

# BUSINESS (SHELDON B. LUBAR COLLEGE OF)

The UWM Sheldon B. Lubar College of Business is a major metropolitan business school committed to academic excellence. Because of its metropolitan location, the College offers several advantages. Milwaukee-area firms provide an exciting, real-world laboratory for students to gain valuable insights and skills in their chosen professional fields as well as providing part-time or full-time employment opportunities. Students can also gain practical work experience by participating in internship programs. Business leaders from the community participate in College activities, both in the classroom and on the College's advisory councils.

High-quality management education that incorporates state-of-the-art technology is delivered to a diverse group of graduate and undergraduate students and practicing executives and professionals. We address the professional development and lifelong learning needs of individuals.

Through scholarly research, we advance knowledge pertaining to management decision making and practice and further enrich our teaching effectiveness.

Our undergraduate degree programs provide students with a career foundation leading to managerial advancement and/or entrepreneurial careers.

Our master's degree programs prepare students to assume general management or functional specialist positions, with potential for senior-level leadership positions or entrepreneurial careers.

Our doctoral degree programs prepare students for research and teaching careers in higher education and research careers in industry.

Our executive education programs provide customized problem solving for organizations.

We also employ our professional skills in service to the College, University, scholarly and professional organizations, and the regional business community. We capitalize on the diversified resources of the Metropolitan Milwaukee business community and use them as a living laboratory to enrich our scholarly and instructional pursuits.

## AACSB Accreditation

The Lubar College of Business has been continuously accredited by AACSB International for over 45 years. Why is this important? Because business schools accredited by AACSB International are considered to be the best business schools in the world — in fact, only 5% of business schools worldwide have this distinction. AACSB-accredited schools have tougher quality standards for programs and faculty, better students with higher overall GPAs, more employers that recruit from them, and graduates that receive higher salaries.

In addition, the Lubar College of Business accounting programs are separately accredited by AACSB. Lubar College of Business is one of only three accounting schools in the state, and one of 193 schools in the world, with this status.

## Programs Undergraduate

- Business of Media and Film Studies, Undergraduate Certificate (Lubar College of Business) (<https://catalog.uwm.edu/business/business-media-film-studies-undergraduate-certificate/>)
- Business Scholars Program (<https://catalog.uwm.edu/business/businessscholars/>)
- Business: Accounting, BBA (<https://catalog.uwm.edu/business/accounting-bba/>)
- Business: Accounting, BBA: Data Analysis (<https://catalog.uwm.edu/business/accounting-data-analysis-bba/>)
- Business: Finance, BBA (<https://catalog.uwm.edu/business/finance-bba/>)
- Business: General Business, BBA (<https://catalog.uwm.edu/business/general-business-bba/>)
- Business: Human Resources Management, BBA (<https://catalog.uwm.edu/business/human-resources-management-bba/>)
- Business: Information Technology Management, BBA (<https://catalog.uwm.edu/business/information-technology-management-bba/>)
- Business: Marketing, BBA (<https://catalog.uwm.edu/business/marketing-bba/>)
- Business: Supply Chain and Operations Management, BBA (<https://catalog.uwm.edu/business/supply-chain-operations-management-bba/>)
- Enterprise Resource Planning, Undergraduate Certificate (<https://catalog.uwm.edu/business/enterprise-resource-planning-undergraduate-certificate/>)
- Entrepreneurship, Undergraduate Certificate (<https://catalog.uwm.edu/business/entrepreneurship-undergraduate-certificate/>)
- General Business, Minor (<https://catalog.uwm.edu/business/general-business-minor/>)
- Global Studies, BA: Global Management (<https://catalog.uwm.edu/business/global-studies-management-ba/>)
- International Business, Undergraduate Certificate (<https://catalog.uwm.edu/business/international-business-undergraduate-certificate/>)
- Investment Management, Undergraduate Certificate (<https://catalog.uwm.edu/business/investment-management-undergraduate-certificate/>)
- Real Estate, Undergraduate Certificate (<https://catalog.uwm.edu/business/real-estate-undergraduate-certificate/>)
- Technology Entrepreneurship, Undergraduate Certificate (<https://catalog.uwm.edu/business/technology-entrepreneurship-undergraduate-certificate/>)

