CROSS REGISTRATION

Master of Science in Criminology students are able to cross register into other graduate program courses if they meet the requirements of that program. If the student plans to request that the course be treated as transfer credit, the student must obtain approval from the academic advisor prior to registration.

Students enrolled in other Regis University graduate programs and in Good Standing may register for MS in Criminology courses. Permission to enroll in MS in Criminology courses does not guarantee that the courses can be transferred to the student's primary degree program.

DEGREE REQUIREMENTS

The Master of Science in Criminology degree requires the successful completion of a total of 36 semester hours of graduate courses (600 level). The degree is designed to be completed in 24 months, taking one course each eight-week academic period.

Total Degree Requirements	*36 SH*
MSCR 604--Contemporary Issues in Criminology	3 SH
MSCR 605--Criminal Psychopathology	3 SH
MSCR 620--Leadership Principles in Criminology	3 SH
MSCR 625--Ethical Conduct and Positions of Power	3 SH
MSCR 640--Transnational Crime	3 SH
MSCR 650--Contemporary Crime Policy: Current and Future Needs	3 SH
MSCR 652--Strategic Planning, Implementation and Evaluation	3 SH
MSCR 654--New Strategies: Crime Prediction and Prevention	3 SH
MSCR 660--Cyber Criminology	3 SH
MSCR 680--Rapid Decision-Making	3 SH
MSCR 694--Research Analysis and Application	3 SH
MSCR 696--Capstone Project	3 SH

Graduate Certificate in Criminology	**18 SH**
MSCR 604--Contemporary Issues in Criminology	3 SH
MSCR 605--Criminal Psychopathology	3 SH
MSCR 620--Leadership Principles in Criminology	3 SH
MSCR 625--Ethical Conduct and Positions of Power	3 SH
MSCR 640--Transnational Crime	3 SH
MSCR 694--Research Analysis and Application	3 SH

The identified 18 hours enables the certificate-seeking student to pursue research within these six courses which is current and relevant. Certificate students will be taking courses with degree seeking students and have the same academic requirements. They will be positioned to continue, if desired, and complete the Masters degree.

SCHOOL OF MANAGEMENT

UNDERGRADUATE

The various bachelor degrees offer the knowledge and skills enabling students to apply the analytical tools for critical thinking and effective decision-making in their chosen business area of interest.

UNDERGRADUATE PROGRAM CHARGES FOR THE 2012 – 2013 ACADEMIC YEAR

Tuition (per semester hour)	$410
Tuition Online and Directed Studies (per semester hour)	$460
Application Fee (non-refundable)	$50

The tuition, fees and other charges previously described are good-faith projections for the academic year. They are, however, subject to change from one academic term to the next as deemed necessary by the University in order to meet its financial commitments and to fulfill its role and mission.

BACHELOR OF ARTS IN ORGANIZATION DEVELOPMENT

The Organization Development degree program prepares students for organizational leadership positions or for staff development management positions, in which acquired knowledge and skills are applied to areas such as human resource management, leadership, and organizational behavior. This program is also for those with specialized or technical expertise who now find themselves managing individuals and teams.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*30 SH*
FIN 215--Principles of Budget and Finance	3 SH
BA 300--Business Systems in a Sustainable Society	3 SH
BA 315--Developing Management Skills	3 SH
MKT 325--Marketing Principles	3 SH
BA/EC 335--Global Business Issues	3 SH
BA 366--Management Essentials	3 SH
BA 381--Legal Environment of Business	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 204--Contemporary Mathematics or MT 270--Introduction to Statistics	3 SH
Upper Division Requirements	*27 SH*
BA 410/COM 410--Strategic Leadership	3 SH
BA 426--Managing Cultural Diversity	3 SH

BA 452--Management of Human Resources	3 SH
BA 454--Organizational Behavior	3 SH
BA 479/CIS 480--Managing Technology for Business Strategies	3 SH
BA 480E-W--Issues in Management	3 SH
BA 493A--Business Research	3 SH
BA 493B--Senior Capstone	3 SH
BA 495E--Ethical Decision Making in Business	3 SH
Minor (Optional)	*0 or 12 SH*
General Electives	*14 or 26 SH*

Twenty-six elective hours of general academic courses are required if a minor is not chosen. Technical credit may be used to meet this requirement.

BACHELOR OF SCIENCE IN ACCOUNTING

Accounting is central to effective management of business. The Accounting degree program is designed for students wishing to pursue careers in professional accounting.

This degree prepares students to work for companies ranging in size from sole practitioners to international firms. Opportunities for employment exist in both the private and public sectors.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*33 SH*
AC 320A--Principles of Accounting I	3 SH
AC 320B--Principles of Accounting II	3 SH
AC 410A--Intermediate Accounting I*	3 SH
AC 410B--Intermediate Accounting II*	3 SH
AC 410C--Intermediate Accounting III*	3 SH
AC 440--Cost Accounting*	3 SH
BA 381--Legal Environment of Business	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 270--Introduction to Statistics	3 SH
MKT 325--Marketing Principles	3 SH

* Lower division course work acceptable in transfer.

Upper Division Requirements	*24 SH*
AC 450A--Income Tax Accounting I	3 SH
AC 480--Auditing Principles and Procedures	3 SH
AC 493--Senior Capstone	3 SH
BA 481A--Business Law I	3 SH
BA 495E--Ethical Decision Making in Business	3 SH
FIN 400--Business Finance	3 SH

Six semester hours selected from the following:

AC 420--Advanced Accounting	3 SH
AC 450B--Income Tax Accounting II	3 SH
AC 460--Governmental and Not-for-Profit Accounting	3 SH
Minor (Optional)	*0 or 12 SH*
General Electives	*14 or 26 SH*

Twenty-six elective semester hours of general academic courses are required if a minor is not chosen. Technical credits may be used to meet this requirement.

BACHELOR OF SCIENCE IN BUSINESS ADMINISTRATION

The Bachelor of Science in Business Administration program is designed for those who need training to enter the world of global or e-business administration, small business owners or for those already in the business field who want to accelerate their careers. The degree provides a very strong base in the fundamentals of business while stressing the application of current management and technical solutions to business problems, and the analytical tools needed for critical thinking and effective decision-making. Students interested in this business degree can choose between specializations in Human Resources, Public Administration, Finance, Management, Marketing and a flexible specialization.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*30 SH*
AC 320A--Principles of Accounting I	3 SH
AC 320B--Principles of Accounting II	3 SH
BA 300--Business Systems in a Sustainable Society	3 SH
MKT 325--Marketing Principles	3 SH
BA/EC 335--Global Business Issues	3 SH
BA 366--Management Essentials	3 SH
BA 381--Legal Environment of Business	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 270--Introduction to Statistics	3 SH
Upper Division Requirements	*33 SH*
FIN 400--Business Finance	3 SH
BA 454--Organizational Behavior	3 SH
BA 458--Project Management	3 SH
BA 465--Strategic Management	3 SH
BA 479/CIS 480--Managing Technology for Business Strategies	3 SH
BA 493A--Business Research	3 SH
BA 493B--Senior Capstone	3 SH

BA 495E--Ethical Decision Making in Business	3 SH

A minimum of nine upper division semester hours in an area of specialization are required for the Business Administration major. At least one specialization, selected from the following list, must be completed.

