

COLLEGE OF BUSINESS

Information

Accreditation

The College of Business's graduate and undergraduate degree programs are accredited by AACSB-International, the Association to Advance Collegiate Schools of Business. AACSB-International is the premier accreditation agency for business schools.

Mission Statement

The vision of the College of Business is to build on the quality tradition of the Block "M" by being a thought leader, known for creating positive impact on the communities we serve, and for promoting a global perspective through active learning, relevant teaching, and influential research.

The mission of the College of Business is to offer a challenging and engaging business education that broadens our students' intellectual perspectives and career opportunities in an inclusive environment through a balanced emphasis on active learning, and rigorous and relevant teaching and research.

In accomplishing our mission, we are student-centered and value the importance of:

- practical and experiential learning
- personal connections among students, faculty, and staff
- leading-edge scholarship
- curricular innovation
- diverse students and programming, and
- industry and community partnerships.

Admission Policies and Process

The College of Business accepts graduate applications from those holding a bachelor degree or its equivalent from an accredited college or university. Students with all types of undergraduate and graduate degrees and fields of study are welcome to apply for admission.

Mathematics Admission Prerequisite

Quantitative skills are important and frequently used in graduate business courses. Applicants must demonstrate proficiency in mathematics by successful completion of courses through college algebra, finite mathematics, or pre-calculus, with the equivalent of a "C" grade or better. If an applicant's university transcripts do not show satisfactory completion of college algebra, finite mathematics, pre-calculus, or higher-level math courses (e.g. calculus), the burden will be on the applicant to explain and document that the applicant has math knowledge equivalent to one of these courses.

The following UM-Dearborn courses will satisfy the mathematics admission requirement: MATH 104 College Algebra or MATH 105 Pre-calculus.

GMAT/GRE Admission Prerequisite

Applicants must submit official GMAT (Graduate Management Admission Test) or GRE (Graduate Records Examination) scores as a part of the evaluation for admission. Scores older than five years will not be considered. GMAT and GRE Verbal and Quantitative scores are heavily weighted in the admission decision. Applicants are encouraged to take

the GMAT or GRE test at the earliest possible date and request that scores be reported to the University of Michigan-Dearborn. The GMAT (<http://www.mba.com/>) and GRE (<https://www.ets.org/gre/>) websites provide complete information about these tests.

Applicants may be eligible to receive a waiver of the GMAT/GRE admission requirement if they meet one of the following conditions:

- Have 3+ years of progressively-responsible, professional work experience and 3.2 (3.0 for MS applicants) cumulative or post-60 undergraduate GPA.
- Completed an undergraduate business or engineering degree from an AACSB- or ABET-accredited program within the previous 5 years with a 3.2 (3.0 for MS applicants) cumulative or post-60 GPA.
- Completed a graduate degree from a regionally accredited US-based institution, or an equivalent international degree.
- Passed all portions of any of the following certification exams: CAS, CFA, CFM, CMA, CPA, FRM, SOA, or a state bar exam.
- Are a member of the US armed services with 3+ years of service, or an honorably discharged veteran.
- Are a full-time, regular employee of the UM-system with a letter of recommendation from a supervisor or department/unit head who is familiar with your professional work.
- Completed an undergraduate degree from a program included in an articulation agreement with UM-Dearborn within the previous 5 years with a 3.2 (3.0 for MS applicants) cumulative or post-60 GPA (on a 4-point, US-equivalent scale).
- Completed at least 24 graduate hours in a program included in an articulation agreement within the previous 5 years with a 3.2 (3.0 for MS applicants) graduate GPA (on a 4-point, US-equivalent scale).

If applicants believe they qualify to receive the GMAT/GRE waiver, they should indicate so in the appropriate section of the application for admission. The College of Business graduate admissions committee may require applicants to submit official GMAT or GRE scores even if those applicants meet one of the waiver conditions. The committee sometimes does this when additional information is necessary in order to reach an admission decision. Also, the admissions committee will consider any GMAT and GRE scores applicants submit to the University, regardless of whether the applicant qualifies to receive the waiver. If applicants have any questions about the GMAT/GRE waiver, they should contact the College of Business at umd-gradbusiness@umich.edu.