## Graduate

- Business Administration, MBA (<https://catalog.uwm.edu/business/business-administration-mba/>)
- Business Administration, MBA/Information Technology Management, MS (<https://catalog.uwm.edu/business/business-administration-mba-information-technology-management-ms/>)
- Business Administration, MBA/Nursing Practice, DNP (<https://catalog.uwm.edu/business/business-administration-mba-doctor-nursing-practice-dnp/>)

- Business Administration, MBA/Translation and Interpreting Studies, MA (<https://catalog.uwm.edu/business/business-administration-mba-translation-interpreting-studies-ma/>)
- Business Analytics, Graduate Certificate (<https://catalog.uwm.edu/business/business-analytics-graduate-certificate/>)
- Digital Supply Chain Management, Graduate Certificate (<https://catalog.uwm.edu/business/supply-chain-management-graduate-certificate/>)
- Digital Supply Chain Management, MS (<https://catalog.uwm.edu/business/digital-supply-chain-management-ms/>)
- Enterprise Resource Planning, Graduate Certificate (<https://catalog.uwm.edu/business/enterprise-resource-planning-graduate-certificate/>)
- Entrepreneurship, Graduate Certificate (<https://catalog.uwm.edu/business/entrepreneurship-graduate-certificate/>)
- Executive, MBA (<https://catalog.uwm.edu/business/executive-mba/>)
- Executive, MBA: Global Strategic Leadership (<https://catalog.uwm.edu/business/executive-global-strategic-leadership-mba/>)
- Executive, MBA: Integrated Health Care Leadership (<https://catalog.uwm.edu/business/executive-integrated-health-care-leadership-mba/>)
- Finance, Graduate Certificate (<https://catalog.uwm.edu/business/finance-graduate-certificate/>)
- Health Care Management, Graduate Certificate (<https://catalog.uwm.edu/business/health-care-management-graduate-certificate/>)
- Human Resources and Labor Relations, MHRLR (Lubar College of Business) (<https://catalog.uwm.edu/business/human-resources-labor-relations-mhrlr/>)
- Information Technology Management, MS (<https://catalog.uwm.edu/business/information-technology-management-ms/>)
- Information Technology Management, MS: AI and Data Analytics (<https://catalog.uwm.edu/business/information-technology-management-ai-data-analytics-ms/>)
- Investment Management, Graduate Certificate (<https://catalog.uwm.edu/business/investment-management-graduate-certificate/>)
- Management Science, PhD (<https://catalog.uwm.edu/business/management-science-phd/>)
- Management, MS: Accounting (<https://catalog.uwm.edu/business/management-accounting-ms/>)
- Management, MS: Finance Analysis (<https://catalog.uwm.edu/business/management-finance-analysis-ms/>)
- Management, MS: Marketing (<https://catalog.uwm.edu/business/management-marketing-ms/>)
- Management, MS: Professional Accounting (<https://catalog.uwm.edu/business/management-professional-accounting-ms/>)
- Marketing, Graduate Certificate (<https://catalog.uwm.edu/business/marketing-graduate-certificate/>)
- Nonprofit Management and Leadership, MS (Lubar College of Business) (<https://catalog.uwm.edu/business/nonprofit-management-leadership-ms/>)
- Nonprofit Management, Graduate Certificate (Lubar College of Business) (<https://catalog.uwm.edu/business/nonprofit-management-graduate-certificate/>)
- Organizational Leadership in Diversity, Equity and Inclusion, Graduate Certificate (<https://catalog.uwm.edu/business/organizational-leadership-diversity-equity-inclusion-graduate-certificate/>)
- Public Administration, MPA (Lubar College of Business) (<https://catalog.uwm.edu/business/public-administration-mpa/>)
- Public Administration, MPA/Criminal Justice and Criminology, MS (<https://catalog.uwm.edu/business/public-administration-mpa-criminal-justice-ms/>)
- Public Administration, MPA/Urban Planning, MUP (<https://catalog.uwm.edu/business/public-administration-urban-planning-mpa-mup-coordinated-degree-program/>)
- Taxation, Graduate Certificate (<https://catalog.uwm.edu/business/taxation-graduate-certificate/>)
- Technology Entrepreneurship, Graduate Certificate (<https://catalog.uwm.edu/business/technology-entrepreneurship-graduate-certificate/>)

## Graduate Policies and Regulations

The Graduate School policies and regulations can be found at Graduate School Policies (<https://catalog.uwm.edu/policies/graduate-policies/>). Please refer to the specific program for program policies and regulations.

