. \$12+M identified to-date of the \$18.5M to \$21M required. Goal is to bid the project in 2021.</p>

- 1.2 Deploy strategies to attract and retain highly-qualified faculty.

Action Items:

<p>1. Conduct faculty searches following professional standards established in the respective disciplines - including advertising, screening, and interviewing.</p>	<p><i>Completed and ongoing.</i> Searches for tenure-earning faculty are now national in scope.</p>
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2. Offer competitive salaries and compensation packages comparable with our established peer institutions.	<i>Ongoing.</i> Current budget situation limits opportunities to secure market-level funding for all positions.
3. Effectively utilize existing Faculty Fellow endowments to reward and support highly productive faculty members.	<i>Completed.</i> Esch Faculty Fellow now used to supplement KUSB Associate Dean's salary. Additional endowments needed to expand.
4. Increase the number of endowments targeted for faculty support, including fellowships, professorships, and chairs.	<i>In progress.</i> Faculty endowments included in capital campaign. No significant contributions to-date.

1.3 Create and implement incentives to reward and elevate excellence in teaching, scholarship, service and outreach.

Action Items:

1. Develop and implement new <del>departmental</del> promotion and tenure guidelines that define and promote academic excellence and quality at all ranks.	<i>Completed.</i> New college-wide promotion and tenure policy document approved by faculty in May 2019.
2. Establish targets for the attainment of high quality scholastic activity that enhance the recognition and reputation of the college.	<i>Planning stage.</i> See Action Item 2.5.1.
3. Evolve the Youngman Summer Research Grant program into a Youngman Scholars program that rewards maintenance of academic qualifications and annual scholarly productivity.	<i>Completed.</i> Policy rewritten to reward faculty for maintaining their AACSB targeted qualification based on their position.

1.4 Support professional development and training opportunities for faculty, University Support Staff, Graduate Assistants, and student workers.

Action Items:

1. Provide funds from college <del>and departmental</del> endowment earnings to support professional development activities for all college personnel.	<i>Completed.</i> Kelce Endowment used by the dean to annually support faculty travel. Made available to staff when needed.
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2. Explore collaborative opportunities with other campus units and regional peer institutions to produce development and research seminars.	<i>In Progress.</i> Initial discussions with MSSU School of Business dean to develop a joint research seminar program.
3. Develop and promote an active college-wide professional development series of workshops and research colloquiums.	<i>Ongoing.</i> Professional Development Committee offers workshops six times per year. Research colloquiums started in 2019-2020.
4. Increase the number of faculty members holding nationally recognized professional certifications in their respective disciplines.	<i>Ongoing.</i> Recent policy approved to financially support professional licenses and certifications in applied disciplines.

1.5 Develop a culture to ensure that faculty members adhere to the University's mission, core values, policies, and contract obligations.

Action Items:

1. Review and revise as necessary the Kelce College Code of Ethics.	<i>Completed.</i> Faculty task force reviewed and updated Code in 2017-2018.
2. Empanel a faculty and student task force to develop and implement a Kelce Student Academic Honesty and Integrity Policy.	<i>In Progress.</i> Student Leadership Council given charge in Spring 2021. Proposal under consideration.

**Goal 2: Relevance**

The Kelce College of Business will ensure its academic programs, faculty engagement activities, and outreach initiatives satisfy the current and foreseeable needs of its constituents.

Objectives:

2.1 Align all undergraduate and graduate programs with workforce expectations and regional employment trends.

Action Items:

1. Implement a survey strategy of stakeholders (e.g., alumni, employers, and potential employers) to determine the relevance of our curriculum for workplace success.	<i>Ongoing.</i> Surveys regularly conducted on a rotating basis. Updated as needed. Recently migrated from paper-based to an electronic format using <i>Qualtrics</i> software system.
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<p>2. Systematically analyze regional employment data and conduct benchmarking of curricular offerings with peer schools.</p>	<p><i>Ongoing.</i> Benchmarking of peer and aspirant school’s curriculums used to inform recent curriculum revisions.</p>
<p>3. Develop a Young Alumni Advisory Board to provide feedback on curricular offerings, insight into current labor market trends, and mentoring opportunities to current students.</p>	<p><i>In progress.</i> Several meetings held with young alumni groups – interest shown but no traction to date. Working with KBOA to move forward.</p>
<p>4. Address through curricular change the documented need to improve student skills in business communications, both written and oral.</p>	<p><i>Completed.</i> New course “Business Professionalism” developed and approved. First offering Fall 2018. Required for all BBA degrees starting in 2020.</p>
<p>5. Develop a broad-based and flexible interdisciplinary undergraduate degree program for students with small business and entrepreneurial career aspirations.</p>	<p><i>In Progress.</i> Faculty approved development of an “generalist” BBA degree. Work underway during Spring 2021.</p>
<p>6. Review and update the curriculum of each existing degree program based on results from surveys, market analyses, and benchmarking of our peer schools.</p>	<p><i>Ongoing.</i> Revisions to admission standards, Kelce Core and individual majors legislated and approved. Most degree changes in place by 2018. New certificates added; Insurance in 2018 and Professional Sales in 2020.</p>

