

ECONOMICS AND BUSINESS

The Department of Economics and Business seeks to prepare students with the professional skills and academic breadth necessary for leadership and service in the dynamic world of business, economics and accounting. Both theoretical and applied concepts of, economics, business and accounting are stressed.

ABOUT THE PROGRAM

Economic theory and quantitative skills serve as the cornerstone for advanced work in economics and business. Knowledge of mathematics, strong oral and written communication skills and basic computer literacy are required, but we also expect our students to appreciate and draw from their knowledge of history, psychology, sociology, philosophy, ethics, politics, the natural sciences, other cultures and languages and the arts. The demands placed upon professional managers, accountants and economists require that they be competent in the use of the analytical tools of their trades and well-informed about the complex socio-economic environment in which they work.

Students majoring in the department are strongly encouraged to actively participate in domestic off-campus programs in Philadelphia, Chicago and Washington, D.C.; international programs around the world; internships with local business firms; and independent research projects.

A few distinctive programs within our department include:

- London May Term. A three-week international interdisciplinary experience in which the city of London and surrounding areas provide opportunities for robust experiential learning.
- China May Term. A three-week introduction to modern China and the remarkable economic, cultural and spiritual transformations underway in the country.
- Baker Scholars Program. Hope College is the only college in the State of Michigan, and one of 33 in the country, to have received a George F. Baker Foundation Grant. This program provides special enrichment and growth opportunities to students who show promise of being exceptional business leaders.
- Hope College Business Club. The Business Club focuses on providing students with hands-on experiences, such as networking events, guest speakers, local business interactions and service opportunities.
- Hanze University, Groningen, The Netherlands. A three-week summer program designed and delivered by Hanze University including guest lectures, seminars, workshops on how European markets work, legal aspects of international trade, Eurozone economic and monetary integration, business excursions to large multinational corporations, etc. All classes are conducted in English and will satisfy the business elective requirement.

Approximately 30 percent of the graduates in this department go on to graduate or professional schools in the fields of law, public administration, business administration and economics. Those who choose to begin their careers upon graduation pursue employment opportunities in a wide variety of fields, in both the public and private sectors.

ADVISING PROCEDURES:

Upon declaration of a major and approval by the chairperson, the student will be assigned an advisor from the department. Together, they will work out a tentative program for the student to complete the major.

MAJORS

Accounting

The department offers two tracks for accounting majors — one for general accounting and one for public accounting.

Students planning a career in public accounting should complete the 150-hour public accounting track. The department offers all the accounting courses required for taking the Michigan C.P.A. examination. With careful planning, both accounting tracks can be completed in four years and therefore, the cost of completing a graduate program would not be necessary. Students who wish to major in the area of professional accounting should contact a member of the accounting staff early in their careers, since this program requires a special sequence of courses. Any student contemplating taking the C.P.A. exam in a state other than Michigan should consult with his/her advisor no later than the first semester of his/her junior year. Students planning a career in industrial accounting, governmental or not-for-profit accounting, or banking and finance need to complete only the traditional 126-hour program. Internships are available in both private and public sectors. See the following required courses, hours and prerequisites.

DEPARTMENTAL REQUIRED COURSES:

Economics:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics

BUSINESS:

- BUS 222 – Management Perspectives & Theory
- BUS 341 – Business Law
- BUS 371 – Financial Management

Accounting:

- ACCT 221 – Financial Accounting
- ACCT 222 – Managerial Accounting
- ACCT 321 – Intermediate Accounting I
- ACCT 322 – Intermediate Accounting II
- ACCT 333 – Accounting Information Systems
- ACCT 375 – Cost Accounting

Minimum of **12 hours** of 400–level electives in accounting required:*

- ACCT 423 – Auditing
- ACCT 425 – Individual Taxation
- ACCT 426 – Corporate Tax and Research
- ACCT 427 – Advanced Accounting
- ACCT 428 – Government and Not–for–Profit Accounting
- ACCT 430 – Ethics in Accounting

NON-DEPARTMENTAL REQUIRED COURSES:

- MATH 210 - Introductory Statistics
 - MATH 311 and 312 also meet this requirement
- CSCI 140 – Business Computing

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL REQUIRED: 63 credit hours

Elective Accounting Courses:

- ACCT 361 – Accounting Practicum I
- ACCT 362 – Accounting Practicum II

Accounting/Business

The accounting/business double major consists of the following required courses, hours and prerequisites.