Finance

FIN 420--Advanced Corporate Finance	3 SH
FIN 433--Money and Banking	3 SH
FIN 435--Fundamentals of Investments	3 SH
FIN 440--Financial Analysis, Forecasting and Planning	3 SH
FIN 450--Sources of Capital/Capital Markets	3 SH

Human Resource Management

BA 426--Managing Cultural Diversity	3 SH
BA 452--Management of Human Resources	3 SH
BA 467--Compensation Policy and Employment Law	3 SH

Management

BA 410/COM 410--Strategic Leadership	3 SH
BA 459--Business Systems: Analysis and Innovation	3 SH
BA 480E-W--Issues in Management	3 SH

Marketing

MKT 425--Consumer Behavior	3 SH
MKT 429/COM 474--Advertising and Promotion	3 SH
MKT 450--E-Marketing Fundamentals	3 SH

Public Administration

PA 400--Public Policy	3 SH
PA 410--Public Finance	3 SH
PA 430--Community Influences on Governments	3 SH
PA 450E--Entrepreneurship in Government	3 SH

Flexible

There are no specific course requirements in the flexible specialization area. The student selects nine upper division semester hours of Business Administration courses in consultation with an advisor. The flexible specialization is not posted on the transcript or diploma.

Double

Students are permitted to earn a double specialization by completing the upper division Business Administration major courses and a minimum of nine upper division semester hours in two of the five Business Administration specializations (a minimum of 18 semester hours) Finance, Human Resource Management, Management, Marketing, or Public Administration.

Minor (Optional)	0 or 12 SH
General Electives	8 or 20 SH

Twenty elective semester hours of general academic courses are required if a minor is not chosen. Technical credits may be used to meet this requirement.

BACHELOR OF SCIENCE IN FINANCE

A degree in finance prepares students for positions with banks, investment companies, government agencies, consulting firms, insurance firms, and large and small corporations. First careers may range from credit analysis and security analysis to product profitability. A degree in finance also prepares students to work with diverse management groups, marketing professionals, accountants, and others. Graduates of this program develop a comprehensive understanding of financial management and are qualified for a wide range of finance-related careers in small and large organizations.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*30 SH*
AC 320A--Principles of Accounting I	3 SH
AC 320B--Principles of Accounting II	3 SH
BA 300--Business Systems in a Sustainable Society	3 SH
MKT 325--Marketing Principles	3 SH
BA/EC 335--Global Business Issues	3 SH
BA 366--Management Essentials	3 SH
BA 381--Legal Environment of Business	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 270--Introduction to Statistics	3 SH
Upper Division Requirements	*30 SH*
FIN 400--Business Finance	3 SH
FIN 420--Advanced Corporate Finance	3 SH
FIN 433--Money and Banking	3 SH
FIN 435--Fundamentals of Investments	3 SH
FIN 440--Financial Analysis, Forecasting and Planning	3 SH
FIN 450--Sources of Capital/Capital Markets	3 SH
BA 479/CIS 480--Managing Technologies for Business Strategies	3 SH
BA 493A--Business Research	3 SH
BA 493B--Senior Capstone	3 SH
BA 495E--Ethical Decision Making in Business	3 SH
Minor (Optional)	*0 or 12 SH*
General Electives	*11 or 23 SH*

Twenty-three elective hours of general academic courses are required if a minor is not chosen. Technical credits may be used to meet this requirement.

BACHELOR OF SCIENCE IN HUMAN RESOURCE MANAGEMENT

The Human Resource Management degree prepares students for positions in the area of employment and recruiting, training and development, compensation, benefits, employee services, employee and community relations, personnel records, health and safety, and strategic planning. Human Resource Managers interact with managers from all other departments to plan and budget for personnel needs. The human resources professional plays a significant role in the strategic success of organizations through identification and selection of the best personnel for specific roles, training and development of those personnel, and reward and retention programs to retain the best people for organizational effectiveness.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*28 SH*
AC 325--Accounting Principles and Management Concepts	4 SH
BA 300--Business Systems in a Sustainable Society	3 SH
MKT 325--Marketing Principles	3 SH
BA/EC 335--Global Business Issues	3 SH
BA 366--Management Essentials	3 SH
BA 381--Legal Environment of Business	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 270--Introduction to Statistics	3 SH
Upper Division Requirements	*33 SH*
BA 426--Managing Cultural Diversity	3 SH
BA 441--Team Leadership or BA 497E--Internship in Human Resources	3 SH
BA 452--Management of Human Resources	3 SH
BA 454--Organizational Behavior	3 SH
BA 467--Compensation Policy and Employment Law	3 SH
BA 479/CIS 480--Managing Technology for Business Strategies	3 SH
BA 493A--Business Research	3 SH
BA 493B--Senior Capstone	3 SH
BA 495E--Ethical Decision Making in Business	3 SH
COM 451--Interviewing Theory and Practice	3 SH
FIN 400--Business Finance	3 SH
Minor (Optional)	*0 or 12 SH*
General Electives	*10 or 22 SH*

Twenty-two elective semester hours of general academic courses are required if a minor is not chosen. Technical credits may be used to meet this requirement.

BACHELOR OF SCIENCE IN MARKETING

Marketing is more important than ever in our increasingly competitive world. The discipline involves determining customer needs, translating those needs into products and services and selling them in a highly competitive global marketplace. The Bachelor of Science in Marketing emphasizes a strategic managerial approach to integrated marketing and it examines major dimensions of the marketing environment including economic, social, cultural, political, legal and regulatory information.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*28 SH*
AC 325--Accounting Principles and Management Concepts	4 SH
BA 300--Business Systems in a Sustainable Society	3 SH
MKT 325--Marketing Principles	3 SH
BA/EC 335--Global Business Issues	3 SH
BA 366--Management Essentials	3 SH
BA 381--Legal Environment of Business	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 270--Introduction to Statistics	3 SH
Upper Division Requirements	*30 SH*
MKT 425--Consumer Behavior	3 SH
MKT 429--Advertising and Promotion	3 SH
MKT 450--E-Marketing Fundamentals	3 SH
BA 465--Strategic Management	3 SH
BA 479/CIS 480--Managing Technology for Business Strategies	3 SH
BA 480E-W--Issues in Management	3 SH
BA 493A--Business Research	3 SH
BA 493B--Senior Capstone	3 SH
BA 495E--Ethical Decision Making in Business	3 SH
FIN 400--Business Finance	3 SH
Minor (Optional)	*0 or 12 SH*
General Electives	*13 or 25 SH*

Twenty-five elective hours of general academic courses are required if a minor is not chosen. Technical credits may be used to meet this requirement.

BACHELOR OF SCIENCE IN PUBLIC ADMINISTRATION

The public administration program is designed to provide graduates with the essential knowledge and skills for evaluating, planning, and implementing public sector programs. Graduates will be qualified to work in local, county, state, federal government, nonprofit organizations as well as private sector businesses. You will learn to think critically and analytically about the development and implementation of public policy issues, enabling you to better understand the political dynamics in your own community and to be a more effective public official by understanding how to achieve goals through collaboration and consensus-building.

Total Degree Requirements	*128 SH*
Core Studies Requirements	*45 SH*
Foundational Courses	*24 SH*
BA 300--Business Systems in a Sustainable Society	3 SH
BA/EC 335--Global Business Issues	3 SH
BA 366--Management Essentials	3 SH
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
MT 270--Introduction to Statistics	3 SH
PA 300--Government Role in Society	3 SH
PA 400--Public Policy	3 SH
Upper Division Requirements	*30 SH*
BA 452--Management of Human Resources	3 SH
BA 454--Organizational Behavior	3 SH
BA 458--Project Management	3 SH
BA 479--Managing Technology for Business Strategies	3 SH
BA 493A--Business Research	3 SH
BA 493B--Senior Capstone	3 SH
PA 410--Public Finance	3 SH
PA 420--Foundation of Business in Government or PA 430--Community Influences on Governments	3 SH
PA 450E-W--Topics in Public Management	3 SH
PA 495F--Ethics in Government	3 SH
Minor (Optional)	*0 or 12 SH*
General Electives	*17 or 29 SH*

Twenty-nine elective hours of general academic courses are required if a minor is not chosen. Technical credits may be used to meet this requirement.

