

# BUSINESS ADMINISTRATION

The Department of Business Administration is truly unique and enables the Spears School to leap ahead of other business schools with a concerted effort on practical business skills. A focus on these skills complements the traditional business curriculum to develop career ready professionals. We support all business majors by enhancing the curriculum of your major with classes that focus on the skills necessary for early career success.

From professional development to analytics, our courses help you develop hands-on experiences and skills to give you a competitive edge after graduation. These courses are developed and delivered to students by faculty with a background in corporate and industry experience to ensure that we are bringing industry best practices to the classroom.

The Department of Business Administration works closely with the Eastin Center for Career Readiness (<https://business.okstate.edu/eastin/>).

Each student has the potential to make a positive impact on this world. Our mission is to guide and support our students so that they are prepared to pursue professional opportunities, practice continued growth, and fully realize their potential.

## General Business

The general business program gives students a broad, comprehensive type of business education preparing them to enter employment in a wide range of administrative positions in private business, government or nonprofit organizations. The scope of their educational experience enables these graduates to assume management positions in organizations of varying sizes and ranges of operations.

Students majoring in general business will take general education or foundation course work in behavioral and social sciences, communications, humanities and fine arts, natural science, mathematics and statistics, as well as business foundation courses in accounting, business communications, business law, economics, finance, management information systems, management and marketing.

This major, which provides for a high degree of individual student choice, includes required upper-division coursework beyond the business core in each of the business disciplines as well as substantial work in business or business-related courses, selected by the student in consultation with his or her major advisor. A pre-law option is offered.

## Courses

### BADM 1111 Business First Year Seminar

**Prerequisites:** Freshman standing only and Spears School of Business or undeclared student.

**Description:** Required of all first semester freshmen in the Spears School of Business. An orientation to the SSB and OSU, survival skills, and a study of the career opportunities and curriculum in the various business departments.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

### BADM 1121 Freshman Research Orientation

**Prerequisites:** Instructor permission required.

**Description:** The approaches and tools for business research will be discussed. The essential components of a research proposal will be reviewed, with examples of the approach needed for a successful proposal. Students will prepare a business research proposal in an area of interest.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

### BADM 2010 Special Topics

**Prerequisites:** Consent of instructor.

**Description:** Special topics and independent study in business. Offered for variable credit, 1-6 credit hours, maximum of 6 credit hours.

**Credit hours:** 1-6

**Contact hours:** Contact: 1-6 Other: 1-6

**Levels:** Undergraduate

**Schedule types:** Independent Study

**Department/School:** Dean of Business Admin

### BADM 2011 Personal Management I: Decision-Making Skills

**Description:** Management concepts to help achieve success in students' personal lives, an examination of cognitive biases and decision-making strategies, recognizing traps and consumer rip-offs.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

### BADM 2093 Study Abroad: Contemporary International Culture and Business Impacts

**Description:** A study of a country and region that will provide an integrated approach to the rich cultural, commercial, historical, technological, political, economic, and religious issues. The country's role as a political and economic power will be examined. Comparisons of technology, policies, and economics will be made, as well as investigating hurdles and synergies to doing business between that country and the U.S.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

### BADM 2111 Career Planning for Business Success

**Prerequisites:** Spears School of Business major.

**Description:** The course covers the process required to land an internship and start a successful career. Students will identify interests, strengths, and values and recognize how to apply these to major/career selection. The course will also focus on determining professional career goals and building professional and personal networks.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 2233 Business Analytics Fundamentals (A)**

**Prerequisites:** 3 hours of MATH or STAT with "A" designation.

**Description:** Introduces the basic concepts of business and data analytics utilizing spreadsheets and visualization software. Topics will include a review of necessary business quantitative skills, applicable descriptive analytics measures, probabilistic decision-making and how to tell an "effective story" through the use of data and analytics tools.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**General Education and other Course Attributes:** Analytical & Quant Thought

**BADM 3021 Personal Management II: Influence Tactics**

**Description:** An evaluation of the science of persuasion, influence tactics and practical strategies for managing interpersonal conflict. Also covers personal branding, upward and downward influence, issue selling in corporations and becoming a corporate entrepreneur. Previously offered as BADM 2021.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 3090 Study Abroad (I)**

**Prerequisites:** Consent of the Study Abroad office and associate dean of the college.

**Description:** Participation in an OSU reciprocal exchange program. Offered for variable credit, 1-18 credit hours, maximum of 36 credit hours.