Work Experience

Work experience is not required for admission to the graduate programs in the College of Business. However, all applicants must submit a 1-2 page resume with their application materials listing education; any employment, internship, or similar types of experience; any professional affiliations, volunteer activities, or relevant honors and awards, together with the months and years of each activity. The resume is considered during the admission process.

References

At least one reference is required for admission. Applicants indicate who their reference(s) is (are) in the graduate application for admission, and those references will submit their evaluations directly to the University. The reference is typically a person who is familiar with the applicant's academic accomplishments or job performance.

Bring-Your-Own Device and Presumption of Computer Application Skills

The College of Business requires graduate students to bring their own laptop computers to several courses, which are noted each semester in the College's graduate course schedules (<https://umdearborn.edu/cob/graduate-programs/advising-and-registration/>). We recommend all graduate students purchase a laptop computer (<https://umdearborn.edu/cob/about/campus-facilities-and-technology/>) according to the College's specifications.

In addition, the faculty expect each graduate student to be proficient in word processing and spreadsheets, including spreadsheet math and statistical functions. Before enrolling in College of Business graduate courses, students must have completed a college-level computer applications course, or they must have acquired equivalent expertise through training or work experience.

Transcripts

The admissions committee strongly considers applicants' previous undergraduate and graduate transcripts in the admission evaluation. The evaluation includes grade point average (both the post-60 GPA and cumulative GPA), trends of grades, types and relative difficulty of courses taken, and evidence of quantitative and analytical skills.

Applicants must submit an official academic transcript from each college and university attended, including the University of Michigan-Dearborn, during the application process. To be considered official, transcripts must come directly from one university to another. Transcripts cannot be accepted if sent by the student. When requesting transcripts from one of the three University of Michigan campuses (UM-Ann Arbor, Dearborn, or Flint), inter-office copies are sufficient for admission consideration.

Admission Criteria

Students with all types of undergraduate and graduate degrees from all fields of study are welcome to apply for admission.

The College of Business conducts a holistic review of each application. There is no formula to define who will make a successful candidate, but the College is especially interested in strong academic performance, as evidenced on the applicants' academic transcripts, and strong GMAT or GRE test scores. In addition, the College considers the statement of purpose, reference letter, and resume. Additional information about the admission process and criteria, including information about GMAT and GRE waivers, as well as profiles of the most recent entering class, can be found at umdearborn.edu/cob/grad-admissions (<http://www.umdearborn.edu/cob/grad-admissions/>).

Taking UM-Dearborn Undergraduate Courses to Fulfill Admission Prerequisites

Please check the registration system (<https://apps-banner-xe6-prod.its.umd.umich.edu:7005/StudentRegistrationSsb/ssb/registration/registration/>) for course availability each term. To register for admission prerequisite courses as a non-degree student (personal enrichment) before starting a College of Business graduate program, follow the instructions provided by the Undergraduate Admissions Office. Please note that personal enrichment students are not eligible for financial aid. For further information and guidance, please contact the College of Business at umd-gradbusiness@umich.edu or 313-593-4776.

Applicants deficient in one of the admission prerequisites may be considered for admission contingent upon their completing the

appropriate course during their first term of enrollment in the graduate degree program.

Application Deadlines, Fees, and Other Instructions

The College of Business admits students in the fall (August), winter (January), and summer (May) terms. Applicants for full-time study should generally plan to enter in the fall or winter term; full-time admission is subject to course availability, especially during the summer term.

Applications are reviewed on a rolling basis. Email notification is sent shortly after the admission decision. The application deadlines for domestic students are August 1 for fall admission, December 1 for winter admission, and April 1 for summer admission. Applications received after these deadlines are accepted on a space-available basis.

Full College of Business admission criteria and instructions, including links to the Graduate Application, can be found at umdearborn.edu/cob/grad-admissions (<http://www.umdearborn.edu/cob/grad-admissions/>).

All transcripts, credentials and other documents submitted during the admission process become the property of the University. Originals or copies of application/admission documents are not released to the applicant or to any third party.