2.2 Provide support for the attainment of excellence in the classroom.

Action Items:

<p>1. Pursue and establish a college-level differential tuition model that provides the resource base to consistently deliver academic programs of excellence.</p>	<p><i>Planning stage.</i> In discussions to prepare proposal for college-level student fee or differential tuition – timing issues due to COVID.</p>
<p>2. Establish target levels of instructional staffing by faculty qualification categories as prescribed by the 2013 AACSB Standards.</p>	<p><i>In progress.</i> Targets for SA, PA, SP, IP and Other qualification categories approved by faculty vote in 2016. Modifications needed based on CIR results in 2018 and new standards adopted in 2020.</p>

<p>3. Enhance monetary support for faculty attending pedagogical conferences to achieve teaching excellence.</p>	<p><i>Ongoing.</i> Targeted faculty sent to teaching conferences and financially supported by dean's office.</p>
<p>4. Increase faculty participation in seminars provided by the Center for Teaching, Learning and Technology.</p>	<p><i>Ongoing.</i> Invitations and reminders routinely distributed for CTLT events. Encourage participation in e-Learning Academy. 100% faculty participation in COVID transition workshops.</p>

2.3 Expand the college's outreach activities through the development of centers and institutes that support our mission.

Action Items:

<p>1. Expand working relationships with the university's Center for Innovation and Business Development and the Small Business Development Center.</p>	<p><i>Ongoing.</i> Several sections of Business Strategy provided consulting services for SBDC clients. College began hosting SBDC Marketing Office in 2019.</p>
<p>2. Evolve current economic development activities (e.g., The Pittsburg Micropolitan Area Economic Report and the Economic Outlook Conference) into a formal Economic Development and Business Engagement Center.</p>	<p><i>Completed.</i> KBOR approved the establishment of the Business and Economic Research Center (BERC) in 2018. Director and office in place.</p>
<p>3. Develop a Center for Internal Auditing, Fraud Examination and Computer Security to provide outreach and engagement services in these areas of existing expertise.</p>	<p><i>No action to-date.</i> Loss of internal auditing instructor. New hire in 2020.</p>
<p>4. Pursue and achieve designation as a National Center of Academic Excellence in Information Assurance/Cyber Defense.</p>	<p><i>No action to-date.</i> Loss of faculty expertise.</p>
<p>5. Partner with the College of Education to reinvigorate the Center for Economic Education.</p>	<p><i>In progress.</i> Preliminary talks taken with new College of Education dean.</p>

2.4 Create incentives to support faculty outreach and engagement with the regional business community.

Action Items:

1. Develop workload policies to provide course release or extra duty compensation for significant and on-going regional outreach and engagement.	<i>No action to-date.</i> Currently handled on an ad hoc case-by-case basis.
2. Ensure that professional engagement activities are a central component of the annual faculty appraisal review process.	<i>In progress.</i> Faculty asked to set an engagement goal during annual review. May require revision to union contract to formalize.

2.5 Create incentives to elevate the level and quality of faculty scholarship and engagement at the regional, national, and international levels.