**Credit hours:** 1-18

**Contact hours:** Contact: 1-18 Other: 1-18

**Levels:** Undergraduate

**Schedule types:** Independent Study

**Department/School:** Dean of Business Admin

**General Education and other Course Attributes:** International Dimension

**Additional Fees:** Study Abroad fee of \$200 applies.

**BADM 3101 Diversity Impacts on Business**

**Description:** Diversity issues within major business theories. Through reading, observation, discussion, and writing, students will have their own perceptions of others challenged to better understand perspectives from different diverse populations. May not be used for degree credit with BADM 1103.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 3111 Professional Development for Business Success**

**Prerequisites:** BADM 2111 and must be a Spears School of Business major.

**Description:** The course covers professional development essentials. Students will focus on growing their professional network, developing strong written and oral communication skills, and managing conflict, time, commitments, and teamwork.

**Credit hours:** 1

**Contact hours:** Lecture: 1 Contact: 1

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 3113 Practical Business and Interpersonal Skills**

**Prerequisites:** BADM 2111.

**Description:** This course presents an opportunity for students to develop skills in the areas of interpersonal communication, emotional intelligence, influence, networking and other practical skills deemed critical for a successful career in business. Extensive interactive activities are designed for students to increase their accountability, problem-solving abilities, resilience, confidence and the ability to earn the trust of others through honesty, integrity, and authenticity. In addition, the course includes interactive discussions intended to increase students' ability to value different perspectives and learn to relate openly and comfortably with diverse groups of people. May not be used for degree credit with MGMT 3133.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 3143 Business Career Development**

**Prerequisites:** MGMT 3013.

**Description:** Topics include career planning, company research, interviewing techniques, networking and personal selling. Students develop strategies to develop their professionalism, confidence and sophistication. Previously offered as MGMT 3143.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 4010 Business Projects**

**Prerequisites:** Consent of instructor.

**Description:** Special advanced topics, projects and independent study in business. Offered for variable credit, 1-6 credit hours, maximum of 6 credit hours.

**Credit hours:** 1-6

**Contact hours:** Contact: 1-6 Other: 1-6

**Levels:** Undergraduate

**Schedule types:** Independent Study

**Department/School:** Dean of Business Admin

**BADM 4050 Business Colloquium**

**Prerequisites:** Junior standing and consent of the instructor and the dean.

**Description:** Study of an interdepartmental and interdisciplinary nature of various important issues and aspects of the business and economic environment. Provides an intellectual challenge for the able student with a strong interest in scholarship. Offered for variable credit, 3-9 credit hours, maximum of 9 credit hours.

**Credit hours:** 3-9

**Contact hours:** Contact: 3-9 Other: 3-9

**Levels:** Undergraduate

**Schedule types:** Independent Study

**Department/School:** Dean of Business Admin

**BADM 4090 International Proficiency Field Experience for Business**

**Description:** A cohort experience and study of a country and region that will ground the rich cultural, commercial, historical, technological, political, economic, and religious issues which have been explored through directed language and general education study. The country's role as a political and economic power will be examined. Comparisons of technology, policies, and economies will be made, as well as investigating hurdles and synergies to doing business between that country and the U.S. Offered for variable credit, 3-6 credit hours, maximum of 6 credit hours.

**Credit hours:** 3-6

**Contact hours:** Lecture: 3-6 Contact: 3-6

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 4093 Study Abroad: Business Impacts of Contemporary International Culture (I)**

**Prerequisites:** Junior standing.

**Description:** A study of a country and region that will provide an integrated approach to the rich cultural, commercial, historical, technological, political, economic, and religious issues. The country's role as a political and economic power will be examined. Comparisons of technology, policies, and economies will be made, as well as investigating hurdles and synergies to doing business between that country and the U.S.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**General Education and other Course Attributes:** International Dimension

**BADM 4123 Small Business Experience**

**Prerequisites:** Junior standing, permission by instructor.

**Description:** This course provides hands-on experience involving all operations of running a small toffee business. Students will be involved in all aspects of the business including purchasing, production, market analysis, marketing, distribution, staffing & management, and accounting.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Undergraduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 5013 Research Methods for Business**

**Prerequisites:** STAT 2023, admission to MBA program or approval from MBA director.

**Description:** Role of Bayesian and inferential statistics in business research and management decision-making. Measurement, scaling, survey methods, and forecasting. Applications to marketing; managerial, human resource; financial and production planning; and other related business topics. Use of computers in statistical analysis.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Graduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 5093 Study Abroad: Applied Business Studies**

**Description:** A study of a country and region that will provide an integrated approach to the rich cultural, commercial, historical, technological, political, economic, and religious issues. The country's role as a political and economic power will be examined. Comparisons of technology, policies, and economies will be made, as well as investigating hurdles and synergies to doing business between that country and the U.S.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Graduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 5200 Selected Master of Business Administration Topics**

**Prerequisites:** Admission to the MBA program.

**Description:** Selected topics dealing with business decision-making and contemporary business issues. Offered for variable credit, 3-6 credit hours, maximum of 6 credit hours.