Deferred Admission

Admission to a College of Business graduate program is valid for one year after the semester for which admission was granted. If an admitted applicant wishes to defer admission, students must submit the Graduate Admission Deferral Request Form (https://umdearborn.formstack.com/forms/deferral_request/), available from the UM-Dearborn Office of Graduate Studies, before the start of the semester for which initial admission was granted. Students must meet admission and degree requirements in effect during the new semester of entry.

International Students

The College of Business welcomes applications from qualified international students.

Housing

Students should refer to the following website for housing information at umdearborn.edu/campus-life/housing (<https://umdearborn.edu/campus-life/housing/>).

Costs

Each international student or his/her sponsor(s) must submit a notarized Affidavit of Support. This form must indicate that the student has access to funds, including living expenses, equaling an amount stipulated by the Office of International Affairs. Refer to umdearborn.edu/international (<http://www.umdearborn.edu/international/>).

Transcripts

In addition to the instructions for domestic applicants, international applicants must also follow the special instructions for submitting their transcripts for third-party review and evaluation. See the information under "Supplemental Application Materials" at umdearborn.edu/how-apply (<https://umdearborn.edu/how-apply/>).

Applications

In addition to the instructions for domestic applicants, international applicants must follow special application instructions for international students (<https://umdearborn.edu/cob/graduate-programs/admission/international-admission/>), including:

- Submit the Affidavit of Financial Support for International Students with supporting documentation. Recommendation for admission cannot be certified without this information.
- Submit official transcripts from all universities attended.
- Meet the minimum standards of the English proficiency requirement by taking either the TOEFL, IELTS, or the MELAB and submitting scores to the University.
- International students requiring an I-20 upon admission to the College must have a complete application file and the application fee must be paid by May 1 for fall admission, September 1 for winter admission, and January 1 for summer admission.

English Language Requirements

Since all instruction at the University is in English, international students must demonstrate proficiency in English comprehension, writing, grammar, and vocabulary.

The College of Business requires the following minimum test score requirements on one of the following tests for admission consideration:

- Internet Based Test TOEFL (<https://www.ets.org/toefl/>): 84
- Paper-Based Test TOEFL (<https://www.ets.org/toefl/>): 560
- IELTS (<https://www.ielts.org/>): 6.5
- Duolingo (<https://www.duolingo.com/>): 105

Additional information and exceptions to this requirement can be found to provide English language proficiency scores may be found under "English Language Proficiency" at umdearborn.edu/how-apply (<https://umdearborn.edu/how-apply/>).

Guest Students and Post-Graduate Students

Students currently enrolled in a graduate program at another university (guest students), as well as students who have already earned a graduate degree (post-graduate students), may request permission to enroll in College of Business graduate courses as guest students. Guest and post-graduate registration is allowed on a space-available basis, usually on or shortly after the first day each semester's courses begin. Prospective guest students should review the College of Business graduate course descriptions (<https://umdearborn.edu/cob/graduate-programs/advising-and-registration/>), paying particular attention to prerequisites, to determine which course(s) they wish to take. Prospective guest students must then:

- Complete the UM-Dearborn graduate guest application (<https://umdearborn.edu/cob/graduate-programs/admission/guest-student-admission/>) and application fee; the application and application fee is valid for one semester. When a guest or post-graduate student requests enrollment for two consecutive terms at the time of initial application, the application fee will be waived for the second term of enrollment. The second term of enrollment is contingent on earning a grade of B or better in each course elected at UM-Dearborn.
- Have official transcripts sent directly to the College of Business Graduate Office from the student's undergraduate degree-granting institution, as well as any official transcripts for graduate coursework completed or in progress.
- Provide written permission from their current graduate institution verifying enrollment in a graduate program and granting permission to elect the course(s) at the University of Michigan-Dearborn.

The College of Business Graduate Office will review the previous documentation. If approved for guest admission, the College will contact the student with appropriate procedures for course registration. Guest and post-graduate students are allowed to elect a maximum of nine semester hours of credit. Credits earned as a guest or post-graduate student do not count as credit toward degree in the College of Business. Graduate guest business students may contact umd-gradbusiness@umich.edu or 313-593-4776 for additional information.