PUBLIC ADMINISTRATION UNDERGRADUATE CERTIFICATE

Certificate Requirements	**21 SH**
EC 320--Principles of Macroeconomics	3 SH
EC 330--Principles of Microeconomics	3 SH
PA 300--Government Role in Society	3 SH
PA 400--Public Policy	3 SH
PA 410--Public Finance	3 SH
PA 430--Community Influences in Government	3 SH
PA 450E--Entrepreneurship in Government	3 SH

GRADUATE

PROFESSIONAL ACCOUNTING TRACK

The Professional Accounting/MBA or MSA Track (PAT) constitutes a collaborative effort among the faculty of the Division of Business at Regis College and the College for Professional Studies School of Management. This program allows students to meet the minimum educational requirements set by the State Boards of Accountancy for those who wish to take the CPA exam. Students who complete this program receive a Bachelor of Science in Accounting degree and a Master of Business Administration degree with an emphasis in Finance and Accounting or a Master of Science degree in Accounting.

Students who are accounting majors must apply for admission to the Professional Accounting Track when they achieve junior standing in Regis College. An advisor from the Regis University Master of Business Administration or Master of Science in Accounting program serves as the student's evaluator and makes the final decision regarding admission to the Professional Accounting Track.

ADMISSION

Students are required to meet certain standards to complete this program. Upon reaching junior standing, students are required to initiate a request (application) for continuation in this program. The application process includes the following minimum requirements:

1. A writing sample,
2. grade point average review; and
3. personal interviews with undergraduate and graduate advisors.

Depending on the outcomes of these minimum requirements for continuation, other requirements may be necessary; for example, the GMAT, certain course work, or additional interviews. The student's MBA/MSA advisor will make the final decision concerning the student's continuation.

TUITION AND FEES

The Regis College Undergraduate Program charges per semester are listed in the Regis College section under the Undergraduate Program Expenses heading of this *Catalog*. MBA/MSA Program charges are listed in this section under the MBA or MS in Accounting Program Charges heading.

PROFESSIONAL ACCOUNTING MBA/MSA DEGREE REQUIREMENTS 158 – 164 SH

In addition to the requirements for the undergraduate accounting major listed in the Regis College section of this *Catalog*, students in the Professional Accounting MBA/MSA Track also complete the requirements for the MBA: Finance and Accounting Specialization or the Master of Science in Accounting degree found in this section of the *Catalog*.

COMBINED BACHELOR OF SCIENCE AND MASTER DEGREES IN THE SCHOOL OF MANAGEMENT

The combined Bachelor of Science (BS) and Master of Science in Accounting, Master of Science in Organizational Leadership or Master of Business Administration (MS/MBA) degree in the School of Management admits CPS undergraduate School of Management students to the designated Master's program during the junior year of their Bachelor of Science program to work towards both the BS and their MS or MBA degrees. The combined degree allows two graduate courses to be taken as part of the BS degree, early planning of the MS/MBA portion of the program, and more flexible and efficient course scheduling. Students must work with their undergraduate and graduate advisor to determine the appropriate course work for the combined degree program.

Requirements for a combined Bachelor of Science in Business Technology Management and Master of Science in Organization Leadership or Master of Business Administration are listed in the School of Computer and Information Sciences section of this *Catalog*.

MASTER OF BUSINESS ADMINISTRATION

The Regis University Master of Business Administration program mission is to educate students for leadership in their organizations. The Master of Business Administration program seeks to provide graduates who are able to inform management, influence management decisions, and contribute to their companies and their professions using tools for interpretation, analysis, and evaluation of business information while integrating values orientation into the decision-making process.

The Regis University Master of Business Administration program supports academic rigor through defined course outcomes in classes facilitated by appropriately qualified practitioners in their fields. The Master of Business Administration program provides a values centered education while seeking to inculcate students in lifelong learning in the Jesuit and Catholic educational traditions.

The Master of Business Administration program was first offered at Regis in 1978 as a response to suggestions from business leaders in Colorado. Today students can tailor the Regis University Master of Business Administration to meet professional and personal needs. The degree provides opportunities for career-oriented adult learners to develop the knowledge, skills and attitudes that equip them to act creatively, ethically and effectively in constantly changing complex organizations.

The Master of Business Administration program offers specializations in the following:

- Emerging Markets (Dual Language-Spanish/English)
- Finance and Accounting
- General (no specialization)
- Health Industry Leadership
- Health Systems Management
- Management
- Marketing
- Operations Management
- Project Management
- Strategic Management

The online Master of Business Administration program offers the Master of Business Administration via distance technology. Students follow the Master of Business Administration: General, Master of Business Administration: Finance and Accounting, Master of Business Administration: Health Care Management or Master of Business Administration: Marketing degree requirements and are held to the same admission requirements as classroom-based Master of Business Administration students. Academic periods are eight weeks in length. Courses are delivered through online learning formats. Students communicate with faculty, faculty advisors and other students through e-mail, voice-mail, and telephone. The enhanced multimedia format available through the online MBA affords Regis University students contemporary learning methods, greater convenience, service and scheduling flexibility.

ADMISSION

Admission is open to all men and women who have earned a baccalaureate degree in any field of study from a regionally accredited college or university. Applicants must have two years of significant full-time work experience prior to admission to the Master of Business Administration degree program.

The Graduate Admissions Office must receive the following documentation from each applicant before an admission decision can be rendered:

- A completed application form, which includes a non-refundable application fee.
- Official transcript(s) reflecting a baccalaureate degree awarded from a regionally accredited college or university.

- An official score report for the Graduate Management Admission Test (GMAT) received within three months of application to the Master of Business Administration program which includes a minimum 3.5 official score on the written portion of the exam, or one essays of approximately 1800 words addressing questions selected by the Master of Business Administration program for purposes of evaluation and advising.
- A current resume.
- Two letters of recommendation.
- Faculty interview.

Once all documentation has been received, an Admissions Committee reviews the application, a faculty member conducts an interview and the committee makes an admission recommendation.

Students who are otherwise accepted into the MBA program, but who earned a GPA of less than 2.5 from the institution granting their bachelor's degree will be accepted provisionally and must complete either MLS 501--Critical Thinking and Graduate Writing or EDFD 500-- Essentials for Graduate Level Writing with a "B" or better prior to taking any 600 level classes. This requirement can be waived at the time of the student's interview only if the student has demonstrated professional experience that has clearly provided ample opportunity for the student to improve in her or his written communication skills.

Students who earned a GPA of 2.5 or greater from the institution granting their bachelor's degree, but whose essay demonstrates less than graduate level writing, may also be accepted provisionally and be required to complete either MLS 501--Critical Thinking and Graduate Writing or EDFD 500--Essentials for Graduate Level Writing with a "B" or better prior to taking any 600 level classes.

All students are required to complete the Academic Integrity Tutorial during their first class in the MBA program. Students will be unable to register for further classes until the tutorial is completed.