DEPARTMENTAL REQUIRED COURSES:

Economics:

- ECON 211 – Principles of Macroeconomics

- ECON 212 – Principles of Microeconomics
- ECON – Economics elective - (300-level or above)

BUSINESS:

- BUS 222 – Management Perspectives & Theory
- BUS 331 – Marketing Management
- BUS 341 – Business Law
- BUS 361 – Operations Management
- BUS 371 – Financial Management
- BUS 401 – Management Seminar

Approved elective – Departmental OR non-departmental (DND elective) OR approved internship OR semester abroad

Accounting:

- ACCT 221 – Financial Accounting
- ACCT 222 – Managerial Accounting
- ACCT 321 – Intermediate Accounting I
- ACCT 322 – Intermediate Accounting II
- ACCT 333 – Accounting Information Systems
- ACCT 375 – Cost Accounting

Minimum of **12 hours** of 400-level electives in accounting required:*

- ACCT 423 – Auditing
- ACCT 425 – Individual Taxation
- ACCT 426 – Corporate Tax and Research
- ACCT 427 – Advanced Accounting
- ACCT 428 – Government and Not-for-Profit Accounting
- ACCT 430 – Ethics in Accounting

NON-DEPARTMENTAL REQUIRED COURSES:

- MATH 210 - Introductory Statistics
 - MATH 311 and 312 also meet this requirement
- CSCI 140 – Business Computing

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL REQUIRED: 83 credit hours

Elective Accounting Courses:

- ACCT 361 – Accounting Practicum I
- ACCT 362 – Accounting Practicum II

Business

The business major is foundational, integrated, relevant, personal and challenging. See the following required courses, hours and prerequisites.

Departmental Required Courses:

Accounting:

- ACCT 221 – Financial Accounting

Economics:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics
- ECON – Economics elective (300-level or above)

Business:

- BUS 222 – Management Perspectives & Theory
- BUS 331 – Marketing Management
- BUS 361 – Operations Management
- BUS 371 – Financial Management
- BUS 401 – Management Seminar
- Approved elective – Departmental OR non-departmental (DND elective) OR approved internship OR semester abroad

Non-Departmental Required Course:

- MATH 210 – Introductory Statistics
 - MATH 311 and 312 also meet this requirement.

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL: 43-44 credit hours

Courses in workplace writing and business computing are recommended. Courses in communication and additional coursework in liberal arts are also recommended. Students are

encouraged to take advantage of internship and other course experiences at The Philadelphia Center and in Chicago and study abroad programs around the world.

Business/Economics

The business/economics double major consists of the following required courses, hours and prerequisites.

DEPARTMENTAL REQUIRED COURSES:

Accounting:

- ACCT 221 – Financial Accounting

Economics:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics
- ECON 306 – Econometrics
- ECON 311 – Intermediate Macroeconomics
- ECON 312 – Intermediate Microeconomics
- ECON 401 – History of Economic Thought
- ECON 480 – Senior Research Project (offered spring term)
- ECON – Economics elective (300-level or above)

BUSINESS:

- BUS 222 – Management Perspectives & Theory
- BUS 331 – Marketing Management
- BUS 361 – Operations Management
- BUS 371 – Financial Management
- BUS 401 – Management Seminar

NON-DEPARTMENTAL REQUIRED COURSE:

Mathematics:

- MATH 131 – Calculus I
- MATH 210 – Introductory Statistics
 - MATH 311 and 312 also meet this requirement.

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL: 64 credit hours

Economics

The economics major offers a solid preparation for many paths; it is rigorous and analytical, as well as practical and useful.

DEPARTMENTAL REQUIRED COURSES:

Economics:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics
- ECON 306 – Econometrics
- ECON 311 – Intermediate Macroeconomics
- ECON 312 – Intermediate Microeconomics
- ECON 401 – History of Economic Thought
- ECON 480 – Senior Research Project
- ECON – Economics elective (300-level or above)
- ECON – Economics elective (300-level or above)

NON-DEPARTMENTAL REQUIRED COURSES:

Mathematics:

- MATH 131 – Calculus I
- MATH 210 – Introductory Statistics
 - MATH 311 and 312 also meet this requirement.

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL: 44 credit hours

Public Accounting

Students who wish to pursue the public accounting pre-professional program should contact a member of the accounting staff early in their careers, since this program requires a special sequence of courses.

With careful planning, the 150-hour CPA Program can be completed in just four years. See the following required courses, hours and prerequisites.

REQUIRED DEPARTMENTAL COURSES:

TOTAL DEPARTMENTAL REQUIRED: 67 credit hours

Economics:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics

BUSINESS:

- BUS 222 – Management Perspectives & Theory
- BUS 341 – Business Law
- BUS 371 – Financial Management

Accounting:

- ACCT 221 – Financial Accounting
- ACCT 222 – Managerial Accounting
- ACCT 321 – Intermediate Accounting I
- ACCT 322 – Intermediate Accounting II
- ACCT 333 – Accounting Information Systems
- ACCT 375 – Cost Accounting
- ACCT 423 – Auditing
- ACCT 425 - Individual Taxation
- ACCT 426 – Corporate Tax and Research
- ACCT 427 – Advanced Accounting
- ACCT 428 – Government and Not-for-Profit Accounting

One DEPARTMENTAL Elective COURSE REQUIRED:

SELECT FROM ONE course: 2-4 credit hours

- ACCT 430 – Ethics in Accounting
- BUS 331 – Marketing Management
- BUS 352 - Human Resource Management
- BUS 358 - Management in the British Economy
- BUS 361 - Operations Management
- BUS 395 - Advanced Studies in Business
- ECON 302 - Monetary Economics