Academic Policies and Courses

Graduate Internship Program

The Internship program is an optional academic program that integrates classroom work and practical experience with cooperating businesses.

College of Business master's program students may apply for internship credit (BI 500) after they have completed at least 6 credit hours and at least one semester of enrollment. (Master of Science in Accounting students may apply for an internship during their first term of entry and before they have completed 6 credit hours.) Students in the Master of Business Administration, MS in Finance, and MS-Information Systems may count up to 3 credits in Business Internship (BI 500) toward their degree program with the approval of the appropriate faculty and the COB Graduate Office. Other COB graduate students may elect BI 500 as additive credit.

Graduate students who are interested in an internship should contact the Internship and Career Management Center (ICMC) (<https://umdearborn.edu/cob/life-cob/internship-career-management-center/>). The ICMC coordinates resume dissemination, interview scheduling and job offers. Students must register for the internship before starting work. As part of the internship, students are required to write a report at the end of the semester and participate in the evaluation process. Students may elect two regular academic courses during the same semester as the internship with the approval of the ICMC.

iLabs

The University of Michigan-Dearborn's Center for Innovation Research, iLabs (<https://umdearborn.edu/cob/business-community/ilabs-center-innovation-research/>), is housed within the College of Business. Students from across UM-Dearborn may apply to work on iLabs research projects for academic credit, such the College of Business Experiential Education Study, the eCities Project, and the College of Business Marketing Strategy Initiative.

Graduate students who are interested in participating should contact iLabs. If accepted to work on an iLabs project, students in the Master of Business Administration and MS-Business Analytics Marketing concentration may elect up to 3 credits of iLabs work (BA 690) toward their degree program with the approval of the appropriate faculty and the COB Graduate Office. Other COB graduate students may elect BA 690 as additive credit.

Course Descriptions

The courses described here are those regularly offered by the College. All courses give three hours of credit, except as otherwise specified by the numeral(s) in parentheses. Check with your Graduate Program Advisor at umd-cobgradadvisor@umich.edu for applicability of course offerings to your degree program. Students are strongly encouraged to plan their program by using the Course Reference Guide (<https://umdearborn.edu/cob/graduate-programs/advising-and-registration/>) and working with their academic adviser.

Students enrolled in graduate degree programs from other UM-Dearborn colleges may not elect more than 12 graduate credits offered by the College of Business, unless the College of Business credits are required as part of the student's graduate degree program.

Course Prerequisites

The faculty determine the appropriate prerequisites for each course. Course prerequisites help ensure each student has the specific knowledge necessary to complete and fully participate in each course. Students must observe all course prerequisites. The registration system will not allow students to register for courses without the course prerequisites successfully completed. Students with previous coursework or experience may petition the College of Business for a course prerequisite override (<https://umdearborn.edu/students/academic-advising/student-petitions/>). (In order to allow time for faculty to review the petition, you must allow 10 business days for your request to be reviewed.) In some cases, students may be asked to supply additional information to support the request.

Students who have registered for a course without the prerequisites or an approved override will be withdrawn from the course.

Course Waivers and Exemptions

Course waivers, where available, reduce the number of credits required to complete a degree. Exemptions, where available, must be replaced with other advisor- or department-approved, graduate-level coursework, as noted in the College of Business degree program descriptions. The College of Business Graduate Program Office, in consultation with the faculty and academic department chairs, determines all course waivers and exemptions at the time of admission. Waivers and exemptions are based on previous equivalent undergraduate or graduate coursework as reflected on official transcripts. Students may enroll in courses that have been waived or exempted, although completion of waived courses will result in the loss of the respective course waiver. Once admitted to a graduate program in the College of Business, students must take graduate level courses or courses approved for graduate credit.

Admitted applicants may request a course waiver or exemption by completing an Academic Petition Form (<https://umdearborn.edu/academic-advising-0/student-petitions/>). The following supporting documentation must accompany the petition: copy of the course description from the college catalog, a copy of the course syllabus, and a copy of the title page and table of contents of the textbook used in the course.