MASTER OF BUSINESS ADMINISTRATION PROGRAM CHARGES FOR THE 2012 – 2013 ACADEMIC YEAR

Tuition (per semester hour)	$780
Tuition, Las Vegas (per semester hour)	$685
Online Tuition (per semester hour)	$810
MBA Online Simulation Fee	$110
Application Fee (non-refundable)	$75

The tuition, fees and other charges previously described are good-faith projections for the academic year. They are, however, subject to change from one academic term to the next as deemed necessary by the University in order to meet its financial commitments and to fulfill its role and mission.

COURSE SEQUENCING

Students are expected to satisfy all program prerequisites requirements prior to taking 600-level courses. All other course sequencing is indicated via prerequisites listed in course descriptions.

RUECKERT-HARTMAN COLLEGE FOR HEALTH PROFESSIONS COURSES

Master of Business Administration students have the option of taking select courses from the Rueckert-Hartman College for Health Professions and completing a specialization in Health Industry Leadership or Health System Management.

CROSS REGISTRATION

Master of Business Administration policy provides students with the opportunity to transfer up to six credit hours of graduate course work into the Master of Business Administration degree plan. Generally this policy is used to accept course work completed prior to admission into the Master of Business Administration Program. However, under special circumstances, students have the opportunity to complete work in other Regis graduate programs while enrolled in the Master of Business Administration Program and receive credit for the courses toward Master of Business Administration degree requirements. To register for non-MBA courses, a student must meet all requirements of the program whose course work is taken. Suitability of course work from other Regis graduate programs for Master of Business Administration credit depends on several factors: relevance of the course to the students needs and goals; compatibility of the course with Master of Business Administration mission and goals; fit of the course into the requirements of a student's field of emphasis; and suitability of the course for credit in the area of Business Administration. Approval for transfers under this policy must be obtained from the student's academic advisor prior to registration.

Students enrolled in other Regis University graduate programs and in Good Standing may register for MBA courses, either classroom-based or online. To do so the students must:

1. Have the approval from his/her academic advisor in the program in which the student is currently enrolled. and
2. Obtain written approval from the appropriate Master of Business Administration program chair.

Courses eligible for cross registration include all MBA courses for which there is no prerequisite requirement. If a student wishes to enroll in a course for which one or more prerequisite course exists, the student must satisfy all prerequisite requirements before he/she will be permitted to enroll. Permission to enroll in MBA courses does not guarantee that the courses can be transferred to the student's primary degree program.

COURSE OVERLOAD

Students are considered to be enrolled full time if they are registered for six semester hours in one semester. Students who want to register for more than six semester hours in any semester may do so with the approval of the Assistant Dean.

INDEPENDENT AND SPECIAL STUDIES

Independent and Special Studies courses are available through consultation with Master of Business Administration faculty and with the approval of the Master of Business Administration degree chair. Independent and Special Studies courses are described in the General Information section of this *Catalog* under the "Independent, Special and Extended Studies" heading.

DEGREE REQUIREMENTS

Master of Business Administration candidates must complete a minimum of 36 semester hours of graduate courses (600 level), 30 of which must be taken with the Regis University Master of Business Administration degree program.

PROGRAM FOUNDATION COURSES

Foundation courses prepare students to acquire the informational background necessary to pursue advanced (600 level) courses. These courses or their equivalent are required for students admitted to the program. Students may be provisionally admitted until these requirements have been fulfilled.

Financial Accounting (AC 320A)	3 SH
Managerial Accounting (AC 320B)	3 SH
Business Finance (FIN 400)	3 SH
Business Statistics (MT 270)	3 SH
Marketing (MKT 325)	3 SH

Students may complete MBAP 520A and MBAP 520B--Essentials of Business Development online in lieu of completing these fundamental courses.

Some or all of the courses may be waived for students with sufficient educational background in the respective business areas covered. Students who are petitioning to waive MBA foundation courses must submit documentation showing successful mastery of the course content.

PRIOR LEARNING ASSESSMENT (PLA)

Regis University is a member institution of the Council for the Advancement of Experiential Learning (CAEL), an educational association for the purpose of fostering valid and reliable assessments of prior learning outcomes. The University follows CAEL guidelines in its procedures for evaluating experiential learning. For more information regarding the PLA process for prerequisite courses, students should contact the degree chair.

CREDIT BY EXAM

Information regarding procedures for earning credit by examination for graduate fundamentals courses is available from the CPS Testing Center.

DUAL SPECIALIZATION

Candidates are permitted and encouraged to complete the Master of Business Administration with dual specializations. Candidates must complete the MBA Core courses and all the specialization requirements for each specialization. Specialization elective courses must include a minimum of nine elective hours unique to each specialization.

SECOND SPECIALIZATION

A Regis University Master of Business Administration graduate who wishes to return for a second Master of Business Administration specialization must complete another application and the required courses for the new specialization including a minimum of nine semester hours of electives unique to the new specialization. A second degree option is not available in the Master of Business Administration program. A certificate for the specialization earned is awarded upon completion of the requirements.

MBA - Emerging Markets 36 SH

This is a specialization in Emerging Markets with a particular focus on Latin America. It is offered jointly with ITESO University and a degree for students completing this specialization is awarded jointly by ITESO and Regis University. Students must be proficient in both Spanish and English to enroll in this program. The admission policy is the same as for other MBA specializations with the addition of a Spanish or English language test.

MBAE 600--Emergent Modern Business Firms	3 SH
MBAE 601--Emerging Markets	3 SH
MBAE 602--Strategy in Emergent Economies	3 SH
MBAE 610--Financial Strategy	3 SH
MBAE 611--Marketing in Emergent Economies	3 SH
MBAE 612--Emergent Economy Operations	3 SH
MBAE 620--Strategic Human Resources	3 SH
MBAE 622--Firm Growth Strategies	3 SH
MBAE 630--Entrepreneurship and Innovation	3 SH
MBAE 631--Leadership and Change Management	3 SH
MBAE 632--Corporate Social Responsibility	3 SH
MBAE 695--New Business Environments	3 SH

MBA – Finance and Accounting 36 SH

Core Requirements	*18 SH*
MBAC 600--The Economics of Management	3 SH
MBAC 601--Ethical and Legal Environment of Business	3 SH
MBAC 602--Developing Effective Organizations	3 SH
MBAC 603--Marketing and Operations Decision Points	3 SH
MBAC 604--Accounting and Finance Concepts for Managers	3 SH

MBAC 610--Enterprise Management in a Global Environment	3 SH
Specialization Requirements	*6 SH*
MBAA 602--Interpreting Accounting Information	3 SH
MBAF 602--Financial Decision Making	3 SH
Specialization Electives	*9 SH*
Nine semester hours selected from the following:	
MBAA 603--Financial Reporting Policy and Practice	3 SH
MBAA 605--Advanced Auditing	3 SH
MBAA 606--Financial Accounting Theory	3 SH
MBAA 607--Accounting for Non-Profit and Government	3 SH
MBAA 608--International Accounting	3 SH
MBAA 609--Case Studies in Management Accounting	3 SH
MBAA 610--Controllership	3 SH
MBAA 611--Tax Influence on Business Decision Making	3 SH
MBAA 612E-W--Seminar in Finance and Accounting	3 SH
MBAA 614--IT Auditing	3 SH
MBAA 615--Income Tax Research	3 SH
MBAA 617--Accounting Information Systems	3 SH
MBAA 619--Forensic Accounting	3 SH
MBAA 621--Financial Applications of XBRL and Interactive Data	3 SH
MBAF 603--Investments and Portfolio Management	3 SH
MBAF 604--Money and Banking	3 SH
MBAF 605--International Financial Management	3 SH
MBAF 606--Case Studies in Financial Management	3 SH
MBAF 612E-W--Seminar in Finance and Accounting	3 SH
General Electives	*3 SH*

Three semester hours of any 600-level courses selected from the MBA program.