- ECON 304 - Economic Growth and Development
- ECON 306 - Econometrics
- ECON 310 - Environmental Public Policy
- ECON 311 - Intermediate Macroeconomics
- ECON 312 - Intermediate Microeconomics
- ECON 318 - International Economics
- ECON 320 - Financial Economics
- ECON 358 - Management in the British Economy
- ECON 395- Advanced Studies in Economics

NON-DEPARTMENTAL REQUIRED COURSES:

TOTAL NON-DEPARTMENTAL REQUIRED : 14 credit hours

mATHEMATICS sKILLS:

- MATH 210 – Introductory Statistics
 - MATH 311 and 312 also meet this requirement

Communications Skills:

Both of the following courses are required:

- COMM 140 – Public Presentations
- ENGL 214 – Workplace Writing

Computer Science Skills:

- CSCI 140 – Business Computing

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL REQUIRED : 79-81 credit hours

Elective Accounting Courses:

- ACCT 361 – Accounting Practicum I
- ACCT 362 – Accounting Practicum II

ACCT 423, 425, 427 and 428 are REQUIRED by the State of Michigan for those intending to take the CPA exam in Michigan. See your advisor if you plan to take the exam in another state. (Most require 150 hours.)

Public Accounting/Business

The public accounting/business double major consists of 97 credits.

DEPARTMENTAL REQUIRED COURSES:

TOTAL DEPARTMENTAL REQUIRED: 83 credit hours

ECONOMICS:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics
- ECON – ECON elective (300-level or above)

BUSINESS:

- BUS 222 – Management Perspectives & Theory
- BUS 3331 - Principles of Marketing
- BUS 341 – Business Law
- BUS 361 – Operations Management
- BUS 371 – Financial Management
- BUS 401 – Management Seminar
- APPROVED ELECTIVE – Departmental OR non-departmental (DND elective) OR approved internship OR semester abroad

ACCOUNTING:

- ACCT 221 – Financial Accounting
- ACCT 222 – Managerial Accounting
- ACCT 321 – Intermediate Accounting I
- ACCT 322 – Intermediate Accounting II
- ACCT 333 – Accounting Information Systems
- ACCT 375 – Cost Accounting
- ACCT 423 – Auditing
- ACCT 425 – Individual Taxation
- ACCT 426 – Corporate Tax and Research
- ACCT 427 – Advanced Accounting
- ACCT 428 – Government and Not-for-Profit Accounting

NON-DEPARTMENTAL REQUIRED COURSES:

TOTAL NON-DEPARTMENTAL REQUIRED: 14 credit hours

Mathematics Skills:

- MATH 210 – Introductory Statistics
 - MATH 311 and 312 also meet this requirement

Communications Skills:

Both of the following courses are required:

- COMM 140 – Public Presentations
- ENGL 214 – Workplace Writing

COMPUTER SCIENCE SKILLS:

- CSCI 140 – Business Computing

TOTAL DEPARTMENTAL AND NON-DEPARTMENTAL REQUIRED: 97 credit hours

ELECTIVE ACCOUNTING COURSES:

- ACCT 361 – Accounting Practicum I
- ACCT 362 – Accounting Practicum II
- ACCT 430 – Ethics in Accounting

Other ELECTIVE COURSES:

- BUS 352 - Human Resource Management
- BUS 358 - Management in the British Economy
- BUS 361 - Operations Management
- BUS 395 - Advanced Studies in Business
- ECON 302 - Monetary Economics
- ECON 304 - Economic Growth and Development
- ECON 306 - Econometrics
- ECON 310 - Environmental Public Policy
- ECON 311 - Intermediate Macroeconomics
- ECON 312 - Intermediate Microeconomics
- ECON 318 - International Economics

- ECON 320 - Financial Economics
- ECON 358 - Management in the British Economy
- ECON 395- Advanced Studies in Economics

ACCT 423, 425, 427 and 428 are REQUIRED by the State of Michigan for those intending to take the CPA exam in Michigan. See your advisor if you plan to take the exam in another state. (Most require 150 hours.)

MINORS

Accounting

The minor requirements for accounting consist of 24 credits of coursework. Courses required are:

- ACCT 221 – Financial Accounting
- ACCT 222 – Managerial Accounting

And three courses from the following seven:

- ACCT 321 and 322 – Intermediate Accounting I and II
- ACCT 333 – Accounting Information Systems
- ACCT 375 – Cost Accounting
- ACCT 425 – Individual Taxation
- ACCT 427 – Advanced Accounting
- ACCT 428 – Governmental and Not-for-Profit

Also required:

- MATH 210 – Introductory Statistics , or Statistical Methods (MATH 311) AND Applied Statistical Models (MATH 312)

See specific course for appropriate prerequisite(s). Minimum GPA 2.0.

Business

The minor requirements for business consist of 28 credits of coursework. Courses required are:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics
- ACCT 221 – Financial Accounting

- BUS 222 – Management Perspectives and Theory
- A 300–level business course
- An approved departmental or non-departmental elective.

Also required:

- MATH 210 – Introductory Statistics, or Statistical Methods (MATH 311) AND Applied Statistical Models (MATH 312)

See specific course for appropriate prerequisite(s). Minimum GPA 2.0.