Minimum Credits in Residence

A maximum total of twelve (12) graduate credits may be applied to any College of Business graduate degree from any combination of:

- Approved graduate level offerings (500-level and above) offered by another UM-Dearborn academic unit: maximum three (3) credits.
- Graduate transfer credit from an AACSB-accredited program: maximum six (6) credits.
- Graduate Business Internships (BI 500): maximum three (3) credits.
- College of Business graduate credits earned through exchanges with international partner universities: maximum twelve (12) credits.

Transfer Credit

A maximum of six (6) graduate semester credits may be transferred to a student's academic record. Transfer credits appear on the UM-Dearborn transcript, but the associated grades received for these credits do not appear and are not computed in the student's cumulative GPA.

Credits may be transferred only for approved graduate-level courses if the following conditions are met:

- The student must submit an Academic Petition Form (<https://umdearborn.edu/students/academic-advising/student-petitions/>) requesting transfer credit with the following documentation attached:
 - a description of the course from the college or university catalog, the course syllabus, and, if requested, a copy of the title page and table of contents for each textbook used. Usually, the course must have been completed in an AACSB-accredited business program.
 - The petition is then reviewed by the appropriate faculty member, department chairperson, and Graduate Program Director.
- The student must direct the institution offering the course to send an official transcript showing the course and final course grade, if final, official transcripts were unavailable at the time of admission.

Courses may not be transferred for credit if:

- They were already applied toward a degree or certificate; or
- They were completed more than five years before enrollment in the College of Business graduate program; or
- The earned course grade was lower than a *B*.

Grade Requirements and Academic Standing

A cumulative average grade of *B* (3.0) or higher is required in all graduate courses taken for credit and applied to the credit hour requirements. No credit toward degree requirements is granted for courses in which grades below *C-* are received. Courses elected under the pass-fail option are not considered in computing grade average.

To be in good academic standing, a student must have an overall grade point average of 3.0 or better on a 4.0 scale. At the end of each term, the College of Business reviews the standing of each student with a scholastic average below 3.0. Those whose grade point average for the term falls below 3.0 will receive a warning regardless of the cumulative average.

If a student's cumulative GPA is below a 3.0 upon reaching a total of 6 credit hours, or at any point thereafter, the student will be placed on academic probation. Students on academic probation are required to meet with their academic adviser. The student will be allowed to continue on probation as long as the student is making progress toward degree and earning above a 3.0 term GPA. Students not progressing toward degree will be required to withdraw from the program. Students required to withdraw may petition to be readmitted.

Repeating Courses

Graduate students, with the permission of the program advisor, may repeat a course up to two times (for a total of three attempts). Grades and honor points for the original course and the repeated course(s) will appear on the student's transcript, but only the last grade assigned in a course will be used in computing the student's cumulative grade point average and credits earned toward degree. Additional credit toward program will not be awarded for the repeated course.

Pass-Fail Option

Graduate students enrolled in the College of Business may elect courses with the pass-fail grading option, subject to the following conditions. Courses elected on a pass-fail basis outside of these parameters will not count toward degree requirements:

- Students on academic probation may not elect courses as pass-fail.
- Courses to be taken under this option must be specified at the time of registration or within the regular period for adding courses.
- Required MBA Core, Applied Integrated Management (AIM), and Concentration courses may not be elected pass-fail. Only general elective courses not used toward one of these other categories may be taken pass-fail. Courses used to satisfy any degree requirements in the MS in Accounting, MS-Business Analytics, MS-Finance, MS-Information Systems, MS-Marketing, and MS-Supply Chain Management may not be elected pass-fail.
- In a course offered with a pass-fail option, a reported grade of *B-* or above will be recorded as *P*, and a reported grade of below *B-* will be recorded as *F*. (Whether a *P* or *F* is recorded, the grade is not used in computing a student's grade point average.)
- In a course offered exclusively on a pass-fail basis, a passing grade will be recorded as *S* (and not used in computing a student's grade point average), and a failing grade will be recorded as *E* (and used in computing grade point average).
- A student may elect at most two courses (6 credit hours) on a pass-fail basis, whether at the student's option or not (excluding internship courses).
- Finance (MSF) (<http://catalog.umd.umich.edu/graduate/college-business/finance/>)+
- Information Systems (MS) (<http://catalog.umd.umich.edu/graduate/college-business/information-systems/>)*
- Marketing (MS) (<http://catalog.umd.umich.edu/graduate/college-business/marketing/>) (available online with numerous evening course options)
- Supply Chain Management (MS) (<http://catalog.umd.umich.edu/graduate/college-business/supply-chain-management/>)*