Action Items:

1. Establish lists of target journals, professional associations, and conferences for each disciplinary area that will enhance the recognition and reputation of the college.	<i>Planning Stage.</i> Preliminary discussions held by KLT. Purchase of Cabell's <i>Journalytics</i> and <i>Predatory Reports</i> in 2021.
2. Increase the number of faculty members holding leadership roles with targeted journals, professional associations, and academic organizations.	<i>On-going.</i> No formal incentives identified yet. Encouragement and support always present by KLT.
3. Through the Youngman Scholars Program (see 1.3.3 above), develop and institute financial incentives to publish in targeted journals and present at targeted conferences.	<i>No action to-date.</i> Preliminary discussions held by KLT.
4. Tie the new <del>departmental</del> promotion and tenure procedures (see 1.3.1 above), annual faculty performance appraisal reviews, and AACSB faculty qualification standards to the targeted lists of journals, associations, and conferences.	<i>No action to-date.</i> Due to reorganization, "departmental" deleted from plan. Will be replaced with "college" where appropriate.

**Goal 3: Growth**

The Kelce College of Business will expand its resource base through strategic enrollment initiatives, development activities, and marketing campaigns.

Objectives:

- 3.1 Determine the College's capacity to deliver programs within our current and future constraints.

Action Items:

1. Analyze the historic and prospective availability of staffing, budget, and physical resources relative to the demand for college programs.	<i>Ongoing.</i> Included as part of decision-making for recent budget reductions. Additional work needed.
2. Strategically manage course enrollment levels and class sizes to maximize resource efficiency.	<i>Ongoing.</i> Responsibility after reorganization assigned to Associate Deans and Program Coordinators.
3. Conduct a feasibility analysis of reorganizing departments to capture economies of scale and scope, and to better equalize administrative oversight.	<i>Completed.</i> Administrative reorganization completed and approved by KBOR at end of Spring 2018. New structure in place beginning Fall 2018.

- 3.2 Undertake market analyses to determine growth potential for existing and new programs.

Action Items:

1. Utilize surveys detailed in 2.1.1 above to identify target areas for development and expansion of curricular offerings.	<i>Completed.</i> Data informed development of the Online Professional MBA, MPAcc, and the proposed BBA in Business Studies. PMBA generating significant new discretionary income for the college.
2. Explore cooperative degree and certificate programs with other units on campus.	<i>Ongoing.</i> New MBA Human Resources concentration in partnership with College of Technology is first example. Talks in progress with nursing and construction management.

3.3 Implement recruitment activities to optimize enrollments relative to capacity.

Action Items:

<p>1. Increase faculty participation in activities undertaken by the Office of Admissions (high school visits, college fairs, Pitt CARES, Rumble in the Jungle, etc.) to recruit students to the college.</p>	<p><i>Ongoing.</i> Coordination of college recruitment and retention programs delegated to the new Director of Outreach and Business Engagement. Work needed to enhance campus visit experiences.</p>
<p>2. Institute an effective replacement for the Opportunities in Business Day.</p>	<p><i>Planning stage.</i> Exploring how PBL can work with local FBLA high school chapters to host events. Experimenting with a Women in Business event for local high school students.</p>
<p>3. Establish and maintain a Kelce College presence at local college fairs and graduate school fairs.</p>	<p><i>Ongoing.</i> Representatives sent to statewide fairs (e.g. FBLA) in Kansas and Missouri. New academic support coordinator will assist.</p>
<p>4. Explore the creation of a Kelce Ambassador program to undertake recruitment activities.</p>	<p><i>In Progress.</i> Discussions held with Student Leadership Council in Spring 2021.</p>

3.4 Undertake strategic fundraising activities to support planned growth and expansion of physical facilities and endowments.

Action Items:

<p>1. Establish priorities and goals for the current capital campaign.</p>	<p><i>Completed.</i> Kelce building project is the university's and the college's #1 priority.</p>
<p>2. Maintain and enrich relationships with key alumni and friends of the college.</p>	<p><i>Ongoing.</i> Many trips to visit alumni and presentations to civic and community groups by dean and others.</p>

<p>3. Conduct a fundraising initiative with the college’s international alumni.</p>	<p><i>In progress.</i> Preliminary discussions with alumni and advancement offices have been undertaken. Hosted Gorilla Gathering in Seoul South Korea, Spring 2019. More work is needed to determine strategy.</p>
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3.5 Enhance marketing activities to promote and improve the image and professional reputation of the Kelce College brand.