Economics

The minor requirements for economics consist of 28 credits of coursework. Courses required are:

- ECON 211 – Principles of Macroeconomics
- ECON 212 – Principles of Microeconomics
- Choose four 300+ Level Economics courses including two of the following:
 - ECON 311 – Intermediate Macroeconomics
 - ECON 312 – Intermediate Microeconomics
 - ECON 306 - Econometrics
 - ECON 401 - History of Economic Thought
- MATH 210 - Statistics

See specific course for appropriate prerequisite(s). Minimum GPA 2.0.

COURSES

ECONOMIC COURSES

ECON 200 - Economic Themes and Topics

Exploring "economic ways of thinking" as they apply to a theme or to issues of public concern. The course is designed to fulfill the objectives of the Social Science II General Education requirement and may not be applied toward a business, economics or accounting major.

Credits Awarded: 2

Terms Offered: Fall, Spring

Attribute: Social Science 2 (SS2)

ECON 211 - Principles of Macroeconomics

An introduction to economic principles and concepts, designed to fulfill the objectives of the college social science requirement and to prepare students for additional work in economics, business, and accounting. The course deals with such topics as supply and demand, markets, money, the determination of national income, employment and the price level, and international trade. The government's role in the economy is examined throughout.

Credits Awarded: 4

Terms Offered: Fall, Spring

Attribute: Social Science 1 (SS1)

ECON 212 - Principles of Microeconomics

An introduction to economic analysis at the microeconomic level which focuses on individual and firm decision-making in a market environment. This course deals with such topics as consumer demand, costs of production and supply, resource allocation, the role of competition in markets, labor and resource markets and the economics of the environment.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Econ 211 with a grade of C or better

ECON 295 - Studies in Economics

A lecture or seminar class on a special topic of economics for majors and non-majors in the discipline. For example, Ethics and Economics of Labor Unions has been offered under this topic number.

Credits Awarded: 2 or 4

Terms Offered: As needed

ECON 302 - Monetary Economics

A study of the role of money, credit, and financial institutions, and the impact of these areas on the general level of output, income and employment.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Econ 212 with a grade of C or better

ECON 304 - Economic Growth and Development

A study of the factors that influence the growth and development of modern economies with particular emphasis on developing countries. Attention will be given to theoretical models and to the interplay of social, political and cultural phenomena.

Credits Awarded: 4

Terms Offered: As Needed

Prerequisites: Econ 212 with a grade of C or better

ECON 306 - Econometrics

An introduction to the mathematical and statistical tools used in constructing and estimating economic models. Focuses on applications of multivariate regression analysis in the areas of economic forecasting and hypotheses testing. Extensive use of the computer.

Credits Awarded: 4

Terms Offered: Fall

Prerequisites: Econ 212 with a grade of C or better, Math 210 or equivalent

ECON 310 - Environmental Public Policy

This course is an introductory analysis of the economic, scientific and political factors involved in environmental public policy. American environmental management will be viewed in terms of the interplay among economic efficiency, scientific feasibility and the demands of the political process. Topics covered will include federal lands, intergovernmental relations, agency law, comparative institutions, U.S. environmental regulations and technological compliance. This course is team taught by faculty from the Departments of Economics and Business, Geological and Environmental Sciences, and Political Science, so that students are exposed to the interdisciplinary nature of environmental public policy issues. Four hours of lecture per week. Fulfillment of the NSL general education requirement is highly recommended prior to this course.

Credits Awarded: 4

Terms Offered: Spring

Prerequisites: Pol 100

ECON 311 - Intermediate Macroeconomics

This course examines the important concepts and theories concerning levels of income, employment, interest rates and prices. It enables the student to understand the causes of changes in these levels, and to understand the effectiveness of government policies in affecting them.

Credits Awarded: 4

Terms Offered: Spring

Prerequisites: Econ 212 with a grade of C or better

ECON 312 - Intermediate Microeconomics

Intermediate-level treatment of microeconomics concerned primarily with resource allocation decisions under various product and resource market conditions. Implications for business and public policy are emphasized.

Credits Awarded: 4

Terms Offered: Fall

Prerequisites: Econ 212 with a grade of C or better, Math 131

ECON 318 - International Economics

This course presents a survey of the fields of international trade and finance with attention given to fundamental theory and present policy and practice.

Credits Awarded: 4

Terms Offered: Fall

Prerequisites: Econ 212 with a grade of C or better

ECON 320 - Financial Economics

This course explores the allocation of resources under conditions of uncertainty and the economics of the finance industry. The various kinds of financial instruments and their uses in portfolios will be examined. Topics include market behavior, trader psychology, banking firms and special exotic products.

Credits Awarded: 4

Terms Offered: As Needed

Prerequisites: Econ 212 with a grade of C or better

ECON 358 - Management in the British Economy

This interdisciplinary course explores the culture, politics, and economy of the British along with their values and attitudes toward business. Special attention is paid to unique forms of management and business organizations. This class utilizes an experiential-based learning environment that includes seminars with leaders of business, labor, and government; company visits; and numerous cultural activities that are conducted in London and in various other locations in England.