Dual-Degree Options

- Master of Business Administration (MBA) and Master of Science in Finance (MS) (<http://catalog.umd.umich.edu/graduate/college-business/dual-degrees/mba-ms-finance/>)+
- Master of Business Administration (MBA) and Master of Science in Information Systems (MS) (<http://catalog.umd.umich.edu/graduate/college-business/dual-degrees/mba-ms-information-systems/>)*
- Master of Business Administration (MBA) and Master of Science in Supply Chain Management (MS) (<http://catalog.umd.umich.edu/graduate/college-business/dual-degrees/mba-ms-supply-chain-management/>)*
- Master of Science in Accounting (MSA) and Master of Science in Finance (MSF) (<http://catalog.umd.umich.edu/graduate/college-business/dual-degrees/ms-accounting-ms-finance/>)*
- Master of Business Administration (MBA) and Master of Science in Engineering in Industrial and Systems Engineering (MSE) (<http://catalog.umd.umich.edu/graduate/college-business/dual-degrees/mba-mse/>)+
- Master of Business Administration (MBA) and Master of Health Services Administration (MHSA) (<http://catalog.umd.umich.edu/graduate/college-business/dual-degrees/mba-mhsa/>)*

Time-Limits for Enrollment and Degree Completion

Admission to the College of Business is granted for a specific term. Students who are admitted but do not enroll in the appointed term, and who have not notified the College of their desire to defer admission, must reapply for admission. Full-time or part-time students lose active degree candidacy if they do not complete at least one course within each 12-month period. Readmitted students must comply with current degree requirements at the time of readmission. Admission to the College is competitive, and applications for readmission will be decided on the standard for the term in which the former student wishes to enroll.

Requirements for the degree must be completed within seven (7) years of first enrollment. Students who desire more time must submit, in a written petition to the College of Business Academic Standards Committee, reasons for the request and specific plans for the completion of the degree program.

Petitions for Academic Action

Each request to the faculty of the College of Business for special academic action, including credits, requirements, academic standing, and other matters, should be entered on the Academic Petition Form (<https://umdearborn.edu/students/academic-advising/student-petitions/>) for review by the faculty serving on the Academic Standards Committee. A written response, indicating the Committee's decision or action, will be sent to the student's UM-Dearborn email account.

Master's Degree Programs

The College of Business offers the following master's degree programs, each accredited by AACSB-International. Programs indicated with an asterisk (*) are offered as evening programs on campus. Programs indicated with a plus (+) also have an online option.

- Accounting (MSA) (<http://catalog.umd.umich.edu/graduate/college-business/accounting/>)*
- Business Administration (MBA) (<http://catalog.umd.umich.edu/graduate/college-business/business-administration/>)+
- Business Analytics (MS) (<http://catalog.umd.umich.edu/graduate/college-business/business-analytics/>)*

Certificates

- Sales Management and Personal Selling (<http://catalog.umd.umich.edu/graduate/college-business/sales-management-personal-selling-certificate/>)