### Auditing Graduate Courses

BUS ADM and BUSMGMT 700+ courses must be completed on a graded basis; graduate courses are not available for completion as an audit.

## Undergraduate Program Options

### Multiple Majors

Students interested in completing more than one major with another UWM program or within Business should meet with an academic advisor to discuss how best to combine their academic plans. Students may double-count up to two major courses between any combination of BBA majors. Accounting majors may also use the Bus Adm 450 requirement towards the Finance or SCOM majors. General Business majors may not select a second major within the Lubar College of Business but may select any number of certificates.

### Joint Degree Program

A student who plans to pursue a joint degree business program with another UWM college or school should seek advising early to design an appropriate program. The student must concurrently complete all requirements for the degree in the area other than the Lubar College of Business, as well as the requirements in the Lubar College of Business, as indicated below in the requirements for a second bachelor's degree. A student electing to pursue a joint degree should submit a proposed program of study to the Lubar College of Business as soon as possible.

### Second Bachelor's Degree

A student with an accredited bachelor's degree may work toward a second bachelor's degree in the Lubar College of Business. Interested students should contact the academic advisors in Room N297 of Lubar Hall for further details. The second bachelor degree program is not offered in Accounting.

Degree requirements include completion of these BBA requirements:

- functional courses
- administrative analysis and techniques courses

- a professional major, and
- mathematics and economics courses.

Of these, at least 30 credits must be earned in residence at UWM while classified as a second-degree candidate. Students may receive credit towards a second bachelor's degree for coursework taken in equivalent areas at other institutions. However, at least 50% of the business credit hours required for the business degree must be completed at UWM.

## Business Special Student Options

Business Special Student status is available to applicants who have earned a baccalaureate degree at an accredited university or college. Also eligible for consideration are students needing coursework to complete a degree from another accredited institution, students in an international exchange program, or students who were admitted to UWM as a University Special Student with the ultimate goal of becoming degree-seeking in a business major. Business Special Students are eligible to take undergraduate courses only.

An official degree transcript of all university work, along with a statement of goals and objectives as a special student with a listing of requested courses, should be submitted directly to the Lubar College of Business Undergraduate Student Services (Room N297, Lubar Hall, uwmbba@uwm.edu).

## Post-baccalaureate Opportunities

Students who have completed a BBA degree at UWM can return to the campus and complete an additional business major. Students who have completed a bachelor's degree in business at another accredited university can earn a Certificate of Major in the College. The Certificate of Major consists of a minimum of 12 UWM degree credits. This additional major option is not available in Accounting or General Business.

## Certificate Option

Students have the option to complete one or more certificates in conjunction with BBA majors. No more than 50% of each certificate's credits may double count towards BBA Core or Major requirements.

## Academic Regulations

For information on the University-wide Academic Action Policy and honors for scholarship, see Academic Policies (<https://catalog.uwm.edu/policies/undergraduate-policies/>).

## Student Academic Appeals

Students may appeal an academic action to the appropriate curriculum committee. An appeal is a request for an exception to an established policy or rule. The content of each appeal is carefully reviewed in order to reach a decision. Appeals should be submitted electronically to Lubar Undergraduate Student Services. Undergraduate student appeals are reviewed by the College's Undergraduate Program Committee's Appeals Subcommittee. Students are advised in writing of the decision of the Committee. The Appeals Subcommittee considers individual cases concerning the degree requirements and other academic rules and regulations established by the Lubar College of Business faculty.

The Lubar College of Business has established written procedures for undergraduate student academic grievances. Copies of the grievance procedure are available in the Student Services Center. As a first step, students must discuss the grievance with the faculty member or administrator within 30 working days from the date of the action that prompted the grievance.