Credits Awarded: 4

Terms Offered: Summer

Prerequisites: Permission of instructor

ECON 390 - Internships in Vocation

The objective of this course is to help students 1) integrate theory and practice, 2) enhance their self-awareness and social-awareness competencies, and 3) seek their mission in the world. The course is a customized and highly reflective experience involving the professor, the student, and the placement supervisor. Enrollment in the class is dependent upon students finding their own internship placements by working with the Boerigter Center for Career and Calling. Students will not receive credit for this course and Mgmt 391.

Credits Awarded: 1-4

Terms Offered: Summer

Prerequisites: Permission of instructor

ECON 395 - Advanced Studies in Economics

A lecture or seminar in a special topic in advanced economics. For example, Law and Economics will be offered under this number.

Credits Awarded: 1, 2, 4

Terms Offered: As needed

Prerequisites: Permission of instructor

ECON 401 - History of Economic Thought

An introduction to, and critical survey of, the important people and ideas in economic theory. Attention is given to the interaction of economic ideas with the times in which they arose, and the evolution of significant economic doctrines.

Credits Awarded: 4

Terms Offered: Spring

Prerequisites: Econ 211, Econ 212

**ECON 402 - Industrial Organization/
Economics of Strategy**

A theoretical and empirical study of how the organization of markets affects the conduct and performance of firms in those markets. Topics include the determinants of market structure; the impact of market power on pricing, product differentiation, technological change; and managerial strategy. Several specific U.S. industries will be studied, and a strategic analysis of an industry will be performed.

Credits Awarded: 4
Terms Offered: Spring
Prerequisites: Econ 212

ECON 403 - Labor Economics

Study of the institutional and economic forces which determine wages and employment in labor markets. Economic theory is used to analyze the impact of various policies on the distribution of income. Topics include the economic effects of unions, minimum wage legislation, investment in human capital, discrimination in labor markets, poverty and transfer programs, and the disincentive effects of taxation. This course also examines issues of work and vocation.

Credits Awarded: 4
Terms Offered: Fall, Spring
Prerequisites: Econ 212

ECON 410 - Economics of the Public Sector

Study of the role of government in a market economy. The theory and practice of taxation, expenditure, analysis and government regulation are examined in terms of their impact on economic efficiency and income redistribution. Topics include benefit-cost analysis, environmental pollution, tax reform, healthcare economics, income transfer programs and intergovernmental grants.

Credits Awarded: 4
Terms Offered: Fall
Prerequisites: Econ 212

ECON 480 - Senior Research Project

A capstone course required of all economics majors to develop advanced skills in economic research and writing. A research paper will be prepared in conjunction with an upper-level economics course being taken at the same time. Students may take Econ 306 either prior to enrollment in or concurrently with the class.

Credits Awarded: 4
Terms Offered: Spring
Prerequisites: Econ 311 or Econ 312, Senior standing, Econ 306
Corequisites: Econ 306

**ECON 490 - Independent Studies in
Economics**

Independent studies in advanced economics under the supervision of a designated staff member. Advanced standing in the department is highly recommended prior to this course.

Credits Awarded: 1-4
Terms Offered: Fall, Spring
Prerequisites: Permission of instructor

ECON 495 - Advanced Studies in Economics

A lecture or seminar in a special topic in advanced economics. Advanced standing in the department is highly recommended prior to this course.

Credits Awarded: 2-4

Terms Offered: Fall, Spring

Prerequisites: Permission of instructor

BUSINESS COURSES**BUS 222 - Management Perspectives and Theory**

Study of modern managerial principles and processes as usually associated with business (but which principles also apply to the management of non-profit organizations such as churches, schools, etc.) through an examination of the functions of planning, organizing, leadership and controlling. Current problems facing businesses are reviewed. Changing patterns of management are discussed.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Econ 211 with a grade of C or better

BUS 295 - Studies in Management

A lecture or seminar class in a special topic of business for majors and non-majors in business.

Credits Awarded: 2-4

Terms Offered: As needed

BUS 331 - Principles of Marketing

This course develops decision-making skills in the context of managing the marketing function in all types of organizations. This project-based course includes team assignment to a company marketing opportunity. Simulations and case studies describing actual marketing problems provide an opportunity for the student to develop an appreciation for the types of problems which exist in the real world of marketing; and to develop the skills of analysis and decision-making necessary for success in marketing and other areas of organizations. Topics include marketing opportunity analysis, market segmentation, product policy, promotion, channels of distribution, pricing policy, and the analysis of complete marketing programs.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Bus 222 or Mgmt 222 with a grade of C or better, Acct 221 with a grade of C or better, Econ 212 with a grade of C or better, Math 210 or equivalent

BUS 341 - Business Law

A survey of business law, stressing contracts and including an introduction to sales, agency, negotiable instruments, and partnerships and corporations.