MBA – General (No Specialization) 36 SH

MBAC 600--The Economics of Management	3 SH
MBAC 601--Ethical and Legal Environment of Business	3 SH
MBAC 602--Developing Effective Organizations	3 SH
MBAC 603--Marketing and Operations Decision Points	3 SH
MBAC 604--Accounting and Finance Concepts for Managers	3 SH
MBAC 610--Enterprise Management in a Global Environment	3 SH
MBAI 602--Issues in International Business	3 SH
MBAK 620--Marketing Opportunity Analysis	3 SH
MBAM 604--Leadership: Explored and Applied or	
MBAM 602—The Leadership Management Challenge	3 SH
MBAM 615--Managing Change	3 SH
MBAO 602--Operations Management	3 SH
MBAO 611--Innovations in Business	3 SH

MBA – Health Industry Leadership 36 SH

Core Requirements	*18 SH*
MBAC 600--The Economics of Management	3 SH
MBAC 601--Ethical and Legal Environment of Business	3 SH
MBAC 602--Developing Effective Organizations	3 SH
MBAC 603--Marketing and Operations Decision Points	3 SH
MBAC 604--Accounting and Finance Concepts for Managers	3 SH
MBAC 610--Enterprise Management in a Global Environment	3 SH
Specialization Requirements	*15 SH*
MBAH 602--Health Care Policy	3 SH
MBAH 603--Issues in Health Care Management	3 SH
MBAH 604--Information Management in Health Care	3 SH
MBAH 605--Health Care Marketing	3 SH
MBAH 606--Health Care Finance	3 SH
Specialization Electives	*3 SH*
Three semester hours selected from the following:	
HCE 600--Organizational Ethics and Health Care Compliance	3 SH
HSA 601--Leadership and Organization Development in Health Services	3 SH
HSA 602--Strategic Planning and Development in Health Services	3 SH
HSA 623--Legal Aspects of Health Services	3 SH
HSA 624--Quality Improvement in Health Care Settings	3 SH
HSA 625--Advanced Concepts in Quality and Outcomes Management	3 SH
One of the remaining MBA 600 courses	3 SH

MBA – Health Systems Management 36 SH

Core Requirements	*18 SH*
MBAC 600--The Economics of Management	3 SH
MBAC 601--Ethical and Legal Environment of Business	3 SH
MBAC 602--Developing Effective Organizations	3 SH
MBAC 603--Marketing and Operations Decision Points	3 SH
MBAC 604--Accounting and Finance Concepts for Managers	3 SH
MBAC 610--Enterprise Management in a Global Environment	3 SH
Specialization Requirements	*18 SH*

Eighteen semester hours selected from the following:

MBAH 604--Information Management in Health Care
or
HSA 649--Health Care Information Systems 3 SH

MBAH 606--Health Care Finance
or
HSA 663--Advanced Concepts of Health Care Finance 3 SH

HSA 623--Legal Aspects of Health Services 3 SH

HSA 624--Quality Improvement in Health Care Settings 3 SH

HSA 625--Advanced Concepts in Quality and Outcomes Management 3 SH

HSA/CLP 630--Medical Practice Management 3 SH

HSA 652--Human Resource Management in Health Care Settings 3 SH

MBA – Management 36 SH

Core Requirements *18 SH*

MBAC 600--The Economics of Management 3 SH

MBAC 601--Ethical and Legal Environment of Business 3 SH

MBAC 602--Developing Effective Organizations 3 SH

MBAC 603--Marketing and Operations Decision Points 3 SH

MBAC 604--Accounting and Finance Concepts for Managers 3 SH

MBAC 610--Enterprise Management in a Global Environment 3 SH

Specialization Requirements *18 SH*

MBAI 602--Issues in International Business 3 SH

MBAK 620—Marketing Opportunity Analysis 3 SH

MBAM 604-- Leadership: Explored and Applied
or
MBAM 602—The Leadership Management Challenge 3 SH

MBAM 615--Managing Change 3 SH

MBAO 602--Operations Management 3 SH

MBAO 611--Innovations in Business 3 SH

MBA - Marketing 36 SH

Core Requirements *18 SH*

MBAC 600--The Economics of Management 3 SH

MBAC 601--Ethical and Legal Environment of Business 3 SH

MBAC 602--Developing Effective Organizations 3 SH

MBAC 603--Marketing and Operations Decision Points 3 SH

MBAC 604--Accounting and Finance Concepts for Managers 3 SH

MBAC 610--Enterprise Management in a Global Environment 3 SH

Specialization Requirements *6 SH*

MBAK 620--Marketing Opportunity Analysis 3 SH

MBAK 603--Marketing Strategy 3 SH

Specialization Electives *9 SH*

Nine semester hours selected from the following:

MBAK 604--International Marketing 3 SH

MBAK 606E-W--Seminar in Marketing 3 SH

MBAK 617--Product Management 3 SH

MBAK 619--Digital Marketing and Promotion 3 SH

MBAK 621-- Integrating the Marketing Mix 3 SH

MBAK 622-- Branding & Promotion: Strategy to Implementation 3 SH

MBAK 623-- Customer Relationships: Development and Management 3 SH

MBAK 624-- Entrepreneurial Innovation 3 SH

General Electives *3 SH*

Three semester hours of any 600-level courses selected from the MBA program.

MBA – Operations Management 36 SH

Core Requirements *18 SH*

MBAC 600--The Economics of Management 3 SH

MBAC 601--Ethical and Legal Environment of Business 3 SH

MBAC 602--Developing Effective Organizations 3 SH

MBAC 603--Marketing and Operations Decision Points 3 SH

MBAC 604--Accounting and Finance Concepts for Managers 3 SH

MBAC 610--Enterprise Management in a Global Environment 3 SH

Specialization Requirements *6 SH*

MBAO 602--Operations Management 3 SH

MBAO 611--Innovations in Business 3 SH

Specialization Electives *9 SH*

Nine semester hours selected from the following:

MBAO 603--Leading Projects in Contemporary Organizations 3 SH

MBAO 615--Management of Project Performance 3 SH

MBAO 617--Product Management 3 SH

MBAO 619--Emerging Technologies 3 SH

MBAO 622-- Sustainable Operations 3 SH

MBAO 623--Supply Chain Management 3 SH

General Electives *3 SH*

Three semester hours of any 600-level courses selected from the MBA program.