## Two-thirds Credit Policy

If a course taken towards a particular requirement within the Business Foundation, Business Core, or Major Requirements is completed for fewer credits than the stated minimum, that requirement shall be considered satisfied if the course satisfies greater than two-thirds of the required credits. The missing credit(s) must be made up through additional Business or General Electives.

## Faculty

Name	Rank	Degree	School	Graduate Faculty	Emeritus Faculty
Lawrence Abbott	Professor	PhD, CPA	University of Oregon		
Layth C. Alwayn	Professor	PhD	University of Chicago		
Grace Ambrose	Lecturer	PhD	Southern Illinois, Carbondale		
Esther Ancel	Lecturer	PhD			✓
Patricia J. Arnold	Professor	PhD, CPA			✓
Bruce A. Bender	Professor	PhD			✓
Amit Bhatnager	Professor and Director PhD Programs	PhD	State University of New York at Buffalo	✓	
Janice Blankenburg	Lecturer	EMBA	Washington University		✓
Colleen Boland	Associate Professor	PhD, CPA	Michigan State University	✓	
Veena Brown	Associate Professor	PhD, CPA	Florida Atlantic University	✓	
Kaushal Chari	Professor and Sheldon B. Lubar Dean	PhD	University of Iowa		
Cheng Chen	Assistant Professor	PhD	University of Illinois at Chicago	✓	
Zheng Cheng	Assistant Professor	PhD	University of Kansas		

Tailan Chi	Notebaert Distinguished Professor of International Business & Global Studies	PhD	University of Washington	✓	
I-Hsuan Chiu	Assistant Professor	PhD	University of Iowa		
Brian Daugherty	Associate Professor	PhD, CPA	University of Texas at San Antonio		✓
Stanislav D. Dobrev	Professor, Robert L. and Sally S. Manegold Chair in Strategic Management	PhD	Stanford University	✓	
Katherine Du	Assistant Professor	PhD	Duke University Fuqua School of Business		
Michael Farrell	Assistant Professor	PhD	University of Kentucky	✓	
Russell W. Fenske	Professor	PhD			✓
Paul M Fischer	Jerry Leer Professor	PhD, CPA	University of Wisconsin-Madison	✓	
Ioannis Floros	Associate Professor	PhD	University of Pittsburgh	✓	
Sarah J. Freeman	Associate Professor	PhD	University of Michigan		✓
Michael Freimark	Senior Lecturer	PhD	Southern Illinois University		
Rachel Gazaryan	Lecturer	MS, CPA	University of Wisconsin- Milwaukee		
Dennis H. Gensch	Professor	PhD			✓
Sanjoy Ghose	Judith H. & Gale R. Klappa Endowed Professor of Marketing	PhD	Carnegie-Mellon University	✓	
Maria Goranova	Associate Professor	PhD	Syracuse University	✓	
Dean Granatelli	Lecturer	PhD	California Intercontinental University		
Timothy C. Haas	Associate Professor	PhD	Colorado State University	✓	
Xiaoting Hao	Lecturer	PhD	University of Houston		
John Healy	Senior Lecturer	MS			✓
Ross Hightower	Senior Lecturer and Director, SAP University Competency Center	PhD	Georgia State University	✓	
Der-Ann Hsu	Professor	PhD			✓
John Huck	Assistant Professor	PhD	University of Michigan		
Charles Kang	Assistant Professor	PhD	Pennsylvania State University		
James Kasum	Senior Lecturer	PhD			✓
Odai Khasawneh	Lecturer	PhD	Eastern Michigan University		
Yong-Cheol Kim	Associate Professor	PhD	Ohio State University	✓	
Paul Kimmel	Associate Professor	PhD			✓
Charles A. Konkol	Senior Lecturer	MS, CPA	University of Wisconsin-Milwaukee		✓
Mark Kosfeld	Lecturer, Associate Director Supply Chain Management Institute	MBA			
Leslie Kren	Associate Professor	PhD, CPA	University of Houston		✓
Kaan Kuzu	Associate Professor	PhD	The Pennsylvania State University	✓	
Jerry Leer	Professor	MBA, CPA			✓
Edward Levitas	Professor	PhD	Texas A&M University	✓	
Aaron Mandell	Assistant Professor	PhD, CPA	University of Oregon	✓	
Richard D. Marcus	Associate Professor	PhD	University of Chicago	✓	
Michael McBain	Senior Lecturer	PhD			✓
Sean McCarthy	Assistant Professor	PhD	Texas A&M University		
Steven Michael	Karl A. and Lillian Bostrom Professor of Innovation and Entrepreneurship	PhD	Harvard University	✓	
Janice Miller	Professor and Senior Associate Dean	PhD			✓