Credits Awarded: 3
 Terms Offered: Fall, Spring
 Prerequisites: Econ 212

BUS 352 - Human Resource Management

The analytical and applied approach to human resources management for potential human resource professionals, line management, or employees. Traditional personnel and labor relations topics are presented such as the legal environment for management of employees, job analysis, recruiting and selection of employees, performance evaluation, discipline, and labor negotiation.

Credits Awarded: 4
 Terms Offered: Fall, Spring
 Prerequisites: Bus 222 or Mgmt 222 with a grade of C or better, Acct 221 with a grade of C or better, Econ 212 with a grade of C or better, Math 210 or equivalent

BUS 356 - Managing for Environmental Sustainability

The study of practices usually associated with business, but applicable to other organizations, that create environmentally sustainable outcomes.

Credits Awarded: 4
 Terms Offered: As Needed
 Prerequisites: Permission of instructor

BUS 358 - Management in the British Economy

This interdisciplinary course explores the culture, politics, and economy of the British along with their values and attitudes toward business. Special attention is paid to unique forms of management and business organizations. This class utilizes an experiential-based learning environment that includes seminars with leaders of business, labor, and government; company visits; and numerous cultural activities that are conducted in London and in various other locations in England.

Credits Awarded: 4
 Terms Offered: Summer
 Prerequisites: Permission of instructor

BUS 361 - Operations Management

This course examines the management of the conversion process -- converting raw materials, land, labor, capital, and management inputs into desired outputs of goods and services. This will include the study of traditional approaches as well as new contributions from just-in-time practices, constraint theory, total quality management, and statistical process control. The analysis of operational decisions will include strategic, productivity, and ethical considerations.

Credits Awarded: 4
 Terms Offered: Fall, Spring
 Prerequisites: Bus 222 or Mgmt 222 with a grade of C or better, Acct 221 with a grade of C or better, Econ 212 with a grade of C or better, Math 210 or equivalent

BUS 371 - Principles of Finance

This course examines financial decision making within the context of public corporations. The concepts of risk, rates of return, time value of money, valuation, and stewardship are utilized to analyze financial decisions involving capital budgeting and capital structure. The analysis of these decisions will include both financial and ethical considerations. CSCI 140 is highly recommended prior to this course.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Bus 222 or Mgmt 222 with a grade of C or better, Acct 221 with a grade of C or better, Econ 212 with a grade of C or better, Math 210 or equivalent

BUS 382 - Investment Fundamentals

This course is designed to help students understand the basic definitions, principles and functions of various investment products. Students will be exposed to the various types of risks associated with investment as well as their correlation to expected investment returns. Throughout the course we will apply the tools of risk analysis to contemporary issues affecting multiple investment options. After taking this course students will better understand and relate to the investment topics and issues that are relevant to everyday life.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Bus 222 or Mgmt 222

BUS 384 - Business Analytics

The majority of today's most successful companies are investing in the development of their analytical capabilities. They believe that these capabilities are required to compete in today's marketplace. This has driven the demand for staff who understand the fundamentals of business analytics. This is true in every key function and department. This demand for staff who are familiar with the fundamentals of business analytics exceeds the supply. Virtually everyone hired by these companies today is expected to bring a higher level of analytic skill and knowledge to the job than was expected of their predecessors. This course will give students a broad exposure to modern business analytics. It will familiarize students with the ways these analytics are applied by a variety of companies in a variety of industries. It will provide students with an understanding of how analytics are used in a variety of functions within these companies. It will help students understand how analytics creates value for these companies.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Bus 222 or Mgmt 222, Econ 212

BUS 390 - Internships in Vocation

The objective of this course is to help students 1) integrate theory and practice, 2) enhance their self-awareness and social-awareness competencies, and 3) seek their mission in the world. The course is a customized and highly reflective experience involving the professor, the student, and the placement supervisor. Enrollment in the class is dependent upon students finding their own internship placements by working with the Boerigter Center for Career and Calling. Permission of instructor required.

Credits Awarded: 4

Terms Offered: Fall, Spring, Summer

Prerequisites: Permission of instructor

BUS 395 - Advanced Studies in Business

A lecture or seminar in a special topic in advanced business. Permission of instructor required.

Credits Awarded: 2 or 4

Terms Offered: Fall, Spring

Prerequisites: Permission of instructor

BUS 401 - Management Seminar

This seminar in management is intended to challenge participants to evaluate several aspects of management more thoroughly than possible in a traditional classroom setting. Students will work closely with the professor and others to read, evaluate, and discuss topics of critical importance to successful leadership in organizations. Professors may emphasize a management topic of particular interest to them and their professional study. Common components may include: study of classic management readings and materials; Christianity and leadership; vocation and calling as applied to management; personal finance; business ethics; global business; and a written analysis of case studies and other topics. A significant research paper may be required. Completion of major requirements is highly recommended prior to this course.

Credits Awarded: 4

Terms Offered: Fall, Spring

Prerequisites: Senior standing

BUS 490 - Independent Study in Business

Independent studies in advanced business under the supervision of a designated staff member. Advanced standing in the department is highly recommended prior to this course.

Credits Awarded: 1-4

Terms Offered: Fall, Spring

Prerequisites: Permission of instructor

BUS 495 - Advanced Studies in Business

A lecture or seminar in a special topic in advanced business. For example, Total Quality Management and Finance Seminar have recently been offered under this number. Permission of instructor is required.