**Credit hours:** 3-6

**Contact hours:** Contact: 3-6 Other: 3-6

**Levels:** Graduate

**Schedule types:** Independent Study

**Department/School:** Dean of Business Admin

**BADM 5513 Fundamentals of Business Analytics**

**Prerequisites:** Graduate standing in the SSB or permission from the MBA/MSIS/MSTM director or assistant director, or instructor.

**Description:** Introduction to a set of analytic tools, including exploratory and graphical techniques, variable associations, simple regression, multiple regression, decision trees, logistic regression, segmentation, RFM, design of experiments, and forecasting techniques, and use of tools for better business decisions.

**Credit hours:** 3

**Contact hours:** Lecture: 1 Lab: 4 Contact: 5

**Levels:** Graduate

**Schedule types:** Lab, Lecture, Combined lecture and lab

**Department/School:** Dean of Business Admin

**BADM 5713 Analysis of the Multinational Firm**

**Prerequisites:** Admission to MBA program or consent of MBA director.

**Description:** Identification and analysis of the managerial, financial, and market problems facing the multinational firm. Focus is empirical and stressing application of ecological and quantitative tools to the study of the multidimensional nature of the international business environment.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Graduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 6000 Research and Thesis**

**Prerequisites:** Approval of advisory committee.

**Description:** Offered for variable credit, 1-9 credit hours, maximum of 30 credit hours.

**Credit hours:** 1-9

**Contact hours:** Contact: 1-9 Other: 1-9

**Levels:** Graduate

**Schedule types:** Independent Study

**Department/School:** Dean of Business Admin

**BADM 6100 Seminar in Business Administration****Prerequisites:** Consent of instructor.**Description:** Interdisciplinary in nature; focused on research methodology. Offered for variable credit, 3-6 credit hours, maximum of 12 credit hours.**Credit hours:** 3-6**Contact hours:** Contact: 3-6 Other: 3-6**Levels:** Graduate**Schedule types:** Independent Study**Department/School:** Dean of Business Admin**BADM 6200 Instructional Leadership and Academic Curriculum in Business****Description:** This course is designed to introduce the nature of education and the practices, ideas, and concepts that are fundamental to higher education course instruction. Topics to be discussed include: The Nature of Education, Purpose of Curriculum, Models on Instruction, Assessment Strategies, Epistemology, Pedagogy, Course Design, Instructional Sequencing. Offered for variable credit, 1-3 credit hours, maximum of 3 credit hours.**Credit hours:** 1-3**Contact hours:** Lecture: 1-3 Contact: 1-3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin**BADM 6343 Advanced Methods in MSIS Research****Prerequisites:** Doctoral standing.**Description:** Development of advanced methodological skills necessary to carry out research in the chosen area of study. Skills related to any one of the areas within the broad, interdisciplinary field of management science and information systems, such as management information systems, management science, telecommunications, and operations management. Same course as MGMT 6343.**Credit hours:** 3**Contact hours:** Lecture: 3 Contact: 3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin**BADM 6353 Advanced Methods in Management Research****Prerequisites:** Doctoral student standing and consent of instructor.**Description:** Course examines issues in theory building and development, strategies for collecting behavioral research. At conclusion of course, student should be able to: develop research questions, develop appropriate measures for constructs to be tested, and design research study using various methodologies. Same course as MSIS 6353.**Credit hours:** 3**Contact hours:** Lecture: 3 Contact: 3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin**BADM 6513 Org Science I: Micro Issues in Business****Prerequisites:** Permission from the director of the PhD option in Executive Research.**Description:** Provides an overview of the topics and research in behavior primarily at the individual and team level from different domains in business such as consumer behavior in marketing, organizational behavior in management, and behavioral research in accounting.**Credit hours:** 3**Contact hours:** Lecture: 3 Contact: 3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin**BADM 6523 Org Science II: Macro Issues in Business****Prerequisites:** Permission from the director of the PhD option in Executive Research.**Description:** Examines topics and research in business focusing particularly on the major theories applicable at the SBU, firm level and above. Topics include theories of globalizing business and national culture, agency theory, transaction cost theory, pricing theories, corporate governance and control, entry mode choice, and CEO compensation strategies. Each topic is introduced through a review of seminal theories which are then reinforced with current research that applies and/or tests these theories.**Credit hours:** 3**Contact hours:** Lecture: 3 Contact: 3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin**BADM 6533 Creativity, Innovation and Leadership****Prerequisites:** Permission from the director of the PhD option in Executive Research.**Description:** Examines the creative process and the role of leadership in driving the creative process within organizations. Covers issues such as works of genius, everyday problem solving, the role of intelligence, innovative environments, creative analysis, creative leadership, consumer creativity, and co-creation. The foundation of each topic is theory-driven research with an occasional management practice perspective.**Credit hours:** 3**Contact hours:** Lecture: 3 Contact: 3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin**BADM 6713 Theory Building and Scientific Research in Business****Prerequisites:** Doctoral student status and consent of instructor.**Description:** Examination of theory building and research methods from a business perspective. Understanding of theory and methods relevant to research in the business disciplines.**Credit hours:** 3**Contact hours:** Lecture: 3 Contact: 3**Levels:** Graduate**Schedule types:** Lecture**Department/School:** Dean of Business Admin