MBA – Project Management	**36 SH**
Core Requirements	*18 SH*
MBAC 600--Economics of Management	3 SH
MBAC 601--Ethical and Legal Environment of Business	3 SH
MBAC 602--Developing Effective Organizations	3 SH
MBAC 603--Marketing and Operations Decision Points	3 SH
MBAC 604--Accounting and Finance Concepts for Managers	3 SH
MBAC 610--Enterprise Management in a Global Environment	3 SH
Specialization Requirements	*18 SH*
MBAO 602--Operations Management	3 SH
MBAO 603--Leading Projects in Contemporary Organizations	3 SH
MBAO 611--Innovations in Business	3 SH
MBAO 615--Management of Project Performance	3 SH
MBAO/MSM 659--Project Monitoring and Delivery	3 SH
MBAO/MSM 651—Delivering Organization Excellence	3 SH

MBA – Strategic Management	**36 SH**
Core Requirements	*18 SH*
MBAC 600--Economics of Management	3 SH
MBAC 601--Ethical and Legal Environment of Business	3 SH
MBAC 602--Developing Effective Organizations	3 SH
MBAC 603--Marketing and Operations Decision Points	3 SH
MBAC 604--Accounting and Finance Concepts for Managers	3 SH
MBAC 610--Enterprise Management in a Global Environment	3 SH
Specialization Requirements	*9 SH*
MBAM 611--Strategy Formulation	3 SH
MBAM 615--Managing Change	3 SH
MBAM 612--Strategy Implementation and Management	3 SH
Specialization Electives	*9 SH*
Nine semester hours selected from the following:	
MBAM 604--Leadership: Explored and Applied	3 SH
MBAM 609--Professional Communications	3 SH
MBAM 616--History and Theory o Management	3 SH
MBAM 617--Power and Politics	3 SH
MBAM 618--Finance for Strategic Managers	3 SH
MBAM 695E-W--Seminar in Strategic Management	3 SH

MASTER OF SCIENCE IN ACCOUNTING

The Regis University Master of Science in Accounting was developed to allow those interested in accounting to broaden and deepen their Accounting skills. Master of Science in Accounting students are seasoned professionals who want to both broaden and deepen their knowledge and skills in accounting. In addition, the classes may help the student meet the "150 Hour Requirement" for the CPA Exam and/or the requirements for the CMA designation.

The mission of the Master of Science in Accounting program is to educate students for leadership roles in their profession and their organization. The goal of the Master of Science in Accounting program is for graduates to ethically prepare, evaluate, interpret and present information in a way that helps their organization, the public regulatory bodies and other stakeholders make appropriate decisions.

The Regis University Master of Science in Accounting program supports academic rigor through defined course outcomes in classes facilitated by appropriately qualified practitioners in their fields. The program provides a values centered education while seeking to inculcate students in lifelong learning in the Jesuit and Catholic traditions.

The Master of Science in Accounting program includes 30 semester hours of 600-level graduate courses and is offered in both the classroom and online formats using accelerated eight week terms. In addition, the student must show proficiency in the major foundations of business and accounting.

ADMISSION

Admission is open to all individuals who have earned a baccalaureate degree in any field of study from a regionally accredited college or university. Applicants must have two years of significant full-time work experience prior to admission to the Master of Science in Accounting degree program.

The Graduate Admissions Office must receive the following documentation from each applicant before an admission decision can be rendered.

All Master of Science in Accounting candidates are required to submit the following:

- A completed application.
- A $75.00 application fee.
- An unofficial copy of their degree bearing transcripts. Official copies must be sent within one month of your application date, sent directly to Regis University CPS Graduate Admissions Office.
- A current resume.
- Two letters of recommendation.
- Documentation showing two years of significant full-time business experience.
- Official GMAT score or one 750 word essay and one spreadsheet exercise.
- Faculty interview.

Once all documentation has been received, an Admissions Committee reviews the application, a faculty member conducts an interview and the committee makes an admission recommendation.

Students who are otherwise accepted into the MSA program, but who earned a GPA of less than 2.5 from the institution granting their bachelor's degree will be accepted provisionally and must complete either MLS 501--Critical Thinking and Graduate Writing or EDFD 500-- Essentials for Graduate Level Writing with a "B" or better prior to taking any 600 level classes. This requirement can be waived at the time of the student's interview only if the student has demonstrated professional experience that has clearly provided ample opportunity for the student to improve in her or his written communication skills.

Students who earned a GPA of 2.5 or greater from the institution granting their bachelor's degree, but whose essay demonstrates less than graduate level writing, may also be accepted provisionally and be required to complete either MLS 501--Critical Thinking and Graduate Writing or EDFD 500--Essentials for Graduate Level Writing with a "B" or better prior to taking any 600 level classes.

MASTER OF SCIENCE IN ACCOUNTING PROGRAM CHARGES FOR THE 2012 – 2013 ACADEMIC YEAR

Classroom Course Tuition (per semester hour)	$780
Online course Tuition (per semester hour)	$810
Application Fee (non-refundable)	$75

The tuition, fees, and other charges previously described are good-faith projections for the academic year. They are however, subject to change from one academic term to the next as deemed necessary by the University in order to meet financial commitments and to fulfill its role and mission.

COURSE SEQUENCING

Students are expected to satisfy all program prerequisite requirements prior to taking 600-level courses. All other course sequencing is indicated via prerequisites listed in course descriptions.

CROSS REGISTRATION

Master of Science in Accounting policy provides students with the opportunity to transfer up to six credit hours of graduate course work into to the Master of Science in Accounting degree plan. Generally, this policy is used to accept course work completed prior to admission into the Master of Science in Accounting program. However, under special circumstances, students have the opportunity to complete work in other Regis graduate programs while enrolled in the Accounting program and receive credit for the courses toward Master of Science in Accounting degree requirements. To register for non-Master of Science in Accounting courses, a student must meet all requirements of the program whose course work is taken. Suitability of course work from other Regis graduate programs for Master of Science in Accounting credit depends on several factors: relevance of the course to the students needs and goals; compatibility of the course with Master of Science in Accounting mission and goals; fit of the course into the requirements of a student's field of emphasis; and suitability of the course for credit in the area of Business Administration. Approval for transfers under this policy must be obtained from the student's academic advisor prior to registration. Student enrolled in other Regis University graduate programs and in Good Standing may register for Master of Science in Accounting courses either classroom-based or online. To do so the student must:

1. Have the approval from his/her academic advisor in the program in which the student is currently enrolled.
2. Obtain written approval from the appropriate Master of Science in Accounting program chair.

Courses eligible for cross registration include all MSA courses for which there is no prerequisite requirement. If a student wishes to enroll in a course for which one or more prerequisite course exists, the student must satisfy all prerequisite requirements before he/she will be permitted to enroll. Permission to enroll in MSA course does not guarantee that the courses can be transferred to the student's primary faculty lead.

COURSE LOAD

Students are considered to be enrolled full time if they are registered for six semester hours in one semester

INDEPENDENT AND SPECIAL STUDIES

Independent and Special Studies courses are available through consultation with the Master of Science in Accounting advisor and with the approval of the Master of Science in Accounting degree chair. Independent and Special Studies courses are described in the General Information section of this *Catalog* under the "Independent, Special and Extended Studies" heading.

PROGRAM FOUNDATION COURSES

Ten to fifteen semester hours of program foundation courses permit non-business managers the opportunity to acquire the informational background necessary to pursue advanced (600-level) courses. These courses are required for students admitted to the degree seeking or certificate program who have previously completed course work in the specific areas. Program foundation courses may be taken on a Pass/No Pass basis. Master of Science in Accounting students are required to earn a passing grade in all program foundation courses.

- Business or Corporate Finance (FIN 400)
- Auditing Principles and Procedures (AC 480)
- Financial and Managerial Accounting (AC 320A and AC 320B)
- Intermediate Accounting I (AC 410A)
- Intermediate Accounting II (AC 410B)
- Marketing (MKT 325)

Some or all of the foundation courses may be waived for students with sufficient educational background in the respective business areas covered. Student who petition to waive prerequisite courses must submit documentation showing successful mastery of the course content. Students with experience deemed sufficient by the degree chair or faculty advisor may take a proficiency test for a particular foundation course on a Pass/No Pass basis. Students who receive a grade of "Pass" obtain a waiver from that course.