Administration

Frédéric Brunel, PhD, Dean

Karen Strandholm, PhD, Associate Dean

Lee Redding, PhD, Interim Associate Dean

Tim Davis, MBA, Assistant Dean

Chairs and Directors

Michael Kamen, Academic Program Director, Graduate Programs

Lee Redding, Chair, Associate Professor, Accounting and Finance

Karen Strandholm, Interim Chair, Associate Professor, Management Studies

Susan Wells, Academic Program Director, Undergraduate Programs

Tuere Wheeler, Director, Internship & Career Management Center

Professors Emeriti

Bayou, Mohamed E., PhD, Professor Emeritus of Accounting

Blatz Jr., Robert, JD, LL.M., Professor Emeritus of Taxation
 Bublitz, Bruce, PhD, Professor Emeritus of Accounting
 Callahan, Thomas J., PhD, Associate Professor Emeritus of Organizational Behavior
 Foran, Michael, PhD, Professor Emeritus of Accounting
 Fricke, Cedric V., PhD, Professor Emeritus of Business Administration
 Kumar, Kamalesh, PhD, Professor Emeritus of Strategic Management
 Lev, Benjamin, PhD, Professor Emeritus of Operations Research
 Philipich, Kirk, DBA, Associate Professor Emeritus of Accounting
 Steel, Robert, PhD, Professor Emeritus of Organizational Behavior
 Streeter, Victor J., PhD, Associate Professor Emeritus of Management Information Systems
 Waissi, Gary, PhD, Professor Emeritus of Operations Research

Faculty

Department of Accounting and Finance

Baker, Susan, MBA, University of Michigan, Lecturer
 Cai, Kelly N., PhD, University of Houston, Professor
 Graybeal, Patty, PhD, Virginia Tech University, Lecturer
 Green, Brian P., PhD, CPA, Kent State University, Professor
 Jin, Shunyao (Cynthia), PhD, Michigan State University, Assistant Professor
 Kent, Richard, PhD, University of Queensland, Assistant Professor
 Killey, Michael N., PhD, Florida Atlantic University, Assistant Professor
 Kobelsky, Kevin, PhD, University of California, Associate Professor
 Kocher, Claudia, PhD, Michigan State University, Associate Professor
 Kong, Jing, PhD, Michigan State University, Assistant Professor
 Lee, Hei Wai, PhD, University of Illinois at Urbana-Champaign, Professor
 Miranda, Maria (Mercedes), PhD, University of New Orleans, Lecturer
 Molesky, Michael, JD, Thomas M Cooley Law School, Lecturer
 Redding, Lee, PhD, Princeton University, Associate Professor
 Singh, Vivek, PhD, Virginia Technological University, Professor
 Tuncez, Ahmet, PhD, Texas A&M, Lecturer
 Valero, Magali, PhD, Arizona State University, Associate Professor
 Vlisides, Nicholas, MBA, Wayne State University, Lecturer
 Xie, Alice, PhD, Syracuse University, Associate Professor

Department of Management Studies

Ahuvia, Aaron, PhD, Northwestern University, Professor
 Ames, Justin, PhD, Case Western Reserve University, Assistant Professor
 Balakrishnan, Nagraj (Raju), PhD, Purdue University, Professor
 Birou, Laura, PhD, Michigan State University, Lecturer
 Botha, Helet, PhD, University of Virginia, Assistant Professor
 Cao, Yinyin, PhD, University of Pittsburgh, Assistant Professor
 Chandra, Charu, PhD, Arizona State University, Professor
 Chen, Yi-Su, PhD, Boston College, Associate Professor
 Fischer, Christine, MA, Eastern Michigan University, Lecturer
 Freeman, Lee, PhD, Indiana University, Associate Professor
 Fu, Wayne, PhD, Georgia Institute of Technology, Assistant Professor
 Guo, Yi (Maggie), PhD, Texas A M, Associate Professor
 Harris, Marcus, DBA, Lawrence Technological University, Lecturer
 Hartge, Timothy, EdD, University of Michigan-Dearborn, Lecturer
 He, Jun, PhD, University of Pittsburgh, Associate Professor
 Hong, Yeong-Hyun, PhD, University of Alabama, Assistant Professor
 Izberk-Bilgin, Elif, PhD, University of Illinois at Chicago, Associate Professor
 Kao, Ta-Wei (Daniel), PhD, State University of New York at Buffalo, Assistant Professor
 Kaufman, David, PhD, University of Michigan, Assistant Professor
 Keyes, Patrick, MBA, Central Michigan University, Lecturer