**BADM 6723 Dissertation Design**

**Prerequisites:** Permission from the director of the PhD option in Executive Research.

**Description:** Introduces doctoral candidates to the dissertation-writing process. Helps students get organized, prepare a dissertation timeline, develop effective writing strategies, choose or refine a dissertation topic, write a dissertation proposal, and successfully defend a completed dissertation.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Graduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

**BADM 6913 Mixed Methods in Management Research**

**Prerequisites:** Permission from the director of the PhD option in Executive Research.

**Description:** Introduces students to both quantitative and qualitative research methodologies, including designs for data collection and analysis. Addresses the integration of qualitative and quantitative design methodologies in studying organizational issues.

**Credit hours:** 3

**Contact hours:** Lecture: 3 Contact: 3

**Levels:** Graduate

**Schedule types:** Lecture

**Department/School:** Dean of Business Admin

## Undergraduate Programs

- General Business, BSBA (<http://catalog.okstate.edu/spears-business/business-administration/general-business-bsba/>)
- General Business: Pre-Law, BSBA (<http://catalog.okstate.edu/spears-business/business-administration/general-business-pre-law-bsba/>)

## Minors

- General Business (GNBU), Minor (<http://catalog.okstate.edu/spears-business/business-administration/general-business-administration-minor/>)

## Graduate Programs

The Department of Business Administration does not have its own separate graduate programs. However, BADM coursework and the title Business Administration is used in several college wide programs. These include:

## Master of Business Administration (MBA)

Our MBA Program is offered full-time (Stillwater), part-time (Tulsa), and online (worldwide). Details are available at the following link: (Overview ([https://business.okstate.edu/departments\\_programs/watson/mba/](https://business.okstate.edu/departments_programs/watson/mba/)) / Catalog (<http://catalog.okstate.edu/graduate-college/masters-degrees/business-administration-mba/>))

## PhD in Business Administration

All departments in Spears Business offer a doctorate degree. Other than the [PhD in Economics](#), all other PhD programs are offered as PhD in Business Administration with options in:

- PhD in Business Administration (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-phd.html>))

- Accounting (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-accounting-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-accounting-phd/>))
- Entrepreneurship (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-entrepreneurship-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-entrepreneurship-phd/>))
- Finance (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-finance-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-finance-phd/>))
- Hospitality and Tourism Management (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-htm-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-hospitality-tourism-management-phd/>))
- Management Science and Information Systems (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-management-science-and-information-systems-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-management-science-information-systems-phd/>))
- Management (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-management-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-management-phd/>))
- Marketing (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-administration-option-in-marketing-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-marketing-phd/>))
- PhD in Economics (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/economics-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/economics-phd/>))

In addition, we offer a PhD in Business Administration (Overview (<https://go.okstate.edu/graduate-academics/programs/doctoral/business-for-executives-phd.html>) / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-executive-research-phd/>)) and a Doctor of Business Administration (DBA) (Overview / Catalog (<http://catalog.okstate.edu/graduate-college/doctoral/business-administration-dba/>)) tailored for executives.

## Faculty

Andrew L. Urich, JD—Head

**Professors of Professional Practice:** R. Evan Davis, PhD; Abbey Davis, PhD