Credits Awarded: 2-4

Terms Offered: Fall, Spring

Prerequisites: Permission of instructor

ACCOUNTING COURSES

ACCT 221 - Financial Accounting

An introduction to the financial accounting model for business enterprises intended for potential accounting majors, business majors, and others who wish to read, understand, and analyze financial statements. Course includes lecture and discussion. Completion during freshman or sophomore year highly recommended.

Credits Awarded: 4
Terms Offered: Fall, Spring

ACCT 222 - Managerial Accounting

This course is designed to examine the principles, techniques, and uses of financial information which is used by managers to make decisions that positively impact organizational outcomes.

Topics include product pricing, break-even analysis and capital budgeting. Course includes lecture and discussion.

Credits Awarded: 4
Terms Offered: Spring
Prerequisites: Acct 221

ACCT 295 - Studies in Accounting

A lecture or seminar class in a special topic of accounting for majors and non-majors in accounting.

Credits Awarded: 1-4
Terms Offered: Fall, Spring

ACCT 321 - Intermediate Accounting I

A continuation of the study of financial accounting theory and practice at the intermediate level. This course examines the development of accounting standards, the presentation of income and retained earnings, the balance sheet and the statement of cash flows, asset and liability recognition and measurement problems, and accounting for owners' equity.

Credits Awarded: 4
Terms Offered: Fall
Prerequisites: Acct 221 with a grade of C or better
Attribute: Global Learning International (GLI)

ACCT 322 - Intermediate Accounting II

A continuation of the study of financial accounting theory and practice at the intermediate level. This course examines the development of accounting standards, the presentation of income and retained earnings, the balance sheet and the statement of cash flows, asset and liability recognition and measurement problems, and accounting for owners' equity.

Credits Awarded: 4
Terms Offered: Spring
Prerequisites: Acct 321 with a grade of C or better

ACCT 333 - Accounting Information Systems

A study of the basics of contemporary information systems in both manual and computerized environments. It includes the role of information in the management of business organizations.

Credits Awarded: 4
Terms Offered: Spring
Prerequisites: Acct 221

ACCT 361 - Accounting Practicum I

This course is designed to provide hands-on experience with accounting practitioners. It will provide an opportunity for students to relate the theories and concepts learned in their business and accounting classes to actual practice in an organizational setting. Students are supervised by organizational managers. Students will work in public or private accounting positions in the field. Other requirements include maintaining an analytical journal, writing a final summary paper and participating in discussions. A minimum of 8 credits in accounting courses is highly recommended prior to this course.

Credits Awarded: 4

Terms Offered: Spring, Summer

Prerequisites: Acct 221, Acct 222, Acct 333,

Permission of instructor

ACCT 362 - Accounting Practicum II

This course is a continuation of Acct 361. It is designed to provide hands-on experience with accounting practitioners. It will provide an opportunity for students to relate the theories and concepts learned in their business and accounting classes to actual practice in an organizational setting. Students are supervised by organizational managers. Students will work in public or private accounting positions in the field. Other requirements include maintaining an analytical journal, writing a final summary paper and participating in discussions.

Credits Awarded: 4

Terms Offered: Spring, Summer

Prerequisites: Acct 361, Permission of instructor

ACCT 375 - Cost Accounting

Continuation of the study of cost accounting theory and practice with particular attention given to cost information systems, cost control, planning of profits and costs, and cost and profit analysis.

Credits Awarded: 4

Terms Offered: Fall

Prerequisites: Acct 221, Acct 222 with a grade of C or better

ACCT 395 - Advanced Studies in Accounting

A lecture or seminar class in a special topic in advanced accounting.

Credits Awarded: 1-4

Terms Offered: Fall, Spring

Prerequisites: Permission of department chairperson

ACCT 423 - Auditing

An introduction to basic audit planning and risk assessment, auditing techniques, audit evidence, statistical sampling in auditing, auditing through and around the computer, audit reports and opinions, ethics in auditing, and the legal and regulatory environment.

Credits Awarded: 4

Terms Offered: Spring

Prerequisites: Acct 322, Acct 333

ACCT 425 - Individual Taxation

An introduction to federal tax accounting as it relates to income tax for individuals.

Credits Awarded: 4

Terms Offered: Fall

Prerequisites: Acct 322

ACCT 426 - Corporate Tax and Research

This course continues the study of taxation from Accounting 425. It emphasizes tax concepts applied to corporations, S corporations, partnerships, limited liability companies, estates, and trusts. It includes skills recommended by the AICPA Model Tax Curriculum such as ethical considerations, team building, and research.

Credits Awarded: 4
 Terms Offered: Spring
 Prerequisites: Acct 425 with a grade of C or better

ACCT 427 - Advanced Accounting

Advanced studies in the theory and practice of accounting for business organization with particular emphasis on corporate combinations, partnerships, and international accounting topics.