PRIOR LEARNING ASSESSMENT (PLA)

Regis University is a member institution of the Council for the Advancement of Experiential Learning (CAEL), an educational association for the purpose of fostering valid and reliable assessments of prior learning outcomes. The University follows CAEL guidelines in its procedures for evaluating experiential learning. For more information regarding the PLA process for graduate fundamentals courses, students should contact the degree chair.

DEGREE REQUIREMENTS

Master of Science in Accounting candidates must complete a minimum of 30 semester hours of graduate courses (600-level), 24 of which must be taken at Regis University.

Total Degree Requirements	*30 SH*
MSAC 601--Ethical and Legal Environment of Business	3 SH
MSAA 602--Interpreting Accounting Information	3 SH
Electives	*21 SH*
Twenty-one semester hours selected from the following:	
MSAA 603--Financial Reporting Policy and Practice	3 SH
MSAA 605--Advanced Auditing	3 SH
MSAA 607--Accounting for Non-Profit and Government	3 SH
MSAA 608--International Accounting	3 SH
MSAA 609--Case Studies in Management Accounting	3 SH
MSAA 610--Controllership	3 SH
MSAA 611--Tax Influence on Business Decision Making	3 SH
MSAA 612E-W--Seminar in Finance and Accounting	3 SH
MSAA 614--IT Auditing	3 SH
MSAA 615--Income Tax Research	3 SH
MSAA 617--Accounting Information Systems	3 SH
MSAA 619--Forensic Accounting	3 SH
MSAA 621--Financial Applications XBRL and Interactive Data	3 SH
Capstone	*3 SH*
MSAC 695--Business Planning and Strategy	3 SH

MASTER OF SCIENCE IN ORGANIZATION LEADERSHIP

The Master of Science in Organization Leadership is an intensive, accelerated, integrated learning experience that provides preparation for effective leadership in a rapidly changing, global marketplace. The Master of Science in Organization Leadership program is designed for individuals who wish to cultivate their leadership skills and make a profound difference or institutional change within an organization.

The program focuses on the qualitative issues of leadership, enabling students to become lifelong learners through the understanding of the following:

- effective communication
- managing teams
- research skills
- project management
- applied leadership
- human relations
- conflict resolution
- problem solving
- critical thinking
- a specific discipline
- systems thinking
- management
- decision making
- organizational innovation and change
- strategic planning
- financial analysis

PROGRAM OUTCOMES

The Master of Science in Organization Leadership Program challenges students to take responsibility for their personal learning experiences. Upon successful completion of the program learners will have the knowledge and ability to:

- Confidently lead in the contemporary workplace.
- Strategically manage systemic change.
- Maximize human potential to achieve individual, team and organizational goals.
- Communicate succinctly and effectively across all levels.
- Practice socially responsible leadership in a changing global environment.
- Appreciate the value of lifelong learning and critical thinking.

ADMISSION

Admission is open to all individuals who have earned a baccalaureate degree in any field of study from a regionally accredited college or university. Applicants must have two years of significant work experience before admission to the Master of Science in Organization Leadership degree.

The Graduate Admissions Office must receive the following documentation from each applicant before an admission decision can be rendered:

- A completed application form, which includes a non-refundable application fee
- Official transcripts reflecting a baccalaureate degree awarded from a regionally accredited college or university

- One completed admission essay
- One letter of recommendation
- Current resume
- Faculty interview

Once all documentation has been received, an admissions committee reviews the application and makes an admission recommendation.

Students who are otherwise accepted into the MSOL program, but who earned a GPA of less than 2.5 from the institution granting their bachelor's degree will be accepted provisionally and must complete either MLS 501--Critical Thinking and Graduate Writing or EDFD 500-- Essentials for Graduate Level Writing with a "B" or better prior to taking any 600 level classes. This requirement can be waived at the time of the student's interview only if the student has demonstrated professional experience that has clearly provided ample opportunity for the student to improve in her or his written communication skills.

Students who earned a GPA of 2.5 or greater from the institution granting their bachelor's degree, but whose essay demonstrates less than graduate level writing, may also be accepted provisionally and be required to complete either MLS 501--Critical Thinking and Graduate Writing or EDFD 500--Essentials for Graduate Level Writing with a "B" or better prior to taking any 600 level classes.

MASTER OF SCIENCE IN ORGANIZATION LEADERSHIP PROGRAM CHARGES FOR THE 2012 – 2013 ACADEMIC YEAR

Tuition (per semester hour)	$690
Online Tuition (per semester hour)	$690
Application Fee (non-refundable)	$75

The tuition, fees and other charges previously described are good-faith projections for the academic year. They are, however, subject to change from one academic term to the next as deemed necessary by the University in order to meet its financial commitments and to fulfill its role and mission.

COURSE SEQUENCING

- The first two courses (MSM 602 and MSM 612) must be taken one at a time, in any order, and prior to taking any other courses in the program.
- The five core courses (MSM 602, MSM 612, MSM 621, MSM 631 and MSM 661) and the capstone (MSM 682) are taken by all students.
- When students have successfully completed 27 semester hours of the required course work in the Master of Science in Organization Leadership program, they are permitted to register for MSM 682--Leading Responsible Organizations, the capstone course.

COURSE OVERLOAD

Students may take three courses in any semester (there are two academic periods per semester) as long as all prerequisites are met. Taking four or more courses during any semester (considered an overload) requires prior approval of the degree chair. Students may not take more than two courses per academic period. Overload is not permitted until the fourth course. Ordinarily, students with a minimum cumulative grade point average of 3.500 and no grades of Incomplete are eligible for an overload.

CROSS REGISTRATION

Master of Science in Organization Leadership policy provides students with the opportunity to transfer up to six credit hours of graduate course work into the Master of Science in Organization Leadership degree plan. Generally this policy is used to accept course work completed prior to admission into the Master of Science in Organization Leadership Program. However, under special circumstances, students have the opportunity to complete work in other Regis graduate programs while enrolled in the Master of Science in Organization Leadership Program and receive credit for the courses toward Master of Science in Organization Leadership degree requirements. To register for non-Master of Science in Organization Leadership courses, a student must meet all requirements of the program whose course work is taken. Suitability of course work from other Regis graduate programs for Master of Science in Organization Leadership credit depends on several factors: relevance of the course to the students needs and goals; compatibility of the course with Master of Science in Organization Leadership mission and goals; fit of the course into the requirements of a student's field of emphasis; and suitability of the course for credit in the area of management. Approval for transfers under this policy must be obtained from the student's academic advisor prior to registration.

Students enrolled in other Regis University graduate programs and in Good Standing may register for Master of Science in Organization Leadership courses, either classroom-based or online. To do so the students must:

1. Have the approval from his/her academic advisor in the program in which the student is currently enrolled; and
2. obtain written approval from the appropriate Master of Science in Organization Leadership program chair.

Courses eligible for cross registration include all MBA courses for which there is no prerequisite requirement. If a student wishes to enroll in a course for which one or more prerequisite course exists, the student must satisfy all prerequisite requirements before he/she will be permitted to enroll. Permission to enroll in Master of Science in Organization Leadership courses does not guarantee that the courses can be transferred to the student's primary degree program.

DEGREE REQUIREMENTS

The Master of Science in Organization Leadership degree requires successful completion of a total of 30 semester hours of graduate course work (600-level). The degree can be completed in 20 months, taking one course each academic period.