Action Items:

<p>1. Explore viability of hiring a part-time staff member to oversee external relation initiatives.</p>	<p><i>Revised and completed.</i> Reorganization resulted in reallocation of one position into the Director of Outreach and Business Engagement (DOBE).</p>
<p>2. Reinststitute the “Kelce Connections” semi-annual newsletter to alumni and friends.</p>	<p><i>Ongoing.</i> First issue published in 2016 and continuing to-date.</p>
<p>3. Further develop and expand the college’s social media presence.</p>	<p><i>Ongoing.</i> Responsibility of new DOBE. Work delegated to GA and coordinating with University Marketing and Communications.</p>
<p>4. Increase faculty participation in providing college stories to University Relations for inclusion in media releases.</p>	<p><i>Ongoing.</i> KLT routinely sends story ideas to University Marketing and Communications.</p>
<p>5. Increase college faculty participation in, and contribution to, major university initiatives and committees.</p>	<p><i>Ongoing.</i> KLT working with faculty senate and president’s office to ensure proper representation for college after reorganization. More work needed.</p>
<p>6. Diversify college career fairs to include employers seeking recruits from a broader array of business majors.</p>	<p><i>In progress.</i> College’s “Meet the Firms” event now open to Finance and Business Economic majors. COVID challenges constrain further expansion of fairs.</p>

<p>7. Maintain and expand outreach efforts to current students (e.g., fall and spring hotdog picnics) to cultivate a stronger affinity and allegiance to the Kelce College.</p>	<p><i>Ongoing.</i> Examples - Fall and Spring picnics have become a college tradition with large turn-outs. Receptions for employers during Career Expo initiated. Recreational bowling mixers for MBAs and faculty held.</p>
<p>8. Increase participation of Kelce student teams in regional and national competitions and conferences.</p>	<p><i>Ongoing.</i> The number of teams has increased annually – some with great success. Teams have participated in the Enactus Nationals, CFA Research Institute Challenge, KC Federal Reserve Bank Code-a-thon, Phi Beta Lambda State and National Competitions, Kansas State Entrepreneurship Challenge, Campus CEO Pitch Competition, and the Shocker New Venture Competition.</p>

## Proposed Curriculum Outline: Bachelor of Business Administration in “Business Studies”

### **4 Components:**

- (1) Pitt State Pathway Requirements
- (2) Kelce Core Requirements / Additional Courses Required by Kelce
- (3) Required “Business Studies Major” Courses
- (4) Open Electives

### **#1. Pitt State Pathway Requirements (40 Hours)**

These courses include basic skills/foundation courses along with “Essential Studies” component courses and Gorilla Gateway.

Core Elements (12 Hours): ENGL\*101; ENGL\*299; COMM\*207; MATH\*113

Essential Studies/PSP Elective (26 Hours)

Gorilla Gateway (2 Hours)

### **#2. Kelce Core Requirements (42 Hours) / Additional Courses Required by Kelce (12 Hours)**

These courses provide students with an integrative experience of the various business disciplines that allows students to develop a well-rounded understanding of how business works. Kelce Core classes total 42 hours and include:

MGT\*101 Intro to Business or MGT\*105 Intro Entrepreneurship

ACCTG\*201 Financial Accounting

CIS\*420 Management Information Systems

MGT\*210 Business Professionalism

MGT\*320 Basic Quantitative Methods

MGT\*420 Quantitative Decision Making

MGT\*690 Business Strategy

ECON\*300+ Upper Division Economics Elective

ACCTG\*202 Managerial Accounting

FIN\*326 Business Finance

MGT\*310 Business Statistics

MGT\*330 Management & Organizational Behavior

MGT\*430 Legal & Social Environment of Business

MKTG\*330 Principles of Marketing

#### **Additional Courses Required by Kelce:**

MATH\*143 Elementary Statistics

ECON\*200 Principles of Microeconomics

CIS\*130 Computer Information Systems

ECON\*201 Principles of Macroeconomics

### **#3. Required “Business Studies Major” Courses. Total hours will vary. Minimum 21 hours.**

These are the required course combinations students will choose to build their “Business Studies” major. Students must select a combination of *at least 2 disciplinary minors and/or certificate course sequences* to complete their major in Business Studies.

Current Disciplinary Minors: Accounting, Business Economics, Computing, Fraud Examination, Internal Auditing, Marketing, International Business (Need to add: Management and Finance)

Current Certificate Programs: Internal Auditing, Professional Sales & Sales Management, Kansas Insurance Certificate

### **#4. Open Electives (Up to 9 Hours)**

These courses may be selected from any discipline based on student interest.