Samar Mukhopadhyay	Visiting Professor	PhD	University of Texas at Austin		
Derek L. Nazareth	Associate Professor	PhD	Case Western Reserve University	✓	
Daniel Neely	Associate Professor	PhD	The University of Houston	✓	
Paul C. Nystrom	Professor	PhD			✓
Purushottam Papatla	Professor	PhD	Northwestern University	✓	
Laura A. Peracchio	Professor	PhD	Northwestern University		✓
V. Kanti Prasad	Dean Emeritus and Emeritus Bostrom Professor of Entrepreneurship	PhD	Michigan State University		✓
Belle R. Ragins	Sheldon B. Lubar Professor for Management and UWM Distinguished Professor	PhD	University of Tennessee at Knoxville	✓	
Keshavamurthy Ramamurthy	Professor	PhD			✓
Tracy Rank-Christman	Assistant Professor	PhD	Rutgers University		
Raymond Rausch	Lecturer	JD			✓
Will Rayms	Professor	PhD			✓
Hong Ren	Associate Professor	PhD	Pennsylvania State University	✓	
Joseph Retzer	Lecturer	PhD	University of Wisconsin-Milwaukee		
Jonathan Saffold	Lecturer	JD	University of Wisconsin-Madison		
Scott Schanke	Assistant Professor	PhD	University of Minnesota		
Eric Schenker	Professor	PhD			✓
Giorgo Sertsios	Sheldon B. Lubar Associate Professor of Finance	PhD	University of Maryland	✓	
Sol S. Shalit	Associate Professor	PhD			✓
Valeriy Sibilkov	Hans G. Storr Associate Professor of Finance	PhD	Purdue University	✓	
Romila Singh	Associate Professor	PhD	Drexel University	✓	
Atish Sinha	Professor and Rockwell Automation Endowed Professorship in Connected Systems	PhD	University of Pittsburgh	✓	
Timothy L. Smunt	Professor	DBA	Indiana University	✓	
Ehsan S. Soofi	UW-Milwaukee Distinguished Professor Emeritus	PhD	University of California, Riverside		✓
G. Kevin Spellman	Senior Lecturer	PhD	Durham University		
Mark Srite	Interim Associate Dean and Professor	PhD	Florida State University	✓	
Keimei Sugiyama	Assistant Professor	PhD	Case Western Reserve University	✓	
Laura Swenson	Assistant Professor	PhD, CPA	University of Wisconsin-Madison	✓	
William J. Taylor	Associate Professor	PhD, CPA			✓
Amy Tegeler	Assistant Professor	PhD	University of Wisconsin-Madison		
Delia Valentine	Assistant Professor	PhD, CPA	Virginia Tech		
Yang Wang	Assistant Professor	PhD	University of Utah		
C. Edward Weber	Professor	PhD			✓
Zuhui Xiao	Assistant Professor	PhD	University of Minnesota Carlson School		
Ting Yao	Assistant Professor	PhD	University of North Carolina-Chapel Hill Kenan Flagler Business School		
Xiaohang Yue	Professor	PhD	University of Texas at Dallas	✓	
Fatemeh (Mariam) Zahedi	UW-Milwaukee Distinguished Professor and Church Mutual Insurance Faculty Scholar in ITM Professor	DBA	Indiana University		✓

Huimin Zhao	Professor	PhD	University of Arizona	✓
Yaron Zoller	Lecturer	DBA	Nova Southeastern University	

## Contact Information

### Undergraduate Student Services

Lubar Hall, N297

<http://uwm.edu/business/>