Students must meet the following degree requirements:

1. Successful completion of required MSM 600-level courses.
2. The first two courses MSM 602 and MSM 612 must be taken prior to MSM 621.
3. MSM 682—Leading Responsible Organizations, the capstone course is the last course taken, a grade of "B" or better is required for MSM 682.
4. A cumulative grade point average of 3.000 or better in graduate-level Master of Science in Organization Leadership courses at Regis University;
5. The ability to show practical application of leadership and change concepts through the successful completion of the capstone course.

Total Degree Requirements	*30-33 SH*
Core Requirements	*15 SH*
MSM 602--The Leadership Management Challenge	3 SH
MSM 612--Making Decisions in Organizations	3 SH
MSM 621--Organizational Change	3 SH
MSM 631--Strategic Management and Financial Reports Analysis	3 SH
MSM 661--Leading in Changing Economies	3 SH
Capstone	*3 SH*
MSM 682--Leading Responsible Organizations	3 SH
Specialization Requirements	*12 SH*

Students select one of the following four specializations:

Enterprise Resource Leadership and Planning	**12 SH**
MSCI 615--Business Process Engineering	3 SH
MSCI 621--Supply Chain Management	3 SH
MSCI 640--Enterprise Technology Management	3 SH
MSCI 681--Enterprise Project Management	3 SH
Human Resource Management and Leadership	**12-15 SH**
MSM 635--Strategic Human Resource Management*	3 SH
MSM 636--Employment Law and Compliance	3 SH
MSM 637--Strategies in Compensation and Benefits	3 SH
MSM 638--Attracting and Retaining Workforce Talent	3 SH
MSM 639--Employee Relations and Performance Management	3 SH

* Required only if student lacks sufficient Human Resource experience. This requirement will make this a 33 semester hour program.

Organization Leadership and Management	**12 SH**
MSM 635--Strategic Human Resource Management	3 SH
MSM 651--Delivering Organization Excellence	3 SH
MSM 657/MBAO 603--Leading Projects in Contemporary Organizations	3 SH
MSM 671--Leadership for the Future	3 SH
Project Leadership and Management	**12 SH**
MSM 651--Delivering Organization Excellence	3 SH
MSM 657/MBAO 603--Leading Projects in Contemporary Organizations	3 SH
MSM 658/MBAO 615--Management of Project Performance	3 SH
MSM 659--Project Monitoring and Delivery	3 SH

DOUBLE SPECIALIZATION

Students may acquire a double specialization by completing additional courses as specified by the Master of Science in Organization Leadership Degree Plan.

GRADUATE ACADEMIC CERTIFICATES

A candidate for one of the academic certificate programs must apply and be accepted into the Master of Science in Organization Leadership degree program.

Regis Graduate Academic Certificates are designed for adults who wish to seek new career opportunities, enhance their work-related knowledge and skills, and to advance themselves educationally. The Graduate Academic Certificate represents a selection of college courses from the Master of Science in Organization Leadership program that are offered for academic credit. These courses could eventually be included in a Regis CPS graduate student's degree plan or stand alone as courses beyond the degree requirements.

Certificate recipients may include 1) individuals who already hold an undergraduate or graduate degree in one area and want college graduate certification in another area (e.g., Project Management), but are not interested in completing a second bachelor's or master's degree; and 2) individuals who hold an undergraduate degree, but are not sure initially if they want to enroll in a degree seeking program.

Specific parameters for the Master of Science in Organization Leadership Graduate Academic Certificates include:

- A minimum of 15 semester hours of credit.
- The courses offered within a given certificate will represent a coherent body of knowledge chosen in consultation with representatives of appropriate academic disciplines.
- The Certificate Program identifies the description of the courses required for completion and the recommended sequencing of those courses.

ADMISSION

The Graduate Programs Marketing and Admissions Office must receive the following documentation from each applicant before an admission decision will be rendered:

1. A completed application form, which includes a non-refundable application fee.
2. Official transcript(s) reflecting a bachelor's degree awarded from a regionally accredited college or university.
3. Two years of significant work experience.
4. Two completed admission essays.
5. Two letters of recommendation.
6. A current resume.

Executive Leadership 15 SH

The Executive Leadership Certificate is designed for students who choose to build a philosophy and skills for becoming effective leaders. It focuses on contemporary leadership theories, ethical leadership, and future leadership roles.

MSM 602--The Leadership Management Challenge	3 SH
MSM 612--Making Decisions in Organizations	3 SH
MSM 621--Organizational Change	3 SH
MSM 635--Strategic Human Resource Management	3 SH
MSM 671--Strategic Leadership	3 SH

Executive Project Management 15 SH

The Executive Project Management Certificate is designed to meet the needs of students who require project management, leadership, and people management skills. This Certificate is designed for adults who wish to enhance their work-related knowledge and skills and to advance themselves educationally.

MSM 602--The Leadership Management Challenge	3 SH
MSM 651--Delivering Organizations Excellence	3 SH
MSM 657/MBAO 603--Leading Projects in Contemporary Organizations	3 SH
MSM 658/MBAO 615--Management of Project Performance	3 SH
MSM 659--Project Monitoring and Delivery	3 SH

Strategic Business Management 15 SH

The Strategic Business Management Certificate is designed for students to develop skills in strategic management with a focus on developing leadership skills in managing project teams, process improvement plans, and achieving customer satisfaction.

MSM 602--The Leadership Management Challenge	3 SH
MSM 621--Organizational Change	3 SH
MSM 631--Strategic Management and Financial Reports Analysis	3 SH
MSM 651--Delivering Organization Excellence	3 SH
MSM 657--Leading Projects in Contemporary Organizations	3 SH

Strategic Human Resource Integration 15 SH

The Strategic Human Resource Integration Certificate is designed for students to examine strategies for transforming organizational culture, architecture and leadership, and to review the impact of the human resource functions on the total organization.

MSM 602--The Leadership Management Challenge	3 SH
MSM 635--Strategic Human Resource Management	3 SH
MSM 636--Employment Law and Compliance	3 SH
MSM 637--Strategies in Compensation and Benefits	3 SH
MSM 638--Attracting and Retaining Workforce Talent	3 SH
MSM 639--Employee Relations and Performance Management	3 SH

COLLEGE FOR PROFESSIONAL STUDIES COURSE DESCRIPTIONS

UNDERGRADUATE

ACCOUNTING (AC)

AC 320A. PRINCIPLES OF ACCOUNTING I (3). Introduces basic accounting principles and procedures for sole proprietorships, partnerships and corporations.

AC 320B. PRINCIPLES OF ACCOUNTING II (3). A continuation of AC 320A. Prerequisite(s): AC 320A.

AC 325. ACCOUNTING PRINCIPLES AND MANAGEMENT CONCEPTS (3). Introduces accounting principles, procedures and reports used in business decision-making. Focuses on tools to determine cost, profitability, and equity; manage cash; assess business performance; plan for future operations; and examine key ethics issues. NOTE: Non-majors only. This course may not be substituted for AC 320A and AC 320B, although students may elect to take AC 320A and AC 320B in place of AC 325.

AC 410A. INTERMEDIATE ACCOUNTING I (3). Provides an in-depth study of financial accounting including theory and problems. Discusses recent developments in accounting valuation and reporting practices promulgated by the leading accounting organizations. Emphasizes assets, liabilities, shareholders equity, income determination and preparation and analysis of financial statements. Prerequisite(s): AC 320B.

AC 410B. INTERMEDIATE ACCOUNTING II (3). Provides an in-depth study of financial accounting topics, including theory and problems. Prerequisite(s): AC 410A.