Klein, Barbara D., PhD, University of Minnesota, Professor
 Lee, Junghyun (Jessie), PhD, George Washington University, Associate Professor
 Lee, Kyungwon, PhD, Rutgers University, Assistant Professor
 Liu, Zhixin (Jason), PhD, Ohio State University, Professor
 Majeske, Katherine, MBA, University of Michigan, Lecturer
 McCarthy, Michael, M.S.A. Central Michigan University, Lecturer
 Molloy, Janice, PhD, Ohio State University, Associate Professor
 Ro, Young, PhD, University of Michigan, Professor
 Samfilippo, Chris, MBA, Wayne State University, Lecturer
 Scott, Crystal, PhD, Pennsylvania State University, Associate Professor
 Smrt, Diana, PhD, Southern Illinois University, Lecturer
 Statt, Anne-Louise, PhD, Princeton University, Lecturer
 Strandholm, Karen, PhD, JD, Indiana University, Associate Professor
 Su, Hung-Chung, PhD, University of Minnesota, Associate Professor
 Urbaczewski, Lise, MS, Eastern Michigan University, Lecturer
 Xu, Feng, PhD, Mississippi State University, Assistant Professor

Bloomberg Finance Lab

The College of Business Bloomberg Finance Lab (<https://umdearborn.edu/cob/life-cob/bloomberg-finance-lab/>) allows students to analyze a vast amount of real-time market data and even earn their Bloomberg certification. Several courses in Finance and other fields use the Bloomberg Finance Lab as part of the course instruction. This includes especially the Investment Fund Management course, FIN 657, which allows students to manage an investment fund with real money. Students may also access the Bloomberg Finance Lab on their own during open lab hours.

iLabs

The University of Michigan-Dearborn's Center for Innovation Research, iLabs (<https://umdearborn.edu/cob/business-community/ilabs-center-innovation-research/>), is housed within the College of Business. iLabs is dedicated to advancing the understanding of corporate, entrepreneurial, and institutional innovation and its impact on economic development. Since 2006, students have worked on iLabs projects for academic credit, including the College of Business Experiential Education Study, the eCities Project, and the College of Business Marketing Strategy Initiative.

If accepted into an iLabs program, students in the Master of Business Administration and MS-Business Analytics Marketing concentration may elect up to 3 credits of iLabs work (BA 690) toward the degree program electives with the approval of the appropriate faculty and the COB Graduate Office. Other COB graduate students may elect BA 690 as additive credit. See additional information under "Academic Policies and Courses" on the "Overview" tab.

Internship and Career Management Center

The Internship and Career Management Center (<https://umdearborn.edu/cob/life-cob/internship-career-management-center/>), working in partnership with the University of Michigan-Dearborn's Talent Gateway, offers College of Business students a full-range of career-support services, including assistance with internship and full-time placement, career counseling, interviewing skills, and opportunities to meet and network with corporate recruiters.

Students in the Master of Business Administration, MS in Finance, and MS-Information Systems may count up to 3 credits of Business Internship (BI 500) toward the degree program electives with the approval of the appropriate faculty and the COB Graduate Office. Other COB

graduate students may elect BI 500 as additive credit. See additional information under "Academic Policies and Courses" on the "Overview" tab.

Academic Honors

Achievement of various kinds is recognized both prior to graduation and in the granting of degrees.

Dean's Honor Roll

Each fall and winter term the dean posts an honor roll recognizing those students who have taken nine hours or more, and have obtained a *B+* (3.3) or better average.

Beta Gamma Sigma

Beta Gamma Sigma is the national honor society for business schools accredited by AACSB-The International Association for Management Education. Membership in Beta Gamma Sigma is one of the highest scholastic honors that a graduate business student can achieve based on outstanding scholastic achievement as measured by overall grade point average. Invitation for membership to Beta Gamma Sigma is extended to qualified College of Business students in the Winter semester.

Graduation with Distinction

Students who have maintained a 3.70-3.89 cumulative grade point average will graduate "With Distinction," and it will be recorded on their transcript.

Graduation with High Distinction

Students who have maintained a 3.90 or above cumulative grade point average will graduate "With High Distinction," and it will be recorded on their transcript.