Credits Awarded: 4
 Terms Offered: Fall
 Prerequisites: Acct 322

ACCT 428 - Governmental and Not-for-Profit Accounting

A study of the accounting theory and practice and the applicable professional standards for government and not-for-profit institutions.

Credits Awarded: 4
 Terms Offered: Fall
 Prerequisites: 322, Declared Public Accounting (150 cr.) major

ACCT 430 - Ethics in Accounting

A seminar class. It will familiarize the student with the spectrum of codes of ethics in accounting and provide models for analyzing ethical issues. It includes discussions directed toward identifying and examining a student's own personal and business code of ethics.

Credits Awarded: 2
 Terms Offered: When Feasible
 Prerequisites: Acct 221, Acct 222

ACCT 490 - Independent Studies in Accounting

Independent studies in advanced accounting under the supervision of a designated staff member. Advanced standing in the department is highly recommended prior to this course.

Credits Awarded: 1-3
 Terms Offered: Fall, Spring
 Prerequisites: Permission of department chairperson

ACCT 495 - Advanced Studies in Accounting

A lecture or seminar class in a special topic in advanced accounting.

Credits Awarded: 1-4
 Terms Offered: Fall, Spring
 Prerequisites: Permission of department chairperson

FACULTY & STAFF**Brieve, Jeremy**

Lecturer/Economics & Business (2002)
 B.A., Hope College,
 LL.D., Valparaiso University,

Brieve, Tiffany

Lecturer/Business (2001)
 Unknown, Grand Valley State University,
 Unknown, Grand Valley State University,
 Unknown, Northwst State Community Coll,
 Unknown, Northwst State Community Coll,

Deaton, Eric

Lecturer/Economics & Business (2014)
 B.A., Hope College,
 M.A., University of Iowa,

DeVries, Rick

Lecturer/Economics & Business (2015)

Estelle, Dr. Sarah

Associate Professor of Economics and Ruch Faculty Fellow (2012)

Ph.D., University of Virginia, 2008
M.A., University of Virginia, 2002
B.A., Hillsdale College, 2000

Fila, Dr. Marcus

Assistant Professor of Management (2013)

M.S., Ohio University, 2013
MBA, Kingston University, 2004
ASC, Hillsborough Community College, 2002

Geddes, Sheri

Associate Professor of Accounting (2013)

MBA, University of Iowa, 1998
BBA, University of Iowa, 1993

Haefner, Peter

Lecturer/Economics & Business (2004)

B.A., Saginaw Valley State Univ,

Honeycutt, Jupy

Lecturer/Economics & Business (2017)

B.A., Univ of Wisconsin Oshkosh,
MBA, Arizona State University,
MBA, Thunderbird Sch of Global Man,

Iverson, Douglas

Adjunct Assistant Professor of Economics & Ruch Executive-in-Residence (1984)

MBA, Western Michigan University, 1975
B.A., Hope College, 1972

Jackson, Dr. Stacy

The Kenneth J. Weller '48 Professor of Management and Department Chair (2007)

Ph.D., Rice University, 1998
M.A., Rice University, 1993
B.A., University of Oklahoma, 1989

LaBarge, Marty

Associate Professor of Accounting (2007)

MBA, Michigan State University, 1988
B.A., Hope College, 1985

Lunn, Dr. John

The Robert W. Haack Professor of Economics (1992)

Ph.D., Univ of California Los Angeles, 1980
M.A., Calif State Univ East Bay, 1975
B.A., Samford University, 1970

Martin, Herb

Associate Professor Emeritus of Accounting (1982)

M.S., Univ Arkansas Fayetteville, 1977
B.S., John Brown University, 1975

McMullen, Dr. Steven

Associate Professor of Economics (2014)

Ph.D., University of North Carolina, 2008
B.A., Bethel University, 2004

Porter, Dr. Brian

Professor of Management (1999)

Ph.D., Indiana University Bloomington, 1994
MBA, University of Michigan, 1990
B.A., Alma College, 1984

Schut, Andrew

Assistant Professor of Accounting (2015)

MMGT, Aquinas College,
B.A., Hope College, 1991

Smith, Dr. Stephen

Professor of Economics (2016)

Ph.D., Stanford University, 1988
B.A., Williams College, 1979

Smith, Dr. Thomas

The Dr. Leon A. Bosch '29 Professor of Management (1993)

Ph.D., University of Michigan, 1994
MBA, University of Iowa, 1983
BBA, University of Michigan, 1980

Steen, Dr. Todd

The Granger Professor of Economics (1988)

Ph.D., Harvard University, 1992
M.A., Harvard University, 1987
B.A., Indiana University of PA, 1984
B.S., Pennsylvania State University, 1981

Templeton, Mary

Assistant Professor of Accounting (2001)

M.S., Michigan State University, 2006

B.A., Michigan State University, 2005

VanderVeen, Dr. Steve

Professor of Management (2004)

Ph.D., University of Illinois Chicago, 1995

MBA, Western Michigan University, 1985

B.A., Calvin College, 1982

Wilson Glotfelty, Dr. Morgan

Assistant Professor of Management (2016)

Ph.D., University of Illinois Chicago, 2013

B.A., Hope College, 2008